

CSR REPORT 2017



CONTENTS



About this report	3
We are investing to reduce	4
Profile	5
FREJA's business model	6
Risk analysis	8
Due diligence and risk management	10
Good leadership and accountability	11
Taxation policy	12
Human rights	13
Good business practice	14
Working Conditions	15
Environmental conditions and climate	16
Quality	17
Engagement	18

Data

KPI's for accountability	19
Significant environmental impacts and effects	20

Certificates

Quality: ISO 9001:2015 certificate	23
Environment: ISO 14001:2015 certificate	24
Energy: ISO 14001:2015 certificate	25
AEO Certificate Denmark	26
AEO Certificate Sweden	27

ABOUT THIS REPORT



Welcome to FREJA's Corporate Social Responsibility (CSR) report for the financial year 2017. The report contains our statutory statement of social responsibility, cf. §99 of the Danish Financial Statements Act.

The report also acts as our Communication on Progress report to UN Global Compact.

The CSR report for 2017 covers business activities in Denmark, Sweden and Norway. In these countries we have been working for several years on data collection in the Quality and Environment sectors.

According to §99 of the Danish Financial Statements Act, the CSR Report is to comprise the entire Group. For this reason we have started implementing the CSR policy and establishing data collection systems in our Finnish subsidiary.

In 2017, we established a division in China and, on 1 January 2018, acquired the haulier Transcargo with a subsidiary in Poland. In 2018, we expect to initiate certification and data collection in the two new countries, so that from 2019 we can provide aggregate reporting for the entire Group.

All environmental data relating to Denmark, Norway and Sweden has been verified by Bureau Veritas. The accounting firm BDO has established that it is in accordance with §99 of the Danish Financial Statements Act. The rest of the CSR report is not certified by a third party.

Questions concerning the CSR Report can be addressed to:
Group CFO, Lars Bakkegaard, lab@freja.com, +45 96705077
CSR Project Manager Annette Nørgård Jensen +45 96705211

WE ARE INVESTING TO **REDUCE**



FREJA's purpose of investing in new technology, employee satisfaction and acquisitions is to reduce and minimise the daily environmental impact that moving goods from A to B inevitably causes.

The FREJA Group is constantly seeking new opportunities to develop and adapt our business so that we can achieve greater visionary energy in the value chain with our customers and suppliers. The goal is to continuously find new optimising options for transport solutions that can help reduce the overall environmental impact. Major investments in IT enable us to optimise transport across frontiers.

In December 2017, we were pleased to announce the acquisition of Transcargo, which has its headquarters in Padborg and its subsidiary in Poland. It is a strategic acquisition that we expect to contribute to transport solutions that make us even more competitive and attractive to new customers in a number of markets.

In 2017, we joined the UN Global Compact and made it known to the outside world that we are working to create greater coherence between our business model and our work with CSR.

For many years, we have had both quality and environmental certification and we have now launched relevant initiatives that focus on the other principles.

All our hauliers have been introduced to the "Code of Conduct for Suppliers to FREJA", but we want to extend the CSR efforts to a number of strategically important suppliers. The goal is to develop partnerships and optimise the overall value chain so that we will create greater sustainability and have less environmental impact

Employee well-being is important and we are aware that everyday life can be stressful for our employees, who have to make here-and-now decisions. We know that high employee satisfaction is crucial to our success and we are pleased to note that we mark many employee anniversaries every year as a consequence of an attractive staff policy.

This is our first CSR report, where we present the year's results and propose what we will do in terms of CSR initiatives in the coming years.

Glyngøre,

Group CEO Jørgen Jørgensen Hansen

PROFILE

FREJA Transport & Logistics A/S is one of the Nordic region's most recognized suppliers of transport and logistics solutions. FREJA is a 100% privately owned Nordic transport company, founded in 1985 in Skive. FREJA has evolved from being a transporter of cars into a full service provider of quality-conscious services with the whole world as a target client base. Nothing is too complicated, too small, or too big to be moved into FREJA's value chain.

FREJA's slogan summarizes it all:

LOGISTICS SOLUTIONS FOR A WORLD IN MOTION

IN 2017, THESE WERE THE KEY FIGURES FOR THE FREJA GROUP WITH THE CORRESPONDING EXPECTATIONS FOR 2018:

100% privately owned Nordic Corporation	611 professionals 750 (2018)	327 MEUR turnover in 2017 MEUR 430 (2018)
1.5 M consignments in 2017 1.8 M (2018)	1,600 trailers 2,200 (2018)	250 direct freight routes 260 (2018)

*Estimated figures for 2018 are affected by expectations for the acquisition of Transcargo

THE GROUP IS HEADQUARTERED IN DENMARK AND HAS SUBSIDIARIES IN NORWAY, SWEDEN, FINLAND, POLAND AND CHINA



THE FREJA BUSINESS MODEL

FREJA develops efficient transport and logistics solutions for the whole world. We focus on reducing the overall impact on the environment across the entire value chain. This strengthens the opportunities for creating value and growth for FREJA, our customers and business partners, as well as the environment and society in both global and local terms.

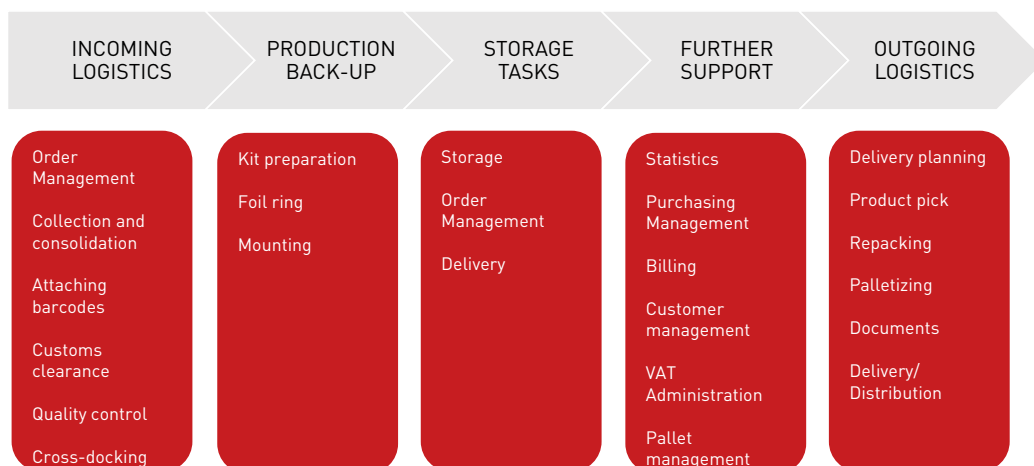
FREJA's business base is implemented through six strategic areas of which CSR is one of them. The CSR efforts are additionally divided into seven CSR focus areas that together help support the business strategy and ensure that FREJA generates good financial results and lives up to its business concepts.

THE CSR REPORT IS BUILT AROUND THESE SEVEN FOCUS AREAS:

FREJA's business concept	Strategic areas of action	CSR areas of focus	CSR efforts underpin the strategy	Financial results 2017
<p>Mission: In a dynamic interaction between customers, employees and highly specialised systems, we deliver customised, flexible and productive transport solutions for land, air and water.</p> <p>Vision: We want to be the most flexible and versatile supplier of logistics solutions and transport throughout the Nordic region.</p> <p>Values: Flexibility, Results orientation, Engagement, Just-in-time, Responsibility, Presence, Innovation, Credibility</p>	<p>Develop our organisation</p> <p>Develop and optimise our business processes</p> <p>Extension of CSR efforts in areas where FREJA can improve its efforts in relation to the UN's 10 principles</p> <p>Strengthen our internal and external PR and marketing</p> <p>Be known for living up to our concept and attitudes</p> <p>Create long-term relationships through close co-operation with our customers and business partners</p>	<p>Climate and environmental conditions (environmental responsibility)</p> <p>Human rights (Responsibility to people in the value chain)</p> <p>Working Conditions (Responsibility to employees)</p> <p>Financial and business affairs (responsibility for profitability/payment of taxes)</p> <p>Local community development and involvement (responsibility towards the communities we operate in)</p> <p>Good management (Transparency and Credibility)</p> <p>Good business practice (Zero tolerance in relation to corruption and bribery / establishment of a whistleblower system)</p>	<p>Focus on developing effective transport and logistics solutions that reduce the overall environmental impact and strengthen FREJA's opportunities to achieve growth - both for FREJA, our customers and business partners.</p> <p>A responsible and trustworthy business model ensures compliance and risk management</p>	<p>Net Sales 327 MEUR</p> <p>Profit before financial items and taxes (EBIT) 5.6 MEUR</p>

WHEN THE BUSINESS MODEL IS TRANSLATED INTO PRACTICE, IT GIVES RISE TO OUR VALUE CHAIN. THE VALUE CHAIN IS THE RANGE OF ACTIVITIES THAT FREJA PERFORMS WITH THE GOAL OF GIVING OUR SERVICE ITS MAXIMISED VALUE FOR THE CUSTOMER AND FOR SOCIETY.

VALUE CHAIN



VALUE CREATION

- Efficient transportation
- Effective logistics
- Shareholder returns
- Community development
- Job creation
- Employee satisfaction
- Tax contribution
- Reduction of environmental impact



RISK ANALYSIS

As a socially responsible company, it is important to work with risks and prevention. On this basis, we have mapped out the CSR risks in our business activities. FREJA has been working on environment and quality for a number of years. Both internal and external audits ensure that we are continuously assessing our risks and impact on the environment.

In the future, we will map and assess CSR risks in business activities annually to ensure that we can be on top of the situation and implement efforts in the right places.

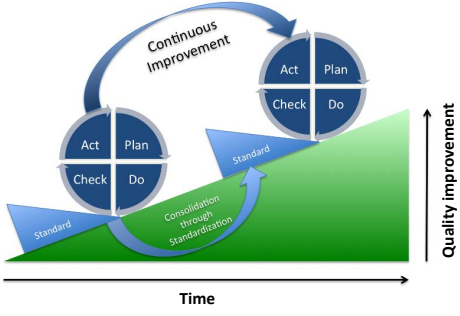
Value Chain	Identified Risks	Current efforts
Supplier	The transport industry may have problems in that people are underpaid, poor working conditions and lack of compliance with legislation	All FREJA carriers have signed the Code of Conduct for Suppliers. This is to ensure that they meet our requirements and the applicable legislation
Fuel	Consumption of diesel increases as sales increase and even tighter requirements for short response times and tight deadlines	FREJA optimises potential for synergy, reduction of empty km and utilisation of capacity through information systems
Terminal	Terminal work in the warehouse can be physically hard and characterised by monotony, dust, heat, cold and deadlines	FREJA ensures a good physical working environment throughout with processes certified by ISO 9001:2015 and SQAS and an employee empowerment survey every two years
Warehouse Management	Logistics work in the warehouse can be physically hard and characterised by monotony, dust, heat, cold and deadlines	FREJA ensures a good physical working environment throughout with processes certified by ISO 9001:2015 and SQAS and an employee empowerment survey every two years
Customers	Customer demands and the regulatory framework for agreements drive trends that support a more sustainable supply chain	We promote and encourage awareness about CO2 emissions, supply accounts to this end and use environmentally friendly materials
Waste	Waste is squandering of resources and adversely affects the environment	FREJA guarantees environmentally proven recycling and recycling of resources through standards certified by ISO 14001:2015



DUE DILIGENCE AND RISK MANAGEMENT

FREJA's management system is based on recognized standards that ensure that efforts are continuously evaluated and developed and new targets are set each year.

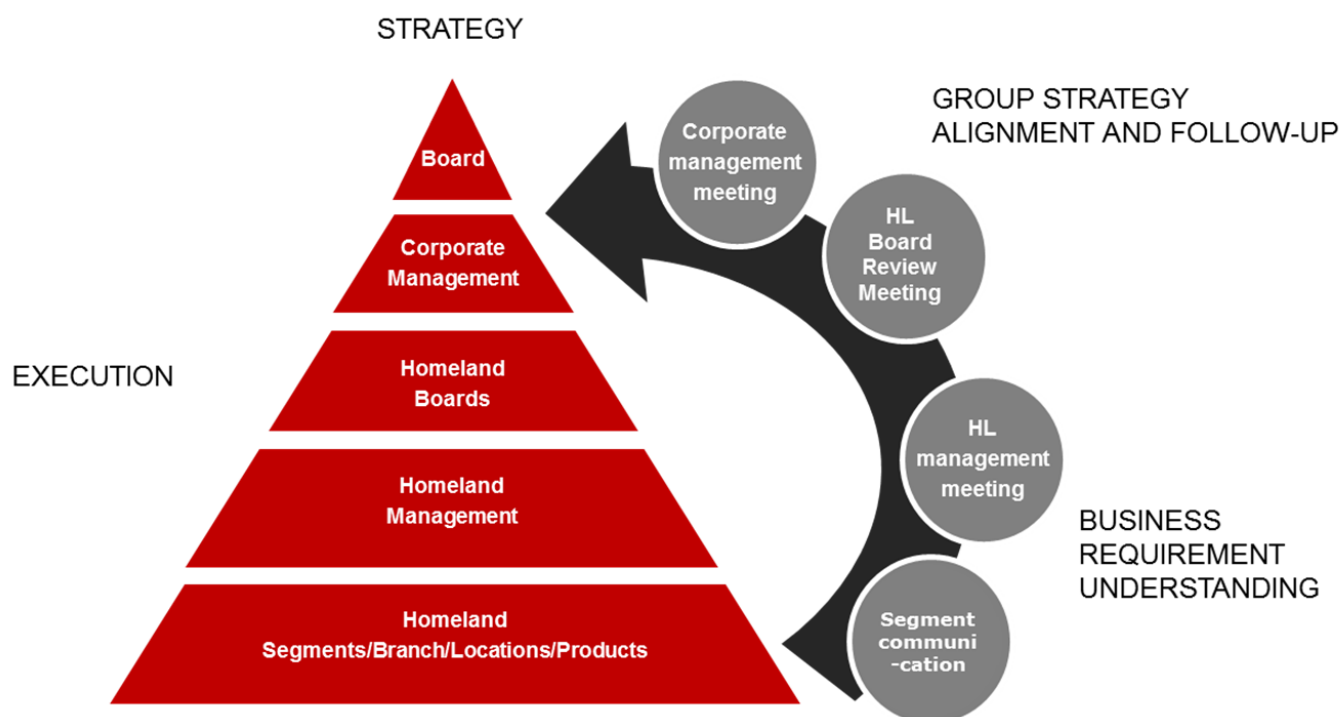
The management system is practiced in accordance with the mature Plan-Do-Check-Act model. In practice, this means that FREJA continuously works with due diligence processes internally in the organization, e.g. in terms of the model, action plans, follow-up and readjustment.

	Due diligence model	Social and employee conditions	Environment and climatic conditions	Human rights	Anti-corruption and bribery
Due diligence Tool			ISO 14001		
Overall due diligence processes		Internal audit External audit Management evaluation Objectives Strategies / Action Plans			
Examples		Accidents Occupational injuries Well-being	Environmental accidents	Supplier Management	Anti-corruption Whistleblowing

Due diligence is an accounting term best translated as timely care



GOOD MANAGEMENT AND RESPONSIBILITY



We are continuously working to create visibility in terms of FREJA's overall strategy at all levels of the organisation. We ensure that daily decisions and actions are taken in accordance with the strategy, so there is a visible red thread.

The process of developing the CSR work in FREJA is partly covered by §99a of the Danish Financial Statements Act, but also a desire to create a joint management system in all FREJA subsidiaries.

Our management system is based on a number of certifications in different management standards:

ISO 9001 Quality. We are upgrading to the 2015 version

ISO 14001 Environment. We are in the process of implementing this in Finland.

Denmark, Norway and Sweden are certified according to ISO 9001 and ISO 14001.

The new subsidiaries in Poland and China expect to be certified by 2020. In the long run, all countries will be a fully integrated part of FREJA's management system and certified in relevant management standards. It is an important priority for the Group to ensure a common standpoint. This minimises risks because we understand each other across countries and cultures in the business we are all part of.

More female managers

Since 2015, FREJA has had the goal of having a female board member. In addition, we are working to encourage the number of female managers in the Group. At group level, 24% of managers are female. In 2018 we will set a goal that by 2022 the proportion of women will reflect the overall ratio of employees in the group. This year, women account for 37% of the Group's employees.

TAXATION POLICY

FREJA emphasises having a transparent fiscal policy. In order to meet the long-term goals of revenue growth and earnings before interest (EBIT), we have a strategic goal to strengthen our business in those countries where we have value-creating segments. First and foremost we look at the business opportunities in each country and place less emphasis on the amount of tax to be paid. We follow international rules on transfer pricing, which means that tax payments are made where earnings have taken place.

We will ensure that tax planning for the FREJA Group is based on responsible, commercial dispositions and activities.

This includes:

- We will handle tax matters in accordance with the law
- We will pay the correct tax in the countries where we operate.

FREJA's Management and Board of Directors approve the overall strategies and policies and monitor compliance with these. Procedures are amended as required in light of revised regulatory requirements.



OBJECTIVES:

- BY 2019 AT THE LATEST, THERE MUST BE A FEMALE MEMBER ON THE BOARD OF DIRECTORS.
- BY 2022, THE PROPORTION OF FEMALE MANAGERS WILL REFLECT THE GENERAL RATIO OF EMPLOYEES IN THE GROUP.
- ISO 14001 CERTIFICATION OF FINLAND IN 2018.
- ENSURE DATA COLLECTION FOR THE CSR REPORT FROM ALL SUBSIDIARIES IN THE GROUP BY 2019.

HUMAN RIGHTS

The FREJA Group is a Nordic company and has consistently followed local laws and conventions with care. For that reason, historically we have not worked very much with the subject of human rights.

The board of directors, together with management, works under the assumption that the organisation represents different competencies, ages and genders and moreover, is not discriminatory.

The FREJA Group has many subcontractors of transport services that employ labour outside the Nordic countries. For this reason we introduced the "Code of Conduct for Hauliers" in 2014.

This describes what we, in FREJA, believe are good business morals and ethics. Our suppliers of transport services all sign this code of conduct upon conclusion of a freight contract with FREJA.

In 2017, FREJA joined the UN Global Compact and this supports our goal to develop our efforts in this area.

- FREJA supports and respects the protection of internationally declared human rights.
- FREJA ensures that we do not contribute to violations of human rights.

The next step is to introduce our Code of Conduct to all our subcontractors during 2019.

The final stage is that our suppliers from the first stage continue the process to their subcontractors. There is no doubt that this will strengthen both FREJA's business and the businesses of our subcontractors and reduce the risk of human rights violations.



OBJECTIVES:

- BY 2019 AT THE LATEST, ALL SUBCONTRACTORS MUST SIGN THE CODE OF CONDUCT.
- BY 2020, STRATEGIC SUBCONTRACTORS WILL BE PERSUADED TO CONDUCT INTERNAL RISK ANALYSIS AND A DUE DILIGENCE PROCESS. THE GOAL IS THAT THE SUPPLIERS THEMSELVES CARRY THE PROCESS FURTHER, TO THEIR SUBCONTRACTORS.

GOOD BUSINESS CONDUCT

At FREJA we set a high regard on our responsibilities and it is an integral part of the way we do business. This means that accountability and propriety are keywords in our business development and branding.

FREJA has committed itself to ensuring sustainability, high business morals and ethics, as well as complete integrity. We are aware that there are different business cultures around the world and that we must, therefore, be able to handle both Danish and international regulations. We have explained ethical rules to employees. No employee may take bribes in the form of gifts, loans or fees.

Knowledge of the Code of Conduct has to be disseminated

We shall continue to spread awareness of the FREJA Code of Conduct in the value chain. All our carriers have signed the carriage contract, where the Code of Conduct for Suppliers is included in the appendices. We shall continue to work to ensure that everyone is not only aware of, but also adheres to the content.

In addition, we will work prospectively so that all other suppliers in the value chain become aware of and accept our Code of Conduct, so that we ensure they have the same attitude towards business morals and ethics.

Training in anti-corruption

We have explained ethical rules to employees. No employee may take bribes in the form of gifts, loans or fees.

We will set in motion initiatives to ensure that all employees become aware of and accept the whistleblower scheme during the

induction course at FREJA

We have started work on establishing a whistleblower scheme that allows anonymous reporting of experiences and suspicions of problematic conditions in the Group. During 2018, we expect to have set in place a solution that ensures anonymity when reporting. This is done by creating a login to the system, so we have better opportunities to obtain more details about what is reported. Access to the FREJA whistleblower scheme will be available on our website www.freja.dk.



OBJECTIVES:

- BY 2019 AT THE LATEST, ALL SUBCONTRACTORS MUST SIGN THE CODE OF CONDUCT
- DISTRIBUTION OF THE FREJA INTERNAL RULES ON ANTI-CORRUPTION BY THE END OF 2019
- SET UP OF THE LOGIN TO THE WHISTLEBLOWER SCHEME BY THE END OF 2018

EMPLOYMENT PRACTICES

FREJA's nineteen attitudes are the basis for internal and external collaboration for the company. FREJA, in addition to a personnel policy that governs employment relationships, also has policies that focus on a healthy working life.

All employees have a mandatory company pension scheme through FREJA. This includes a healthcare plan that ensures rapid treatment. The health scheme was implemented, on the one hand to prevent absences and reduce unavoidable absences in the company, and on the other hand to maintain a healthy, thriving environment in the workplace.

To ensure FREJA has the requisite knowledge resources, we have an HR strategy that supports this. We conduct internal education and training and motivate employees to pursue further training. FREJA has clear growth goals. Consequently, it is essential that the company is able to attract and maintain the best qualified knowledge resources.

There are ongoing APV assessments of the physical and mental working environment. In addition, every 2 years, we carry out employee surveys that chart how employees experience the framework at FREJA. The challenges that may possibly arise in the physical and mental work environment are continuously addressed.

We work continuously to reduce absenteeism and the number of accidents at work.

Well-being in the workplace can happen through involvement in the workplace. Therefore, we are pleased that many employees show a strong commitment to volunteering by participating in everything from environmental and safety committees to first aid courses and local staff associations.



FLEXIBILITY
RESULTS ORIENTATION
ENGAGEMENT
JUST IN TIME
ATTENTION
NETWORK
INNOVATION
TRUST

OBJECTIVES:

- BY THE END OF 2018, THE BBS PROGRAM(BEHAVIOUR BASED SAFETY) WILL BE IMPLEMENTED THROUGHOUT THE FREJA GROUP WORK TO REDUCE STRESS FACTORS IN THE WORKPLACE

ENVIRONMENTAL CONDITIONS AND CLIMATE

FREJA would like to contribute to the development of efficient transport solutions, which only have a minimum effect on the environment, through long-term decisions taken in co-operation with our customers.

This means that:

- we want to strengthen our employees' qualifications and their knowledge of the environment through education, so that they are able to think of the environment in their daily work.
- we will actively work to improve overall logistics as well as its impact on the environment through our cooperation with suppliers, colleagues, customers, authorities and other interest groups.
- we view environmental improvements as long-term investments
- we, as a transport and logistics company, shall aim to prevent environmental impacts through continuous improvements.
- we want to guarantee that we are working for a good environment through the follow-up to and implementation of new environmental legislation.

In cooperation with our business partners, we constantly focus on limiting the impact on the environment. This is done by incorporating environmental considerations into all our transport and logistics solutions.

Requirements for subcontractors to help reduce environmental impacts

Efforts are being continuously made to reduce the most significant environmental impacts by reducing the number of unladen vehicles and optimising the loading rates on all transport units. FREJA requires permanently affiliated subcontractors to use vehicles of a minimum EURO 4 standard.

IT investments are paving the way for the paperless office

The implementation of electronic IT solutions helps reduce paper consumption. Recently, in Denmark, we introduced OCR scanning of all incoming mail.

Knowledge sharing and research will eventually give the transport industry an environmental boost

We are collaborating with Aalborg University in a project that will make it possible for the transport industry to minimise driving with empty and half-empty vehicles and share excess capacity. FREJA is participating in the project because we wish to contribute to discovering sustainable solutions for challenges in the transport industry, and it is FREJA's strategy to be wholly in the forefront in the use of new technologies in the transport sector. The final product from the project will allow for significant savings and will help advance the transport industry in Denmark and improve its international competitiveness. We are continuously working to reduce our overall energy consumption. Specifically, we have switched to LED lighting in the office and warehouse.

CO2 emissions

We want to contribute to and raise awareness of everything about CO2 emissions. For this reason, on our website, we have a link to a CO2 calculator, so that everyone can see the load of a given transport:

Calculate Co2 emissions

Sustainability is important to FREJA. Therefore, we offer you the opportunity to calculate the Co2 emissions from your transportation activities with FREJA.

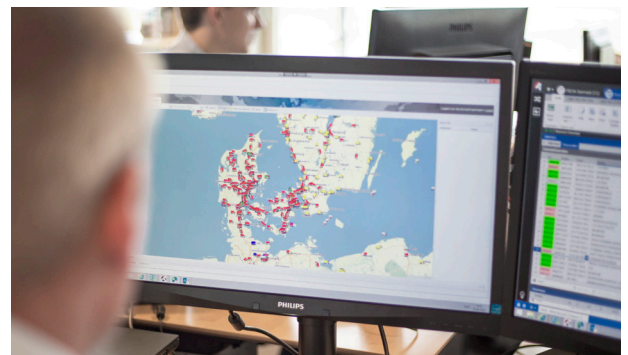
To use the calculator, you only need the total transported payload (kg) and the distance from consignor to consignee (km).

The calculator is based on the EN 16258 standard and provides average values. However, it gives you a good estimate of the Co2 emissions from your transportation activities.

If you have any questions in connection with the Co2 emissions or other issues related to our environmental efforts, you are most welcome to contact us at

QE-DEPARTMENT

Payload in kg
 km
 Co2e (GT)
 Tank to wheel
 Co2e (GW)
 Well to wheel



QUALITY

FREJA's quality system is certified according to DS/EN ISO 9001:2015 and this is rooted in the company's core values.

FREJA's quality system must clearly document how the company's processes are coordinated. Close cooperation and communication between customers, suppliers and employees must ensure that FREJA always offers and delivers the most optimal solution that meets customer needs.

- To comply with the agreed and fixed deadlines
- To deliver shipments on time and intact
- To perform the work correctly and on time
- To handle customer requests quickly and accurately
- To focus on the wishes and interests of customers

"The most important thing is to maintain good quality. You must keep your agreements, be open and honest, and then you will meet customer needs."

Jørgen J. Hansen Founder of FREJA

Good quality starts with dedicated staff, who are able to deliver first-rate service. Targeted recruitment and ongoing education and training ensures that FREJA employees are both keen on and able to maintain the high quality of their work.

We are constantly working to prevent quality defects and seek to prevent any possible shortcomings from reoccurring. This is done through thorough planning of new projects and ongoing data monitoring and analysis. We work proactively and systematically to obtain feedback, as well as understand and learn from our experiences.

FREJA's quality system is continuously improved to ensure customer satisfaction and value creation. We will set and pursue concrete and challenging goals that will continually drive improvements in all functions and at all levels in our organisation. FREJA's quality system is based on solid business principles and is being continuously streamlined and simplified both technically and administratively.

AEO Certification

FREJA is certified according to AEO, Authorized Economical Operator. AEO helps to simplify the work in connection with customs, safety and protection. With this certification, FREJA demonstrates that there are requirements for both carriers and customers in terms of loading and unloading, storage and handling of goods. Some of these requirements are described below:

The loading and unloading of FREJA vehicles must only be carried out under secured conditions. This means that loading and unloading takes place behind an enclosure where access to unauthorised persons is prohibited; in closed terminals where access is prohibited for unauthorised persons or loading and unloading occurs under supervision to ensure that unauthorised persons do not gain access to the vehicle or goods.

Only loads for which the origin is known and that have been stored in a safe environment before loading, may be loaded onto FREJA vehicles. All unforeseen events (surplus or unknown goods) and safety-related conditions regarding transport/safety are to be reported immediately to FREJA.

FREJA is quality certified in Denmark, Norway and Sweden according to ISO 9001:2015



OBJECTIVES:

- ENVIRONMENTAL AND QUALITY CERTIFICATION IN FINLAND BY THE END OF 2019
- ENVIRONMENTAL AND QUALITY CERTIFICATION IN CHINA AND POLAND BY THE END OF 2020
- THE COMPLETION OF THE AU PROJECT WILL PROVIDE NEW LEARNING - EXPECTED TO BE COMPLETED IN 2020.

ENGAGEMENT

In FREJA, we have always engaged in the local communities where our businesses are located. Over time, we have supported the business community, cultural institutions, charitable purposes and associations.

Our support helps ensure a well-functioning community and satisfied employees. Both are important parameters that reduce the lack of employees and lack of support from the community. At the same time, it also helps us to develop ourselves as a business and ensures that we are included in the general development of the community.

We educate and train future employees

In FREJA, we have always prioritised securing training places for young people who want a future in the transport industry. At the same time we are faced with a squeezed labour market, where there may be a shortage of skilled labour in the future. Currently we have 23 trainees employed in FREJA.

Diversity also in charity

FREJA works with charities on several fronts. In Denmark and Sweden we have supported the Cancer Society for several years in connection with collections and the Team Rynkeby project.

Sailing Team Finland

Our subsidiary in Finland is the official sponsor of the Finnish sailing team, working towards the Tokyo 2020 Olympics.

Flexberts Traffic Safety Campaign

In Sweden, FREJA contributes to Flexbert's Traffic Safety Campaign. Our donations help to ensure that all schoolchildren in Sweden are provided with reflective vests so that they are visible in traffic.



KPI'S FOR ACCOUNTABILITY

We use different KPIs to measure FREJA's sustainable and responsible business development.

WORKFORCE - GROUP			
MEN	WOMEN	NEW EMPLOYEES	DEPARTED
385	226	58	56

EMPLOYEE DISTRIBUTION BY GENDER AND FUNCTION - GROUP			
	MEN	WOMEN	TOTAL
MANAGERS	41	13	54
SALARIED EMPLOYEES	288	195	483
HOURLY PAID	56	18	74
TOTAL	385	226	611

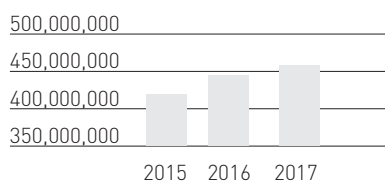
ABSENCES DUE TO ILLNESS:			
DENMARK:	SWEDEN:	NORWAY:	FINLAND
2.25%	4.00%	7.64%	0.89%

OCCUPATIONAL INJURIES AND ACCIDENTS - GROUP		
REPORTED INJURIES AND ACCIDENTS WITH ABSENCE	MEN	WOMEN
	37.02 DAYS	0.00 DAYS

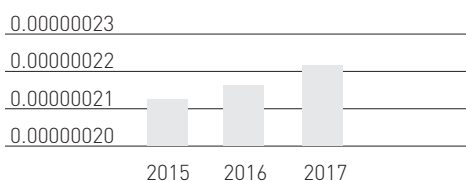
SIGNIFICANT ENVIRONMENTAL IMPACTS AND EFFECTS

During the next period, 2016-2020, FREJA wishes to reduce the total relative CO2 emissions from traffic (measured by freight weight) by 3%.

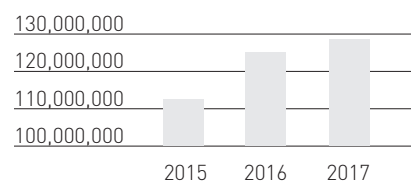
TON KM (MILLION) - GROUP



CO2 EMISSIONS PER TONNE KM - GROUP

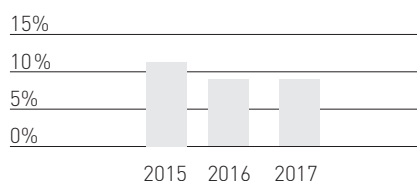


CO2 KG (GW) GROUP

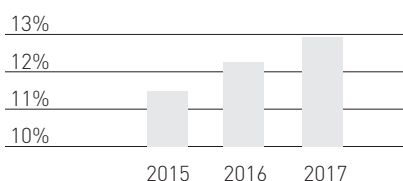


In addition, FREJA assumes a social responsibility in reducing the number of kilometres driven without goods on board vehicles. During the next period, 2016-2020, FREJA wishes to reduce empty km by 2%. It is only possible to report on the Danish and Swedish markets, the ambition is to enable accounting for empty mileage in other markets during the period, 2016-2020.

TON KM % - DENMARK

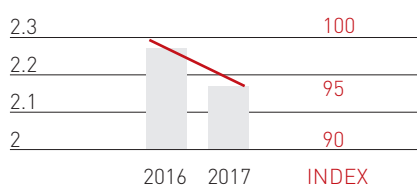


TON KM % - SWEDEN

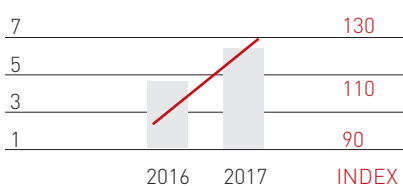


The overall energy consumption is expressed in kwh per shipment. Throughout the next period, 2016-2020, FREJA wishes to reduce the total energy consumption (total electricity consumption, heat and fuel converted to kwh) in permanent installations by 5%, measured by the number of shipments.

KWH PER SHIPMENT - DENMARK

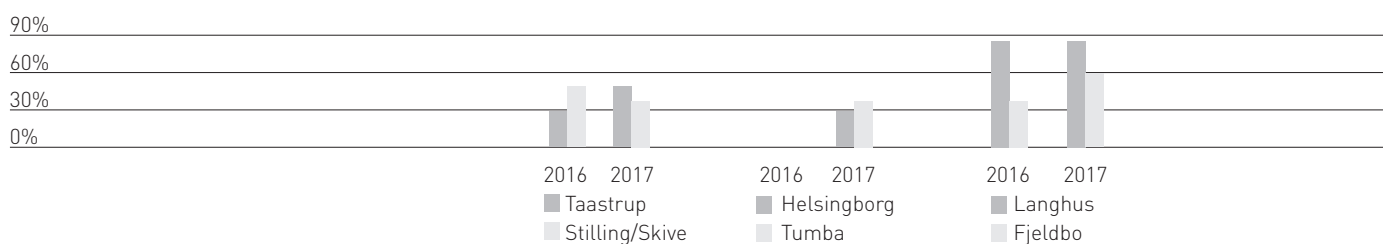


KWH PER SHIPMENT - SWEDEN



Throughout the period 2016-2020, FREJA wishes to increase the proportion of recycled and sorted waste by 10%.

WASTE SORTED FOR RECYCLING





CERTIFICATES





FREJA Transport & Logistics A/S

Viborgvej 52, 7800 Skive, Denmark

This is a multi-site certificate. Additional site details are listed in the appendix to this certificate.

Bureau Veritas Certification Holding SAS – UK Branch certifies that the Management System of the above organization has been audited and found to be in accordance with the requirements of the management system standards detailed below.

Standard

ISO 9001:2015

Scope of certification

**Provision of services for transport including
Forwarding, Transport, Warehousing and
Third Party Logistics.**

Original cycle start date: **29 April 2008**

Expiry date of previous cycle: **NA**

Certification/Recertification Audit date: **NA**

Certification/Recertification cycle start date: **1 May 2017**

Subject to the continued satisfactory operation of the organization's Management System, this certificate expires on: **30 April 2020**

Certificate No.: DK007740

Version: 1 Revision date: **28 April 2017**

Certification body address:
Local Office:

5th Floor, 66 Prescott Street, London, E1 8HG, United Kingdom
Oldenborggade 25-31, 7000 Fredericia, Denmark



Further clarifications regarding the scope of this certificate and the applicability of the Management System requirements may be obtained by consulting the organization.
To check this certificate validity, please call **(+45) 77 311 000**.

1/4



008



FREJA Transport & Logistics A/S

Viborgvej 52, 7800 Skive, Denmark

This is a multi-site certificate. Additional site details are listed in the appendix to this certificate.

Bureau Veritas Certification Holding SAS – UK Branch certifies that the Management System of the above organization has been audited and found to be in accordance with the requirements of the management system standards detailed below.

Standard

ISO 14001:2015

Scope of certification

**Provision of services for transport including
Forwarding, Transport, Warehousing and
Third Party Logistics.**

Original cycle start date: **1 June 2005**

Expiry date of previous cycle: **NA**

Certification/Recertification Audit date: **NA**

Certification/Recertification cycle start date: **1 May 2017**

Subject to the continued satisfactory operation of the organization's Management System, this certificate expires on: **30 April 2020**

Certificate No.: DK007739

Version: 1 Revision date: **28 April 2017**

Certification body address:
Local Office:

5th Floor, 66 Prescott Street, London, E1 8HG, United Kingdom
Oldenborggade 25-31, 7000 Fredericia, Denmark



Further clarifications regarding the scope of this certificate and the applicability of the Management System requirements may be obtained by consulting the organization.
To check this certificate validity, please call (+45) 77 311 000.

1/4



008

BUREAU VERITAS
Certification



FREJA Transport & Logistics A/S

Viborgvej 52, 7800 Skive, Denmark

Additional site details are listed in the appendix to this certificate.

Bureau Veritas Certification Denmark A/S certifies that the Management System of the above organization has been audited and found to be in accordance with the requirements of the management system standards detailed below.

Standard

ISO 14001:2015

**Including energy review according to § 7
in Executive Order No. 1212/2014**

Scope of certification

**Provision of services for transport including
Forwarding, Transport, Warehousing and
Third Party Logistics.**

Original cycle start date:	28 April 2017
Expiry date of previous cycle:	NA
Certification/Recertification Audit date:	NA
Certification/Recertification cycle start date:	1 May 2017

Subject to the continued satisfactory operation of the organization's Management System, this certificate expires on: **30 April 2020**

Certificate No.: DK007770 Version: 1 Revision date: **28 April 2017**

Certification Office:

Manija Rohman
Bureau Veritas Certification Denmark A/S
Oldenborggade 25-31, 7000 Fredericia, Denmark



Further clarifications regarding the scope of this certificate and the applicability of the Management System requirements may be obtained by consulting the organization.
To check this certificate validity, please call (+45) 77 311 000.

 **DANAK**
SYSTEM Reg nr. 8002

1/2

EUROPEAN COMMUNITY



AEO certificate

DK AEOF 11-076482
(Certificate number)

1. Holder of the AEO certificate

Freja Transport & Logistics A/S
EORI number: DK 15027800
VAT ID number(s): DK 15027800
DK 15185783
TIN(s): DK 15027800
Legal registration number: 15027800

2. Issuing authority

DK004700 - Skattecenter Århus

Freja Lützenhusenholdt
[Signature]



The Holder mentioned in Box 1 is an

Authorised economic operator

- ☐ - Customs simplifications
☐ - Security and safety
☒ - Customs simplifications/security and safety

3. Date from which the certificate is effective:

2011-10-12

EUROPEISKA GEMENSKAPEN



AEO-certifikat

1. Innehavare Freja Transport & Logistics AB SE 5567003933 SE 556700393301 556700-3933	<div data-bbox="882 627 1299 665">SE AEOF 55670039330001</div> <div data-bbox="983 696 1201 725">Certifikatnummer</div> 2. Utfärdande myndighet  Verksamhetschef  Tullverket
---	--

Den innehavare som anges i fält 1 är en

Godkänd ekonomisk aktör

- ☐ AEOC - Tullförenklingar
- ☐ AEOS - Säkerhet och skydd
- ☒ AEOF - Tullförenklingar/Säkerhet och skydd

3. Datum då certifikatet börjar gälla:

2011-09-07



CSR REPORT | 2017

FREJA TRANSPORT & LOGISTICS A/S

VIBORGVEJ 52, DK-7800 SKIVE, DENMARK

TEL. +45 9670 5000

BUSINESS REG. NO. 35 83 92 24

www.freja.com