



PO-02

**Environment and Sustainable Supply
Chain Policy**

Revision: 21/02/2025

1 PREAMBLE

P&O Ferrymasters also referred as “The Company” – means P&O Ferrymasters Limited and/or Unifeeder Shortsea – a business unit of Unifeeder A/S in the form of an agreement based joint venture between P&O Ferrymasters Limited and Unifeeder A/S and/or any other company or entity within the P&O Ferrymasters Holdings Limited Group, including any direct or indirect affiliate, subsidiary, joint venture and any agreement based joint ventures of any such company or entity.

This document applies to P&O Ferrymasters. The document should be consistently applied across the company unless it contradicts with country specific legislation.

2 DEFINITIONS

Environment refers to the natural surroundings in which living organisms, including humans, exist and interact. It is [the](#) very fabric of our planet with all its elements such as air, water, land, flora, fauna, and their complex interrelationships.

Sustainability pertains to the responsible management of resources and ecosystems to meet the needs of the present generation without compromising the ability of future generations to meet their own needs. It involves balancing economic, social, and environmental considerations to ensure long term wellbeing and resilience of both human and ecological systems. Sustainable practices aim to minimize negative impacts on the environment, promote conservation and biodiversity, and foster equitable and inclusive development for all stakeholders.

Ultimately, the goal of sustainability is to create a harmonious relationship between human activities and the natural world, striving for a healthy planet and thriving societies now and in the future.

3 PURPOSE

The purpose of an environmental and sustainable supply chain policy is to guide and govern an organization's efforts in integrating environmental and sustainability considerations into its supply chain operations.

This policy aligns the organization's supply chain practices with its environmental goals and sustainability objectives, driving positive impacts on the environment, society, and business performance.

4 SCOPE

This policy is applicable to all P&O Ferrymasters production units, divisions, departments, locations, and employees.

5 PROCEDURE

5.1 Statement

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 Senior Leadership Team 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 (GHG Emissions) from the locations in which we operate by
- Transitioning to 100% electricity from renewable sources by 2030
- Reducing the energy consumption from the locations in which we operate by improving energy efficiency
- Reduce consumption of products, waste and increase recycling and sustainable resource management from the locations in which we operate recycling at all of our facilities and reducing printing.
- Reduce carbon emissions and other greenhouse gases (GHG Emissions) from business travel by transitioning from fossil fuels to hybrid and electric vehicles by 2030
- Reduce carbon emissions and other greenhouse gases in our supply chain by
- Promoting, developing, and expanding our multi-modal services in order to offer an environmentally friendly and commercially viable alternative to road.
- Working with our trucking partners to transitioning the current truck fleet to alternative fuel technology
- Developing our partner selection process to take environmental aspects into account
- Using digitalisation to optimise our planning, reducing imbalances, reducing empty legs and empty running
- Work collaboratively with our customers to maximise unit load fill and optimising routing through network hubs, warehouses, and cross docks.
- Ensure there is no detrimental impact to water quality, marine environment, biodiversity, land and soil quality, and the wider community by achieving zero pollution incidents through the identification of hazards and controlling risk as core elements of our strategy.

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 environmentally friendly and sustainable practices beyond the workplace.

5.2 Enactment of the policy

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

- Assigning the responsibility of targets to the right people creating better clarity on accountability.
- Publication of the Company HSSEQ Plan on the company intranet.
- 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.

DOCUMENT INFORMATION CARD

ROLE	NAME	FUNCTION	
Writer/Editor	Paul FitzPatrick	General Manager Risk and Compliance	
Owner/Approver	Timm Niebergall	Chief Executive Officer	
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DOCUMENT HISTORY

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 Recoverable Signature

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