

Sustainability at DB Schenker

Sustainability Report 2021



Start



Contents



About us and
the wider world



Environmental
sustainability



Social
sustainability

GRI
Index



Start



Contents



About us and the wider world



Environmental sustainability



Social sustainability

GRI Index



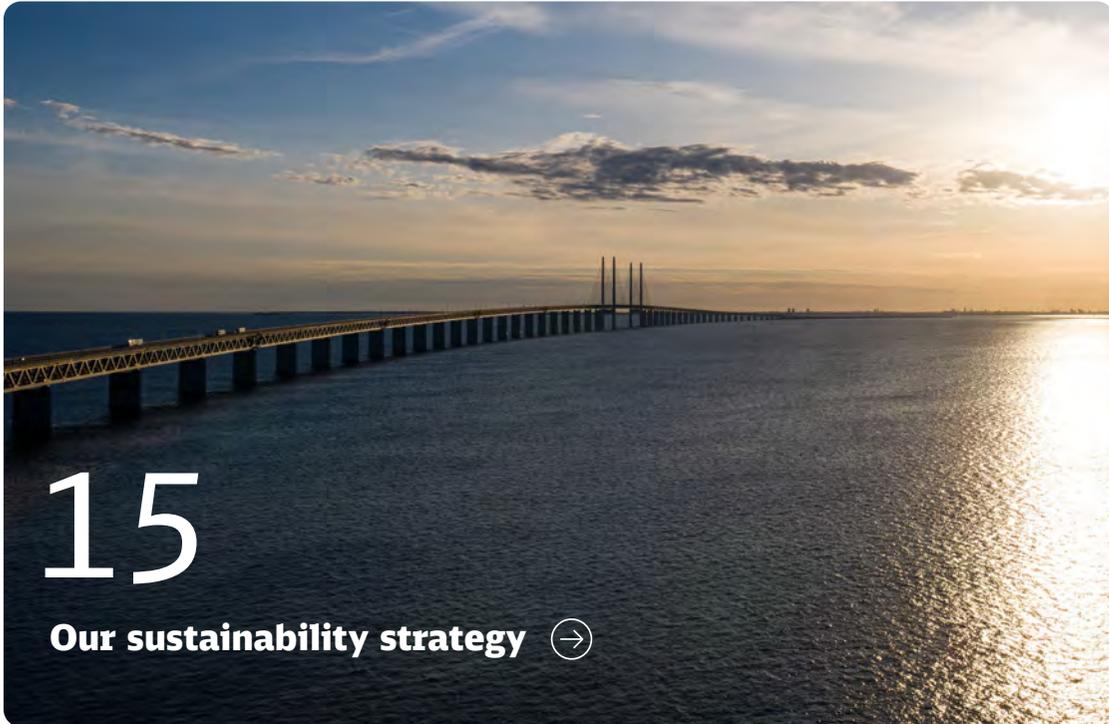
12

Climate summit in Glasgow →



26

Emissions falling →



15

Our sustainability strategy →



46

Quality →



63

Sustainable speeds →



About us and the wider world...4

- » Introduction.....5
- » A few words from Magnus6
- » About DB Schenker7
- » Organisation.....9
- » A few words from the Board of Directors10
- » Core values11
- » Important events in 202112-13
- » The Global Sustainable Development Goals14
- » Our sustainability strategy15-16
- » Stakeholder dialogue.....17-18
- » Important collaborations19-20
- » Internal commitment21-22



The environment and sustainability23

- » Clean Logistics 24-25
- » Emissions 26-27
- » Vehicles..... 27-29
- » Fuel..... 30-31
- » Electrification..... 32-38
- » Transport efficiency..... 39
- » Supplier collaboration 40-42
- » Emissions calculations 43
- » Carbon offsetting 44
- » Quality management 45-46
- » Supplier evaluation 47
- » Energy..... 48-50
- » Waste 51-52



Social sustainability53

- » Working at DB Schenker..... 54-55
- » Skills & leadership development..... 56-57
- » Equal treatment 58
- » Work environment 59
- » Safety & dangerous goods 60-62
- » Road safety 63
- » Business ethics..... 64

GRI

- » Index 65
- » Auditor’s statement..... 70

Table of contents

DB Schenker Sweden compiles a sustainability report every year. This year’s report describes our sustainability work in 2021. The report complies with GRI standard G4, Core level. The Global Reporting Initiative (GRI) is an international standard that aims to enhance the harmonisation, clarity and credibility of sustainability reports.

We care about people as well as the environment. This means that, as colleagues, we support and help each other to create the best possible solutions for you as a customer. This is a corporate culture of which we are extremely proud, and this is what our sustainability logo symbolises.





Start



Contents



About us and
the wider world



Environmental
sustainability



Social
sustainability

GRI
Index

About us and the wider world

The transition to a sustainable society is well under way around the world. Awareness of sustainability is increasing, societies are transforming and the business sector is transitioning.

In this section you can read about important changes that have taken place during the year, DB Schenker's sustainability strategy and how we are navigating this field together with our stakeholders.



Start



Contents



About us and
the wider world



Environmental
sustainability



Social
sustainability

GRI
Index

Welcome to this year's sustainability report

As was the case last year, 2021 has been largely dominated by Covid-19. The situation has improved greatly, but we will probably be feeling the effects of the pandemic for a long time to come.

It has been gratifying over the year to see that sustainability issues are creeping ever higher up the agenda throughout the world. The USA has rejoined the UN Paris Agreement and several important steps were taken at the COP26 Climate Change Conference. Sweden as a country stands out for taking action such as major investment in green steel and battery production. It was great to see a number of major Swedish companies at the climate conference, especially since several of them are important partners in the E-Charge project, which sees us working collectively to electrify heavy goods transport as part of Schenker Åkeri's daily flows.

Here at DB Schenker we advanced our positions within numerous different areas during the year, and we have updated our global climate objective. The Group's objective now is to be completely climate neutral by 2040 (scope 1–3) and there is strong commitment to sustainability issues among both our Group management and the various national management teams.

Here in Sweden we are working intensively on sustainability, and in this year's sustainability report, our 26th, you can read about our efforts and the progress we have made so far.

Hanna Melander, Quality & Environmental Manager
Inger Uhrdin, Head of Cross Divisional Services

A few words from Magnus



The climate transition is DB Schenker's most important sustainability issue

As was the case last year, 2021 was dominated by the coronavirus pandemic, but we can hopefully put this behind us soon.

The past year was a special year for us in many ways. Despite the challenges owing to the pandemic and the turbulence on the global ocean and air transport markets, we have successfully delivered a high level of quality and we can see that our customers are happy with our efforts.

A great deal has happened within the transport sector and we are expecting a number of new policy instruments for tackling the climate crisis. Over the next few years the entire transport sector will be linked to an emissions trading system and we are seeing that new energy taxes are planned to reward climate-smart energy sources. Powerful instruments are needed to enable society to cope with the crisis, but we need to be prepared for the fact that this will result in higher prices for energy and fuel – and therefore transport.

DB Schenker's most important sustainability issue is the climate transition and our global objective is to be completely climate-neutral by 2040.

At DB Schenker we are genuinely committed to sustainability issues, and as such these permeate our entire operation. Together with our customers, suppliers and other stakeholders, we have made great progress in these efforts over this past year. We have steadily increased the number of fossil-free vehicles in our fleet, and, as part of project E-Charge, we will now also be testing an electric heavy goods truck with trailer over a longer distance in daily traffic.

In our 2021 sustainability report you can read about our work and our successes within the field of sustainability.

I hope you enjoy reading the report!

Magnus Strand
CEO, DB Schenker, Sweden/Denmark/Iceland Cluster

About DB Schenker

DB Schenker is a global company with long-standing experience within the logistics industry. We are one of the largest players on the Swedish market and our logistics solutions help our customers to develop and improve their businesses by means of efficient logistics management. We place great value on our high quality standards, which help to strengthen our customers' competitiveness, both nationally and internationally.



Number of employees
(FTE):

3,184



Our offering

- We offer many different types of Logistics services, but our core business is goods transport by road, sea, rail or air. These services are provided through the companies Schenker AB and Schenker Åkeri AB, our own haulage company.
- Through our company Schenker Logistics AB, we offer turnkey third-party logistics solutions, which means that we manage the entire chain for our customers. Everything from incoming deliveries, sorting and storage to order picking and delivery to retailers and end customers.
- Through our company Schenker Property Sweden AB, we own and manage a large number of properties and terminals in Sweden.
- Our extensive experience in logistics development and supply chain management makes us ideally suited to helping our customers with their logistics solutions. Through our company Schenker Consulting AB, we offer our customers professional logistics analysis, logistics optimisation and more.
- For other financial reporting, please refer to the annual reports of the respective companies in the DB Schenker Group.

DB Schenker in Sweden 2021

- Number of consignments (parcels and goods): 34,072,039
- Sales (SEK thousands): 15,341,838
- Profit (SEK thousands): -502,445



Number of vehicles:

3,349

Our products



Ocean Freight



Air Freight



Contract Logistics



Land Transport



Start



Contents



About us and the wider world



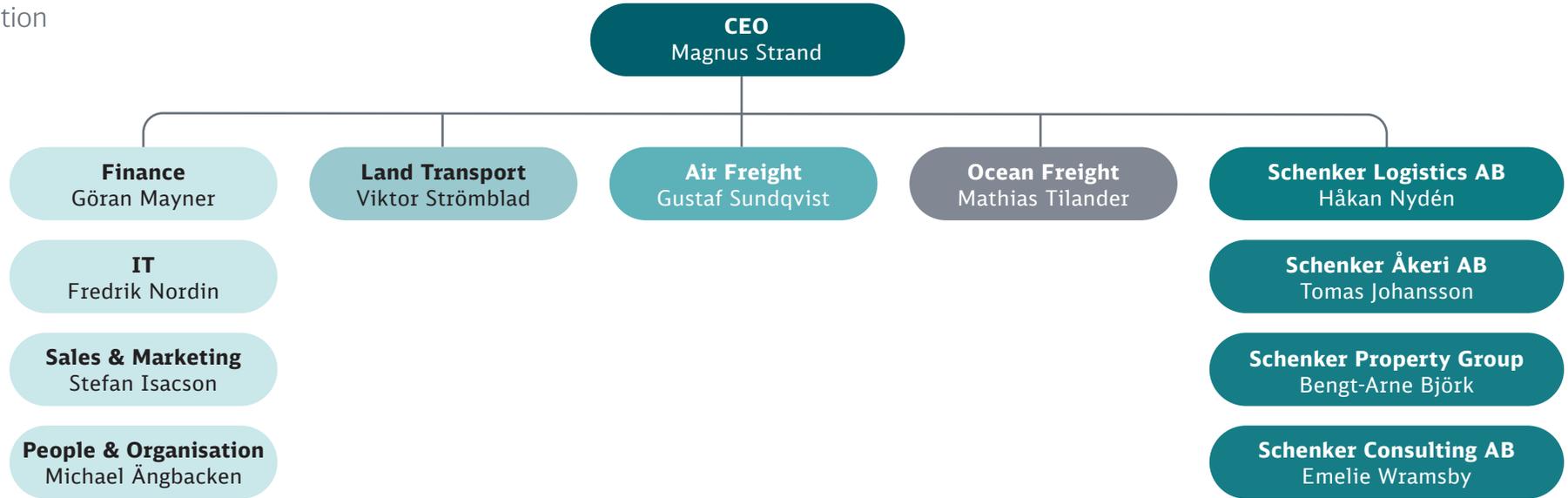
Environmental sustainability



Social sustainability

GRI Index

Organisation



Board of Directors

Chair

Helmut Schweighofer

Ordinary member, CEO

Magnus Strand

Ordinary member

Karsten Keller

Ordinary member

Maria Sjölin Bergman*

Ordinary member

Vesna Frostlin*

Deputy board member

Daniel Hedman*

Deputy board member

Vacant*

* *employee representative*

Corporate management

CEO, DB Schenker Sweden

Magnus Strand

Head of Air Freight

Gustaf Sundqvist

Head of Land Transport

Viktor Strömblad

Head of Ocean Freight

Mathias Tilander

Head of Contract Logistics/SCM

Håkan Nydén

CIO DB Schenker Sweden

Fredrik Nordin

CFO DB Schenker Sweden

Göran Mayner

CCO DB Schenker Sweden

Stefan Isacson

CPO DB Schenker Sweden

Michael Ängbacken

DB Schenker Sweden/Denmark/Iceland Cluster consists of the DB Schenker Group's companies in Sweden, Denmark and Iceland. The CEO is Magnus Strand.

DB Schenker in Sweden, which has its head office in Gothenburg, is the designation for all DB Schenker companies in Sweden, i.e. Schenker AB, Schenker Logistics AB, Schenker Åkeri AB, Schenker Consulting AB and Schenker Property Sweden AB.

Swedish corporate management includes managers of the largest businesses, as well as heads of staff and the CEO, as shown in the organisational chart. There are management groups for all divisions, staff teams and companies.

Schenker AB consists of the central staff teams and the three divisions Land, Air and Ocean. Schenker AB has a Board of Directors that makes decisions of overall strategic importance.

The Annual General Meeting of Shareholders is not held in Sweden, as the company is included in the DB Schenker Group owned by Deutsche Bahn (DB).

A few words from the Board of Directors

We are creating the sustainable transport solutions of the future

This sustainability report describes how we are working to develop the transport industry to be more sustainable.

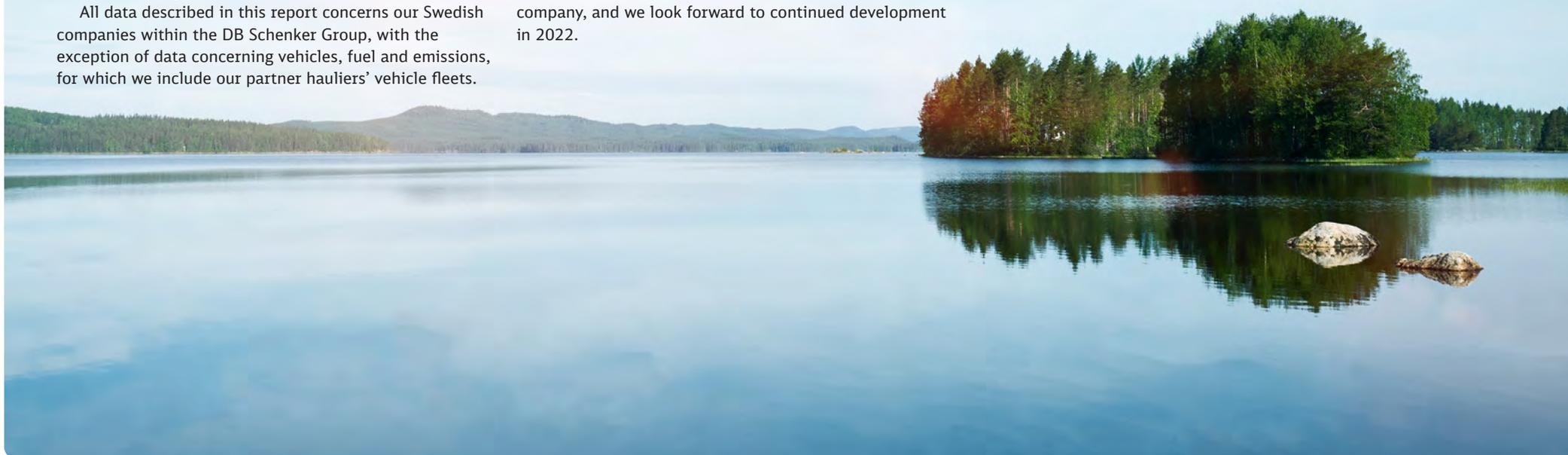
Our long-term objective is to make the transport industry more sustainable, and our entire global group is working towards the goal of being climate-neutral by 2040.

Dialogue with our stakeholders is extremely important and provides us with valuable knowledge regarding how to prioritise our development work. This sustainability report is intended to describe to our stakeholders the progress we have made. The information in the report reflects our progress in 2021.

All data described in this report concerns our Swedish companies within the DB Schenker Group, with the exception of data concerning vehicles, fuel and emissions, for which we include our partner hauliers' vehicle fleets.

Our responsibility

We know that our actions affect economic, environmental and social factors, both locally and globally. We also know that the transport services we provide have a major impact on the planet's climate. We accept our responsibility to reduce our environmental impact by conducting our sustainability work, following our environmental strategy and investing in innovation for the future. We feel that investments within sustainability are valuable to our company, and we look forward to continued development in 2022.



The values governing DB Schenker

We are governed by six core values here at DB Schenker.

Take Customers Further

Our central focus is our customers and delivering first-rate quality. By tackling customer challenges today, we are proactively finding solutions for tomorrow.

Win Together

We are creating “win-win-situations” between DB Schenker’s departments and units, but also for our customers and other external stakeholders.

Push Limits

We think outside the box and ask ourselves “Is there a better or faster way?”. This paves the way for innovative thinking that benefits our customers.

Play Fair, Be Honest

We show respect and are honest with one another. We show understanding of the opinions of others and believe in success through diversity.

Walk the Talk

We aim to lead the way by being a good role model. We link our actions to the company’s vision and values and help others to do the same.

Be One Team with One Goal

We perform best when we work as a team. We challenge ourselves and each other to do better and aim higher every day. We celebrate successes collectively as a team and we support one another in the event of setbacks.

Proud to deliver excellence.
Every time. Everywhere.

Climate ambitions are being raised, but is it enough?

In October 2021, one of the most important meetings for tackling the climate crisis took place, the UN COP26 Climate Change Conference in Glasgow.

Opinions vary widely as to whether it was a successful event or not, but we can clearly see that ambitions have been raised from the climate conference in Paris in 2015. The positive signals show a dramatic increase in ambitions to reduce deforestation and methane emissions, along with the use of coal, and we can see greater ambitions to help in funding climate transition in developing countries.

It was also gratifying to see some important steps forward in the discussion as to how to price carbon dioxide on the international market.

We are seeing positive steps, but we need to aim even higher. There is good knowledge of what needs to be done, but the technology shift now needs to be implemented as fast as possible. The message from the scientific community is clear in the IPCC report. “Unprecedented and urgent action” is needed to achieve the 1.5 °C target.



Boris Johnson, Prime Minister of the United Kingdom, Stefan Löfven, Prime Minister of Sweden, and António Guterres, Secretary-General of the United Nations.



Start



Contents



About us and the wider world



Environmental sustainability



Social sustainability

GRI Index



Europe leading development

The EU is working to make Europe the first climate-neutral continent in the world, and at this year’s COP26 climate conference it was clear that European countries are at the forefront of the climate transition.

The EU Green Deal is a framework defining how the transition should take place, and efforts have been strengthened on several levels during the year. On 14 July 2021, the European Commission adopted the “Fit for 55” package in accordance with the new European Climate Law, within the framework of the Green Deal. The aim of the package is to adapt existing climate and energy legislation to the new EU target of a reduction in greenhouse gas emissions of at least 55 percent by 2030.

The “Fit for 55” package includes several new regulations that will change the prerequisites for the European transport sector. One important change is revision of the Energy Efficiency Directive (EED), which will involve the member states almost doubling their annual commitment to energy saving. Another important change is expansion of the Emissions Trading System (ETS) to gradually cover more methods of transport. First was the air transport sector, followed by the ocean transport sector,

and finally a separate ETS system will be introduced for land-based transport. Pricing of CO₂ emissions will be crucial for the climate transition, and this income will play an important role in redistributing resources to enable all countries, regardless of financial circumstances, to transition. In order to counteract leakage, an import tax on products imported into the EU will be introduced in parallel.

Sweden is moving in the right direction

2021 saw a number of important advances in Sweden. For one thing, the Swedish government has established an electrification commission to accelerate efforts to electrify the transport sector. Together with regions, county administrative boards and the business sector, the government presented 17 electrification pledges during the year with specific commitments to accelerate electrification of regional freight transport. The Swedish Energy Agency has also developed a proposal for a Swedish national strategy for hydrogen, electrofuels and ammonia. The transport sector can still apply for investment support via the Klimatklivet and Klimatpremiens schemes.

The UN's Sustainable Development Goals



A society for the future

Sustainability is about creating a society that will endure for future generations, and the UN's Global Sustainable Development Goals are used as the basis for DBSchenker's sustainability work. We are focusing on several of the goals and constantly aiming higher in our ambitions to ensure the goals are achieved.

The UN's Sustainable Development Goals



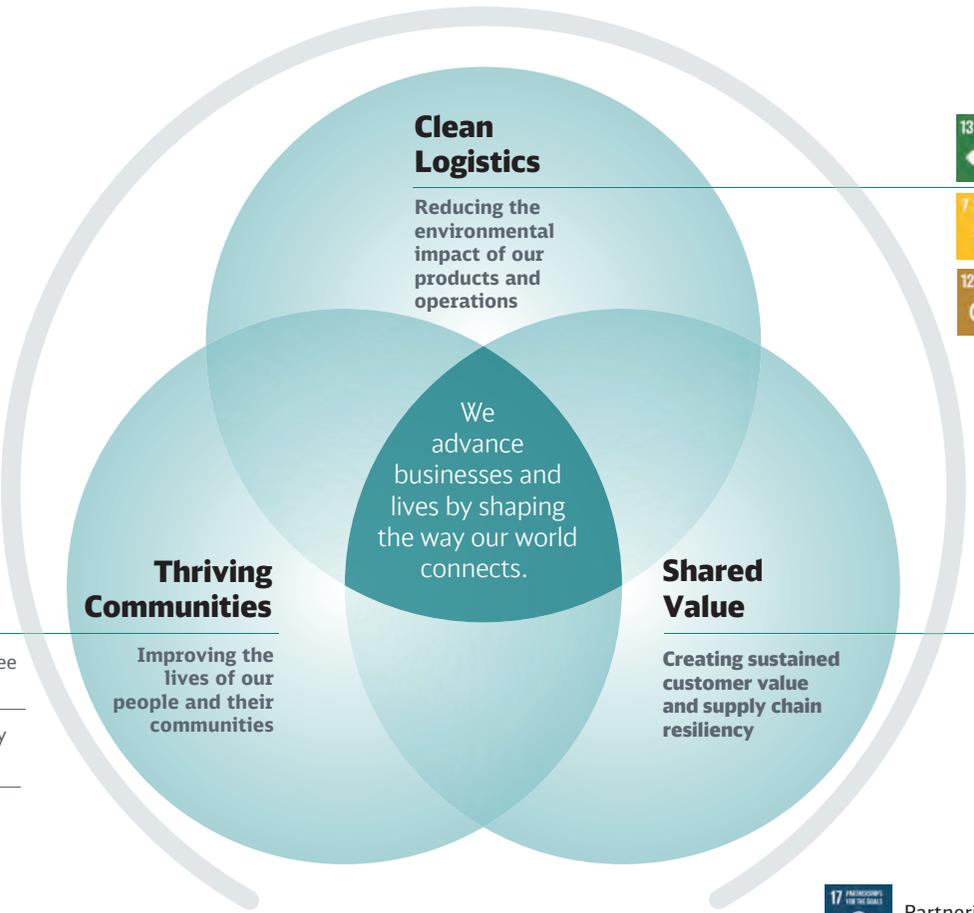
Sustainability Leader Strategic Framework

Our sustainability strategy

DB Schenker's global sustainability strategy describes how we are working to achieve the global sustainable development goals.

Our global strategy involves three key areas:

- **Clean Logistics** – What we are doing to make our operations emission-free.
- **Thriving Communities** – How we are improving quality of life for our employees and their communities.
- **Shared Value** – How we are creating value for our customers and resilience in our supply chains.



Clean Logistics

Reducing the environmental impact of our products and operations



Driving climate action



Transitioning towards renewable energy



Managing resources effectively

Thriving Communities

Improving the lives of our people and their communities



Providing fair work opportunities



Protecting our employee wellbeing



Driving gender equality at work



Creating inclusive workplaces

Shared Value

Creating sustained customer value and supply chain resiliency



Developing sustainable solutions



Pioneering urban logistics



Developing our people for the future



Partnering for the goals

Global Partnerships

The UN's Sustainable Development Goals

Clean Logistics



13. Climate action

- We are reducing our dependence on fossil fuels
- We are transitioning to new zero-emission technologies
- We are increasing awareness of and commitment to the climate transition



7. Affordable and clean energy

- We only buy hydroelectric power
- We are continually expanding our solar farms
- We are systematically reducing our energy consumption



12. Responsible consumption and production

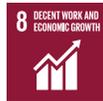
- We are increasing our share of renewable fuels
- We choose products made from renewable or recycled materials
- We recycle the resources we have used
- We are minimising our use of chemical products

Thriving Communities



5. Gender equality

- We are implementing our equal treatment programme
- We are working systematically to ensure gender equality
- Regular salary surveys
- We train our staff



8. Decent work and economic growth

- We have collective agreements
- We have zero tolerance for harassment
- We have a supportive environment for parents
- We have parental pay
- We impose requirements and collaborate with our partner hauliers



3. Good health and well-being

- We provide a wellness allowance
- We provide fitness clothing for all employees
- We implement a number of wellness initiatives



10. Reduced inequalities

- We are implementing our equal treatment programme
- We are working systematically to ensure gender equality
- We play the LIKA game – our game to provoke discussion about prejudice and discrimination

Shared Value



11. Sustainable cities and communities

- We are developing new transport solutions for urban environments
- We transport goods using electric vehicles
- We are switching to biofuel



9. Industry, innovation and infrastructure

- We are pursuing innovation projects to find new sustainable solutions
- We are improving our infrastructure to support sustainable operations



4. Quality education

- We educate and engage our staff
- We educate, involve and engage our stakeholders

Miscellaneous



17. Partnerships for the goals

- We collaborate with customers, suppliers and other key stakeholders
- We meet with authorities and other decision-makers to discuss the best way forward

Stakeholder dialogue

Dialogue is crucial for success

Dialogue with our stakeholders and partners is crucial for successful sustainability work. This helps to ensure satisfied customers, employees and partners, and that we are achieving the targets set by our owners while contributing to the development of a sustainable society.

Customers

DB Schenker's dialogue with customers is facilitated by customer meetings, customer events, customer service, newsletters and our website. Every two years, our customers evaluate us in a global customer satisfaction survey. The 2021 results show that our customers are satisfied with our performance and they provide useful input as to how we can improve going forward.

Employees

Our employees are naturally one of our most important stakeholder groups. Motivated and committed employees are the driving force behind our development, and they create the conditions required for us to succeed. Every two years, we conduct a global employee survey, and this provides useful feedback as to how we can be an even better employer.

Owners and the DB Schenker Group

DB Schenker is a large international group operating throughout the world. The Swedish organisation comes under the Europe region, where we collaborate closely on sustainability issues. Our work incorporates our global sustainability strategy and sustainability issues are integrated into ordinary business development. This strategy work is supervised and followed up by global, regional and national sustainability and environmental steering groups.



Stakeholder dialogue

Hauliers and suppliers

The largest and most important category of suppliers for DB Schenker in Sweden is our domestic hauliers. Most hauliers we collaborate with are members of BTF (Bilspeditioners Transportörförening), making it an important channel for communicating with our hauliers. Read more about our dialogue with our suppliers on »pages 40–45.

Society and authorities

Policy decisions and instruments are crucial for driving sustainability efforts. Decisions concerning fuel, vehicles, infrastructure, environmental technology, subsidies and taxes have a major impact. In our dealings with representatives from government, authorities and other civic society partners we use our knowledge to promote sustainable development.

Stakeholder organisations

The development of the transport sector is most effective when business works together with society and academia. This is why we participate in a number of different collaborations and forums described in more detail on »page 20.



Successful collaborations

There is great commitment to sustainability issues, particularly issues linked to how we can collectively tackle the climate crisis.

The work to combat climate change is at the top of the agenda for most sustainable companies, and teamwork and collaboration is crucial to ensuring its success. To enable us to work efficiently, we need good knowledge of how other players reason, such as vehicle and fuel suppliers, and we need to work together to ensure everything falls into place. Consequently, here at DB Schenker we are involved in a number of different collaborations with a variety of players such as authorities, academia, civic society partners and other companies within the business sector.

Collaboration

The Swedish Confederation of Transport Enterprises

The Swedish International Freight Association (SIFA) is a trade association within the Swedish Confederation of Transport Enterprises and the Confederation of Swedish Enterprise. The association works to improve conditions in the industry through consultative bodies, by lobbying decision-makers and by sharing knowledge. The association's environmental committee brings the industry together to promote environmental work and the climate transition.

KNEG (Climate-neutral freight transportation by road)
KNEG is an initiative that sees several major players from the business sector collaborating to accelerate the transition for freight transportation by road in Sweden.

CLOSER
CLOSER is a neutral, national collaborative arena for research, development and innovation within transport efficiency. DB Schenker is an active partner in CLOSER's various theme areas and has a seat on CLOSER's Board of Directors.

Fossil Free Sweden

Fossil Free Sweden is an initiative founded by the Swedish government ahead of the 2015 Paris Climate Summit that aims to make Sweden one of the world's first fossil-free welfare states. Fossil Free Sweden is a platform for facilitating dialogue and collaboration between companies, municipalities and other types of stakeholders wanting to make Sweden fossil-free.

NTM
NTM (Network for Transport Measures) is an organisation working to promote and develop the environmental efforts of the transport sector and contribute to qualitative measurement of the transport sector's environmental impact.

CLECAT
A European association for freight forwarding, logistics and customs services that aims to strengthen and improve the industry's representation in Europe.

NMC
NMC is a network of organisations that want to share knowledge, experience and ideas regarding sustainable trade and industry.

Sweden's Chambers of Commerce

DB Schenker is a member of several of Sweden's domestic and overseas chambers of commerce. One example is the German-Swedish Chamber of Commerce, which works to strengthen cooperation between the two countries' business sectors.

CCWG – Clean Cargo Working Group
The maritime sector organisation for reduced greenhouse gas emissions.

Air Cargo Sweden
Air Cargo Sweden is a network in the air freight industry working for, among other things, reduced emissions in the logistics chain.

“The logistics industry is facing huge changes that need to be implemented over a short space of time. We see collaboration with other players as the key to finding future technologies to enable us to achieve our objectives.”

Emelie Wramsby,
Managing Director, DB Schenker Consulting



Sustainability work permeates DB Schenker as a whole

We are working intensively to generate broad and genuine commitment to sustainability issues among our employees.

More than 60 workshops have been held over the past three years to discuss sustainability issues in depth, their importance and how we need to adapt to new requirements. Our numerous management groups have produced action plans adapted for their operations. The content of the various action plans covers everything from expansion of charging infrastructure to phasing out of single-use products.



“Keep Sweden Tidy”

We have undertaken litter-picking activities across Sweden together with Keep Sweden Tidy during the year. In Gothenburg, Stockholm, Helsingborg, Växjö, Umeå and on the island of Vinga our employees got together to go litter-picking and help keep Sweden tidy.

From left: Christian Fabricius, Roger Nell, Peznilla Rosengren and Rickard Sohl from our district in Stockholm.



Malmö's local sustainability group. From left: Maria Skoog, Johnny Larsson, Anders Carlsson, Peter Ellström, Christoffer Thell, Mattias Otfors and Marko Nummela.

District Malmö wins Sustainability Initiative of the Year 2021

In 2021 we enhanced our internal sustainability communication with a new sustainability platform on our intranet. In conjunction with this, a competition was launched for the purpose of identifying the best sustainability initiative of the year. The winner of this year's contest was District Malmö, who showed how local sustainability work can be taken to the next level with leadership and a great deal of commitment. They had produced a comprehensive plan to strengthen sustainability work by introducing a local sustainability forum and a number of other initiatives.

New company car policy for electric and hybrid vehicles

In early 2021 a new company car policy was introduced at DB Schenker, which allows only electric or hybrid vehicles. Our HR and purchasing departments worked together to finalise this initiative, and fossil fuels are now systematically being phased out among our company cars. During the year the purchasing department also made it easier for drivers of company cars to refuel with 100 percent HVO by providing information on where to refuel.

Our vehicle fleet was also expanded, with 21 electric cars and 23 plug-in hybrids. We also have four vehicles that run on biogas.



Eric Börjeskog, Helene Giaina and Viktor Åkesson are all consultants at DB Schenker Consulting.

DB Schenker Consulting ties together our innovation work

Innovation is important for finding the sustainable transport solutions of the future. Our consultancy company DB Schenker Consulting is serving as project manager for a number of interesting innovation projects linked to our sustainability work.

DB Schenker Consulting supports both DB Schenker's companies and external customers in sustainability work. Two particularly large-scale projects in 2021 were construction of two new terminals, one in Södertälje and one in Taulov, Denmark.

Preliminary study of electrification of freight transportation by road

This project studies, from the perspective of freight forwarders, hauliers and goods owners and their production system for transport services, the logistical consequences of a variety of technology choices for electrification of the Swedish freight transport system for long-distance road transport. The results from this study will be compiled in a report that is expected to be complete in the first quarter of 2022.

Electrified freight transport in south Stockholm

The project is looking into electrification in the Almnäs/Mörby district between Södertälje and Nykvarn municipalities, and aims to reduce the effects of increasing road traffic. The project is headed by Sweco and is being implemented through industry-wide collaboration between both the public and private sectors, with players from the business sector such as Scania and Volkswagen represented along with DB Schenker. The local municipalities and the region are also involved, together with KTH Royal Institute of Technology from the world of academia. For DB Schenker, the project is of particular interest, as our new freight and parcel terminal will be the first logistics business to be established on the Almnäs side, opening in February 2022.

– In addition to the projects described here, other examples include [Gothenburg Green City Zone](#) » page 36, [E-Charge](#) » page 37, [High Capacity Transport](#) » page 39 and [Smart urban traffic zones](#) » page 39.



Start



Contents



About us and
the wider world



Environmental
sustainability



Social
sustainability

GRI
Index

Environment & Sustainability

Our most essential sustainability focus area is the climate and the climate transition. We need to eliminate our reliance on fossil fuels as fast as possible in order to reduce greenhouse gas emissions.

In this section you can read about DB Schenker's environmental work: our strategy for becoming climate-neutral, our efforts to reduce our energy consumption and our important collaborations with carriers and customers.



Start



Contents



About us and
the wider world



Environmental
sustainability



Social
sustainability

GRI
Index

13
CLIMATE
ACTION



Clean Logistics – our strategy for achieving climate goals

DB Schenker's global objective is to be completely climate-neutral by 2040 (Scope 1–3*).

Our efforts to reduce greenhouse gas emissions have been under way for several decades, and the results in Sweden in 2021 show that we have reduced emissions by 57 percent since our base year of 2006.

* Scope 1: Direct emissions from operations. Scope 2: Indirect emissions linked to consumption of electricity, heating and cooling. Scope 3: Emissions from hauliers, shipping companies, airlines and other purchased services.

Our three focus areas

Our strategy for achieving our objective focuses primarily on three areas – Improve & Renew, Collaborate & Influence and Communicate.

Improve & Renew

Technological development is accelerating, and we know that new technologies that do not rely on fossil fuels are the future. It is also crucial that we continually improve our transport efficiency. This is why we are striving to improve and renew.

This is what we are doing:

- We are reducing our climate impact by investing in vehicles, fuels and technologies that do not rely on fossil fuels.
- We are increasing our transport efficiency by continuing to optimise our transport logistics.
- We are pursuing innovation projects to find the solutions of the future.

Collaborate & Influence

Without collaboration, progress stagnates. This is why we are working with our customers, hauliers and suppliers, as well as authorities, academia, civic society and other commercial enterprises.

This is what we are doing:

- Together with our customers, we are finding new ways, such as through various innovation projects, to reduce our climate impact.
- We are collaborating with key decision-makers and contributing knowledge so that new policy instruments are effective and appropriate. This dialogue enables us to adapt quickly to new rules.
- We are collaborating with our hauliers to switch fuel and vehicle technologies as quickly as possible to become fossil-free.
- We are collaborating with NGOs* to exchange knowledge and make progress in common areas.

* Non-governmental organisations

Communicate

Knowledge and awareness of the climate challenge are necessary for realising our goal of becoming climate-neutral. Knowledge leads to commitment and the motivation to do more. Knowledge makes us question conventional wisdom and go the extra mile to achieve more.

This is what we are doing:

- We are training our employees and creating commitment to accelerate our climate work.
- We are talking about our climate work with our customers, suppliers and partners to raise awareness and boost the motivation to do more.

Emissions falling

Our most important goal is undoubtedly reducing greenhouse gas emissions. The transport sector accounts for just over a quarter of global emissions, and since DB Schenker is a global company we have a great responsibility to advance the transition. We are continually improving, but faster progress is needed.

We are seeing reductions in emissions in all sectors, but at differing rates. Emissions attributable to global ocean freight have decreased by 68 percent compared to the base year of 2006. This is largely due to the sulphur directive and the IMO 2020 regulations, but also the fact that vessels have become larger and transport speeds at sea have been reduced. Unfortunately, the reductions seen within air freight are not as dramatic. Here, the reduction is only 16 percent. Land transport, on the other

hand, is doing better, with the results showing a 25-percent reduction compared to the base year of 2006.

Results for Sweden

The reduction in emissions from land transport in Sweden stands out compared to other countries. In 2021, DB Schenker Sweden achieved a reduction in greenhouse gas emissions from land transport totalling 57 percent compared to the base year of 2006.

Our emissions calculations

DB Schenker's emissions calculations comply with the ISO 14064 and EN 16258 standards. Our calculations also follow the Greenhouse Gas Protocol (GHG) standard developed by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD). These standards regulate how to measure, manage and report greenhouse gas emissions. However, it is important to know that emissions calculations are complex and based on many different variables that can be defined and obtained in different ways. The results are based on a number of different assumptions, and it is therefore not possible

to compare the results from one particular emissions calculation with another.

Every year we update and fine-tune our data to improve the quality of our reports. Unfortunately this means that the reports are not always fully comparable from year to year, but we are committed to constantly improving quality. We are also working together with others in the industry to develop standards that provide greater consensus as to how data is generated and defined. From 2020 we are now making more extensive use of data produced using the EcoTransIT methodology.



DB SCHENKER

Cajsa Kanth, driver, Schenker Åkeri.



Greenhouse gas emissions

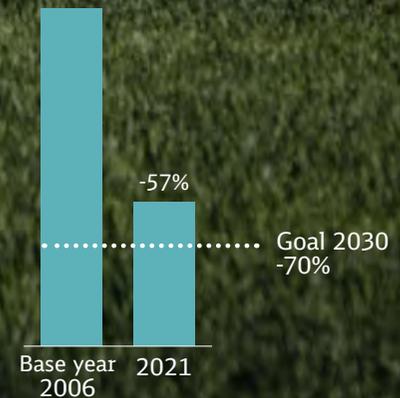


Greenhouse gases, domestic land transport (tonnes)	2021
Greenhouse gases, CO ₂ , WTW land transport	125,642
Greenhouse gases, CO ₂ e, WTW land transport	180,340
NO _x	984
SO _x	134
NMHC	52
PM	34

Greenhouse gases, ocean and air freight (tonnes CO ₂ e WTW)	2021
Ocean freight (import + export)	35,532
Air freight (import + export)	97,724

CO₂e = carbon dioxide equivalents
 WTW = “Well to Wheels”, i.e. total emissions from production to combustion, including transport of fuel.

Land transport





Allie Mahra is a driver at Schenker Åkeri in Lunda.

Better vehicles yield lower emissions

As vehicles are replaced, emissions naturally decrease. The automotive industry is in the midst of major change, and the transition to fossil-free fuel requires switching to new vehicle technology. In the truck segment, the focus is primarily on producing electric and hydrogen-powered vehicles, but to satisfy the new EU requirements investment is also needed in vehicles powered by biofuels, such as liquefied biogas.

A large percentage of transport activities in our

global network are carried out by subcontractors, which means that development of the vehicle fleet is mainly achieved through collaboration, imposing demands on subcontractors, and our choice of partners. Here in Sweden, thanks to our unique approach and long collaborations with hauliers who are members of BTF, we have created a positive basis for pursuing development together with our hauliers. [Read more about our collaboration: »page 40.](#)

Vehicle fleet, Sweden	2019	2020	2021
Number of light vehicles < 3,500 kg	439	415	439
Number of heavy vehicles 3,501–7,500 kg	123	104	76
Number of heavy vehicles 7,501–12,000 kg	355	281	314
Number of heavy vehicles > 12,000 kg	2,454	2,364	2,520
Total	3,371	3,164	3,349

Engine classes of vehicle fleet, Sweden	2019	2020	2021
Heavy vehicles > 3,501 kg			
Euro 3	6%	3%	2%
Euro 4	6%	4%	4%
Euro 5	35%	28%	23%
Euro 6	52%	64%	71%
EEV, EEU, etc.	1%	0%	0%
Light vehicles < 3,500 kg			
Euro 3	1%	0%	0%
Euro 4	3%	2%	1%
Euro 5	34%	28%	21%
Euro 6	61%	70%	78%
EEV, EEU, etc.	1%	0%	0%



Johan Stjernkvist, driver
at Schenker Åkeri AB in
Önnestad, Kristianstad.

Vehicle fleet, Schenker Åkeri	2019	2020	2021
Number of light vehicles < 3,500 kg	97	91	118
Number of heavy vehicles 3,501–7,500 kg	0	0	0
Number of heavy vehicles 7,501–12,000 kg	3	0	0
Number of heavy vehicles > 12,000 kg	497	507	644
Total	597	598	762

Engine classes of vehicle fleet, Schenker Åkeri	2019	2020	2021
Euro 3	2%	0%	0%
Euro 4	3%	0%	0%
Euro 5	28%	27%	12%
Euro 6	67%	73%	88%

Schenker Åkeri

Schenker Åkeri, our own haulier, is working actively to reduce its climate impact by investing in vehicles, fuels and technologies that do not rely on fossil fuels.

Schenker Åkeri currently takes care of 40 of DB Schenker's routes and a total of 160 departures per day. The haulier has roughly 1,000 vehicles and in 2021 covered 32,743,250 km, i.e. 819 times around the Earth.

Their fleet is made up of a variety of vehicles. Traditional delivery vans with a total weight of 3.5 tonnes are used for distribution, along with trucks with a total weight of between 16 and 26 tonnes. Long-distance services are covered by 26-tonne vehicles with an accompanying trailer.

“We are reducing our climate impact by investing in vehicles, fuels and technologies that do not rely on fossil fuels.”



Jonas Jävert, Head of Innovation & Purchasing



Start



Contents



About us and the wider world



Environmental sustainability



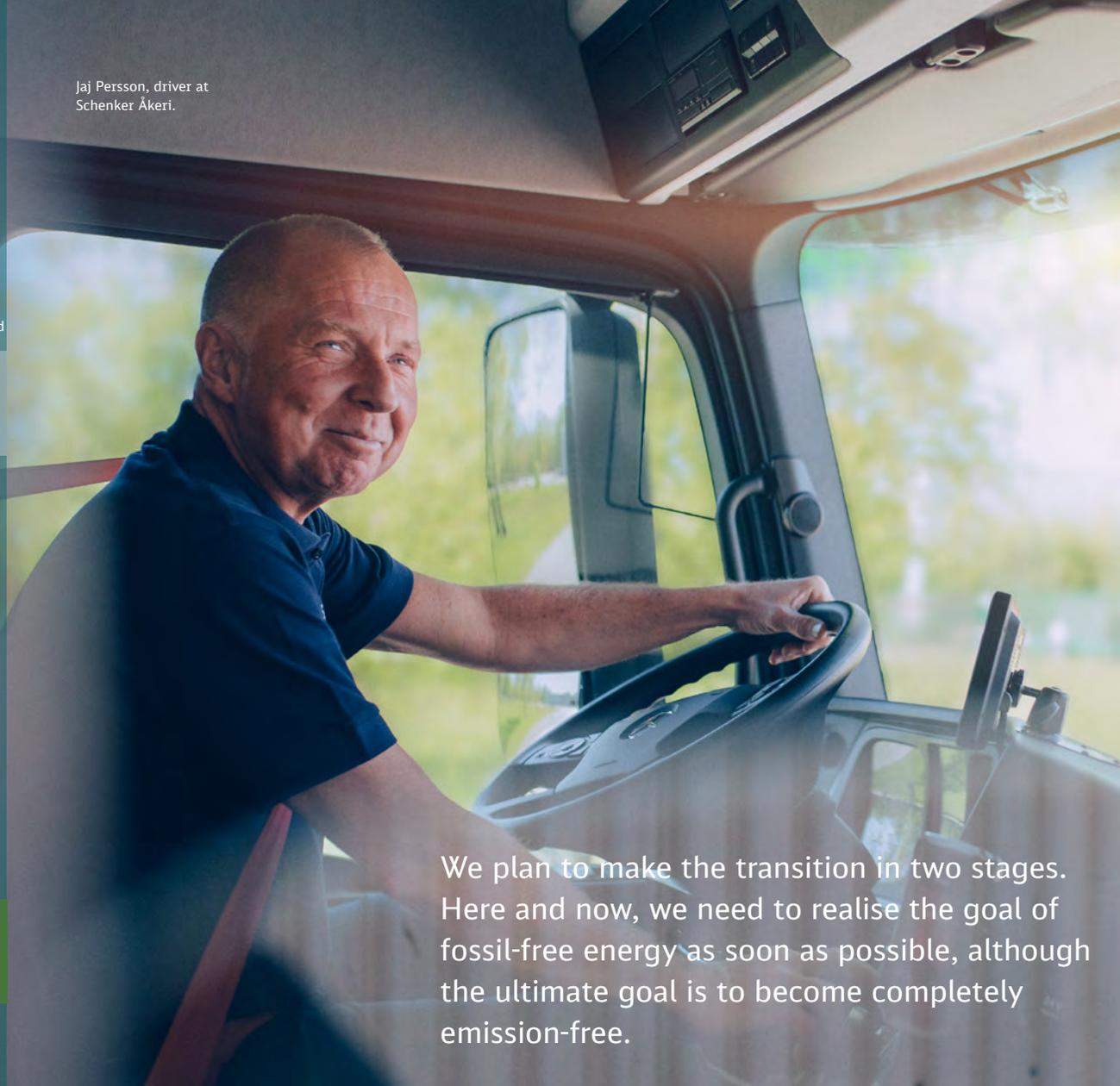
Social sustainability

GRI Index

13 CLIMATE ACTION



Jaj Persson, driver at Schenker Åkeri.



We plan to make the transition in two stages. Here and now, we need to realise the goal of fossil-free energy as soon as possible, although the ultimate goal is to become completely emission-free.

Fuels of the future

The link between global warming and combustion of fossil fuels is clear and efforts to replace fossil fuels are in full swing.

Here at DB Schenker we began working towards being completely emission-free many years ago, and we have more than halved our emissions over the past decade, but we have not reached our goal yet. We are constantly assessing all available alternatives based on risk, cost and potential and are steadily improving.

We plan to make the transition in two stages. Here and now, we need to realise the goal of fossil-free energy as soon as possible, although the ultimate goal is to become completely emission-free.

We can become fossil-free with the aid of biofuels, such as HVO, RME and liquefied biogas (LBG or Bio-LNG), but to achieve the goal of zero emissions, we need to transition to electric, green hydrogen or other electrofuels. The maturity of the various fossil-free and zero-emission alternatives differs. The prerequisites, such as infrastructure and vehicles, are all at different stages in terms of progress and so biofuels will play an important role for many years to come.

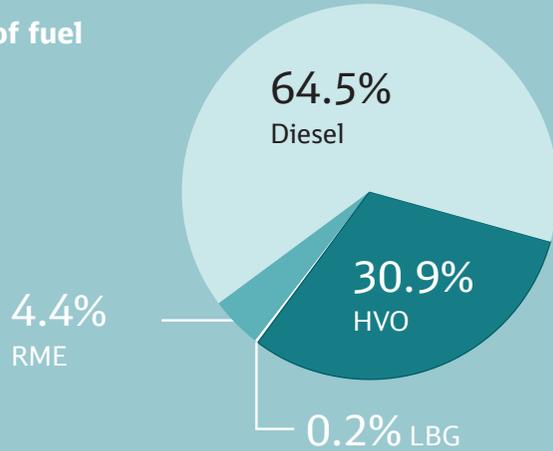
In 2021, we used 36 percent biofuels in our Swedish network. Despite the fact that we increased the quantity of HVO100 by 64 percent compared with the previous year, our overall result deteriorated slightly due to the fact that we can no longer procure the fuel grade with 50 percent HVO, which we focused on heavily earlier. There is a great deal happening on the fuel market in general. Fuel companies are changing their offering in order to fulfil their reduction obligation » [page 32](#), global demand for biofuels is increasing significantly, while new production facilities and infrastructure are being constructed with support from the Klimatklivet* initiative. Unfortunately this makes the price of biofuels very volatile at times, but we are also seeing the total quantity of renewable fuels steadily rising.

* Government grant scheme for climate investments, for the purpose of reducing greenhouse gas emissions.

Trend in share of biofuel



Type of fuel 2021



Fuel (l)	2019	2020	2021
MK 1, 7% RME	36,557,901	18,835,190	24,951,390
RME, 100% biofuel	3,533,572	3,661,691	1,829,387
HVO diesel, 20% biofuel		0	1,117,003
HVO diesel, 25% biofuel	3,582,977	19,374,392	0
HVO diesel, 35% biofuel	0	0	17,445,096
HVO diesel, 40% biofuel	8,313,458	18,972,005	27,503,211
HVO diesel, 50% biofuel	20,326,220	7,909,504	0
HVO 100	6,977,044	4,878,187	7,997,738
ED95		2,507	19,000
Petrol, 5% ethanol	279,161	104,938	0
Petrol E10	0	0	2,337
Ethanol, E85	775,931	542,695	0
Gas, LNG – liquefied natural gas (kg)	11,542	0	0
Gas, LBG – liquefied biogas (kg)	10,876	79,453	166,547
Gas, CNG – compressed natural gas (m³)	955	0	0
Gas, CBG – compressed biogas (m³)	0	0	39,906
Total	80,369,637	74,360,562	81,031,709

Strengthened legislation for sustainable biofuels

In order to phase out fossil fuels and promote sustainable, renewable fuels, a number of policy instruments are being introduced at both national and EU level. Two particularly important instruments are the Reduction obligation, which aims to increase the proportion of biofuel, and the Renewable Energy Directive, which aims to ensure that the biofuels used are sustainable.

Reduction obligation for increased use of biofuel

The reduction obligation is a Swedish policy instrument requiring every fuel supplier to reduce the greenhouse gas emissions from petrol and diesel on an annual basis by adding a certain percentage of renewable fuel. The reduction levels for 2021 were 6 percent for petrol and 26 percent for diesel. The levels will increase moving forward to 2030, by which time the reduction requirements will be 28 percent for petrol and 66 percent for diesel.

Renewable Energy Directive for sustainable biofuels

The EU Renewable Energy Directive (RED I, RED II, RED III) establishes common rules and targets for the development of renewable energy within all sectors of the EU economy. The directive establishes common rules for removing barriers, stimulating investment and driving cost reductions within renewable energy technology.

The Renewable Energy Directive includes, among other things, sustainability criteria for bioenergy, which has been particularly essential, as use of the wrong raw materials can cause more harm than good to the climate. The sustainability criteria aim to close a number of loopholes that may conflict



with the EU strategy for biodiversity, and legislation is continually being strengthened. For example, using biomass from primary forests, forests with high biodiversity value and use of stumps and roots is banned.

PFAD must be traceable

One major problem has previously been that the use of palm oil and PFAD (a by-product from the refining process for palm oil) contributed to rainforest being cut down in places such as Indonesia and Malaysia to make way for palm plantations. Consequently, new rules were introduced for PFAD several years ago, and as a result it was reclassified to be covered by the same traceability requirements as raw materials. This aims to ensure that raw materials do not come from land with a high biodiversity value.

New requirements for biofuel suppliers

From 1 July 2021, new sustainability criteria will apply as per the Swedish Sustainability Act and the Sustainability Ordinance. All biofuel suppliers must be able to prove that the sustainability criteria have been fulfilled and the business must introduce a monitoring system to safeguard that the raw materials are sustainable. For certain categories, the supplier must also prove that the biofuels have a lower climate impact than their fossil-based equivalents. Certain parties are also subject to requirements to submit annual information to the Swedish Energy Agency regarding biofuels handled during the previous year.



Start



Contents



About us and the wider world



Environmental sustainability



Social sustainability

GRI Index

13 CLIMATE ACTION



Biofuel for aviation

The transition to fossil-free operations is progressing at different rates in different transport sectors. The climate transition is particularly complex within aviation, so we are particularly pleased here at DB Schenker to be working with Lufthansa Cargo to offer biofuel (SAF) as an alternative for air freight between Frankfurt and Shanghai.

DB Schenker purchases the quantity of

biofuel required to power aircraft using biofuel, i.e. fuel produced from renewable raw materials such as biomass and vegetable oils. The fuel, which is completely fossil-free, generates around 80 percent lower emissions of greenhouse gases. We also carbon offset the remaining 20 percent generated from production, processing and transport of SAF.

International collaboration

DB Schenker is a member of the global Clean Skies for Tomorrow Coalition, in which we work together with others in the industry to enable and accelerate the transition to sustainable aviation fuels.

The group is working to promote development, e.g. by working towards increased production of fossil-free aviation fuel.

[» Read more here.](#)





Electrified transport

We want all our transport activities to be zero-emission as soon as possible, so electrification of the transport sector is particularly important to us.

Electrification of the transport sector involves a whole variety of measures; for example, battery-powered vehicles such as electric bikes, delivery vans and trucks, but also electrofuels, fuel cells and hydrogen for land, ocean and air transport.

There are several challenges that need to be tackled for transitioning to electric. In addition to the technology shift in vehicles and vessels, we also need to investigate issues linked to charging. Where

is optimal for charging? Where are charging stations available? When should we charge? Should we do fast or slow charging? How do charging requirements affect operation and driving and rest times? We are also surveying capacity in the power grid, mapping out how many vehicles we can charge and reviewing the grid companies' investment plans. Over the longer term we can see that hydrogen will play an important role and so we are also monitoring expansion of production and fuelling infrastructure for green hydrogen.

We are making fast progress: our electrified vehicle fleet is growing rapidly and we are working hard to pave the way for a faster transition.

Schenker Åkeri's electrification plans

When it comes to delivery vans, Schenker Åkeri envisions all vehicles being replaced with electric models within 2–5 years. The technology is there, they are commercially viable and access to electricity is largely covered. However, expansion of charging infrastructure is needed and this is under way.

Electrification of distribution trucks will take a little longer. The vehicles are technically viable in principle, but in commercial terms we're not quite there yet. Moreover, access to electricity is critical, as these vehicles need a substantially higher power output than is available at our facilities at present. Schenker Åkeri estimates that replacement will proceed on a broad front within 3–7 years.

The heavy goods transport category faces a number of challenges, and there are currently no vehicles offering the level of technical performance to replace the present 26-tonne truck with trailer for long-distance traffic. These vehicles require a great deal of energy and the capability to be in operation 18–20 hours per day, 6 days a week. All in all, we therefore believe that it will take 6–12 years for these vehicles to be fully replaced. By that time fuel cell technology will probably also be competitive in this segment.

Theoretical research projects

Electrification brings a number of challenges and as a result we are involved in two research projects looking at electrification from a theoretical perspective. Both projects are funded by Triple-F. The first ("Preliminary study on the logistical consequences of the electrification of road freight transport") looks at the logistical consequences of various technical electrification choices, while the second project ("Electrified transport in south Stockholm") explores how to electrify a specific area – Almnäs/Mörby. [» Read more: page 22.](#)



Start



Contents



About us and the wider world



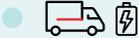
Environmental sustainability



Social sustainability

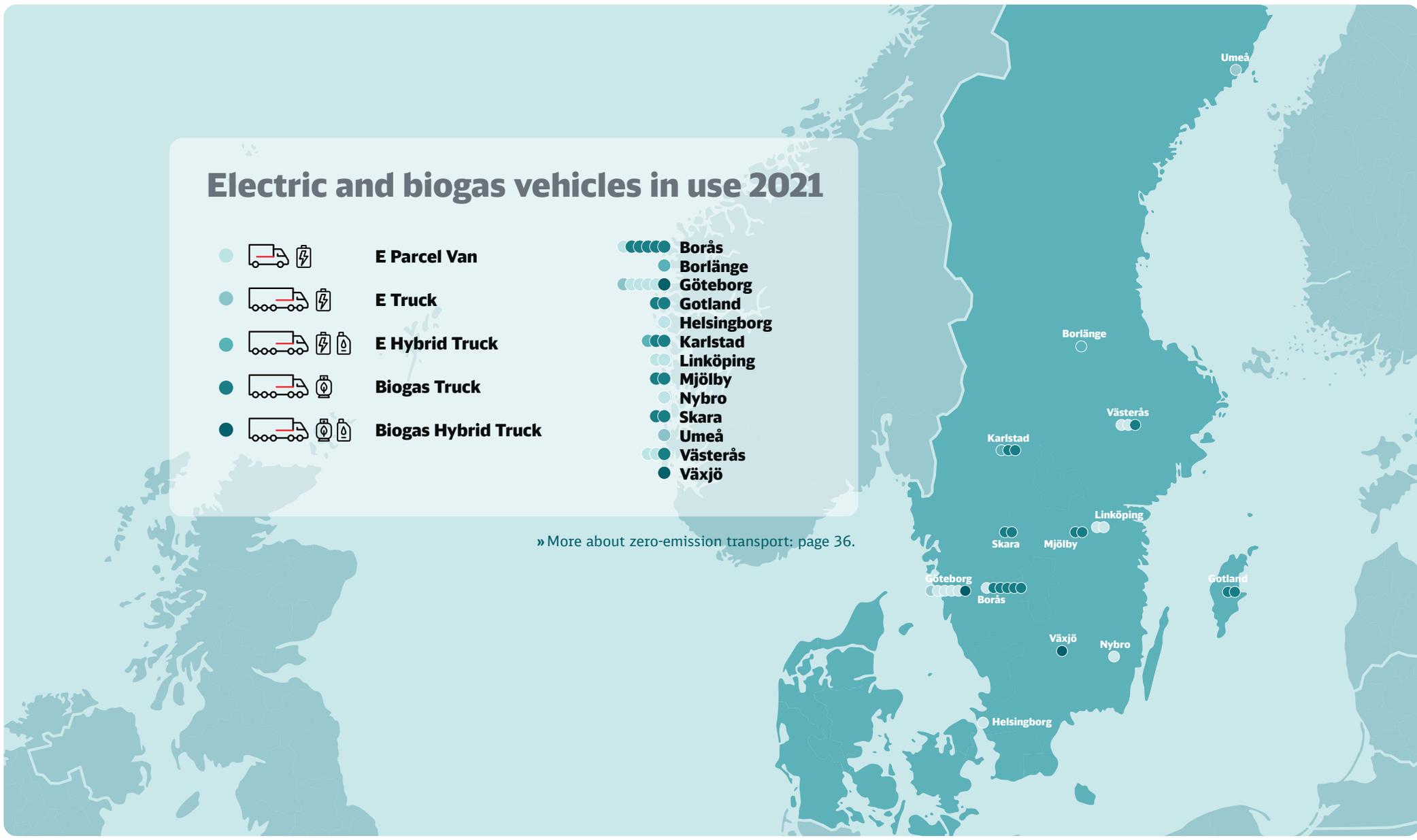
GRI Index

Electric and biogas vehicles in use 2021

-  **E Parcel Van**
-  **E Truck**
-  **E Hybrid Truck**
-  **Biogas Truck**
-  **Biogas Hybrid Truck**

-  **Borås**
-  **Borlänge**
-  **Göteborg**
-  **Gotland**
-  **Helsingborg**
-  **Karlstad**
-  **Linköping**
-  **Mjölby**
-  **Nybro**
-  **Skara**
-  **Umeå**
-  **Västerås**
-  **Växjö**

» More about zero-emission transport: page 36.



Zero-emission transport in Gothenburg

Our Gothenburg district has come a long way in its transition to electrified, zero-emission transport. Together with our two partner hauliers, TGM and Bäckebols Åkeri, we now operate five electric vehicles in Gothenburg – a 16-tonne heavy electric truck from Volvo Trucks and four 3.5-tonne Mercedes e-Sprinters.

This investment in electric vehicles has enabled us to operate emission-free across 14 postcode areas, including The Gothenburg Green City Zone.

The Gothenburg Green City Zone is an initiative launched by Business Region Göteborg together

with a number of companies, civic society stakeholders and researchers to develop, test and scale up new technology for vehicles and infrastructure. The project aims to analyse and learn from real traffic, understand flows and needs, and how and where charging stations need to be sited in order to scale up the vehicle fleet. The purpose of the study is to develop a general methodology that can assist in the transition to fully-electric

vehicles. The objective is for all transport in parts of Gothenburg to be completely emission-free by 2030.

The project commenced in 2021 and will conclude in June 2022. DB Schenker's participation in the project is being managed by DB Schenker Consulting.

» [Read more here.](#)



“These vehicles are just the thing for urban deliveries. The challenge is the infrastructure. It will take time, even though the technology already exists.”

Roger Nilsson, CEO, TGM

Roger Nilsson (left) with Malin van Manen (Sustainability Officer, District Gothenburg), Erika Rydén (Sustainability Officer, TGM), Tony Ekvall (District Manager, Gothenburg) and Joni Lindqvist (CoDi Manager, District Gothenburg).



Start



Contents



About us and the wider world



Environmental sustainability



Social sustainability

GRI Index

13 CLIMATE ACTION



Electrified heavy and long-distance transport with E-Charge

When it comes to heavy goods traffic, the only fossil-free alternative for a long time has been renewable biofuels, such as HVO and biogas. Electric vehicles have not offered the capacity required for this type of traffic before, but now what was regarded as almost impossible a few years ago is becoming a reality.

Under the E-Charge project we, together with a number of other leading industrial companies and the government, are investing heavily in electrification of heavy goods road transport.

Together with several influential players*

we are testing and developing solutions within several different areas, such as charging technology, vehicle development, infrastructure, and more. The objective is cross-border collaboration and creating scalable solutions that take transport and logistics towards a sustainable future.

The project, with a budget of over SEK 200 million, is developing electric trucks that can tackle daily driving distances of more than 500 km. Schenker Åkeri will be testing the vehicles from Scania in regular long-distance traffic.

Charging will primarily be by means of high-power charging during drivers' rest periods, but supplementary charging will also

be implemented while loading and unloading the vehicle.

* In addition to DB Schenker and Scania, the Volvo Group, ABB, Circle K, OKQ8, ICA Sverige AB, Tommy Nordbergh Åkeri as well as Vattenfall and other energy companies and grid owners are taking part. Swedish Electromobility Centre (SEC) is an external research partner and Lindholmen Science Park is coordinating the project. The Strategic vehicle research and innovation initiative (FFI) is providing funding to the tune of SEK 102 million, while the project partners are contributing SEK 113 million. Government agencies in the form of the Swedish Energy Agency, the Swedish Transport Administration and Vinnova are also contributing funding, expertise, system perspective as well as synchronisation of research and innovation support and infrastructure measures.

“It’s revolutionary to be able to operate a 24-metre-long rig in long-distance traffic on electric power for more than four hours without stopping.”

Tomas Johansson,
Managing Director, Schenker
Åkeri

Electrification in Europe

Electrification in Europe has really accelerated. In 2021 we had a total of 166 electric vehicles across 59 European cities in 14 countries, and that number is growing steadily.

Several large-scale investments are being undertaken at European level. 2020 saw a big investment in FUSO eCarter's delivery vans, and in 2021 DB Schenker invested heavily in Volta Trucks.

Big investment in Volta Trucks

DB Schenker entered into a partnership with Volta Trucks during the year. In February 2022, the biggest pre-order to date was placed for electric trucks in Europe, an order for 1,500 full-electric Volta Zero vehicles. A vehicle designed for urban environments.

As part of the partnership, DB Schenker will use the first prototype from Volta Zero Trucks in real-life distribution conditions in spring and summer 2022. The test results will then be incorporated into series production of the ordered vehicles.

The full-electric Volta Zero will be used to transport goods to city centres and urban areas. The biggest benefits are the safety-oriented cab that protects vulnerable road-users and the fact that the truck generates zero emissions.

DB Schenker and Volta Trucks will jointly explore and optimise use of the technology to hopefully expand the range. It will initially be launched in ten locations in five countries.

“This will allow us to substantially



Cyrille Bonjean, Head of Land Transport Europe, and Christian Drenthen, member of the board at DB Schenker and Head of Land Transport.

accelerate the electrification of our fleet and invest in greener transport solutions. It brings us ever closer to our goal of CO₂ neutral logistics,” explains Cyrille Bonjean, Head of Land Transport for DB Schenker in Europe.



Electric vehicles in Europe:

- eVans: 46
- eTrucks: 53
- Cargo eBikes: 61
- Hybrid Trucks: 7

Transport efficiency and smart logistics

Using as little energy as possible is just as important as using the right energy source, and so we're focusing strongly on improved transport efficiency and smart logistics.

High Capacity Transport

High Capacity Transport (HCT) enables us to improve transport efficiency by using new truck sizes and vehicle combinations. The project is being run in partnership with Volvo, the Swedish Transport Administration, CLOSER (via Lindholmen Science Park), Wabco and others. It aims to investigate how we can improve transport efficiency and reduce the number of heavy vehicles on the roads using combinations of vehicles with a higher capacity than is currently allowed. Field tests are being carried out by Schenker Åkeri as part of its daily operations using two 32-metre vehicles on the Gothenburg–Helsingborg–Malmö route, with permission from the Swedish Transport Administration. » [Read more here.](#)

Smart urban traffic zones

DB Schenker is also taking part in the reference group for the project Smart urban traffic zones, with a focus on the future flexible city where vehicles travel on people's terms. The goal of the project is to create a tool, based on geofencing, that will contribute to healthier and safer environments for people to live and work in.

The project includes physical trials carried out in Gothenburg and Stockholm. These will

provide the basis for development of digital infrastructure and the impact calculations, regulations and business models needed for further establishment. The project originates from the research and innovation programme (FoI) for geofencing. Geofencing defines a digitalised geographic zone in which characteristics of connected vehicles can be governed, for example, speed or choice of fuel.

“Smart” refers to the fact that the

vehicle's characteristics can be adjusted in relation to its immediate surroundings as per the conditions for different zones. The vehicle then provides feedback that it has complied with the prompts received. The trials include changing powertrain, adjusting speed according to the number of vulnerable road users moving about in the area and regulating speed in order for the vehicle to be allowed to travel in certain areas, and sending warning signals to other

vehicles and vulnerable road users around building site exits to prevent accidents. The project, with a total of 25 participating companies/organisations, is being jointly managed by CLOSER and the Swedish Transport Administration, and is funded by Vinnova. DB Schenker's participation in the project is being managed by DB Schenker Consulting.





Our most important partners

Hauliers are our largest and most important supplier group. For over 60 years, we have had a very close partnership with our hauliers, a partnership coordinated via BTF, Bilspeditioners Transportörförening. We currently work with approximately 130 hauliers in our domestic operations and approximately 50 hauliers in our international operations.

Supplier evaluation of new hauliers

Before any haulier is allowed to drive for us, a thorough check is conducted to ensure that all important documentation is in order (AEO security declaration, corporate tax certificate, insurance cover, certificate of registration, operating permit and confirmation of liability). In addition to this, we also check against the UN sanctions list.

Regular supplier evaluations

We maintain a very close dialogue with our partner hauliers, and numerous different meetings are held to discuss operational, tactical and strategic issues. Each year, we also regularly conduct the following checks:

- Check of corporate tax certificate
 - Check of operating permit
 - Central supplier assessment
- The assessment is based on the hauliers' responses to two questionnaires sent out at the start of the year.

Speed measurements

Speed measurements are conducted annually. The results are documented and communicated to the hauliers concerned, and action plans are requested and followed up. [Read more: » page 63.](#)

Local follow-up meetings

Local meetings are held at branch level, at which our staff, together with the hauliers, discuss quality, environmental issues, the work environment, and more.

Audits

Haulier audits are conducted according to a five-year plan. Audits check compliance with the transport contractor agreement, as well as a number of points in a specific checklist. Discussions are held with the haulier regarding status and scope for improvement.

Important points to consider when purchasing transport services

As a transport buyer, it's important to be aware that there is a law in Sweden that entails specific responsibility for all companies purchasing road transport services. In practice this means that anyone purchasing a transport service must check that the provider holds an approved operating permit. At DB Schenker we ensure that all our hauliers hold an approved operating permit by checking the road traffic register on a monthly basis.



Start



Contents



About us and
the wider world



Environmental
sustainability



Social
sustainability

GRI
Index

13
CLIMATE
ACTION



“We have been talking about transition with our partner hauliers for a long time now. We can see that, despite uncertainty about technical development, expansion of infrastructure and access to alternative fuels, they are implementing a great many excellent initiatives. I’m incredibly impressed by their efforts. We have collectively instigated a snowball effect that will gather further momentum in 2022.”



Anna Hagberg, Head of Network & Linehaul
management

“Humanity is facing a challenge, perhaps its greatest ever, which will be absolutely crucial in determining what life will be like for future generations. What we do now will determine how the future will look for our children and grandchildren. Succeeding in our “Journey towards zero emissions” is absolutely crucial.”

Tomas Johansson, Managing Director,
Schenker Åkeri



Our journey towards zero

Schenker Åkeri is DB Schenker's own Swedish haulier, responsible for 40 routes in the network. Schenker Åkeri currently operates from 17 locations in Sweden, and operations in Värnamo were expanded in 2021.

Schenker Åkeri is working actively to reduce climate impact by investing in vehicles, fuels and technology that do not rely on fossil fuels, and they are collaborating closely with both vehicle suppliers and fuel producers to establish the necessary prerequisites. However, the transition is complex. Schenker Åkeri describes how as a haulier you are torn between different technologies and different ideas as to what is the right thing, while bearing great responsibility.

It's important to dare to be curious, to be open to new ideas and approaches. At the same time you need to be critical in terms of what will actually work, on a large scale. Both technical performance and financial sustainability must be there before any change can proceed on a broad front. In the opinion of Schenker Åkeri there is no doubt in the long term that all vehicles, including 26-tonne trucks, will be electrified. This will be either via batteries or indirect, such as fuel cell technology. You can read more about Schenker Åkeri's thoughts on electric here: » [page 34](#).

Having knowledge of development, and investing in technology that is both technically and commercially sustainable, will be critical over the next ten years. In order to guarantee expertise within the field of development, Schenker Åkeri has created a project portfolio that is updated twice a year, to help in planning of how to achieve the best result.



“Being one of Sweden’s largest hauliers brings great responsibility, and as a result we ensure strong relationships with vehicle manufacturers, energy companies and universities where we actively participate in joint research projects involving new technology.”

Jonas Jävert, Head of Innovation & Purchasing and Tomas Johansson, Managing Director, Schenker Åkeri.

Projects driving development

Schenker Åkeri is participating in a number of projects to drive development forward:

- E-Charge. Electrified long-distance transport. [Read more: » page 37.](#)
- Duo-Truck. HCT vehicles – longer vehicle combinations (Malmö–Gothenburg). [Read more: » page 39.](#)
- Cargo Bike. Testing of cycle distribution in an urban setting (Linköping).
- E-Parcel. Electric delivery vans for urban distribution.
- Charging infrastructure terminal. Mapping of electricity capacity (Sweden).

Measuring emissions

Interest in measuring emissions connected with transport is steadily increasing. Our customers are working to reduce their environmental impact and want help in analysing greenhouse gas emissions from their respective transport activities.

Naturally we want to help and this is why we offer two tools that our customers can use to analyse their carbon footprint: » [EcoTransIT](#), which is used to assess future transport and to evaluate different means of transport, and » [eSchenker Emissions Reports](#), which present the approximate carbon footprint of our completed transport runs.

DB Schenker's emissions reports follow the Greenhouse Gas Protocol (GHG) standard developed by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), and our calculations are also based on the most widely used and accepted standards, i.e. ISO 14064 and EN 16258.

Important to be aware of

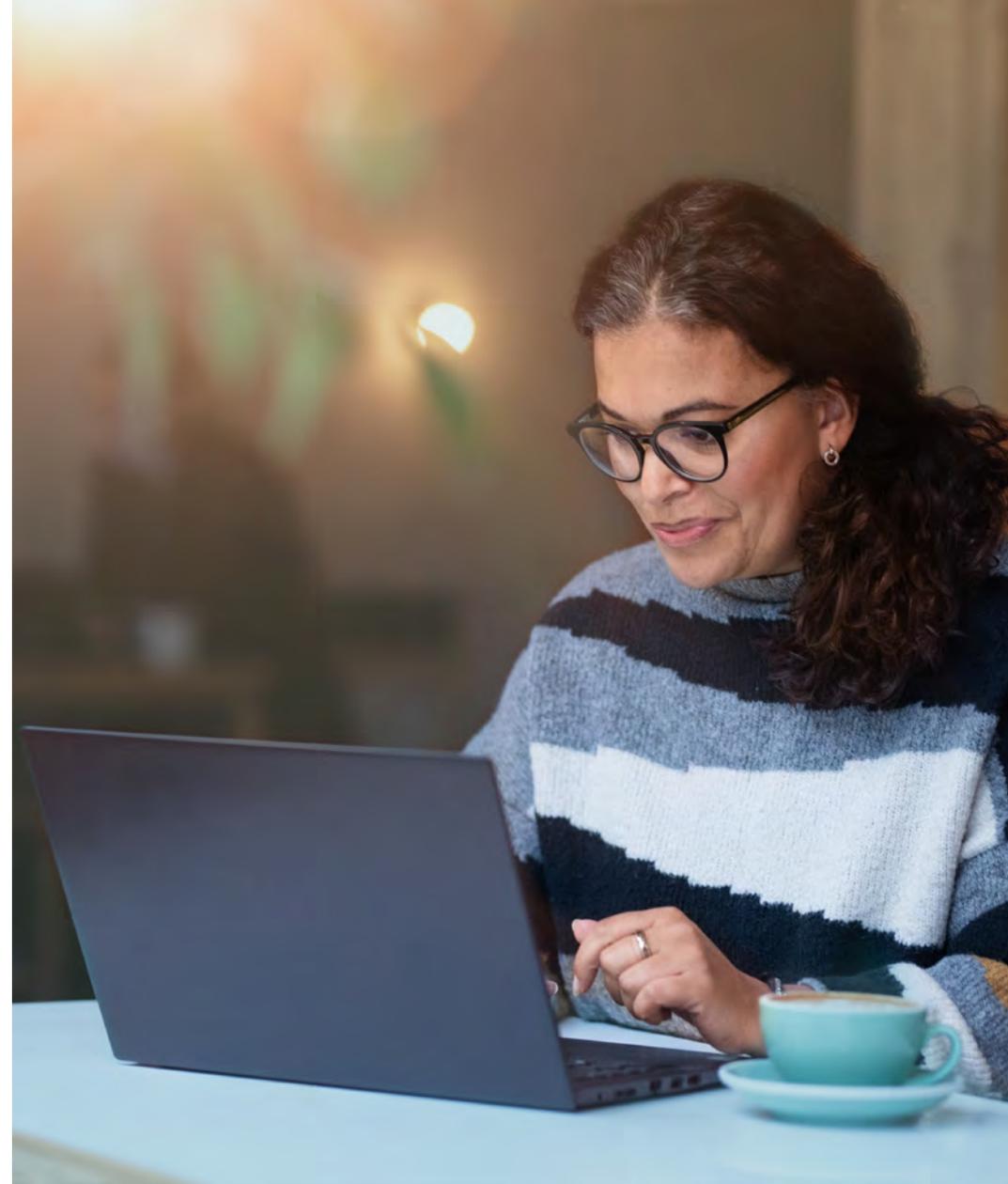
It's important to be aware that emissions calculations are complex and based on a variety of key figures that can be defined and produced in different ways. The results are based on different assumptions and

it is therefore not possible to compare the results from one particular emissions calculation with another. The existing standards regulate how to measure and report emissions of greenhouse gases, but the standard does not regulate definition of data. In order to improve the situation, here at DB Schenker we are involved in developing a new ISO standard, ISO 14083, which we hope will make it easier to compare results from different reports.

DB Schenker Consulting producing advanced emissions reports

As a complement to DB Schenker's standard report, we also offer, via DB Schenker Consulting, an advanced emissions report with a greater level of detail.

DB Schenker Consulting's report is more detailed and more customer-specific than the standard report that DB Schenker offers via eSchenker. The level of detail in DB Schenker Consulting's emissions report, regarding fuel and vehicle type, for example, is determined in consultation with the customer. DB Schenker Consulting produces a comprehensive analysis, and the results can be presented in various ways depending on the customer's requirements and purpose. The emissions report also includes an action plan with concrete measures that can help to reduce climate impact, such as change of fuel, greater consolidation or alternative means of transport.



Carbon offsetting as number of tonnes CO₂e

2020	2021
3,119	21,480



Carbon offsetting – a complement to the transition process

We are working hard to become fossil free fast as possible, but unfortunately not all prerequisites are in place to fully transition. In order to compensate for the negative climate impact generated by our transport activities, in addition to transition work, we choose to employ carbon offsetting as a complementary element.

How does it work?

The concept behind carbon offsetting is that the party causing the emissions pays for a reduction in emissions of the corresponding amount elsewhere. The concept of carbon offsetting or “climate offsetting” comes from the UN’s Kyoto protocol from December 1997. The agreement, signed by 192 nations, includes a commitment to reduce greenhouse gas emissions by means of carbon offsetting, among other measures. The aim was to create a mechanism that helps to mitigate climate change by getting rich countries to pay towards climate transition measures in poor countries.

Traceability and “The Clean Development Mechanism”

If carbon offsetting is to work, it must lead to real reductions, not just initiatives that temporarily look good. So the UN introduced “The Clean Development Mechanism” (CDM) in 2016. A CDM project is regulated by specific requirements regarding traceability, transparency, auditing and monitoring. DB Schenker is working with » [Atmosfair](#), a global partner helping us to invest in CDM-certified projects. Our top priority is to invest in fossil-free energy production projects where we can see a clear reduction in greenhouse gas emissions.

In 2021, we invested in two Gold Standard CDM-certified projects. One of these projects is in Tonk, India, and enables renewable electricity production from mustard crop residues, and the other is in Nepal and enables the production of biogas. Both projects eliminate the need for fossil energy sources.

Our total carbon offsetting for 2021 was 21,480 tonnes of CO₂e. Read more here:

- » [Carbon offsetting – a way of buying exemption?](#)
- » [Project in India.](#)
- » [Project in Nepal.](#)

Quality = Sustainability

Quality is about performing a task as well as possible and doing things right from the start. When we do things right from the start, we ensure satisfied customers, while minimising unnecessary work, unnecessary energy consumption and a variety of risks.

In maintaining a high level of quality, we also maximise our transport efficiency, which by extension benefits our sustainability work. DB Schenker is certified in accordance with ISO 9001 and ISO 14001, which means that we aim to continuously improve. We also work systematically to improve quality and reduce our environmental impact.

Internal and external auditing

In 2021, 92 audits of our activities were carried out – 23 external and 69 internal. This is somewhat fewer than a normal year due to the ongoing pandemic, but the number of audits has nevertheless given us useful insight into how we can improve.

Comprehensive quality work

We work systematically to improve quality in all our business areas: Ocean Freight, Air Freight, Contract Logistics and Land Transport. This work is conducted by our employees within Operational Excellence (OE), who work systematically to identify and advance our improvement work.

Quality work within Land Transport is particularly extensive. Despite the pandemic we have been able to focus strongly on quality, and thanks to fantastic teamwork we have succeeded in significantly improving quality.

Our OE organisation within Land Transport comprises 31 quality experts working systematically to improve quality. This work is governed by our central OE department, which supports and follows up on these efforts by means of a large number of audits and follow-up meetings. Each week, a detailed analysis is distributed, and this forms the basis of all local improvement work.

A straightforward checklist has been developed specifying what all OE units are to do daily, weekly and monthly. This bullet-point checklist references procedures and/or instructions describing the work to be done under each point in greater detail. These bullet points can cover anything from how goods are placed and procedural compliance to door access control.



Completed audits in 2021			
Internal audits	69	External audits	23
of which ISO	45	of which ISO	10
of which dangerous goods	1	of which authorities	5
of which medicines	23	of which suppliers	4
of which safety	0	of which customer	4



Start



Contents



About us and the wider world



Environmental sustainability



Social sustainability

GRI Index

Improved quality with X-site goes Freight

Roll-out of a new quality programme, X-Site goes Freight, commenced during the year. It's a programme that will be rolled out at all 400 sites across Europe. The aim is to improve quality and productivity and to standardise communication, both vertically and horizontally, in order to increase customer satisfaction.

The programme, which originated from DB Schenker in Poland, substantially improves quality by means of increased communication and focusing specifically on setting relevant objectives for each working group. The programme focuses on improving delivery quality door-door, making more stops per vehicle, delivering more processed consignments and fewer returns, among other measures. The programme works on breaking down objectives so that they feel relevant to the individual worker. This means, for example, that our objective of a 98-percent quality rating for our premium consignments is broken down to make it relevant to employees who work as forklift drivers and drivers. The programme formulates subsidiary objectives intended for different staff categories, so everyone feels involved and has scope to play a part in development.

First out – Malmö

Malmö was first out in Sweden. The programme, which was introduced at the start of the year, quickly generated quality improvements, such as reduced returns. Thanks to the increased communication we also detect deviations much sooner, which improves potential for acting quickly. A further two sites, Jönköping and Värnamo, rolled out the programme during the year. All the districts involved have reacted very positively to the development work and the resulting improvements at the terminals. We look forward to continuing with the roll-out over the next year.

“We are now taking the next step to further improve quality. We are aiming to be even better.”

Viktor Strömblad,
Head of Land Transport,
Cluster SE/DK/IS



Requirements for our partners

Collaboration with our suppliers is crucial for successful sustainability work. We place great emphasis on choosing the right partners and regularly check that they are following the mutually agreed guidelines. The most important factor for us is working with committed partners who share our goals.

Basic requirements for all our suppliers

DB Schenker is a member of the UN Global Compact, with » ten principles based on the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the UN Convention against Corruption.

The ten principles form the basis of » DB Schenker's Code of Conduct, which is binding and must be followed by all our partners.

International carriers

Our international carriers, primarily those in the ocean and air transport sectors, operate in the global market and are therefore evaluated by our central purchasing department at our global head office in Essen, Germany. Each year our existing and prospective suppliers take part in a comprehensive assessment, on the basis of which we choose a number of key suppliers, known as Preferred Carriers. Collaboration is ongoing with our selected suppliers to enable us to collectively improve performance and contribute to achieving our environmental goals.

Basic requirements for all preferred carriers:

- Sign the DB Schenker Code of Conduct.
- Commitment and willingness to create strategic long-term relationships.
- Well-established points of contact for employees at all levels of the organisations.
- Low risk of capacity problems.
- Guaranteed space capacity.
- Successful environmental results.
- Good communication, quick decision-making and short decision paths.
- Global coverage to meet all of our customers' needs.



Energy issues in focus

We are primarily focusing on two issues in the field of energy: consumption of energy and choice of energy source.

We are working as fast as possible to reduce our energy consumption and ensure that all the energy we use comes from renewable sources.

We produce electricity at our own solar farms, we only buy hydroelectric power and our energy for heating comes mainly from district heating.

Under the stewardship of our property management company, Schenker Property Sweden AB, we are systematically reducing our energy consumption. Each year we identify new areas and implement a variety of energy-saving projects.

In 2021 we made a number of improvements, specifically at our properties in Halmstad, Skara, Värnamo and Hultsfred. Improvements were made in the following areas:

- Increased control of heating and ventilation
- Temperature-controlled air heaters
- Weatherproofing of entrances
- Electronic monitoring of terminal doors
- Motion detectors
- Roof insulation
- LED lighting



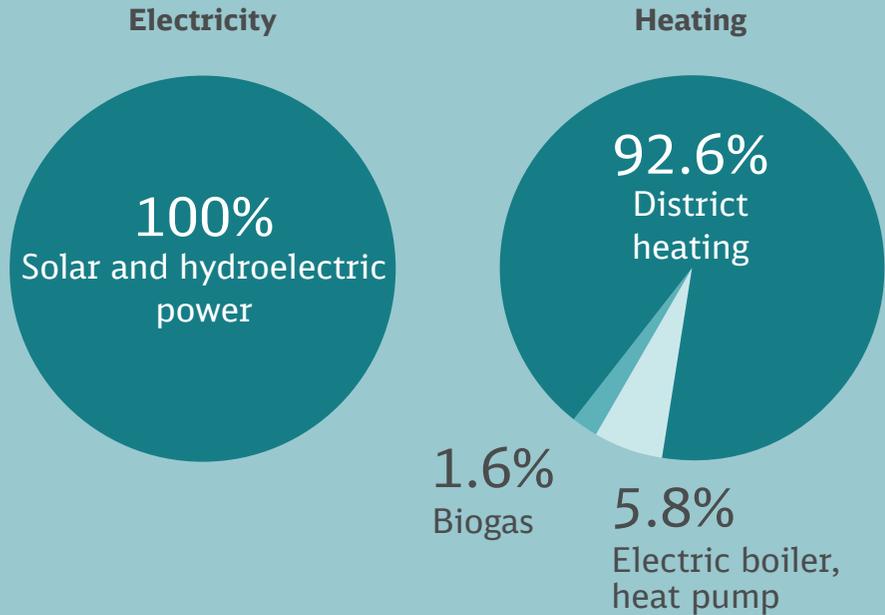
DB Schenker's energy group

A couple of times a year, DB Schenker's energy group meets to discuss different possibilities for further energy savings. The group includes representatives from DB Schenker together with energy-saving experts from our partner Systeminstallation.

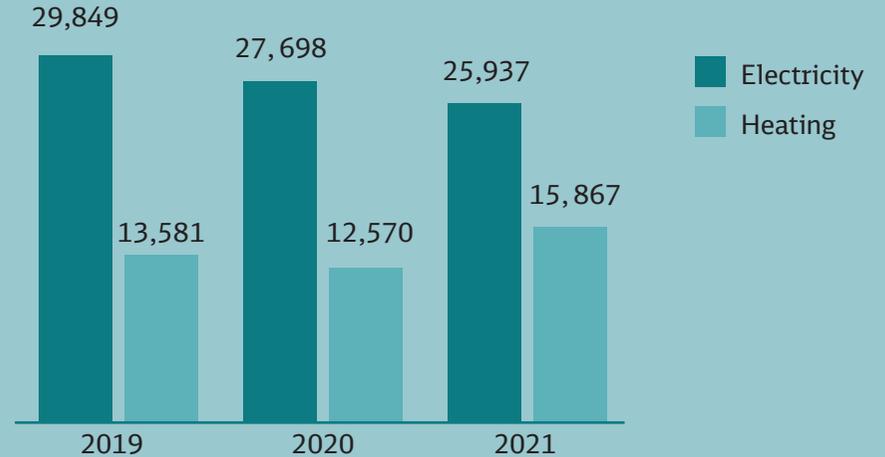
Swedish Energy Agency audit

Our work to reduce energy consumption is guided by the Swedish Energy Audit Act (EKL). We received a visit from the Swedish Energy Agency during the year, to audit our efforts. The audit showed that we are complying with EKL, and the agency was happy with our efforts.

Energy use by source



Energy consumption (MWh)



Energy use by source (MWh)	2019	2020	2021
Renewable electricity (solar and hydroelectric power)	29,849	27,698	25,937
Electric boiler, heat pump	1,018	1,093	921
District heating	12,296	11,182	14,685
Biogas	267	295	261



Start



Contents



About us and the wider world



Environmental sustainability



Social sustainability

GRI Index

7 AFFORDABLE AND CLEAN ENERGY



Solar energy and decreasing energy consumption

Energy consumption at our properties is decreasing every year. The pandemic affected results to a certain extent again in 2021, but our systematic efforts to reduce electricity and heating consumption are proving increasingly effective.

DB Schenker’s global goal was to reduce energy consumption per square metre by 25.3 percent by 2021. In Sweden, we achieved this target a long time ago, and this year we can present a reduction in energy consumption of 31.5 percent compared to our base year of 2013. Unfortunately heating consumption has risen slightly compared to 2020, owing to the cold weather.

Our solar installations are generating renewable electricity

DB Schenker in Sweden has three solar farms, which produced a total of 233,098 kWh of electricity in 2021. We use as much of this energy as possible, and any surplus energy that cannot be stored is sold to be used elsewhere.

Solar power generation (kWh)



Circular economy and reduced environmental impact

The concept of circular economy is about being economical with the Earth's resources and using them as many times as possible before they are recycled. For us here at DB Schenker, circular economy is a matter of choosing products made from renewable materials and recycling and reusing materials that we no longer need.

Recycling waste

We are working on recycling as much waste as possible, and in 2021 we recycled a total of 79 percent of our waste. This includes both material recycling* and energy recovery from wood**. Over the past year we have worked our way up the waste hierarchy, and we are convinced that increased awareness of why it's important to recycle waste is the key to success in this area too. We held a number of meetings and education initiatives during the year to generate awareness of how we can further increase recycling. We also

carried out waste composition analyses at a number of locations to identify how we can improve even more.

*Material recycling includes waste fractions such as: corrugated cardboard, plastic, glass and metal that is processed and recycled into new products.

**Energy recovery from wood means that wood waste is converted into wood chips, which are then used as biofuel, among other things. Energy recovery from combustible waste means that the waste is incinerated in special combustion plants where the energy is converted into district heating.

Sustainable purchasing

Our purchasing department has clear guidelines for purchasing new products. We primarily select products made from renewable materials and we put a premium on products that are easy to recycle.

Värnamo reduces number of waste transport collections

We conducted a special project at Värnamo during the year involving in-depth analysis of waste management.

By investing in compactors, Värnamo has managed to reduce transport of corrugated cardboard, plastic and combustible waste. This previously required 103 collections per year, but now takes just eight, which means a substantial reduction in the number of kilometres driven.

“Promoting the environment doesn't need to be complicated. If every individual does their bit, the overall impact is huge.”

Alexander Suck,
Environment Coordinator, Värnamo



Waste recycling 2021

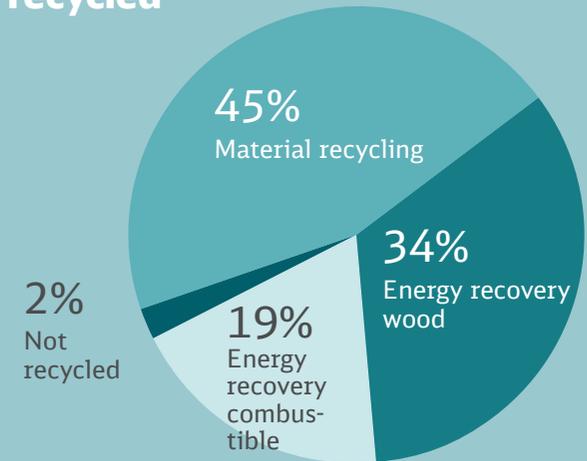
Waste generated in Sweden (tonnes)	2019	2020	2021
Wood	2,502	2,530	2,721
Corrugated cardboard	2,089	2,482	3,090
Fine paper	65	61	77
Plastic	139	141	180
Metal	130	165	278
Combustible	1,221	1,344	1,283
Landfill	10	14	7
Not recycled, other	157	121	243
Hazardous waste	125	92	120

Proportion of waste recycled



79%
waste recycled
2021

Type of waste recycled





Start



Contents



About us and
the wider world



Environmental
sustainability



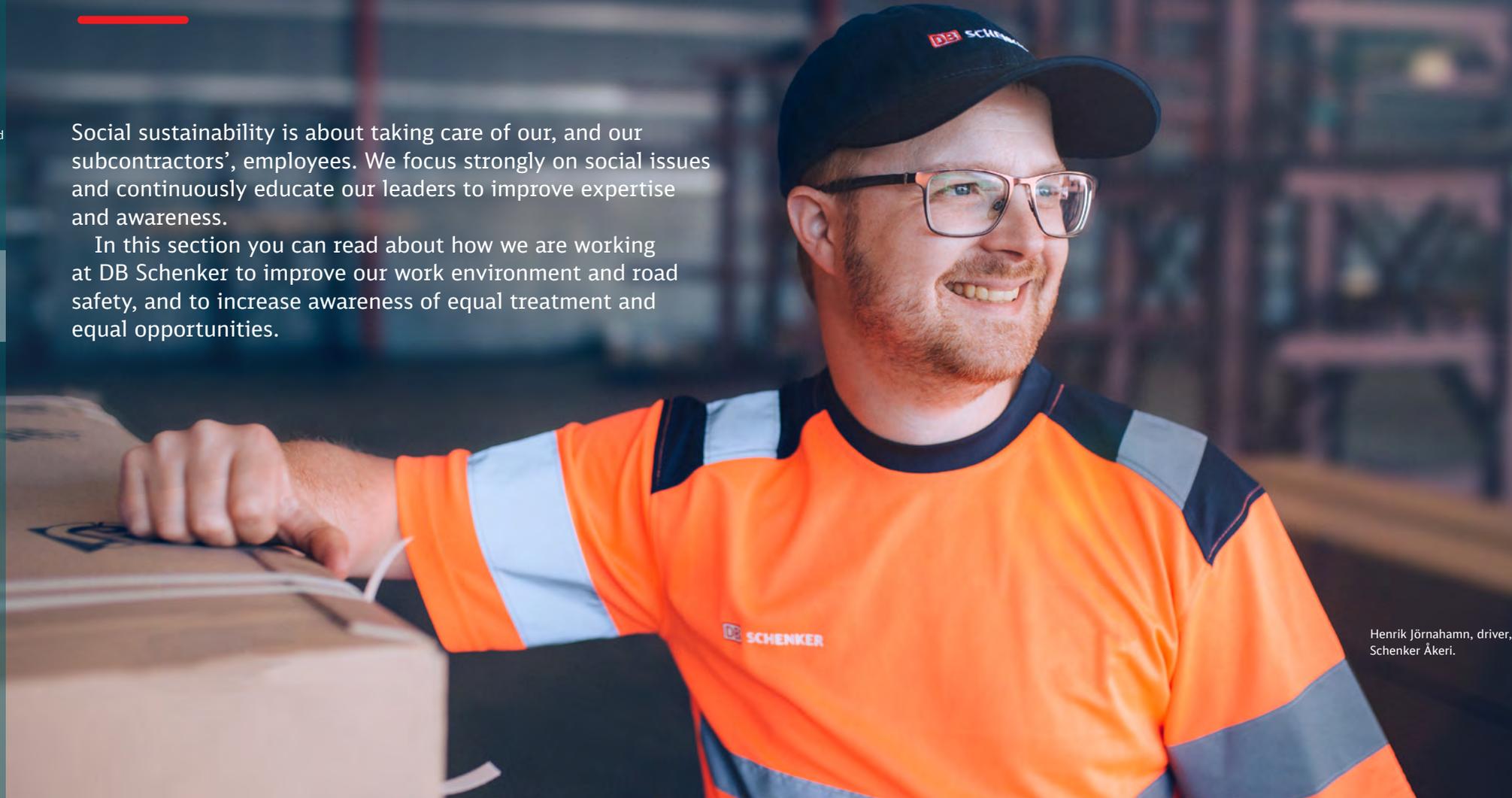
Social
sustainability

GRI
Index

Social sustainability

Social sustainability is about taking care of our, and our subcontractors', employees. We focus strongly on social issues and continuously educate our leaders to improve expertise and awareness.

In this section you can read about how we are working at DB Schenker to improve our work environment and road safety, and to increase awareness of equal treatment and equal opportunities.



Henrik Jörnhamn, driver,
Schenker Åkeri.



Start



Contents



About us and
the wider world

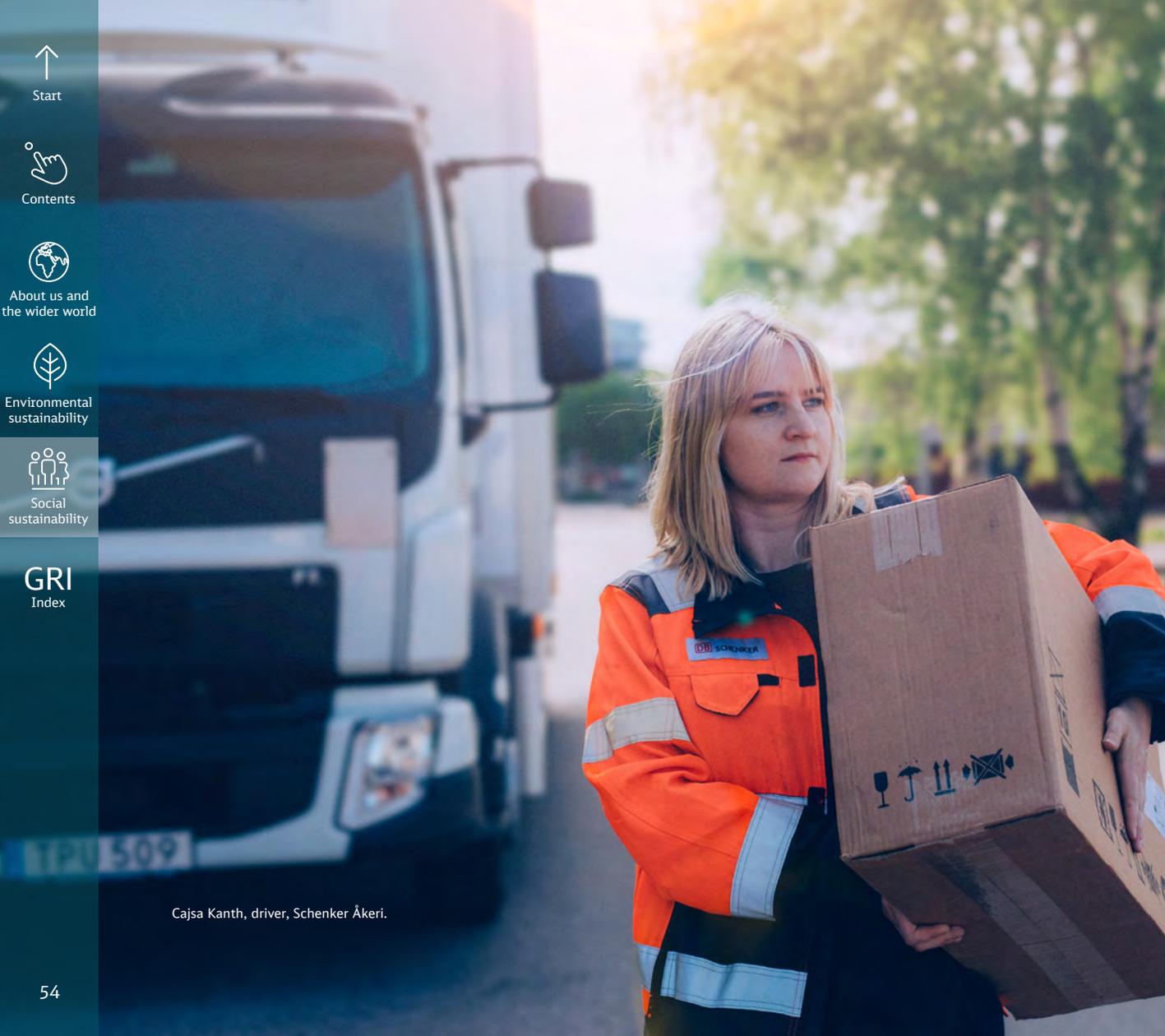


Environmental
sustainability



Social
sustainability

GRI
Index



Cajsa Kanth, driver, Schenker Åkeri.

Working at DB Schenker

A company is its employees, and we want our employees to enjoy their work, feel safe and secure, and have the opportunity to take on exciting challenges. DB Schenker is a world-leading global transport and logistics company offering great opportunities for personal development, and we want to provide optimum conditions for our staff.

“We are Schenker”

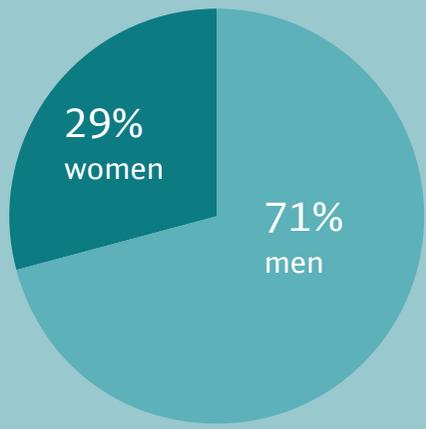
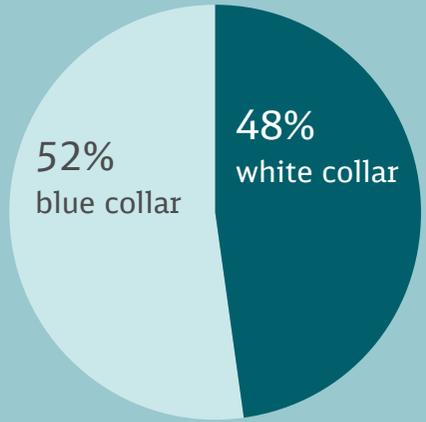
At DB Schenker we set great store by our core values » [page 11](#) and work to embed them in a variety of ways and to build a strong corporate culture. We strive to be the leading transport and logistics supplier on all levels, and to achieve this we must establish a culture that promotes efficiency and growth. Our global organisation has therefore developed the game “We are Schenker” as a tool to help in our efforts to strengthen our corporate culture. This fun game allows participants to explore how our values can relate to their roles. The purpose of the game is to prepare employees for the fact that we are operating in an ever changing world.

“We are Schenker” is used in particular at our induction days for new employees. It provides a good way to round off these eventful days. We feel that having the opportunity to discuss and explore our values is a fundamental factor in development of our shared corporate culture.

Union cooperation

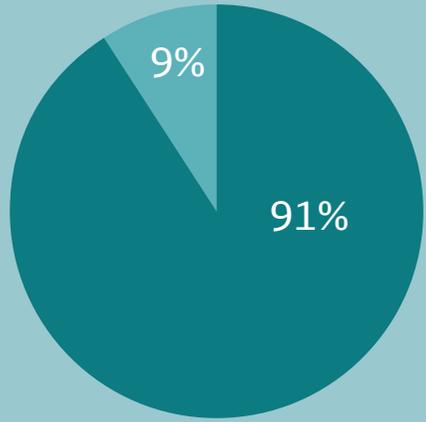
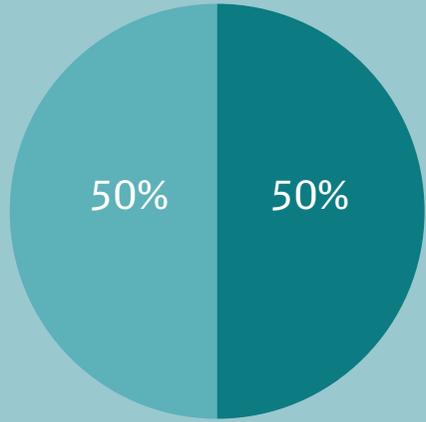
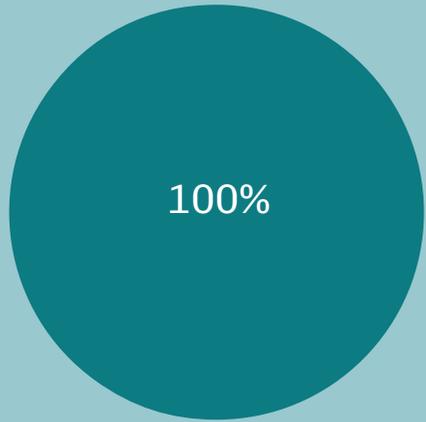
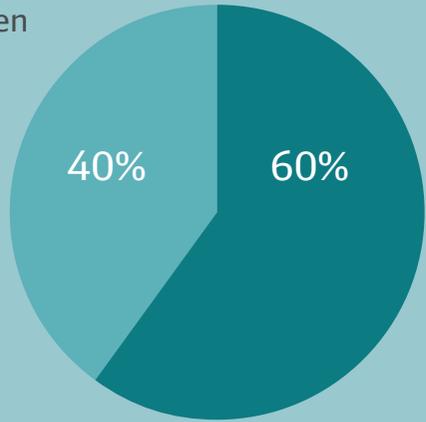
All employees are covered by a collective agreement with Unionen, the Swedish Transport Workers’ Union or Ledarna. At DB Schenker, we think it’s important to have good relationships with our employees’ unions, and we have several forums for ensuring this. Good collaboration contributes to improved implementation of decisions and a positive work climate.

Personnel composition – overall



Personnel composition – role

■ Men
■ Women



Board of Directors

Corporate management

White collar

Blue collar

Skills and development

Ensuring our employees have the right skills and the right training is fundamental for us to be a sustainable company. In 2021, we conducted 922 days of training and trained a total of 627 participants – 56% men and 44% women. Our internal range of courses is provided by managers and specialists from our own operations, among others.

Great start for new employees

It's important to us that all new employees feel welcome when joining DB Schenker. We set great store by having a good induction process because this provides the foundation for employees feeling a sense of belonging with their work team, manager and organisation.

We have been holding induction days for all new employees at our head office in Gothenburg for several years now. The aim has been to have employees from across Sweden visit our head office, and to give everyone the chance to meet our CEO and other key figures.

Despite the fact that we continued to be affected by the pandemic in 2021, DB Schenker Sweden recruited many new employees. The pandemic has forced us to come up with new ways of providing a value-creating and detailed induction, and as in many other fields we have moved over to using digital tools.

Our head of training, Ulf Henriksson, has therefore created digital induction days for all new employees. Everything has gone well, although there have been some challenges. For instance, it's difficult to hold the interest of participants for prolonged periods in front of a screen. Another challenge was to showcase our operations in the Gothenburg area. Since we couldn't conduct physical visits at Contract Logistics in Landvetter and the terminal in Bäckebo, Ulf created films instead of our operations, giving all participants an insight into day-to-day activities for their colleagues. The response from participants has been positive and they have found it fun and interesting to get to see how the business works in reality.



Zero tolerance for drugs

Drug use has increased significantly in modern society, with the age of users getting lower all the time. In Sweden it is illegal by law to be in possession of, use, buy or sell narcotics and we aim to work actively to ensure that there are no drugs at our workplaces.

The nature of drug use can vary. Sometimes it happens at a party, sometimes in everyday life, and sometimes it's a case of taking medicines and other medical preparations. Since usage is increasing, as an employer we need to assess the situation and act based on these risks.

Maintaining a high level of alertness during your working day is always important, but it's particularly important within transport and logistics activities, since we often work in settings where forklifts and trucks are in use, for example.

Use of drugs and alcohol can be

harmful to the user, but it can also cause harm to other employees. DB Schenker is working actively to ensure a safe and secure work environment, and one big step in these efforts is implementation of random drug tests.

In autumn 2021, managers within the business undertook training relating to random drug and alcohol tests. The purpose of this training was to prepare managers and leaders for these tests being implemented in the business, and to inform them about alcohol and drug use in working life. Participants were provided with facts about the general picture of drug use in the country and warning signs to look out for.

By highlighting and talking about a problem, you can also help to prevent it, and so this training feels particularly important.



Equal opportunities and equal treatment

Equal opportunities and equal treatment are important issues for us at DB Schenker. We want our managers to have good knowledge of these issues and for it to feel natural for our employees to constantly seek to improve in this area.

Promoting equal treatment is a central element of day-to-day work at DB Schenker. This involves working actively to ensure that all individuals are treated equally, bearing in mind the seven different grounds for discrimination.

All forms of discrimination and victimisation are prohibited. We take discrimination very seriously and believe that it is the responsibility of managers and employees alike to ensure that no one is victimised. DB Schenker in Sweden has a steering group for equal treatment tasked with working actively on the seven grounds for discrimination and ensuring that DB Schenker is an equal employer.

Strengthened salary surveys

Pursuant to Swedish law, all employers must conduct an annual salary survey that involves evaluating pay differences between women and men who carry out similar work. The purpose of the survey is to see whether gender has had an impact in any way on wage determination. Salary surveys have always been an important tool for promoting equality throughout the company, but in 2021 we developed a new analysis tool, together with Unionen, for the purpose of strengthening the salary survey process. With the aid of the analysis tool any unreasonable differences can now be effectively detected. Augusta

Fornstedt, HR Manager, who is chairperson of the equal treatment steering group, has been involved in developing the tool and feels very positive about applying it.

Over the year the equal treatment steering group has also run a campaign to highlight and promote gender equality. As part of the campaign, Michael Ängbacken, CHRO, talked about the importance of how we work towards diversity and an equal workplace. The equal treatment steering group follows an annual equal treatment plan that encompasses various subsidiary activities. These activities can be large or small in scale, but all have the same objective, to actively work to ensure that all individuals are treated equally!

“We see this as a huge opportunity to further refine our equal treatment work.”

Augusta Fornstedt,
HR Manager



New technology improving our work environment

We set great store by our systematic work environment management, which involves our entire business. We work to promote high attendance rates at our workplaces, while reducing the risks of accidents and repetitive strain injuries.

New, ergonomic parcel conveyor in place

DB Schenker handles large quantities of parcels every day. The increased interest in e-commerce has resulted in an increase in the number of parcels and our terminals are adapting to match the new market trends. The pace at the terminals has increased, and to deal with the new requirements we have implemented a new type of parcel conveyor.

Vänernsberg, where parcel volumes in 2021 almost doubled compared with 2019, was the first location to implement a new and modern parcel conveyor. The new parcel conveyor aims to facilitate ergonomic working and improve efficiency.

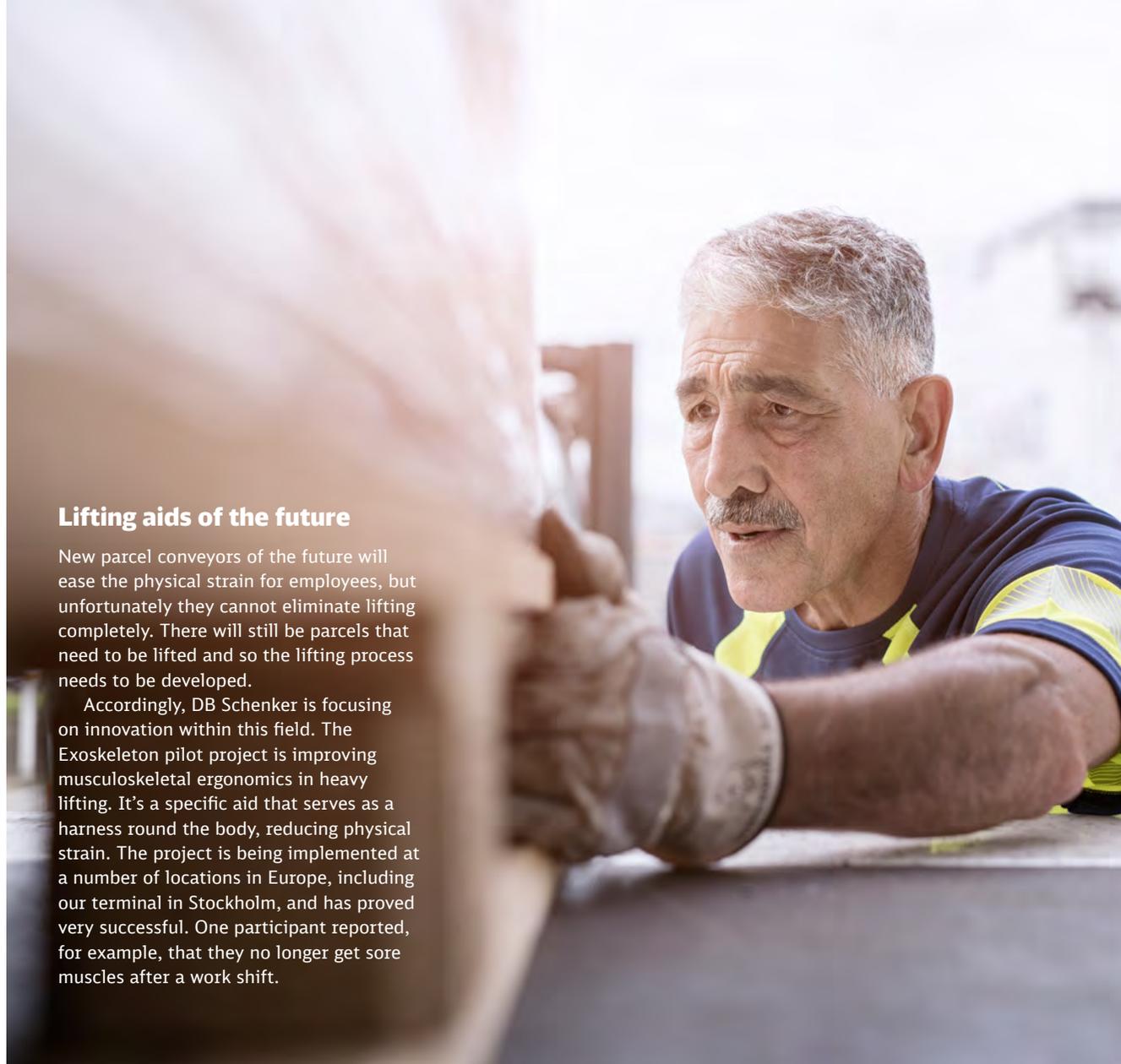
The new parcel conveyors are intelligent and sort and handle goods according to a specific logic. The parcel conveyor scans the parcels and transports them to the wire cage with the appropriate postcode. This eliminates one step from manual handling processes and improves efficiency. The software can be adjusted to each customer's unique needs, meaning that the terminals can operate differently around the country. We can create special solutions for specific needs. For example, more fragile goods can be handled more gently.

The new parcel conveyor has made manual handling of heavy parcels easier. For instance, it's technically possible to pick out parcels that weigh more than 25 kilos. This allows us to manage things so that heavy parcels are handled in a more controlled way and we can reduce the strain by means of work rotation for employees.

Lifting aids of the future

New parcel conveyors of the future will ease the physical strain for employees, but unfortunately they cannot eliminate lifting completely. There will still be parcels that need to be lifted and so the lifting process needs to be developed.

Accordingly, DB Schenker is focusing on innovation within this field. The Exoskeleton pilot project is improving musculoskeletal ergonomics in heavy lifting. It's a specific aid that serves as a harness round the body, reducing physical strain. The project is being implemented at a number of locations in Europe, including our terminal in Stockholm, and has proved very successful. One participant reported, for example, that they no longer get sore muscles after a work shift.



Several pilot projects improving forklift safety

Forklifts are used at many of DB Schenker's workplaces, and this is a particularly sensitive area in terms of work environment. In order to drive a forklift, the operator needs to have a licence issued for the specific forklift. In addition, legislation requires the employee to have a driving licence for forklifts in order to ensure that the employer determines which forklift(s) the employee may drive during a working day.

Safeguarding that requirements are adhered to is a challenge and unfortunately safety deficiencies linked to forklifts are common in the logistics industry. Here at DB Schenker we have identified instances in which employees have been able to gain access to a forklift despite lacking authorisation, which can have disastrous consequences.

As an employer we have a huge responsibility to investigate and prevent all types of accidents. In 2021, we set up several different pilot projects to help develop, simplify and improve forklift safety. Counteracting such accidents requires clear instructions for employees who work with or in the vicinity of



a forklift. In addition to this, we need to work on technology that makes it simple to do the right thing.

We tested a variety of methods during the year. For one thing, having all forklift drivers

visibly wear their forklift licence to make it easy to check authorisation, plus we have introduced pin codes for forklifts that are changed regularly.

DB Schenker's goal is to have a safe and

secure work environment, and so we continue to challenge and develop ourselves in order to constantly improve our work environment management.



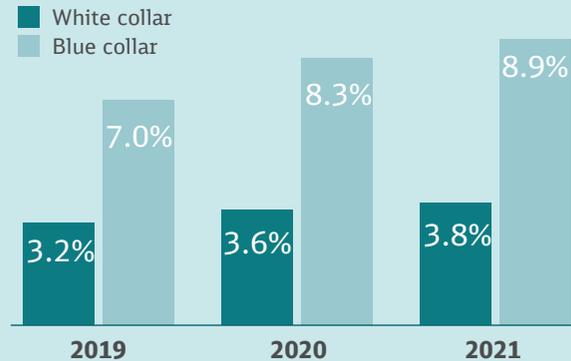
Incidents and accidents

In 2021 we saw roughly the same number of reported incidents in our operations as in 2020, but the number of accidents increased. One contributing factor is that in 2021 we worked on strengthening our incident reporting process and carried out training to improve awareness of what counts as an accident and what counts as an incident. This may have resulted in an increase in the number of accidents specifically, and we are now investigating this in detail.

Reported incidents and accidents



Absence due to illness



Absence due to illness still affected by the pandemic

Absence due to illness was still affected by the pandemic in 2021. This can be seen in particular during the months when the spread of infection gained momentum in the country. At that time absence due to illness was higher than normal for us too.

Safety at DB Schenker

We work on safety and security in many different areas at DB Schenker, such as road safety, safety within our operations and security surrounding our customers' goods.

Systematic safety and security work

DB Schenker implements systematic safety and security management to help us fulfil all demanding stakeholder requirements. We have an internal safety and security organisation that acts quickly when an incident occurs. We have a central safety department supporting the whole organisation and ensuring that requirements and needs are satisfactorily fulfilled. A new safety standard was implemented in 2021, representing a further improvement in safety.

Secure handling of customer goods

DB Schenker Sweden holds AEO authorisation, which aims to safeguard security when handling our customers' goods. AEO authorisation includes customs simplifications (AEOC) and security and safety (AEOS). The requirement for security and safety (AEOS) means that anyone entering our areas where goods are handled is checked.

Safe transport of dangerous goods

For us at DB Schenker, it's essential that all laws and regulations regarding transport of dangerous goods are followed and we do our best to prevent accidents and unauthorised procedures with dangerous goods being transported by us. We work actively on issues regarding dangerous goods at all levels within the group, and all employees involved in transport of dangerous goods naturally receive training. Identified key figures also receive extra training and serve as an important network to make our transport of dangerous goods both safe and effective. All elements in a transport chain have an important role to play and we therefore also maintain close collaboration with our customers and other parties.

[» Read more here.](#)

“Ensuring our transport of dangerous goods is as safe as possible is top of my agenda. This is made possible by a network of trained and dedicated employees and close collaboration with our customers.”

Åsa Ekendahl, Safety Advisor of transport of dangerous goods



Fereidoun Araden, driver,
Schenker Åkeri.

Sustainable speeds

When we adhere to speed limits, we help to improve road safety, lower fuel consumption and reduce emissions. There are numerous benefits, yet the Swedish Transport Administration estimates that over 70% of all vehicles on Swedish roads actually drive too fast. We need to change that!

Together with the Swedish Transport Administration and many other stakeholders within the business sector, we are therefore taking part in the “Sustainable speeds” appeal, working collectively to change attitudes and conditions on our roads so that road users obey signposted speed limits. In concrete terms, this means that every partner in the appeal has developed their own roadmap for sustainable speeds.

Here at DB Schenker we have long been working to improve road safety. Together with our partner hauliers, we regularly discuss how we can improve road safety, we undertake regular audits of our partner hauliers, we work to ensure our partner hauliers use speed limiters, and twice a year we carry out speed checks with the aid of a third party. The results are compiled and reported back to each haulier, and they are tasked with producing an action plan to improve their results.

Spot checks and audits have made us better, but we now want to take the next step together with our hauliers. Together with our partner haulier ÖGS, we are testing digital solutions for monitoring our vehicles’ speeds in real time. Digital tools can make us better, but for us, it’s extremely important to take things slowly and show great respect for personal privacy, while taking into account aspects such as data quality, data security and procedures for monitoring.

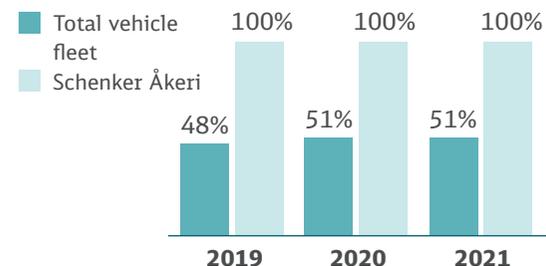
Alcolocks in our vehicles

More alcolocks (or key safes) are gradually being installed in our trucks. Today, approximately 51 percent of our vehicles have alcolock equipment installed. Our own haulier, Schenker Åkeri AB, installs alcolocks in all newly purchased vehicles, and all vehicles now have alcolocks.

When accidents happen

To respond rapidly when accidents do happen, we have a system, Infolarm, that effectively ensures the concerned parties receive the necessary information about the incident. This system enables us to act quickly around the clock. In 2021, 19 road accidents were reported. All incidents are analysed and followed up.

Proportion of vehicles with alcolocks



Business ethics

It's incredibly important to us at DB Schenker that all our employees conduct themselves with integrity when dealing with customers, competitors, public authorities, employees and others we encounter in a professional capacity. We have a clear set of rules to guide us, and our employees regularly attend training courses to ensure that we are familiar with all that applies.

Business ethics for us:

Code of conduct

The Code of Conduct contains binding principles and the expectations we have of our daily conduct to maintain an ethical approach in the company. The principles are binding on all employees worldwide. Managers have a particular responsibility to act as role models and to ensure communication and implementation of these guidelines.

Gifts policy

Benefits such as gifts and invitations are gestures of politeness. They must never be given with the aim of influencing business decisions.

Guidelines in the event of conflicts of interest

Employees are required to make work-related decisions based on the company's interest rather than self-interest.

Prevention of corruption

DB Schenker has a policy of adhering to the highest possible level of professional standards, such as honesty and integrity, when carrying out its business.

Protection of assets

The purpose of this guideline is to provide advice on the handling of DB Schenker's and the DB Group's assets and business and trade secrets.

Dealings with competitors

Dealings with competitors are complex, and there is therefore a special, more comprehensive guide for this that advises employees of what is and is not permitted within areas such as pricing, market allocation and customer protectionism, exchange of information, contact with competitors, and other restrictions.

We encourage and support whistleblowers

If any of our employees discovers something that is not right, we want to make it easy for them to report their concerns. With BKMS, DB Schenker's whistleblowing system, we want to create the right conditions to make it easy to report serious crimes committed by anyone at DB Schenker.

» [Read more here.](#)



GRI Index 2021

General standard disclosures 1/2

	Description	Page	Comment/Reservation
Strategy and analysis			
G4-1	Statement from the CEO and board of directors	»6, »10	
Organisational profile			
G4-3	Name of the organisation	»7	
G4-4	Primary brands, products and services	»7–8	
G4-5	Location of headquarters	»9	
G4-6	Location of operations	»9	
G4-7	Ownership and legal form	»9	
G4-8	Markets served	»7	
G4-9	Scale of the organisation	»7	
G4-10	Information on employees and other workers	»7	
G4-11	Percentage of total employees covered by collective bargaining agreements	»54	
G4-12	The organisation's supply chain	»40–47	
G4-13	Significant changes during the reporting period	»7	
G4-14	Precautionary Principle or approach	»40, »45, »47, »64	
G4-15	External charters, principles and other initiatives	»13, »14, »17, »18, »20, »26, »32, »40, »67	
G4-16	Membership of associations and organisations	»20	
Identified material aspects and boundaries			
G4-17	Entities that are included or excluded	»7	This report does not include the Swedish companies Schenker Dedicated Services AB and Schenker Equipment AB.
G4-18	Process for defining the report content	»17	
G4-19	Identified material aspects	»17–18	
G4-20	Each material aspect's boundary within the organisation	»17–18	
G4-21	Each material aspect's boundary outside the organisation	»17–18	
G4-22	Effect of any restatements of information provided in previous reports		No restatements of information provided in previous reports.

GRI Index 2021

General standard disclosures 2/2

	Description	Page	Comment/Reservation
Identified material aspects and boundaries, cont.			
G4-23	Significant changes from previous reporting periods in scope, definition and measurement method		No significant changes from previous reporting periods.
Stakeholder engagement			
G4-24	Stakeholder groups	»17-18	
G4-25	Identification and selection of stakeholders	»17-18	
G4-26	Approach to stakeholder engagement	»17-18	
G4-27	Key topics and concerns that have been raised through stakeholder engagement and the organisation's response	»17-18	
Report profile			
G4-28	Reporting period	»7	
G4-29	Date of most recent previous report		Most recent report 2020
G4-30	Reporting cycle	»7	
G4-31	Contact point for questions regarding the report		Hanna Melander, Quality & Environmental Manager, hanna.melander@dbschenker.com
G4-32	"In accordance" option selected	»7	
G4-33	Policy and current practice for external assurance		DB Schenker's Sustainability Report is audited by Öhrlings PricewaterhouseCoopers AB in conjunction with the auditing of the other annual reports.
Governance			
G4-34	Governance structure	»9	
Ethics and integrity			
G4-56	Values, principles, standards, code of conduct and ethics policy	»64	

GRI Index 2021

Specific standard disclosures 1/3

UN Global Compact
(principle no.)

Material aspect	Indicator	Description	Page no.	SDG	UN Global Compact (principle no.)
Economy					
Financial results	G4-EC1	Direct economic value generated and distributed	»7, »45–46		
	G4-EC2	Financial impact and other risks and opportunities for the organisation's activities due to climate change	»12–44		
Indirect economic impact	G4-EC7	Development and impact of infrastructure investments and services supported	»12–44		
	G4-EC8	Significant indirect economic impacts, including the extent of impacts	»12–44		
Environment					
Material	G4-EN1	Materials used by weight or volume	»51–52		
	G4-EN2	Percentage of materials used that are recycled input materials	»51–52		
Energy	G4-EN3	Direct energy consumption	»48–50		
	G4-EN4	Indirect energy consumption	»48–50		
	G4-EN5	Energy intensity	»48–50		8
	G4-EN6	Reduction in energy consumption	»48–50		
	G4-EN7	Reduction in energy requirements of products and services	»48–50		
Emissions	G4-EN15	Direct greenhouse gas emissions (Scope 1)	»27		
	G4-EN16	Energy-related indirect greenhouse gas emissions (Scope 2)	»27, »48–50		
	G4-EN17	Other indirect greenhouse gas emissions (Scope 3)	»27		8
	G4-EN18	Greenhouse gas emissions - intensity	»27		
	G4-EN19	Reduction in greenhouse gas (GHG) emissions	»27		
	G4-EN21	NOx, SOx and other significant air emissions	»27		

GRI Index 2021

Specific standard disclosures 2/3

Material aspect	Indicator	Description	Page no.	SDG	UN Global Compact (principle no.)
🌿 Environment cont.					
Effluents and waste	G4-EN23	Total quantity of waste by type and disposal method	»51–52		8
Products and services	G4-EN27	Actions to reduce environmental impact from products and services	»21–51	 	9
Transport	G4-EN30	Significant environmental impacts of transportation	»23–46	 	
Overall	G4-EN31	Total environmental protection expenditure and investments	»23–46	 	
Supplier environmental assessments	G4-EN32	Percentage of new suppliers that were screened using environmental criteria	»40–47	 	1, 2, 3, 4, 5, 6
	G4-EN33	Significant negative environmental impact, impact on subcontractors and actions taken	»40–47		
👥 Social					
Employment	G4-LA1	Total number and proportion of new recruits and staff turnover	»56		
Occupational health and safety	G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees	»55		
	G4 LA6	Types and rates of injury, occupational diseases, lost days and absenteeism, and total number of work-related fatalities	»59–61		
Training and education	G4-LA9	Average hours of training per year per employee, by gender and by employee category	»56		
	G4-LA10	Programmes for upgrading employee skills and lifelong learning that support the continued employability of employees and assist them in managing career endings	»56	 	
	G4-LA11	Percentage of employees receiving regular performance and career development reviews	»56		
Diversity and equal opportunity	G4-LA12	Composition of governance bodies and breakdown of employees per employee category, according to gender, age group, minority group affiliation, and other indicators of diversity	»55		

GRI Index 2021

Specific standard disclosures 3/3

Material aspect	Indicator	Description	Page no.	SDG	UN Global Compact (principle no.)
Human rights					
Investment	G4-HR2	Employee training on human rights	»58		
Non-discrimination	G4-HR3	Total number of incidents of discrimination and corrective actions taken	»58		6
Freedom of association and collective bargaining	G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	»54		
Supplier human rights assessment	GR-HR11	Significant actual and potential negative human rights impact in the supply chain and actions taken	»40, »47		
Local communities					
Anti-corruption	G4-SO4	Communication and training on anti-corruption, guidelines and procedures	»64		10
	G4-SO9	Percentage of new suppliers that were screened using criteria for impact on society	»40, »47		
Product responsibility					
Product and service labelling	G4-PR5	Results from surveys measuring customer satisfaction	»17		



Start



Contents



About us and
the wider world



Environmental
sustainability



Social
sustainability

GRI
Index

Auditor's statement regarding the statutory sustainability report

To the General Meeting of Schenker AB, org. no. 556250-3630

Assignment and division of responsibility

The Board of Directors bears responsibility for the sustainability report for 2021 and for ensuring that it has been prepared in accordance with the Swedish Annual Accounts Act.

Focus and scope of the audit

Our examination has been conducted in accordance with FAR's recommendation RevR 12 Auditor's opinion on the statutory sustainability report. This means that our examination of the sustainability report is substantially different and less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinion.

Statement

A sustainability report has been prepared.

Gothenburg, date shown in our electronic signature

Öhrlings PricewaterhouseCoopers AB
Johan Malmqvist
Authorised Public Accountant