

Environment Policy

1. DSB Logistics Policy Statement.

We want our services to be part of a sustainable society.

We are committed to:

- Reducing resource consumption, waste and pollution in our operations.
- Taking a proactive approach regarding environmental legislation that affects our business.
- Encouraging our subcontractors to adopt the same environmental principles as DSB Logistics.
- Giving appropriate weight to this environmental policy when making future planning and investment decisions.
- Setting targets and objectives, within the scope of the environmental management system, to achieve continual improvement and a sustainable development.

2. Scope

The requirements of this policy apply to all DSB Logistics employees. Even though this policy applies to all employees, the Primary Audience of this policy (i.e. the ones who, together with the Policy Holder, are responsible for implementing the policy) is management of DSB Logistics.

3. How to report violations

Employees are encouraged and expected to report incidents of non-compliance.

Violations of this Group Policy may be reported to the Management, HR, or any other appropriate corporate body. Anyone reporting a violation shall, to the extent legally permissible, have the possibility to remain anonymous.

DSB Logistics has a non-retaliation rule and will ensure that there are no adverse work-related consequences for any employee who, in good faith, alerts management of possible violations of this policy.