



# Environmental Policy

## Purpose

As a family-owned, independent logistics company, FM Logistic has been striving since 1967 to deliver the right goods, to the right place, at the right time, for the good of all. More convinced than ever that **logistics is the link between industry and consumers**, we design and run for our clients **sustainable and responsible supply chain models fostering changes in consumption habits within our society**.

We **team up with committed partners and clients** to act collectively and produce responsible supply chain models. We are pushing the boundaries so that **by 2030, we will be recognized as the leader of sustainable, omnichannel supply chain operators**.

This Environmental Policy formalises **FM Logistic's commitment to supporting the fight against climate change, reducing the consumption of natural resources, participating in a circular economy and alleviating pressure on ecosystems**. Its aim is to:

- Implement environmental actions within the company
- Monitor the environmental actions and improvements internally
- Communicate environmental initiatives internally and externally.

## Scope

This Policy applies globally to **all geographies and facilities and to all employees of FM Logistic**, including full-time and part-time, permanent and temporary ones.

## Commitments

FM Logistic respects its relationship with the natural environment and its ecosystems. We acknowledge the adverse impacts that our activities can impose and take actions to prevent degradation of those natural systems.

### FM Logistic commits to the following principles and practices:

- **Comply** with relevant national & international regulations, legislation and mandatory standards regarding environment, internationally recognized human rights and labor principles.
- Continually strive to **improve our environmental performance** regarding:
  - The impact on climate:
    - Take steps to limit GHG emissions, with the goal of net-zero emissions by **2050**
    - Purchasing and producing green energy (100% green electricity by **2025**)
  - The use of resources:
    - Reducing the consumption of natural resources in daily operations,
    - No virgin raw material purchased by **2030**
    - Enhance circularity by reducing consumption of materials and reusing our waste
- **Monitor our environmental performance** through the following key performance indicators: greenhouse gas emissions, energy consumed, share of renewable energy consumed, consumables used and waste generated in particular, and all indicators enabling the follow-up of our impact.
- **Report** on the company's environmental performance in both internal and external communications **to our stakeholders**.
- **Select our suppliers according to sustainability criteria** such as distance, eco-design of products/services, manufacturing process, repairability, recyclability.
- **Review** this policy and environmental performance **annually**, potentially leading to changes in this policy.

## Main steps

Regarding **Energy & climate**, our ambition, rooted in the principles of **Net-Zero** and **Negawatt** approaches, is **to promote sobriety, efficiency and low-emission options** for climate & durability. Our strategy is to consume less and consume better energy towards Net-Zero neutrality, for both our warehouse transport activities, through the following steps:

### *Warehousing & co-packing activities*

- **Sobriety: reduction of absolute consumption (in kWh)** Through eco-design of our main means: warehouses (which are HQE or LEED) and co-packing or automated lines, fostering materials reuse.
- **Energy Efficiency : reduction of relative consumption (in kWh/m<sup>2</sup>)** through the implementation of our *Watt Watchers* energy efficiency program, which includes 75 actions monitored on each site.
- **Switch to greener consumption: reduction of the carbon intensity (in CO<sub>2</sub>e/kWh)** going for renewable energy: production and self-consumption, and renewable energy procurement (purchasing 100% of green electricity by 2025)
- **Compensate:** contributing to carbon neutrality through insetting/offsetting and voluntary compensation mechanisms to residual and minimal emissions.

### *Transport activities*

75% of FM Logistic's emissions come from Transport activities (scope 3). In order to consume less and consume better energy, FM Logistic stands for a slow logistics model favouring the adoption of sustainable modes of transport, the massification of flows and short circuits, through the following steps:

- **Sobriety: reduction of the distance (tkm)** through transport flows eco design : network optimization, supply chain structuration, reduction of empty km
- **Energy efficiency: reduction of the consumption** per tkm (L/tkm) thanks to enhanced maintenance, eco driving, truck filling improvement and mutualization.
- **Switch to greener solutions: reduction of carbon intensity (CO<sub>2</sub>e/tkm)** through alternative technologies, alternative fuels, solutions adapted to each type of flows (from urban deliveries to long-distance flows), including intermodal services
- **Compensate: reduction of CO<sub>2</sub>e emissions** and contribute to carbon neutrality through insetting/offsetting and voluntary compensation mechanisms.

## Environmental services and advocacy

In 2019, FM Logistic disclosed its **Supply Change** Strategy, as part of its Powering 2030 plan:

- *Vision*: We envision a future where the supply chain is transformed into an omnichannel and sustainable ecosystem that serves one purpose: **to make responsible consumption available for all.**
- *Ambition*: In 2030, we want to be the recognized **champion of the sustainable omnichannel supply chain.**
- *Strategy*: We actively engage with stakeholders to pave a more sustainable path. **We design and run responsible supply chain models fostering changes in consumption habits and in our society.**

Through the implementation of this plan, FM Logistic aims to not only reduce its own environmental footprint but also inspire and enable its clients and partners to embark on their own sustainability journeys. We believe that by working together, we can create a more sustainable and resilient future for all.

This is why our Sustainability Strategy also include an **“ACT with Partners”** pillars, which aims to

- Activate sustainable ecosystems of subcontractors and suppliers for sustainable practices and innovations
- Proactively offer our clients solutions for a more sustainable supply chain

## Targets

Regarding **warehouse operations**, our target is to **reach carbon neutrality (scope 1 & 2) in 2030**. Our greenhouse gases emissions reduction targets are published on our website and are the following:

- **Scope 1 & 2** reduction target: 100% reduction for scopes 1&2 in **2030**
- **Scope 3** reduction target: 30% reduction for scope 3 in **2030**
- **Intensity** reduction target: 30% reduction for Transport in **2030**

Regarding **other resources**, our target is to reduce the consumption of materials and reuse our waste. Our first target: **zero virgin raw material used by 2030**.

Regarding **Transport**, our target is to **reduce our indirect transport carbon footprint by 30% by 2030** (which is part of our scope 3).

Regarding our **Partners**, our targets are, **by 2030**:

- 1 key sustainability project per strategic category (including transport)
- 100% clients get proactively at least 1 Sustainability proposal per year

## Governance and Responsibilities

The following governing bodies are responsible for the implementation and respect of the environmental policy:

- The Board of Directors and Surveillance Committee
- The Executive Committee, and the CEO
- The Sustainable Development Strategic Committee
- The Corporate Sustainability & QHSE team
- And in each business unit, Country managers and Sustainable Development Directors

This policy applies to all FM Logistic employees in all our activities in every region we operate in.

## Communication and review

This Policy is published and made available to our stakeholders via FM Logistic's website. It is reviewed every year to ensure it remains in line with FM Logistic strategy, or earlier in the event of any change in the event of material changes to the company's operations.

### **Yannick BUISSON**

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Signé par :  
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