

PNO IMPACT OVERVIEW

2020



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Welcome to PNO's impact overview

Our aim is to share the actions we have taken to “lead the transition to sustainable freight” via People, Planet and Profit.

What do we want to see happen in 2020?
How and what are we actually doing to make this happen?

LEADING THE TRANSITION TO SUSTAINABLE FREIGHT

OUR PURPOSE

"I strongly believe that PNO can be a key driver of change in the logistics industry. For me, sustainable actions are not an option, but a responsibility, and we work to achieve a more sustainable future every day."



Jacob Lee Ørnstrand
Owner & Group CEO



BALANCING PROFIT AND PURPOSE

BEING A B CORP

16/09/2019

The date we became the first B Corp in our industry globally. We joined a group of strong companies who want to be best for the world - balancing profit and purpose.

80.6

This is our score. The required score to be certified is 80. The certification process took months as everything that we do was scored against tough benchmarks.

B CORP FRIENDS



The Guardian



+ 3.231
companies

+90

The B Corp score targeted for 2021.



OUR FRAMEWORK

PLANET

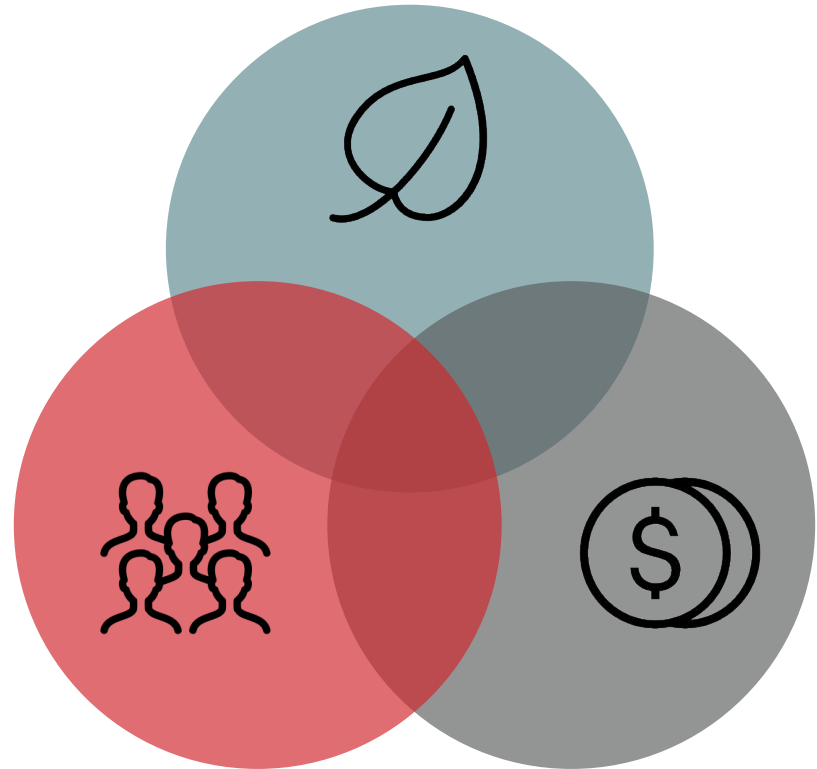
Environmental Performance

PEOPLE

Social Performance

PROFIT

Financial Performance



WE WANT PEOPLE OVER EMPLOYEES

PEOPLE

630 HOURS

Has been used by our PNO team to support local community projects in 2019.

PARTNERS

We collaborate with the best partners for coaching and recruitment - and they work with the same values and People, Planet and Profit approach.

48

Our latest eNPS from 2019. The eNPS measures employee loyalty and satisfaction on a scale from -100 to +100. In general, a score of 10-30 is considered good, and a score of 50 is excellent.

WELLBEING

We care about our team. We want everyone to understand the importance of work-life balance. We show flexibility to working hours and "work from home".

HEADLIGHT



REDUCING OUR ENVIRONMENTAL FOOTPRINT

PLANET

9.547 TREES

Planted by PNO since 2018, when we partnered with WeForest. Trees have been planted to offset our unavoidable business flights and electricity consumption, as well as gifts for customers and employees.

124.173 KWH

The amount of electricity produced by our solar panels in Finland and Sweden during 2019. Solar panels will further be installed at our offices in the Netherlands and Denmark during 2020.

100% ELECTRICAL

Our requirement for new company cars. In 2019 we introduced a new car policy to reduce our environmental impact from vehicle transport.

MEASURING

We monitor our consumption of paper, water, electricity and heat at all our offices and workshops. Each month the consumption is noted in our Green Sheet, which we use to set reduction targets and track developments. View our Green Sheet [here](#).

USING BUSINESS AS A FORCE OF GOOD

PROFIT

29.000 KG. CO2

The approx. annual saving by operating a New Cool reefer compared to a conventional reefer trailer. PNO is exclusive sales partner of [New Cool in Scandinavia](#).

3 TRIPS PER DAY

Are saved due to the removal of unnecessary interim maintenance service checks on trailers. The deadhead trips with trucks and empty trailer are avoided by ensuring better transparency on asset usage via our Fleet Platform.

CODE OF CONDUCT

We introduced our Code of Conduct in 2019. A framework of how we work, and how we require responsible business principles and sustainable behaviour practices at all levels - from ourselves and from our collaborators.

48.048 KG. CO2

The annual amount of CO2 saved due to our solar panel installments on 162 of 859 reefer trailers in our fleet.

ENSURING A SUSTAINABLE SUPPLY CHAIN

INITIATIVES BY KEY SUPPLIERS



“We targeted to have the factory 100 % running on renewable energy by 2021. At this stage half of the energy is coming from a windmill. As we will not be able to cover 100 % with this mill, we decided a year and a half ago to invest in a windmill ourselves.”



“After achieving our 2020 Climate Commitments we have now released 2030 Sustainability Commitments across 4 categories, with our operations being one of the 4 categories. One of this categories’ targets is to be carbon neutral in our global operations by 2030.”



“We aim to be purchasing electricity from renewable sources in all our production sites worldwide by the end of 2020. Our production processes will be CO2-neutral by 2040 and our supply chains and product usage by 2050.”

THE JOURNEY CONTINUES

PLANS FOR 2020

100%

Of our electricity usage from our office facilities will be offset by planting trees in collaboration with WeForest.

53

The target score for our eNPS survey - team motivation and engagement is key.

SUPPLY CHAIN

We will continue to monitor and push our suppliers to deliver on their PLANET targets (data and actions) and share information transparently.

15%

The reduction target for all PNO locations' electricity consumption. We believe in transparency, and therefore all consumption levels can be followed in the [PNO Green Sheet](#).

FOOTPRINT

CHOOOSE

Partnering with CHOOOSE to accelerate our People effort for our team.