

POLICY FOR CORPORATE SOCIAL RESPONSIBILITY (CSR)

This policy for corporate social responsibility was considered and approved by MFinterlogistics Board on 22. Of March 2019

MFinterlogistics – Policy for corporate Social Responsibility (CSR)

CSR PURPOSE

MFinterlogistics is among the largest relocation companies in Denmark and widely known and respected globally. We strive to live up to the responsibility by managing our business in a profitable and sustainable way and by integrating social, environmental and ethical considerations in our production and processes.

We are committed to lead a sustainable development of our business and ensure high safety for our employees, high quality services, continuous sustainable development throughout the value chain.

MFinterlogistics fully support the United Nations Guiding Principles on Human Rights. Through our Supplier Code of Conduct, we aim to implement these principles within our business and supply chains.

CSR STRATEGIC GOALS

Our CSR ambition is to contribute to the fulfilment and promotion of the UN 2030 Sustainable Development Goals (SDGs). We believe that MFinterlogistics is in a position to positively influence the realization of one or more of the SDGs and are guided by this framework in determining our CSR goals. The 2019 CSR goals form an integrated part of the business strategy and pursues three strands: • clothing the world • Sustainable transport • Sustainable materials • Together

with customers and consumers to achieve these goals, we will work actively with the SDGs, targets

and indicators identified in the SDG Compass Business inventory.

CSR EFFORTS

The CSR efforts of MFinterlogistics support the CSR Strategic Goals and ensure compliance with the Danish Financial Statement Act § 99 a and b. All efforts are aligned with the UN Global Compact Principles and the UN Guiding Principles for Human Rights and Business, and underlying international standards on human rights, labor rights, environment and climate, and anti-corruption.

HUMAN RIGHTS

In all MFinterlogistics operations and activities, we respect human rights and avoid infringing the human rights of involved individuals. As part of this effort we identify the actual and potential negative impact on human rights activities in our business units and facilities and seek to prevent or mitigate any adverse impact that is directly linked to our operations and to the services of our business partners. We ensure compliance with human rights related legislation and have particularly focus on privacy and data protection throughout the company.

LABOUR RIGHTS

MFinterlogistics is committed to ensure a healthy and safe workplace for our employees and thus respect their right to just and favorable conditions of work. This includes compliance with legislation and collective agreements on fair wages, rest and leisure, equal remuneration for men and women, anti-discrimination and equal opportunities in access to employment and career.

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CLIMATE AND ENVIRONMENT

MFinterlogistics pursue a sustained and systematic approach to environmental challenges and is committed to take action to combat climate change and protect the environment. We focus on minimizing our negative impact on the environment through reduction of consumption of resources and actively consider the impact of our products on environment and climate attributable to the company's activities and products. Our endeavor is to reduce the use of unnecessary packing materials and transports so that the least environmentally harmful products are used whenever possible. Greater environmental responsibility and usage of environmentally friendly technologies internally in the company and among business partners is promoted via involvement of all relevant employees in the day-to-day environmental efforts.

ANTI-CORRUPTION

Corruption has a significant negative impact on society and on individual's enjoyment of a healthy and decent living, access to adequate food, and to fair and safe working conditions. We see anti-corruption as a precondition for the full enjoyment of the rights and freedoms we support as part of our CSR efforts. Participation in corruption may also impact our economic sustainability, as it generates a company risk for sentences, fines and reputational damage. Risk assessments and mitigations plans therefore form an integrated part of our business operations, especially when establishing new partnerships in countries with a high corruption risk. As a responsible company, MFinterlogistics work against corruption in all its forms, including extortion and bribery and operates in compliance with international standards. In our Supplier Code of Conduct suppliers and business partners are requested to support and respect anti-corruption principles.

PARTNERSHIPS AND DIALOGUE

Dialogue and cooperation with business partners is a vital part of MFinterlogistics. MFinterlogistics aims at establishing an open and constructive dialogue with employees, partners and people affected by our operations about relevant environmental protection, climate and social impact.

CSR ORGANISATION AND MANAGEMENT A CSR

Board is established to ensure that the CSR efforts form an integral part of how the business operates. The CSR Board supports the development and strategic implementation of the CSR strategy. The Board consists of COO, CEO & CCO from two business units MFinterlogistics & Mesterflyt. The management of CSR in MFinterlogistics is based on the UN Global Compact Management Model and its focus on executive management commitment, CSR risk assessments, definition of CSR goals and policy, implementation through activities and adjustment of practices, measuring and monitoring achieved progress and impact, communication and reporting. The CSR policy is implemented through procedures and guidelines that ensure compliance with the Danish Financial Statement Act § 99 a and b, the UN Global Compact and UN Guiding Principles, the chosen UN Sustainable Development Goals, the UK Modern Slavery Act and UK Bribery Act, and the EU General Data Protection Regulation. CSR related risk assessments are carried out as an integrated part of business relevant risk assessment schemes and procedures, or as specific CSR due diligence processes.

CSR REPORTING AND COMMUNICATION

The CSR board as part of the Communication department is responsible for reporting and communicating on CSR achievements to executive management and employees. Data on CSR related results and achievements is reported by relevant business areas based on a set of indicators and

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CSR KPIs adopted by the CSR Board. The annual CSR report demonstrates how the CSR policy is transformed into activities supporting the fulfilment of the CSR goals, including the results of risk assessments and steps taken to prevent, mitigate or eliminate CSR related risks, as well as applied indicators (KPI's), achieved results and expected progress. The CSR policy is communicated internally to the employees and externally to other with interest, via internal communication channels and MFinterlogistics' corporate website.

DOCUMENTATION

In implementing our CSR efforts, we use and develop management tools which are intended to optimize and document the employment of resources, social and environmental efforts and performance to ensure continuous improvements. Systems are selected and optimized with reference to the particular needs of individual business units. We apply KPI's and other indicators to document

the results and achievements of our CSR efforts and activities.

CEO POLICY FOR CORPORATE SOCIAL RESPONSIBILITY (CSR)

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Date: 22. March 2019



Victor Helgogaard

Managing Director

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