

Scanlog

# Sustainability Report 2023



# Contents

<b>CONTENTS</b>	2	<b>SUSTAINABILITY MANAGEMENT</b>	21
<b>HIGHLIGHTS 2023</b>	3	Materiality analysis	22
<b>OUR CEO HAS THE FLOOR</b>	4	The Global Goals	24
<b>ABOUT SCANLOG</b>	5	<b>BUSINESS STRATEGY</b>	25
Responsible Logistics	7	A sustainable business	26
ScanlogIn	8	Our climate pledge	27
Our service offerings	9	A Loving Company	29
Our journey	16	<b>GOAL FULFILMENT</b>	44
Scanlog in numbers	17	<b>CORPORATE GOVERNANCE</b>	45
Scanlog 10 years	18	<b>ABOUT THIS REPORT</b>	46
<b>SUSTAINABILITY IN OUR CONTEXT</b>	19		

# Highlights 2023



## Launching Fossil-free air freight

In May, Scanlog launched the new service Fossil-free air freight. This means that Scanlog's customers can buy Sustainable Aviation Fuel (SAF) for their air freight. [Read more on page 14.](#)

## Scanlog 10 years

In 2023, Scanlog celebrated 10 years and had an anniversary party at the Bonniers Konsthall gallery. [Read more on page 18.](#)

## The company's first materiality analysis

During the year, the first materiality analysis in the company's history was created. It was an extensive work, and the result became an important basis for the company's new strategy. [Read more on page 22.](#)

## Launch of new strategy

In December, Scanlog launched a new strategy. It is revolutionary in its kind as it integrates sustainability into business development in a completely new way than before. [Read more on page 25.](#)

## Almedalen

Scanlog was on site on the island of Gotland during the Almedalen Week and participated in several seminars and panel discussions on, among other things, multi-modal logistics solutions. Almedalen is an important arena for influencing change in our industry.

## New logotype

Scanlog's logotype was updated to better fit the company's profile. The new logo has a strong recognition factor of the previous logo but represents a modern logistics company in rapid progress where the colours represent the four modes of transport air, road, rail and sea.







# Our CEO has the floor

Scanlog has long had a vision of being a company that leads the development of sustainability in logistics and has since the beginning had the motto Responsible Logistics, with a focus on increased cost efficiency, reduced environmental impact, the highest quality and social responsibility where we operate.

Last year we took a step further when we created a completely new strategy aimed at moving from a logistics company that works with sustainability, to becoming a sustainable company that works with logistics and with that becoming even more responsible. We would never have come this far without working together with our customers and suppliers.

Within the area of sustainability, we have since long worked with emission reporting both for ourselves and for our customers. We have developed several multimodal systems

using rail and sea transport to Scandinavia from continental Europe. We were the first to carbon offset all our air freight at no additional cost to our customers. We offer sustainable aviation fuel (SAF) as an option and most recently we are the first logistics company to offer our customers a 100 % reduction of greenhouse gas emissions from sea freight.

As a tech geek, I hope and believe that technology development will take us even closer to the goal of a more sustainable world in the coming years, just think of how artificial intelligence is developing at breakneck speed right now, we have electric aircraft, the production of fossil-free fuels and new powertrains. All this will help us in addition to reaching a fossil free society, maybe also to make the world a better place for all of us.

Therefore, it is a natural and long-awaited step to finally be able to present our first sustainability report and to clearly account for our sustainability work. I hope when you read it you might even get some ideas about what you can do to improve our world yourself or how we can help you as a company to reduce your Scope 3 emissions.

With love, Mattias



# About Scanlog

Scandinavian Logistics Partners (Scanlog) is an international logistics company specialized in innovative, cross-border transport solutions via sea, road, rail and air with associated services. Our business includes responsibility for physical flows, information flows and financial flows.

## OUR MOTTO

**Responsible logistics**

## OUR VISION

**We want to be the  
world's most responsible  
logistics company**





# About Scanlog

As a logistics specialist, Scanlog designs solutions that benefit both suppliers and customers. By building and maintaining strong partnerships and collaborations across the entire value chain, we create added value at all levels.

Scanlog acts as a key player in the logistics industry specializing in designing, optimizing and managing transport flows and its processes. The main responsibility is to organize and coordinate the movement of goods in a fast, safe and cost-efficient way. It also includes documentation, customs clearance and insurance to ensure that the goods reach its final destination without any problems.

Through many years of collaboration with partners around the world, Scanlog has the competence to create effective and comprehensive solutions for all customers door to door. Depending on the nature of the goods, solutions adapted to the prevailing conditions are created. We are a leader in

multimodal transport solutions, to and from Scandinavia.

Our work is critical to companies in need of efficient and reliable logistics that ensure resilient supply chains that meet customer demands. By providing expertise and services that optimize the transport process, we contribute to improving our customers' competitiveness and profitability in the global market.

Scanlog has offices in Sweden and Norway, and via global partners we are represented all over the world.





# Responsible logistics

Scanlog was founded in 2013 with the goal of building a logistics company with responsibility as its key concept. We take responsibility for our value chain, both upstream and downstream. Scanlog creates value for its customers, suppliers and co-workers by infusing our business with responsibility manifested in the motto Responsible Logistics.

For us, this means delivering transport services with maximum cost efficiency, minimal negative environmental impact and the highest quality. It permeates everything we do, and it is our watchword when we create transport solutions for our customers.

An example of how we work with responsible logistics in practice is the rail solutions we offer between Scandinavia and the European continent. Scandinavian Rail Shuttle (SRS) is one of the multimodal solutions that Scanlog has developed where we optimize both trucks and railway wagons in both directions. It provides higher cost efficiency and a considerably lower negative

environmental impact than pure truck transports. The same is provided by other multimodal solutions using rail and sea transport.

Responsible logistics for Scanlog means that we take responsibility for the entire chain. If something goes wrong, we inform everyone involved immediately and make sure to fix the problem. We do not put the blame on others, we take responsibility for our business, and we always put the customer first. For us, responsible logistics is simply a prerequisite for doing sustainable business.



**MAXIMUM COST  
EFFICIENCY**

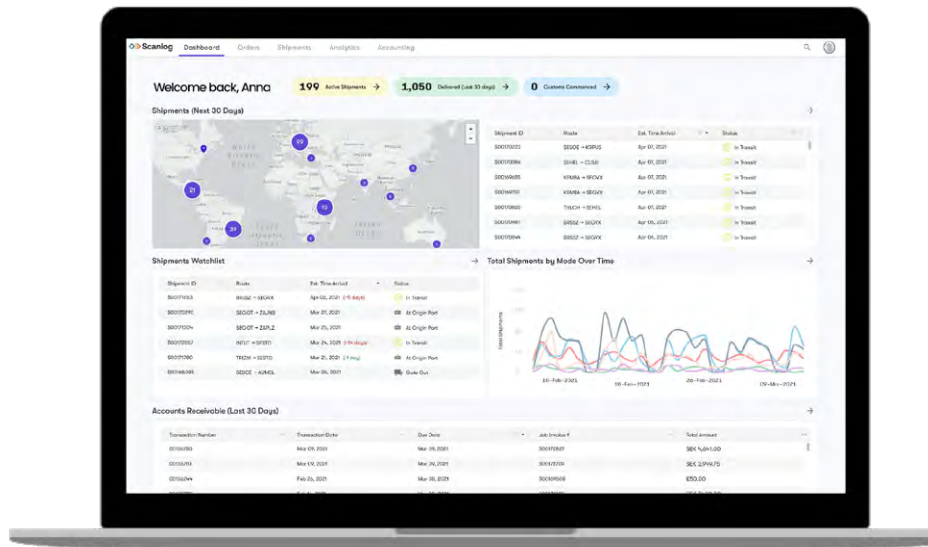


**MINIMAL ENVIRON-  
MENTAL IMPACT**



**HIGHEST  
QUALITY**





# ScanlogIn

With Scanlog's customer portal ScanlogIn, all customers can book and follow their shipments from order to delivery in real time. The system also generates reports with valuable statistics and analyses.

ScanlogIn is an important digital tool that helps our customers plan, manage and optimize their supply chain.



Central control tower



Booking of transports



Shipment visibility in the right way



Transport status in 30 seconds



Dashboard with overview of all transports



Tracking of vessels in real time



Visualizing the customer's transports



Centralized documents



Direct communication with Scanlog via chat function

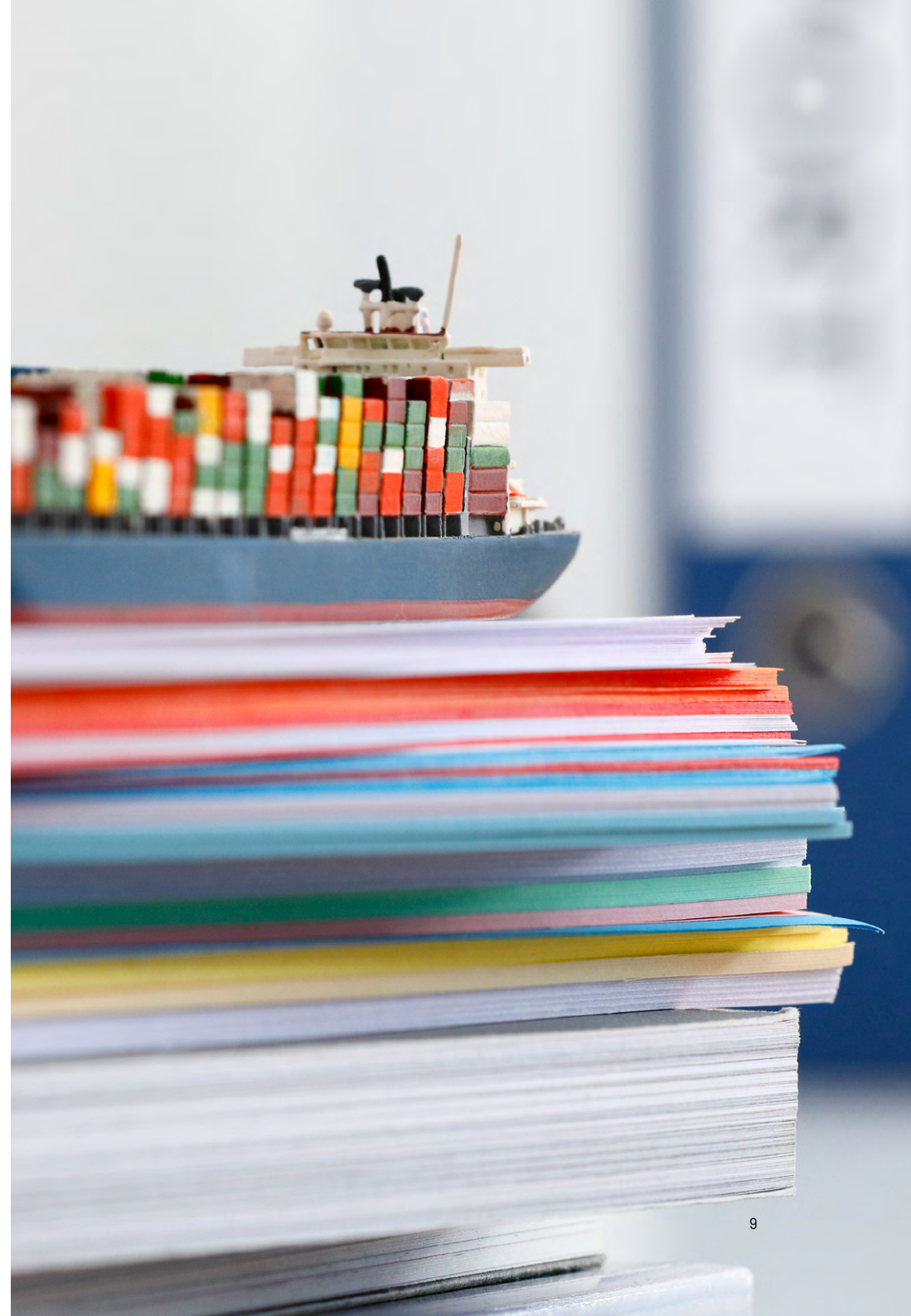


Invoice management



# Our service offerings

In order to be an attractive partner to both our customers and our suppliers, Scanlog offers complex, multimodal door-to-door solutions with all means of transport and with significant elements of value-adding services such as customs handling, control tower services and IT services. For each type of transport, Scanlog offers a range of different services.



# Sea freight

Scanlog handles ocean freight between all continents and the Nordics, as well as short sea transport to and from southern and northern Europe.

With our specialist knowledge and experience, we can tailor solutions according to requirements and needs. Our co-workers have extensive experience and a high level of competence in sea freight, which means that we can handle smaller parcels as less than container loads, as well as full container loads and unique project cargoes. Scanlog has close partnerships with all the major carriers on the market. Our three different service levels are adapted to cover our customers' needs for both exports and imports to and from Scandinavia.

Our service Sea freight RESPONSIBLE is the basis of our offer. All Scanlog's customers get access to our customer portal ScanlogIn, where you book transports, follow shipments in real time

and communicate with us. We take full responsibility for the entire delivery - door to door.

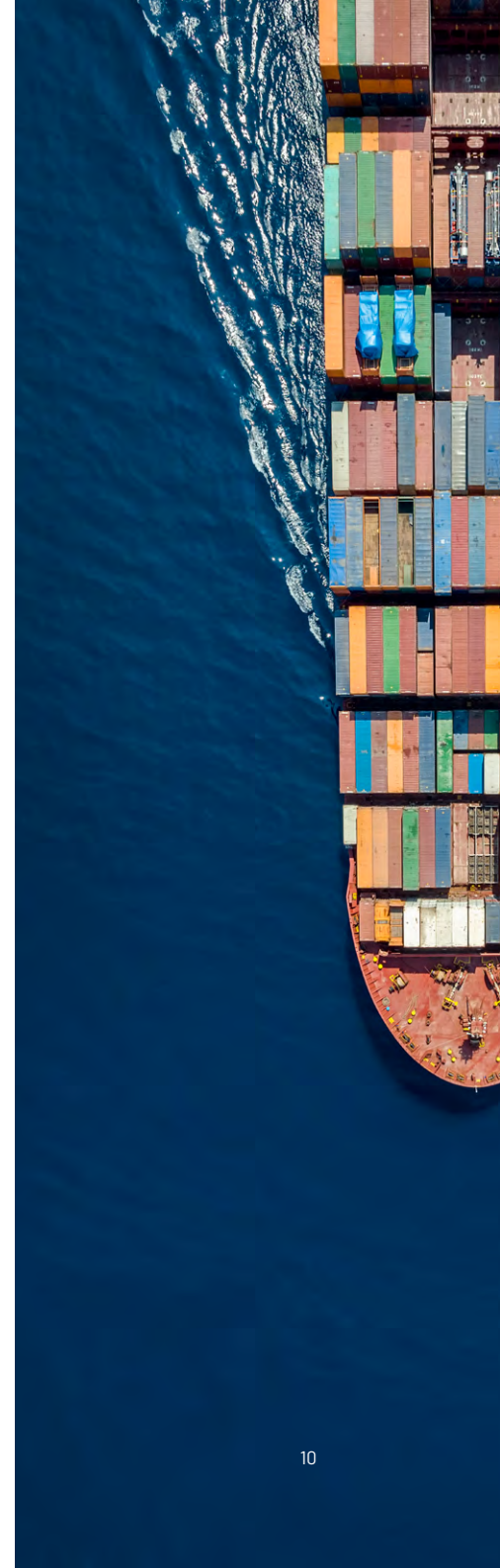
Sea freight CARE is the service for companies that want to save time and resources and gain better control over their supply chain and freight. Scanlog analyses flows and tailors the most optimal solution according to prevailing conditions. All our customers get their own direct contact who handles the shipments. Sea freight EXTRA CARE is a complete service from contract to delivery, where Scanlog handles the entire logistics, including all administration and contact with all actors to ensure correct departures and deliveries. This means that we represent our customers on their behalf in procurement, planning, negotiation, booking and delivery.

## 100 % fossil-free sea freight

During the autumn of 2023, Scanlog developed a new service where Scanlog's clients are offered to reduce emissions from their sea freight by 100 %. This is

done by bunkering LBG (Liquid Biogas) in ships in Europe in accordance with the mass balance principle, where ownership of the reduction in Scope 3 is transferred to Scanlog's customers. The positive effects are verified by an independent party. The fuel is produced from European manure and LBG is the biofuel with the highest emission reduction compared to fossil fuels, which means that it provides the greatest climate benefit. It is also very cost-effective compared to other biofuels. The Fossil-free sea freight service is unique in its kind, both because it is carrier neutral and because it reduces greenhouse gas emissions by 100%.

Scanlog's 100 % Fossil-free sea freight refers to the reduction of greenhouse gas emissions through verified Maritime Carbon Insets with full additionality and traceability. Maritime Carbon Insets mean the unique ownership right to claim a verified indirect emission reduction within the maritime value chain through the Book & Claim mechanism, and which is generated, transferred and used in accordance with the methodology for the transport sector specified by the Smart Freight Centre (SFC).







# Road freight

We strive at combining our road transports in multi-modal solutions together with sea and rail transport to generate as little negative environmental impact as possible, but we also offer sustainable and flexible road transports door to door for both export and import goods to and from Scandinavia.

Together with a wide network of quality-assured partners around Europe, Scanlog creates the most optimal solution for our customers. We use conventional curtain and box trailers as well as 25.25m and HCT combinations in addition to various types of special vehicles that are adapted to our customers' needs. We use express trucks for urgent goods and transports that require two drivers.

Scanlog's road transport solutions provide high flexibility that adapts to peaks and troughs in production and sales volumes as well as to cyclical variations. With Scanlog's services, our customers' transport administration is significantly reduced. We use a comprehensive approach where our customer has one point of contact with

us who handles all administration as well as all transport documents and invoices. We often also manage the operational contact with our customers' suppliers and third-party warehouses.

Road transport is the mode of transport that emits the most greenhouse gases overall. That's why we constantly work to increase load factors and capacity utilisation, to make transport routes more efficient and to use trucks that would otherwise go empty. Scanlog strives to switch to fossil-free fuel as far as possible in order to minimize emissions and environmental impact. We offer our customers alternative fuels and drive lines such as HVO, RME, biogas and electricity, where the supply varies depending on the region and what the specific transport flows look like.

# Multimodal solutions

Multimodal transports are transport systems that involve several different modes of transport within the framework of a door-to-door flow. A multimodal transport can combine air, rail, sea and road transport.

By using different modes of transport for different parts of the transport, we can optimize efficiency and reduce costs in the supply chain. Within the EU, multimodal transport is seen as an important tool to reduce greenhouse gas emissions, and it's also an important part of Scanlog's strategy to reduce the climate impact from transport.

Scanlog is a leader in multimodal solutions with combined rail and road transports to and from Western and Southern Europe. Scanlog operates the highest priority trains in Northern Europe. With daily departures and a capacity of over 300,000 pallets per year, there are great opportunities to move goods from road to multimodal transport. A multimodal rail solution from Western Europe to Sweden reduces greenhouse gas

emissions by two-thirds compared to truck transport and reduces logistics costs at the same time. Within Europe, Scanlog offers multimodal short-sea solutions. We offer truck-sea solutions from Germany, Great Britain and Belgium to Sweden and Finland. Our short-sea solutions are a more climate-smart alternative to road transport.





# Air freight

Scanlog offers safe, efficient and tailored air freight for all types of goods. Our services are adapted to our customers' needs and are at the same time standardized when it comes to quality and service.

Scanlog offers door-to-door transport of air cargo to and from all corners of the world. We cooperate with all airlines on the market and take overall responsibility from order to delivery. Our responsibility includes all contact with carriers, terminals, hauliers and other involved parties. We handle both export and import customs clearance on behalf of our customers, as well as, where applicable, other types of contacts with authorities such as food control. The air cargo team at Scanlog has high specialist competence and many years of combined experience in air freight.

Our three service levels for air cargo are adapted to cover our customers' needs for different air freight solutions for both exports and imports to and from Scandinavia.

With Air Freight Premium, we offer unique solutions for special shipments. It is suitable for goods that have special requirements or are extremely urgent, such as pharmaceuticals and dangerous goods. We carry out

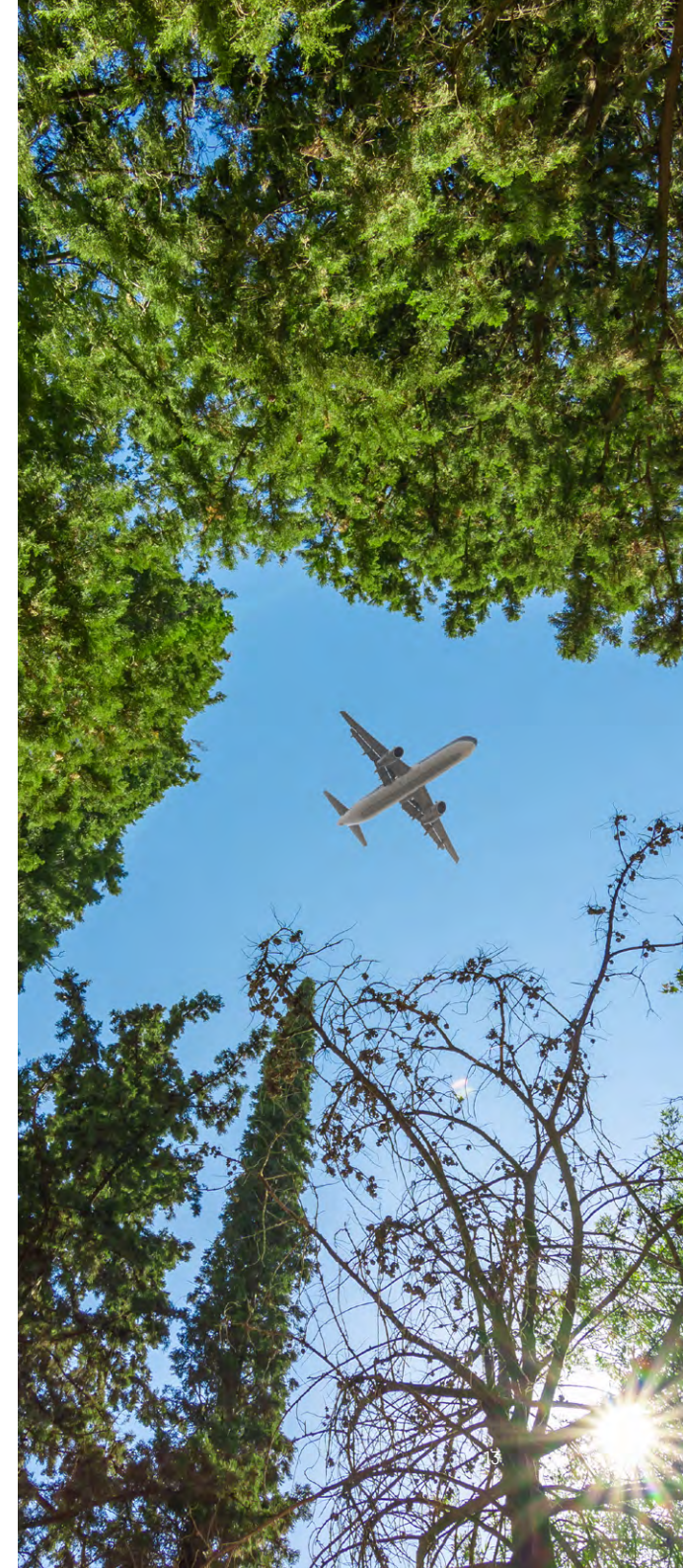
transports with the highest safety and security on both regular and international airlines as with own dedicated charters.

Air Freight Classic is adapted for regular flows of air cargo with fixed departures over a longer period of time. Scanlog consolidates several clients' cargoes in order to achieve the highest cost efficiency possible, which benefits all customers.

Air Freight Economy means an arrangement with cost-efficient solutions with a slightly longer lead time when the customer has the possibility to be more flexible.

Scanlog is accredited by IATA, holds an AEO permit and is a security approved freight agent by the Swedish Transport Agency.

Air is the mode of transport that emits the most greenhouse gases per transported unit, but air cargo is essential and fulfils an important function in the global transport system. Air freight is sometimes the only conceivable alternative for certain types of demanding international transports. All air freight is carbon offset at no extra cost to Scanlog's customers. To further reduce the climate impact, Scanlog also offers the possibility of fossil-free air freight. Read more about this on the next page.



## Fossil-free air freight

In the spring of 2023, Scanlog launched the option for customers to transport goods by air fossil-free. The service Fossil-free air freight means that Scanlog's customers can buy fossil-free aviation fuel (SAF).

SAF is a biofuel that reduces carbon dioxide emissions by 70 - 80 %. Scanlog delivers SAF in accordance with the mass balance principle, in collaboration with the Swedish non-profit organization Fly Green Fund. All SAF is bought via Fly Green Fund, which in turn buys directly from aviation fuel producers Neste in Finland and World Energy in California.

SAF is currently the alternative fuel available to reduce carbon dioxide emissions from air cargo. Scanlog offers fossil-free air freight for all air cargo, independent of airline.

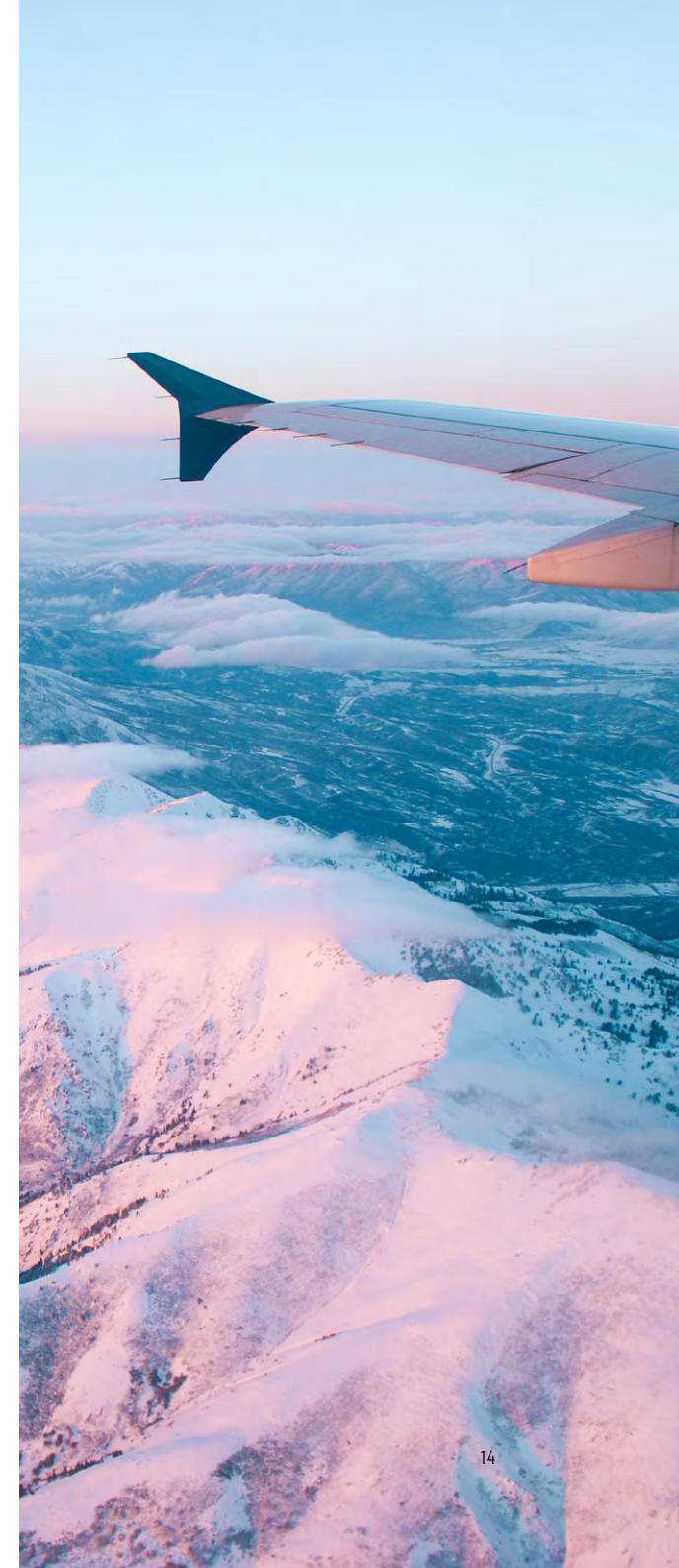
## Carbon offset air freight

In order to reduce the impact from air cargo, Scanlog started in 2019 to carbon offset all air freight free of charge for customers.

Since 2019, Scanlog has carbon offset approximately 26,500 tons of carbon dioxide, which is equivalent to flying 2,996 times around the world. We are proud that we were the first logistics company in Sweden, and probably in the world, to start carbon offsetting all air freight - at no extra cost to our customers.

Scanlog compensates for the carbon dioxide emissions caused by the air freight we handle for our customers (including pre- and on-carriage) by investing in carbon offset projects in developing countries, in collaboration with leading climate project developer South Pole.

Projects that Scanlog invests in are certified according to internationally recognized standards such as Gold Standard, VCS, CCBS (Climate & Community Biodiversity Standard). The projects contribute to a sustainable ecological and social development in the regions where the projects are located, thereby contributing to the UN's global goals for sustainable development.





# Special projects

Scanlog has specialised expertise and long experience in designing and carrying out transports of complicated project cargoes door to door and port to port. In these types of projects we focus on managing complex challenges in both the physical transports and in the handling of documentation and financial flows. We have long-term established collaborations with partners within all transport modes with special competence in e.g. heavy transport and high security transports. We also offer consultative advice and handling of particularly challenging or problematic situations, e.g. in transshipments, border crossings and customs procedures.

Scanlog has extensive knowledge in handling all types of dangerous and permit-/license-requiring goods and experience with the requirements for different types of transport modes and dangerous goods classes, from explosives to radioactive materials. Several co-workers are trained and certified in handling dangerous goods with air freight according to DGR and with sea freight in accordance with the IMDG code. Scanlog is also the exclusive ship broker for M/S Sigrid, one of the world's most advanced ships for the transport of radioactive materials and other types of very demanding goods.

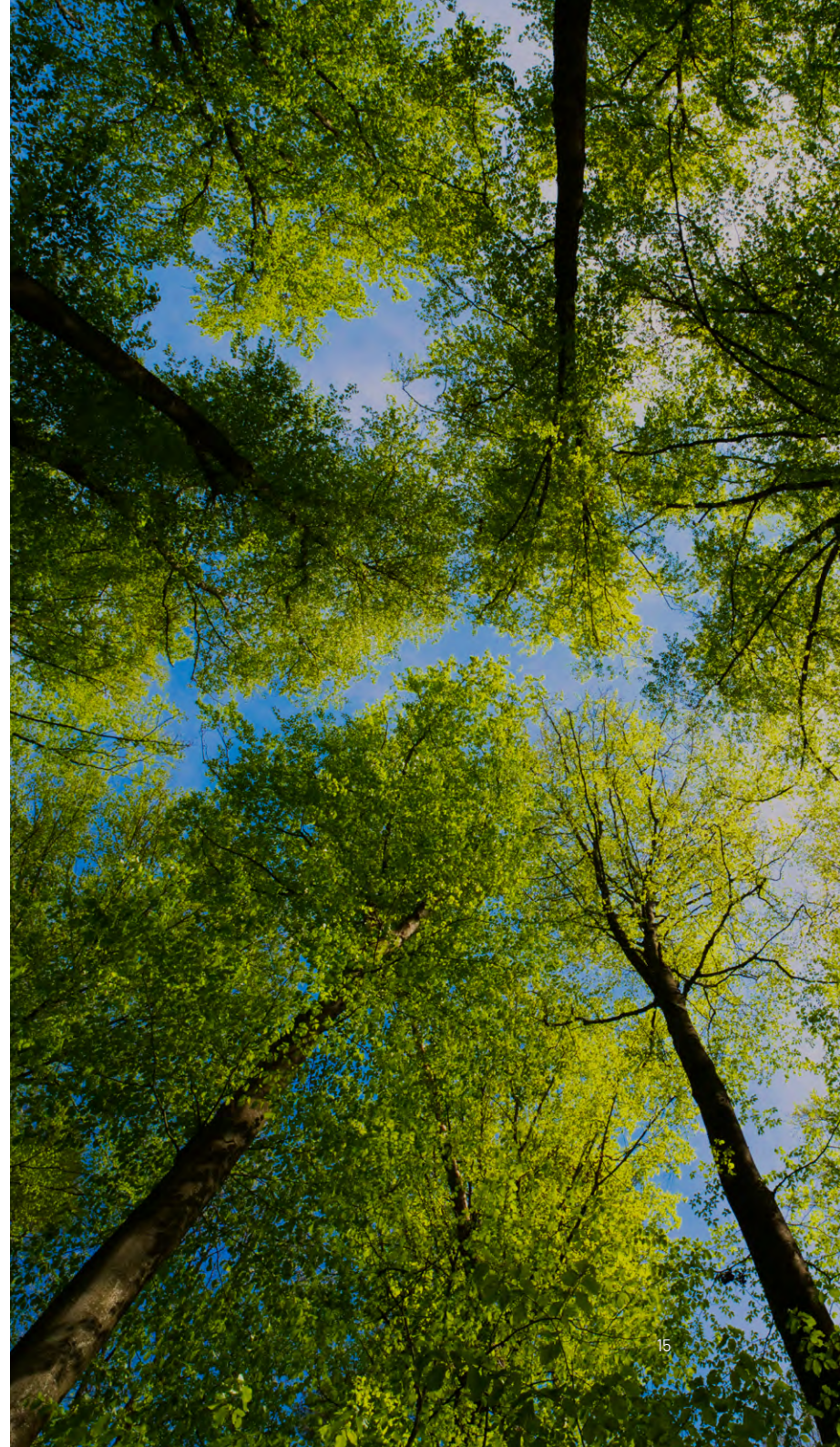
# Sustainability data

Sustainability data is an important tool for moving forward in the green transition. Scanlog makes environmental impact analyses for every contract and shipment we handle, so that our customers can see and clearly compare the carbon footprint of different transport modes, see the total energy use and the quota of renewable energy.

All Scanlog's customers are offered a sustainability report with statistics covering

any chosen period. The statistics include volumes, distances, emissions of carbon dioxide, sulphur and nitrogen compounds, and energy consumption. This report is an invaluable tool for our customers compiling and reporting their Scope 3 emissions.

All calculations of sustainability data are done with the EcoTransIt World tool.



# Our journey





# Scanlog in numbers



**44 5**

CO-WORKERS

OFFICES

NET SALES

**SEK million**  
**409 827\***

RESULT

**SEK million**  
**7 402\***



CO<sub>2</sub>-EMISSIONS

**17 170 tons**

**4 332 ton**

CARBON OFFSET

**20 093**  
**transports**

**15,561,586 km**

TRANSPORTED DISTANCE

\* Audited numbers for Scandinavian Logistics Partners AB 2023



# Scanlog 10 years

Scanlog was founded in 2013 by Mathias Wideroth and Ulf Sundberg. In 2023, the company celebrated 10 years with a big 10-year party at the Bonniers Konsthall gallery in Stockholm on November 29.

Customers, suppliers and other important partners were invited and almost 100 people attended the event. The invited speaker was the Swedish diplomat Jan Eliasson, who gave an inspiring lecture on the theme Threats, Hope and Sustainability in today's world.

During the event, we did a short look back, but above all we focused on the future and presented Scanlog's new strategy where sustainability is integrated in our business model.



"When politics, not least in Sweden, reduces the level of ambition, it is even more important that we as entrepreneurs stand up and increase the pace of the green transition. At Scanlog, we are determined to do our small share, but we would like to believe that it is still significant."

/ MATHIAS WIDEROTH, FOUNDER AND CHAIRMAN OF THE BOARD



# Sustainability in our context

In the world around us, sustainability issues are high on the agenda, and never before has so much happened at the EU level as now. The European Union has an aggressive climate and environmental policy that affects member states as well as countries that do business with the EU. Scanlog welcomes the majority of the EU's various legislative packages as they are in line with our sustainability work.

The legislation that affects the transport industry the most is the EU's legislative package Fit for 55, which should contribute to the fulfilment of the goal of achieving at least a 55 percent reduction in net emissions in 2030 within the EU and a climate-neutral EU in 2050. Within Fit for 55, there are eleven different priority areas where, above all, the maritime and airline sectors are affected. The EU's system for emissions trading ETS won legal force on January 1, 2024, and means, among other things, that shipping is now covered by the emissions trading and that there will be tougher requirements also for the

aviation industry. Emissions trading for road transport will be regulated in ETS 2 and start in 2027. Fit for 55 also includes the initiatives EU Fuel Maritime and EU Fuel Aviation which will enter into force on 1 January 2025. These are policy instruments that require shipping companies and airlines to use fossil-free fuel to a certain amount that will be implemented gradually starting in 2025. The legislative package Fit for 55 will therefore most likely mean increased freight rates, which will ultimately affect logistics companies, cargo owners as well as end consumers and users. Scanlog welcomes tougher legislation







## Sustainability in our environment

because we believe that policy instruments are needed to increase the pace of change. Emissions trading has proven to be an effective way to reduce greenhouse gas emissions. The next step, we hope, will be a global price on carbon dioxide, as it is our firm belief that it would be the most effective tool for reaching the 1.5-degree target.

In 2024, the new legislation for sustainability reporting, the Corporate Social Responsibility Directive (CSRD), started to apply. CSRD changes the game plan for large companies as the directive requires sustainability reporting to be part of the annual report and thus making it more equivalent to financial reporting. Scanlog is not currently covered by the CSRD legislation, however, as a supplier to customers who are, we will be affected by higher demands being placed on us and the information we deliver. Scanlog has started preparing for this in 2023 and that work will continue in 2024.

An additional directive that will have a major impact on many companies is the Green Claims Directive. The purpose of the directive is to counter greenwashing and to prevent companies from

spreading misleading information through sustainability-related claims that are not correct. The directive means that companies must substantiate and verify environmental claims through independent and accredited auditors. We welcome the legislation and believe it is positive that higher demands are placed on sustainability communication. At the same time, however, we see a risk that so-called greenhushing will increase, and that companies do not dare to talk about their climate and environmental work. Partly because of the costs that the verification entails, partly because companies see the risk of making mistakes as higher than the profit of communicating their sustainability work. Should this happen we see it as very negative because more companies are needed that inspire others to reduce their negative climate and environmental impact. The directive was approved by the European Parliament in March 2024 but must also be approved by EU member states and the EU Council, where negotiations are currently underway.





# Sustainability management

Sustainability is integrated in Scanlog's business strategy and is implemented in all parts of our business. It is the Board of Directors that is deciding the company's strategy and is ultimately responsible for the company working actively with essential sustainability issues.

At Scanlog, the sustainability work is well anchored with the Board of Directors. The company management jointly drives the sustainability work and ensures that the company has adequate resources to achieve the desired results. It is the company management that makes decisions about goals, action plans and policies.

The day-to-day sustainability work is the responsibility of Scanlog's Sustainability and Communications Manager.

The Sustainability and Communications Manager is tasked with steering the strategic agenda, prioritizing activities and producing documentation for corporate management and the Board of Directors.

As a basis for our active sustainability work, we have the following:

- **Materiality analysis with inclusive stakeholder dialogue**

In 2023, a materiality analysis was carried out for Scanlog for the first time. It is our most important tool for the strategic sustainability work going forward. The materiality analysis includes an extensive stakeholder dialogue. It is done every three years, followed by a review and follow-up annually.

- **ISO 14001 and 9001**

Since the start, we have been ISO-certified according to ISO 9001 and in 2015 were certified according to ISO 14001. Our management system is our most important tool for creating structure for routines, processes and follow-up.

- **Ecovadis**

For many years we have been certified according to Ecovadis silver. Ecovadis is a tool that supports us to assess and manage sustainability practices within our supply chain.

- **The global goals**

We use Agenda 2030 and the global goals as tools when creating our sustainability goals. We have selected goals that are relevant to our business, which we are actively working on within the organization.

- **SWOT analysis**

In order to identify risks, opportunities, threats and weaknesses, a SWOT analysis is carried out annually by the management team. The result is internal and is used to shape the strategic direction going forward

- **AEO permission**

Since its foundation, Scanlog has had the EU permit AEO (Authorized Economic Operator). The permit aims to contribute to increased security in the world as well as efficient and uniform customs management in the EU. Scanlog's AEO permit means that our customers can be sure that the goods have been stored, loaded, handled and transported safely by authorized personnel.



# Materiality analysis

In 2023, Scanlog carried out its first ever materiality analysis to identify which sustainability issues are particularly important to actively work on. We chose to include our stakeholders to ensure that we work more strategically with sustainability issues and prioritize the right things. The analysis was based on both internal and external stakeholders and the results of the analysis have formed the basis for the company's sustainability strategy and operations.

## Stakeholder dialogue

In the work on the materiality analysis, a stakeholder dialogue was carried out with our important stakeholders. Qualitative interviews were held with some of our most important customers and suppliers as well as a selection of co-workers and owners. The interviews contained questions regarding Scanlog's and the respondent's current sustainability work,

challenges, strengths, improvement potential and success factors as well as our contextual environment. Together with the SWOT analysis, benchmarking against our competitors and business intelligence, a list was compiled that is the basis for the materiality analysis questionnaire. The survey was drawn up by Scanlog's sustainability manager and consisted of 16 sustainability questions that our stakeholders were asked to rank. The topics highlighted the three dimensions of sustainability: social, economic and ecological issues.

The list was sent out in survey format to Scanlog's most important stakeholders. The recipients were customers, suppliers, co-workers, board directors, owners and sustainability experts. The respondents ranked these based on which they thought had the highest degree of priority.



"In 2023, we took a new strategic approach to our sustainability work. Now we have a good and solid foundation to stand on. The strategic direction is our joint guidance going forward"

/ MATILDA JARBIN, HEAD OF SUSTAINABILITY AND COMMUNICATIONS

## List of policies:

- Code of conduct
- Business ethics policy
- Whistle Blowing Policy
- Work environment policy
- Company car policy
- IT policy
- Equality policy
- Quality and environmental policy
- Stress policy
- Currency policy
- Policy for diversity and inclusion
- Credit policy

## Certifications:

- During 2023, the company's certifications were updated according to:
- ISO 14001 and 9001
  - Ecovadis Silver
  - IATA
  - Security Approval from The Swedish Transport Agency
  - AEO



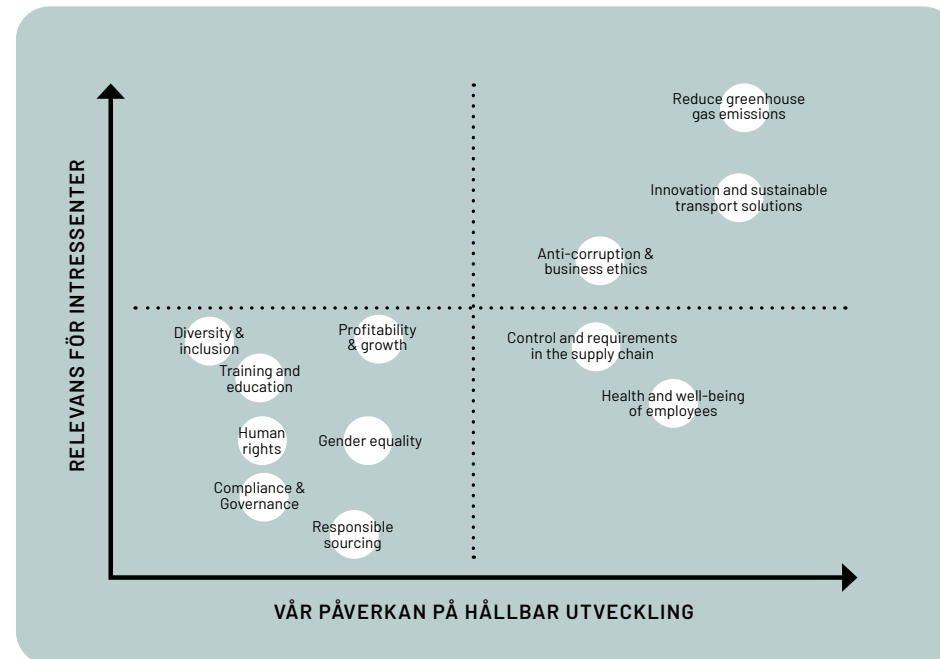
## Results

The result of the materiality analysis is presented in the diagram. It reports a combined result for all stakeholder groups. It shows that stakeholders consider reducing greenhouse gas emissions to be by far the most prioritized issue.

Together with Anticorruption and Sustainable logistics solutions, these are the three issues that are the highest ranked according to the materiality analysis.

If we break down the results in each stakeholder group and include the three highest-ranked focus areas

for all groups, Health & Well-being of co-workers, Control and requirements in the supply chain as well as profitability and growth are added to the result. We split these into environmental, social and economic sustainability.



## Prioritized sustainability issues

These areas form the basis of the company's strategy, see page 25.

## Environmental sustainability

- Reduce greenhouse gas emissions
- Innovation and sustainable transport solutions

## Social sustainability

- Health & Well-being of co-workers
- Control & requirements in the supply chain

## Financial sustainability

- Anti-corruption & good business ethics
- Profitability and growth



# The global goals

Agenda 2030 and the UN's global Sustainable Development Goals are a toolbox for how to achieve sustainable development in the world by 2030, and at Scanlog we see it as an important priority to work

actively with. We have selected five goals that are relevant to our business.

In our operations, we contribute to the fulfilment of the goals in the following way.



## Goal 3

Scanlog invests in its co-workers to be an attractive employer and have a healthy organisation, which is measured and followed up weekly.



## Goal 8

In recent years, Scanlog has had strong economic growth, which the forecast also shows in the coming years. We are convinced that our transition and active sustainability work will enable future strong economic growth.



## Goal 9

Scanlog designs and builds new, innovative logistics solutions that are an important part of the transition. We challenge existing players in a conservative industry.



## Goal 13

Scanlog minimizes greenhouse gas emissions by offering its customers alternative transport solutions with lower carbon dioxide emissions. Scanlog has fossil-free alternatives for all modes of transport.



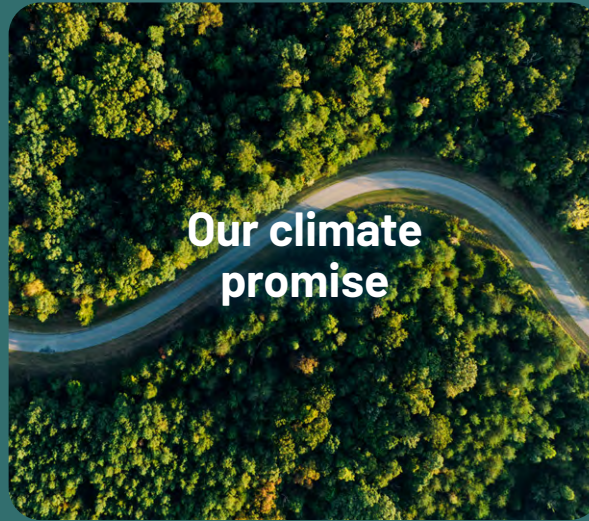
## Goal 17

Together with suppliers, customers, co-workers and other partners worldwide, we contribute to the transformation of the global logistics industry.





A sustainable  
business



Our climate  
promise



A loving  
company

# Business strategy

Scanlog's strategy is divided into three areas: A sustainable business, Our climate pledge and A loving company. These areas represent our work with economic, environmental and social sustainability. The strategy is the way forward for how Scanlog will go from being a logistics company that works with sustainability to a sustainable company that works with logistics.

Each area has clear, challenging goals and concrete action plans linked to it. The activities are broken down in Scanlog's business plans, which run on an annual basis. The strategy was approved by Scanlog's Board of Directors in September 2023, and it is the management that is responsible for following the strategy and carrying out the activities.

The strategy is based on Scanlog's materiality analysis and previous business plan. In the spring of 2023, Scanlog developed a sustainability strategy based on the materiality

analysis, and Scanlog's management team decided to merge the sustainability strategy and the business plan and instead run the company based on one coherent strategy. The new strategy is a milestone in Scanlog's corporate history as it is the first time that sustainability has been integrated into the business strategy.

The goal of the strategy is to create a sustainable business model where Scanlog achieves economic growth within the planetary boundaries.



# A sustainable business

Scanlog's motto is Responsible logistics. For us, this means we create optimized logistics solutions that are cost-efficient with high quality and low negative environmental impact. Responsible logistics is, in our opinion, a prerequisite for being able to do sustainable business.

Scanlog must be run with profitability and good business ethics. We are honest and do not tolerate any form of corruption, bribery or unethical business practices. All our suppliers and their subcontractors must follow our Code of Conduct.

We strive for economic growth within the planetary boundaries. This means that we try to reduce our negative environmental and climate impact at the same time as we grow and increase our turnover.

We at Scanlog believe in change and continuous development. Therefore, we want to challenge existing solutions and conservative structures in our industry. The most important thing we can do is to create innovative logistics solutions in a new, more efficient way. It's good for us, our customers and our planet.





# Our climate pledge

In all cases where it is economically justifiable, we will always choose the most climate-efficient alternative regardless of whether it would be more economically profitable to choose another alternative with a higher negative climate footprint.

At Scanlog, we are convinced that the future is fossil-free. 14 % of all the world's greenhouse gas emissions are generated by the transport sector. As part of this industry, we must take our responsibility and work actively to reduce both our own and our customers' emissions.

We shall be a thought leader in the industry. With expertise in sustainable logistics and the courage to execute new, innovative solutions in practice, we shall drive the transition towards a fossil-free transport sector.

Scanlog's biggest emissions are generated in the transports we carry out for our clients.

Therefore, optimization, emission reduction and carbon offsetting are part of our customer offer. We work according to the principle Analyse, Optimize, Reduce and Compensate, in that order of priority.

We are well aware that we are dependent on our suppliers and our customers to succeed in reaching our climate goals. Communication and training are important parts of this work to try to influence our partners in the right direction. Together we can reach net-zero emissions!



## Overall goals:

- We will be climate neutral by 2030 in the entire value chain
- We will have net zero emissions by 2050 according to SBTi
- In 2025, we will develop a verified climate target for 2030 according to SBTi
- We will be fossil-free in the Nordics by 2025



## Our climate impact

Scanlog's emissions of greenhouse gases are presented in the picture. The emissions have been mapped for Scope 1, 2 and 3 according to the Green House Gas protocol and are third-party verified by the consultancy company 2050.

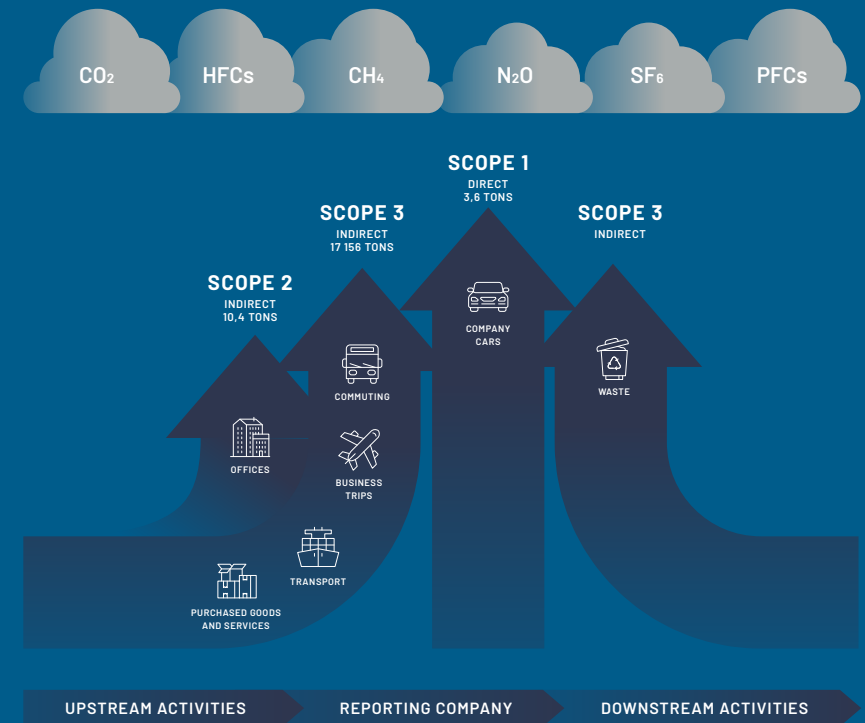
As a logistics company, it is a challenge that turnover is strongly correlated with emissions of greenhouse gases. Our ultimate priority is to try to break this correlation so that we can achieve economic growth without increasing our negative climate impact. Scanlog works actively to reduce emissions of greenhouse gases. A total of 19,802 tonnes of CO<sub>2</sub>-equivalents were generated in 2023.

**Scope 1** covers the emissions from our own operations, which are generated from the company's company cars. All vehicles owned by Scanlog are currently hybrid or electric. According to the company's car policy, all new vehicles must be electric from 2024 onwards.

**Scope 2** covers emissions generated by electricity consumption, heating and cooling in our five offices. We use renewable electricity in all offices except in Oslo and district heating in all offices

except in Malmö, which uses biogas. Since 2019, we have carbon offset all emissions in our own operations (Scope 1 and Scope 2).

**Scope 3** covers all emissions in our value chain. Scanlog's largest emissions are by far generated in Scope 3, in the transports we carry out on behalf of our customers. Transports accounts for 98.9% of our total emissions and accounts for our significant emission of greenhouse gases. Scanlog works actively to reduce emissions from transports by developing new, efficient and fossil-free solutions to offer our customers. All emissions generated from air freight and our business trips by air are carbon offset. Scanlog fully carbon offset 4332 tons of carbon dioxide equivalents in 2023. The business generates small amounts of office waste. These generate 0.28 kg of CO<sub>2</sub>, which in tons is rounded down to zero in the picture.



The emissions include the Swedish and Norwegian operations, Scanlog AB and Scanlog AS.

“Our biggest goal is to reduce our emissions, while at the same time increasing our turnover. As a logistics company, it is incredibly challenging, but we must succeed!”

/ MATILDA JARBIN, SUSTAINABILITY AND COMMUNICATIONS MANAGER



# The loving company

Scanlog was founded in 2013 with one purpose – to show that it is possible to run a company with responsibility as the key concept. We take responsibility for our value chain, both upstream and downstream. We are the loving company.

We value our partners. We know that we depend on the entire value chain and that we create the best solutions together. Our treatment of customers, suppliers and co-workers must be characterized by professionalism, accessibility and caring. Scanlog chooses suppliers with care where our motto Responsible logistics is the watchword. A responsible procurement for us includes social, environmental and financial sustainability.

Our biggest asset is our co-workers. A prosperous workplace is a prerequisite for running a business. We have attractive offices where our co-workers want to spend time in order to receive and give positive energy. Scanlog should grow to create opportunities for our co-workers to develop. We value diversity and we care about people. Scanlog wants to be a loved company, by both customers, suppliers and co-workers.

## Overall goals:

- Lean – The Scanlog way will be implemented throughout the company
- Employee satisfaction should amount to at least 8 out of 10
- We will have a health attendance > 98%
- We want an office presence of > 90%
- Customer satisfaction should be minimum 4.5 out of 5



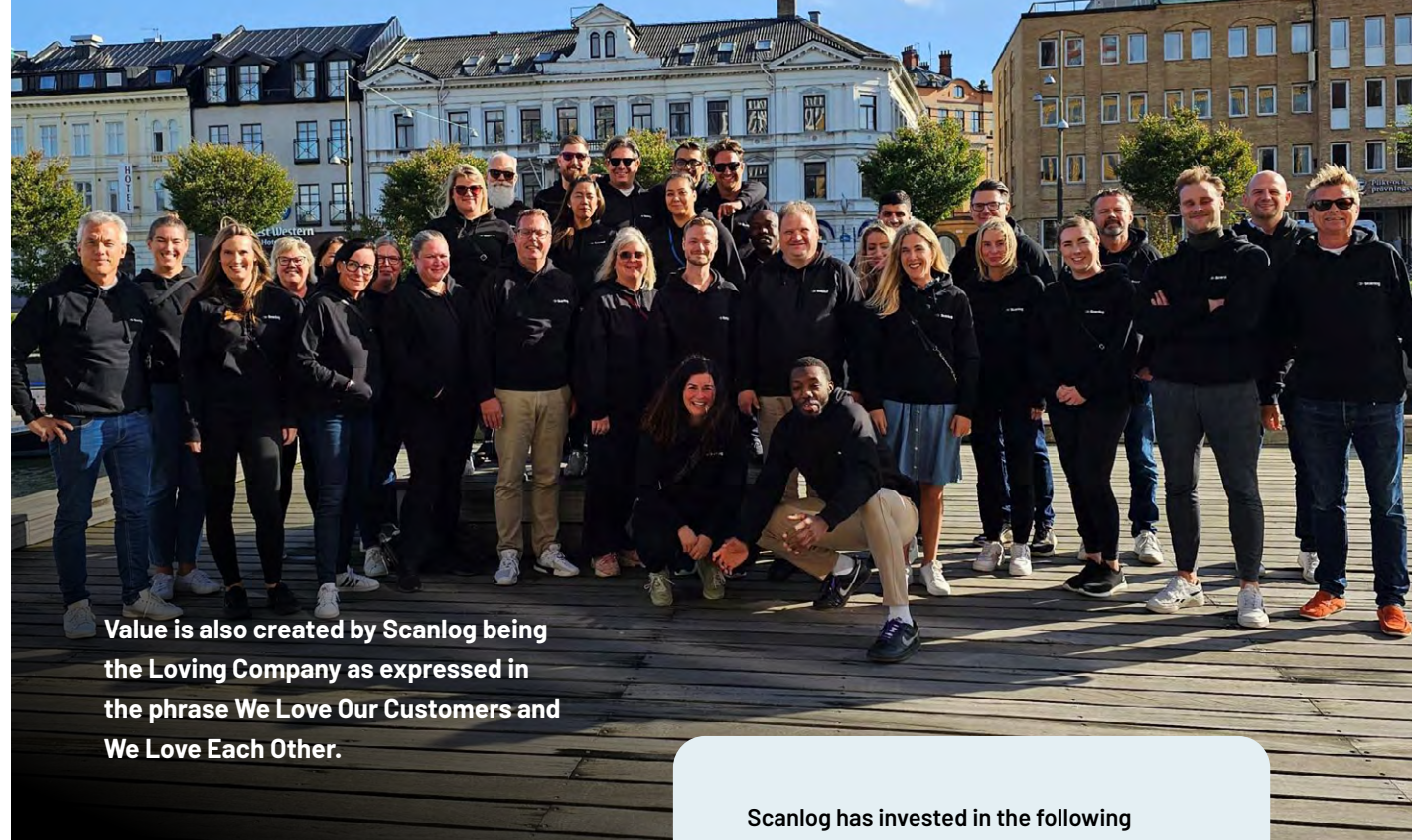


## Our co-workers

Our co-workers are our most important asset. At Scanlog, we are convinced that a healthy organization is the recipe for success. Scanlog has a corporate culture based on the equal value of all people and we strive to be an attractive employer. We respect and care about each other. In the employee portraits on the following pages, three co-workers tell in their own words what it is like to work at Scanlog. All co-workers have an annual employee meeting where personal development and well-being are being addressed.

In order to know how co-workers feel and fare at work, we distribute an anonymous employee survey to all co-workers every week. This is a “pulse measurement” where management has the opportunity to continuously follow the trend for well-being in the workplace. The questions touch on areas such as leadership, job satisfaction, meaningfulness, participation, personal development, sustainability and work situation and more. The average result for the year 2023 on all questions is 7.1 points out of a possible 10. The response rate was 92 %. The categories that had the most positive trend were questions connected to sustainability (+7 %) and commitment (+4 %). The category that had the most negative trend was participation (-3 %), something that Scanlog prioritizes to work on in 2024. An additional priority area for 2024 is competence development.

ENPS is short for Employee Net Promoter Score, which measures whether co-workers would recommend the company as an employer to a close



acquaintance. The ENPS-value in 2023 was 17 which compares with the industry average of 11.

**We have clear guidelines for staff matters in the following governing documents.**

- Staff handbook
- Work environment policy
- Equality policy
- Whistle Blowing Policy
- Stress policy
- Policy for diversity and inclusion

**Scanlog has invested in the following employee benefits:**

- Health care allowance SEK 2,500/year
- Wellness hour during working hours every Wednesday at 11-12
- Kick-off annually
- Lunch benefit
- Friday breakfast or Friday “fika”
- Health insurance is offered to all co-workers
- All co-workers are continuously trained in sustainability since 2023



## Systematic work environment management

It is mainly the leadership team, site managers and safety representatives who drive the systematic work environment management, both the physical and the psychological work environment, at Scanlog.

We have clear guidelines in our staff handbook and in our policies that all co-workers know well and which we follow up on annually.

Scanlog has three safety representatives, in our offices in Gothenburg, Malmö and Stockholm. These carry out safety rounds annually where the physical environment is checked, and risk assessments are updated. All co-workers also answer work environment-related questions and may disclose shortcomings in the work environment in the employee surveys that take place every week.

Scanlog receives regular legal updates of the work environment legislation so that we are always up to date on the latest regulations.



"When we talk about sustainability, we often focus on climate issues, but we must not forget the social sustainability work. We work actively to be the loving company, which has never been more important given the world around us today"

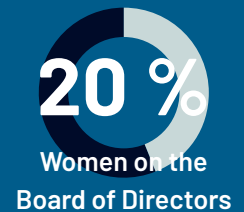
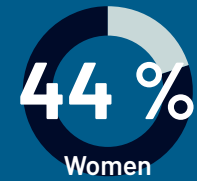
/ MATTIAS LJUNGBERG, CEO

## Diversity & Inclusion

At Scanlog, we believe that differences enrich the organization. It includes differences such as gender, transgender identity or expression, age, ethnic background, sexual orientation, disability, religion or other beliefs and more.

When recruiting, Scanlog's policy is to always strive for diversity and equality. Our goal is to attract, recruit, develop and retain co-workers with different backgrounds and perspectives. As a company, we want to reflect the diversity of the communities we operate in. When recruiting, Scanlog collaborates with the Employment Agency as well as private recruitment companies. Scanlog continuously welcomes interns from universities and higher vocational education in all offices and has recruited co-workers via Nystartsjobb (New start job) and similar initiatives on several occasions.

There are clear guidelines for how Scanlog handles issues around diversity in the Diversity and Inclusion Policy. Measuring diversity is a challenge. In 2024, Scanlog plans to send out a survey to all co-workers to obtain information and data about diversity issues.



## Employee portrait

# TORBJÖRN SJÖBERG

## Logistics Specialist Air Freight Solutions



Torbjörn Sjöberg, everyone's Tobba, has worked in the aviation industry for over 30 years and has been with Scanlog since it was founded in 2013. In 2018, he tested the wings at another company but came back in 2022 as site manager in Stockholm and operationally responsible for air freight. Today he works as a Logistics Specialist and belongs to the air cargo sales team where he is responsible for spot business.

### **You have worked at Scanlog for many years. How would you describe the company?**

What characterizes Scanlog, I would say, is forward thinking. It is very clear in the culture that we constantly want to innovate processes and improve ourselves.

### **Looking back in the rearview mirror, how has the industry changed over the past 30 years?**

When I was 33 years old, I started in the aviation industry, and it was a completely different world than we have today. We had no email and no internet. Instead, we typed, we faxed, and the phone rang all the time. It was only at the end of the 90s that we got PCs.

In the past, cargo was also air freighted within Europe. We never do that today. The idea then was having nothing in stock, but everything on the way. We worked shifts and were out a lot, running in the cargo terminals. For example, you

could help and participate in marking goods if they had a lot to do, which is completely unthinkable today. We have completely different security regulations today.

### **What do you think about the future of aviation?**

Air freight is here to stay, no doubt about that. People have always talked about flying less throughout my 30-year career. But the air cargo will remain.

I think that in my lifetime I will experience flying commercially electric or with other fuel. It will probably still be expensive with air cargo, so I am not so sure that it will be more air freight even though the emissions decrease. Aviation accounts for 1 % of the volume and 35 % of the value of all freight transport and it has always been that way for all time. I think it will continue to be so also in the future.

### **What do you think of Scanlog's new strategy?**

I think it is extremely exciting that we are aiming so high. It is gratifying that we stretch the bow as much as we do. We make serious demands on ourselves. I think we should brag about it because what we do is completely unique.

We should be proud of the goals we have set. You may not think about it that much when you work operationally, but I am absolutely convinced that it is in the back of our minds. In order for us to achieve our new goals, we have to believe in the goals ourselves, it feels like we do too. I feel that I'm a little jealous of the colleagues who get to stay and see what happens, I'm going to retire soon.

### **Finally, do you have any sustainability tips for your colleagues?**

To always try to do what you can. Everyone can do something; you can't do everything. Be proud of what you do, but don't feel bad that you can't do everything. When you fly privately yourself, you can fly on sustainable biofuel with a simple push of a button.



## Employee portrait

# OLIVIA LINDBERG

## Financial Assistant



Olivia started at Scanlog as a financial assistant in the autumn of 2022. She is involved in the work of preparing monthly accounts and is responsible for Scanlog's payable accounts. That responsibility means that she is involved in ensuring the quality of our suppliers, ensures that we pay our suppliers on time and that we have a good dialogue with each other.

### Why do you work at Scanlog?

It was by chance that I applied to a job at Scanlog. It was completely new; I had never worked with accounting in the logistics industry before and it is very different from what I was used to. It has been great fun learning about all modes of transportation even though it is very complex. Scanlog is a very good company. It's so much more than just sitting with my numbers. I get to take part in everything, even on a strategic level, which you don't get at larger companies. It's actually the first time I care about the company's vision and feel like I'm part of it.

### How do you think it is to work at Scanlog?

I really enjoy Scanlog, I have since day one. At Scanlog we are like a small family, everyone is so close, and you can talk about everything with everyone. I like that there is no direct hierarchy, you can

joke with the bosses. Everyone treats each other in a nice way, and we have open dialogues, which I appreciate.

In the finance department, we are a good little team of four people and even though we are in different places in life, we have a lot of fun together. We laugh a lot at work. You can be open with your feelings, and we can give each other positive and negative feedback, which is important to be able to do a good job.

### What do you think characterizes Scanlog as a company?

We are considerate and we care about each other, including our customers and suppliers.

### How are you affected by Scanlog's strong sustainability profile and ambitions?

I think it's great, it feels extra important when we work with logistics. It also puts pressure on myself. I don't know much about sustainability, but we've started the training courses and it's great. I have learned a lot about what is happening in the world. The fact that we live as if there are 4.2 globes has really sunk into me. I also think climate change is a bit scary. We have to do something

now before it's too late. We are already noticing the effects of climate change today and it is important that everyone helps each other and does what we can.

It is easy for companies to set goals and visions and then maybe you don't do much more. But here it really feels like we are working to try to reach our goals. I think Scanlog has come a long way in its work towards 2030 because we are really trying, and we believe in it.

### What do you think about the future?

For myself, I have a very good chance to develop at Scanlog. I learn a lot, get new challenges all the time and if I come up with my own ideas, there is always room for it. My boss lets me test my wings, which has a positive effect on my self-confidence. At Scanlog, I also get the chance to learn more about how accounting works and see the context in a completely different way. I have my goal with what I want to do within finance, to work with more advanced accounting and financial analysis in a couple of years. My boss Lina says it is possible. We take it one step at a time.

## Employee portrait

# AHMAD ALBAB

## Business Controller Rail & Road Freight Solutions



Ahmad is part of the operational team that works with road and rail transport at Scanlog.

In 2016, Ahmad started as Financial Assistant and worked with booking of invoices. After a year or so, he got a new role as Business controller, an analysis function that controls costs and prices but also handles supplier and customer invoices. Ahmad has a master's degree in economics and in project management.

### How did you end up at Scanlog?

It's a long story. In 2014, I came to Sweden from Syria all alone, aged 26. I am a trained economist and I started studying German in Syria because I wanted to do my PhD in Germany. But then the war came, and all my plans disappeared. I didn't want to fight so as a young man in Syria I had to flee. I applied for visas in Germany, the Czech Republic and the UK but was refused in all of them. I fled via Lebanon to Turkey and on to Sweden. When I came here, I was very lonely and sad that I had to leave the nice life I had built up at home in Syria and start all over again. At the same time, I felt that I had to fight, I had to fix my future. I wanted to learn Swedish right away, but I was not allowed to go to Swedish for Immigrants (SFI) until I had

received a residence permit. After three months I got a residence permit and could start SFI for real, and then I was already reading Swedish books. After a year in Sweden, I got a job in customer service at a large bank in Malmö. I only worked there for six months because I didn't enjoy it at all. There were many who were racist and not nice to me. A friend recommended Scanlog to me. I started as an intern and then I got a six-month trial job as a financial assistant, but after only two months I got a permanent position. Now I have been here for seven years.

### Tell us about your role and what you do during the day?

As a business controller, I check all the numbers. For example, I check price lists and give feedback to the operational team and the sales team. I try to do everything I can to improve our processes and develop the way we work. It's a bit strange actually, no one has given me my tasks, I've created them myself. When I work here, it's not like I'm employed here, I feel like it's my company. If Scanlog loses a krona, I lose a krona.

### What do you think of Scanlog as an employer?

I like Scanlog a lot and I feel appreciated here. Everyone is nice and shows respect for each other. I feel grateful that they welcomed me as they did and made me feel secure.

I will always remember the day our CEO Mattias said he wanted to talk to me. He had seen me go into a small conference room and pray. He told me that I was welcome to take my mat with me to work. It shows that people really care here.

### What do you think of our new strategy and Scanlog's strong sustainability profile and ambitions?

It is very good. It is unique that you as a company think like that. Actually, I don't think we have the knowledge required to reach the goals. We have to develop many things to reach the goals, but I think we can.

### What kind of dreams do you have?

My dream is to do that PhD that I planned ten years ago, but it's hard now with two small children. It may be in the future.



# Our customers

Scanlog sells cross-border transport logistics to companies in Scandinavia and companies in need of transports to or from Scandinavia.

Scanlog offers its services to companies in all kinds of industries, but with one common denominator – there is a need for a competent logistics partner that takes responsibility for its delivery. We tailor logistics solutions according to the customer's needs. Scanlog is particularly successful in the following customer segments:

- Food retailers
- Food and beverage manufacturers and wholesalers
- Renewable energy and electrification
- Dangerous goods, waste and radioactive materials
- Forestry and wood materials
- Swedish and international manufacturing industry
- Companies with a strong sustainable profile

## Customer satisfaction

High quality and good service to our customers is always the focus at Scanlog. Availability, quick feedback, competence and being solution-focused are attributes that Scanlog strives to live up to. In the materiality analysis, we identified different customer needs where it was clear that good communication is

a key to satisfied customers. The transport industry is a dynamic industry and as logistics specialists it is our responsibility to communicate important information in real time. When something unpredictable happens in the transport chain, we inform our customers immediately. Every month we send out continuous news updates about current events in the industry.

## Customer satisfaction should be at least 4.5 out of 5

Scanlog conducts an annual customer survey for all our most important customers. A total of 2,356 respondents received the survey via email in 2023. A total of 96 have answered the survey, which gives a response rate of 4%.

The result in 2023 testifies that our customers are more satisfied than the previous year. When asked how satisfied you are with Scanlog as a supplier in general, the result comes to 4.3 points out of a possible 5, which is an increase from 4.14 from the previous year. Our customers are particularly satisfied with Scanlog's staff, our customer service and our customer treatment. In 2024, we will continue to work to reach our goal by improving existing processes and developing new solutions.

Value is also created by Scanlog being the Loving Company expressed in the motto **We Love Our Customers and We Love Each Other.**





#### Customer case

## GSAB

GSAB is a Swedish food importer that imports St Dalfour to Sweden. Scanlog transports the marmalade via a multimodal rail solution from France to Sweden.

Tomas Wintmo is chief operating officer, COO, which is a very broad role at GSAB and covers many parts, such as finance, marketing, sales and supply chain.

#### **You are a lesser-known company.**

#### **Would you like to describe in your own words what you do and who you are?**

Yes, maybe we are, but it is not unique in the food industry. GSAB as a company is less known, but our product is very

well known. We import the marmalade St Dalfour from France and sell it on the Swedish market where we have exclusivity. The Göransson family, one of our owners, found this product abroad in the 90s and started importing and selling it in their tea shop in Malmö. Today, we sell the marmalade at pretty much all grocery stores, and we are in second place of the best-selling marmalades in Sweden. The product is unique as it contains 100 % fruit, no



refined sugar, no flavour enhancers and no e-substances.

**What value would you say our collaboration has given you as a company? What is most important in that collaboration?**

The most important thing is that Scanlog takes responsibility for the whole, from loading dock to loading dock. It includes dialogue and planning with both the producer in France and our warehouse supplier in Sweden. We don't need to get involved in that dialogue, and we don't want to either. We have a very lean organization, which means that we are very dependent on suppliers such as Scanlog who take care of the whole. It should be a self-playing piano.

Then, of course, your sustainability work is valuable. It is something that allows us to sleep well at night, but also something that we see as value to communicate further to our customers. Moving the goods by train fits our profile very well, it is one of our USP:s. There is a high focus on sustainability in the food retail sector and they appreciate this type of initiative.

**What advantages do you see in transporting your products by train?**

I have previously worked for 17 years in the dairy industry and there we always used trucks, so rail freight is quite new to me. I have to say I'm surprised it's going so smoothly. Our product has a longer shelf life, and its nature is well suited for rail transport.

Reliability is good although there are challenges at times. If you transport goods by train, you are dependent on a whole chain and many people. Sometimes there is a strike, for example, and that affects reliability negatively, of course. But if you have a product where you can have a stock so that you can cope with, for example, a strike, rail is a very good solution.

It is also very good financially. With your rail solution, it is more cost efficient than if we would have transported the marmalade by truck.

**How do you work with sustainability?**

We are a small importer so emissions from transports are our biggest impact

and what we actually have control over. So it is an active choice on our part to use rail freight.

Then we have the packaging and what happens to it when you have eaten the marmalade. Both metal and glass are recyclable materials and in Sweden we have good systems for that, which gives our customers good opportunities to take care of the waste in the right way.

**What would you like to see more of in the logistics industry?**

I had hoped we would get further by rail. It's a very good mode of transport so I hope to see investments to make the trains more reliable so that more companies dare to use rail freight if the product is suitable. It would have felt good for my children's future.

**What will you focus on in the coming years?**

We want more consumers to know our product and how it differentiates itself on the market so that is our biggest focus. We want to stand for modern and cool flavours on a traditional shelf. We want to continue to grow both with St

Dalfour and in new product segments, we keep our eyes open for products that fit into our range and are in demand by wholesalers as well as consumers.

**Do you have a final tip for the world around you based on what you know and have learned in recent years?**

Take the time to discuss more than price with the supplier. All companies put sustainability in fancy words on their power points, but ask if it will actually be implemented and how? Understand what it entails and see if there is seriousness in the company and in what is being said. Then we really can speed up the transition.



#### Customer case

## NORRA SKOG

Norra Skog is an economic association that is owned by its members with a mission of making family forestry in Norrland as valuable as possible. Norra Timber sells sawn timber and wood products worldwide.

The flows with Scanlog go from the Port of Skellefteå to Germany, Holland, France, Belgium and Austria via multi-modal transport solutions.

Daniel Färdeman works as Sales manager and Key Account manager.

#### **What made you want to enter into a collaboration with Scanlog?**

We got in touch with Scanlog through our network. We have a strong relationship with the Port of Skellefteå just like Scanlog. You presented us with a sea freight solution that we thought was very interesting and with which we saw

many possibilities. Firstly, we try to be proactive and reduce our CO2 emissions, which we know that sea freight does compared to road transports. Secondly, we saw good opportunities in the long term with the expansion of the Port of Skellefteå. In addition, there are fewer trailers available during certain periods of the year and sea freight is a great option for large volumes.

#### **What value would you say our collaboration gives you as a company?**

Above all, Scanlog delivers a product that is financially attractive, reliable and



robust. It has given us the opportunity to move large volumes continuously and facilitated our planning. Then you look at new solutions and that is important for our development. We speak the same language.

A success factor has been the local presence, that you are on site in Skellefteå. This has meant that we always get fast feedback and just-in-time service.

**You have a very strong sustainability profile and according to yourselves, you are contributing to solving the climate challenge by making it possible for the world to replace fossil raw materials with renewable ones on a large scale. This is very timely, what kind of challenges do you have?**

Of course, we have many challenges. One is that we want to bring our products to the world in as smart a logistical way as possible. Doing so is not always so easy.

Another is that politicians can sometimes be a little quick in their decisions. We who are involved in forestry need a long-term perspective. We forest owners get our return from the growing forest, but the image of us is often that we only devastate forests. There is quite a fierce debate about this and how we

look upon the forest in the long term. We are several thousand forest owners, just like me, who own Norra Skog. For our part, it is important that we see the forest as an important resource that we are cultivating over time. But because forestry is a big sector in Sweden, there is a lot of interest from politicians and other actors who sometimes do not have insight into our industry, which can create differences of opinion.

**What would you like to see more of in the logistics industry?**

Of course, we want to see a cost-efficient product and the best possible logistics. Most of it is about planning. If we can optimize better, we can have higher capacity utilisation and then we can keep costs down together. We believe it is important to think about partnership and deliver on the values both we and our customers have.

**Does Scanlog contribute positively to your sustainability work? Could we contribute even more?**

Yes, absolutely. If I do a life cycle analysis on my products, I know that the emissions will be lower if I work with Scanlog.



**What will be your focus in the coming years?**

We will work hard to create value. For example, by reducing waste and having full traceability of our products. We are making large investments. Most recently, we have invested in a CT X-ray that takes a 3D image of each log. We use it for decisions about what kind of product it will be. With the help of AI and data collection, we can reduce waste and optimize our products. The industry may seem traditional, but it is actually quite high tech.

**What do you want the world around you to pay more attention to in the future?**

I want to see more of the green transition in construction and building.

How do we compare different building materials? How do we measure our CO2 emissions and how do we compare them? Standardization and guidelines are needed here.

**Do you have a final tip for the world around you based on what you know and have learned in recent years?**

Review your core values and how they can contribute to increases climate benefit in the long term. We need to optimize the entire value chain to have as little climate impact as possible, and we must do that together.



#### Customer case

## SVEA SOLAR

Svea Solar supplies ordinary house roofs to large solar parks with the latest in solar energy and is one of Europe's fastest growing companies.

Scanlog started assisting Svea Solar with logistics in 2022 and is acting as a control tower to facilitate for the operational teams. Svea Solar needed support due to the fast growth and because they needed a better transport solution from an environmental perspective.

Scanlog handles Svea Solar's products via multimodal transports from the European continent to Sweden and is also responsible for larger projects, for example domestic project loads from port to production facility.

Susanne Wollard is Head of Supply Chain at Svea Solar and is responsible

for operational purchasing, warehouse operations and logistics in Sweden.

#### **Your vision – a fossil-free world. What does it take to make it a reality?**

Solar panels are still a fairly expensive product. In order for us to be able to reach all, the right price is required and then more commitment is required. Our customers need more output for their investment so that everyone can afford solar panels at home, whether it's from us or someone else. The big game changer is when all customers also have a battery at home, so they have the possibility to store energy.



The combination of battery and solar cells is our most recently launched product. We are convinced that it will have a positive effect on the green transition.

**What value would you say our collaboration has given you as a company?**

We see great value in Scanlog having good control and helping us to close gaps where we ourselves have no control. We are a scale up company and you have seen the volumes increase together with us. Everything is about getting products out to the customer at the right time, and there is little time for internal logistics and building new solutions at the same time. Then it is crucial to have partners who can help us on that journey.

We also look very positively at the fact that you were able to deliver a door-to-door solution with a 60 % carbon dioxide reduction. More climate-smart solutions and the fact that Scanlog is able to deliver sustainability data to us contribute positively to our sustainability work.

The success factors in the work we have achieved together, I would say, is professionalism. We are very straight forward people, and Scanlog always gives good and speedy support.

**What would you like to see more of in the logistics industry?**

I would like to see an accelerated electrification of logistics flows as well as more collaborations

across company boundaries where we complement each other's strengths and weaknesses. We could have helped others, and we should have been helped by others. An example is consolidated transports. We deal with different variations in the supply chain, and we could help each other manage that variation in a more integrated way.

**What will you focus on in the coming years?**

There are two areas where we strive to be industry leaders: Health & Safety and carbon dioxide emissions.

We have a big focus on preventive management within the work environment and electrical safety for our installers. Working with solar panel installations at heights is a risk profession and we work very intensively to create a safer industry.

Our biggest contribution is that through our operations we contribute to a sustainable energy transition, and each installed solar panel means that we avoid future CO2 emissions from fossil fuels. How much carbon dioxide we can remove is like a halo over all our other goals.

In addition to that, we have a few areas where we work proactively: Purchasing and Supplier Assessments, Biodiversity, Circular Economy and Diversity.



Bild från Svea Solar



## Our suppliers

Scanlog's business model is based on a close and long-standing collaboration with selected suppliers. As a logistics specialist, we are the spider in the web and create tailor-made solutions with the help of a number of international suppliers with whom we enter into partnerships. We see it as our task to create value for all our suppliers and business partners.

Scanlog does not tolerate any form of corruption and other unfair business practices. Everyone who works at Scanlog or is a supplier to Scanlog must comply with laws and international anti-corruption conventions. There are clear guidelines regarding this in the company's Business Ethics Policy and Supplier Code of Conduct. All suppliers who carry out a transport on Scanlog's behalf must sign Scanlog's Supplier Code of conduct. All co-workers at Scanlog must sign the company's Policy on business ethics. Scanlog's whistle-blowing routine is an important tool for detecting corruption. In 2023, no cases of corruption were reported.





## Collaborations

We are a small player in a large industry. But despite our size, we are convinced that we make a difference. In different ways, we contribute to a better world. Together is a word that drives us.

Together with suppliers, customers and partners, we can create change, contribute to the transition and make the world a better place.

We want to live up to our goal to be the loving company and we want to be part of the community by working with charities, NGOs and academia.

### SOS Children's Villages

Since our start in 2013, Scanlog has supported SOS Children's Villages. We are proud friends of SOS Children's Villages and annually donate money at Christmas, instead of buying Christmas presents for our customers. Through donations, we financially support "our" children's village in Siem Reap, Cambodia, as well as various educational efforts for children in Ukraine.

### UNHCR

UNHCR is the UN refugee agency that helps people forced to flee their homes with shelter and supplies. UNHCR has been fighting to protect people forced from home for 70 years. Since the full-scale invasion of Ukraine started in 2022, Scanlog has supported UNHCR and their work with education in Ukraine.

### 2030 Secretariat

Scanlog is a partner in the 2030 Secretariat, an organization that works for Sweden to reach the goal that climate impact from Sweden's transport sector shall be reduced by 70 percent by the year 2030 compared to the year 2010.

We are proud to be part of the 2030 Secretariat which brings together partners in the areas central to the transition – the Vehicle, the Fuel and the Behaviour.

### UN Global Compact

The Global Compact is the UN's sustainable business network, which was formed during the World Economic Forum in Davos in 1999 at the initiative of then then UN Secretary General Kofi Annan. The aim was to create international principles aimed at companies around human rights, labour law issues, the environment and anti-corruption. The principles are based on the UN Declaration on Human Rights, the ILO Declaration on Fundamental Principles and Rights in Working Life, the Rio Declaration on Environment and Development and the UN Convention against Corruption.

As a member of the UN Global Compact, Scanlog subscribes to the ten principles, works actively to ensure that they are fulfilled and reports annually how the work to promote the Global Compact's principles in the business is progressing.

### Linköpings University

In 2023, Scanlog began a collaboration with Linköping University. The collaboration covers both the research area as well as education.

During the autumn, Scanlog was involved in the project management course for students studying for Master's degrees in logistics. The project aimed to map and compile Scanlog's internal data regarding transport and goods flows as well as data from procurement materials with the aim of proposing a structure for a database. This work will help Scanlog create more sustainable, innovative logistics solutions with higher cost efficiency and lower environmental impact.

During 2024, Scanlog participates in a research project that deals with sustainable transport chains from a forwarder's perspective.

# Goal completion

Area	Goal	Results 2023
Co-worker	8 points out of a possible 10	7,1 points
Co-worker	We shall have a health attendance of > 98%	98,84 %
Customer satisfaction	4.5 points out of 5 possible	4.3 customer satisfaction
Climate	We shall be climate neutral by 2030 in the entire value chain	Our own operations and all air freight are climate neutral in 2023
Climate	We shall have net zero emissions by 2050 according to SBTi	2023, we developed fossil-free alternatives for all modes of transport. We have implemented a new strategy and a climate promise that will create the conditions for us to reach net zero
Climate	In 2025, we will produce a verified climate target for 2030 according to SBTi	
Climate	We will be fossil-free in the Nordics by 2025	A survey of existing suppliers has been carried out and a dialogue about moving away from fossil fuels has begun.
Climate	We should reduce our greenhouse gas emissions annually in relation to the number of shipments	In 2023, we developed fossil-free alternatives for all modes of transport
LEAN	Lean - The Scanlog way shall be implemented throughout the company	Lean is implemented in the operational team



## Corporate management team



**MATTIAS LJUNGBERG**  
Chief Executive Officer



**MATHIAS WIDEROTH**  
Founder and Chairman  
of the Board



**LINA LIND**  
Chief Financial Officer



**ROBIN STENMARK**  
Vice President Air & Sea  
and Sales



**MARTIN YTANDER**  
Executive Vice President  
Multimodal



**ERDAL RESIDOVSKI**  
Chief Operations Officer



**MATILDA JARBIN**  
Chief Sustainability &  
Communications Officer

## Board of Directors



**MATHIAS WIDEROTH**  
Chairman of the Board  
Photographer: Sara Burman



**MATTIAS LJUNGBERG**  
Chief Executive Officer,  
Board Director



**TOMMY KALIN**  
Board Director




**ANNA PERSSON**  
Independent Board Director  
Photographer: Mikael Sjöberg



**PETER VALLENTHIN**  
Independent Board Director

## Owners

Scanlog is a limited company owned 50.1% by Svenska Orient Linien AB (556605-0950) with registered office in Gothenburg, 30.1% by Sunwid Holding AB (556846-0488) with registered office in Stockholm and 19.8% by SLP Intressenter AB (556880-3299) with registered office in Stockholm.

A full-page background image showing a sunset over a body of water. The sun is low on the horizon, casting a warm orange and pink glow across the sky and reflecting on the water's surface. The water is dark blue with white-capped waves. In the far distance, a city skyline is visible against the horizon.

# About this report

This sustainability report concerns Scandinavian Logistics Partners AB, company registration number 556492-6383 for the period 1 January – 31 December 2023 and Scandinavian Logistics Partners AS, company registration number 929 048 660. It is the first sustainability report in Scanlog's history.

The report reflects the issues that are essential to our business, which we have identified through our own analyses and surveys. We have based ourselves on the GRI's Standard Core Level and its principles to ensure that the content of the report is relevant. The standard has been a guide for the scope and content of the sustainability report. Basic data and statistics are taken from internal systems and processes and apply to our entire business. The accounts have not been externally audited. The climate statement has been third-party verified by the consulting agency 2050.

**For further information and questions, contact:**

Matilda Jarbin,  
Sustainability and Communications Manager  
[matilda.jarbin@scanlog.com](mailto:matilda.jarbin@scanlog.com)





**We have fossil-free  
solutions for all modes  
of transport.**

 **Scanlog**





**With love  
from Scanlog**