

P&O FERRYMASTERS HOLDINGS LIMITED POLICY STATEMENT

P&O Ferrymasters Holdings Limited and its subsidiary undertakings (referred to as 'P&O Ferrymasters') means P&O Ferrymasters Limited and any other company within the P&O Ferrymasters Holdings Limited Group.

The Environment and a Sustainable Supply Chain

P&O Ferrymasters is committed to the delivery of a reliable, safe and secure sustainable supply chain that responds efficiently to the needs of individuals and businesses, whilst safeguarding the environment. This is a fundamental part of the company's financial, marketing, personnel, commercial and operational considerations.

The Board of Directors champions this policy: their responsibility is to ensure that the people at P&O Ferrymasters have the belief, competence and resources to implement the policy and achieve its aims. The support and professionalism of our people will make the policy succeed.

Recognising that our activities matter to the environment, community, our people and customers, and to others who may be affected by what we do, we will address our effect on the climate by working together towards the following sustainability goals:

- Reduce carbon emissions and other greenhouse gases from the locations in which we operate by
 - Working to get 100% of total energy from renewable energy or alternative fuels by 2030
 - Reducing the energy consumption from the locations in which we operate
- Reduce consumption of products, waste and increase recycling from the locations in which we operate by
 - Setting up recycling facilities at all our facilities by 2022
 - Reducing paper used in printing by 10% year on year
- Reduce carbon emissions and other greenhouse gases from travelling by
 - Reducing the average g CO₂/km for company cars below the 2019 baseline
 - Revising the current company car policy shifting to electric cars by 2030
 - Reducing fuel consumed by company cars.
- Reduce carbon emissions and other greenhouse gases in our supply chain by
 - Promoting, developing and expanding our intermodal services in order to offer an environmentally friendly and commercially viable alternative to road.
 - Working with our trucking partners to replace the current truck fleet with Euro 6 trucks or alternative fuel by 2025 and to trial and implement new fuel technologies (biofuels; hydrogen; electric; LNG)
 - Developing our partner selection process to take environmental aspects into account
 - Optimising our operations to reduce the distance travelled empty
 - Work collaboratively with our customers to maximise unit load fill and optimising routing through network hubs, warehouses and cross docks.
- Zero pollution incidents by identifying hazards and controlling risk as core elements of our strategy thereby minimising the social impact of the company's activities and avoid damage to the environment.

Moreover, we will:

- Not only abide by the laws of the countries in which we operate, but we will continue to find more innovative ways to grow our business and integrate our sustainability strategy further.
- Participate in industry environmental initiatives, schemes and organisations to make improvements to or reduce impacts on the environment.
- Provide equipment and systems of work which will allow us to pursue the best standards of protection of the environment.
- Measure our progress and produce annual reports on our journey of becoming a more responsible and sustainable business.
- Positively promote and encourage communication about our environmental objectives and initiatives with our people, customers, contractors and suppliers.
- Encourage environmental friendly and sustainable practices beyond the workplace.

This policy will be subject to regular consultation and annual review.



Thorsten Runge – Managing Director

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Enactment of Policy

P&O Ferrymasters implements this policy through the following control measures:

- Assigning the responsibility of targets to the right people creating better clarity on accountability.
- Publication of the Company Risk and Compliance Plan on the company intranet.
- Monthly Board Reports.
- Quarterly Reviews with Divisional Directors.
- Company Environmental procedures reviewed annually and communicated internally via the company intranet.
- Publication of Company environmental initiatives on the intranet.
- Staff induction programme, including issues relating to the environment.
- Environmental controls audited as part of PASS assessment programme.