

Royal Den Hartogh Logistics

Sustainable Procurement Policy

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Revision Number	Effective Date	Written by	Approved by	Description of change
0	15/07/2024	J North	F Tutuhatunewa (Procurement Director)	Initial release
1	24/03/2026	R Pugh	R Uijen (Procurement Director)	General updates, target updates, formatting



Sustainable Procurement Policy Statement

Den Hartogh Logistics is dedicated to sustainable growth, aiming to achieve business success that supports wealth generation for the future while preserving opportunities for generations to come. This policy, aligned with our Supplier Code of Conduct (SCOC), fosters sustainable procurement to minimise environmental impacts, promote social responsibility, and support economic sustainability.

We aim to integrate sustainability into our procurement processes and decision-making to create value for our stakeholders and contribute to a greener future.

This policy describes the standards taken to minimise our impact on the environmental and social impacts from our suppliers, contractors and third-party operations. Qualitative and quantitative targets to support our sustainable growth and environmental pillars are outlined in the document.

Scope of Policy

This policy applies to all Den Hartogh Logistics operations worldwide, including but not limited to suppliers, contractors and outsourced transport services. It covers health and safety, sustainability, human rights and corporate governance guiding principles.

Objectives & Approach

- Reduce environmental impact by sourcing materials and services that contribute to lowering our supply chain carbon footprint.
- Promote ethical practices by working with suppliers who adhere to fair labour standards and respect human rights.
- Support local economies by sourcing from local suppliers and promoting community growth.
- Enhance efficiency by adopting sustainable logistics practices that improve operational performance
- Obtain data and information on the status of environmental and social topics from our suppliers

We will ensure procurement decisions deliver long-term value and cost efficiency by applying Total Cost of Ownership principles, monitoring supplier performance against financial KPIs, and capturing savings and innovation benefits across our supply base.

Roles and Responsibilities

Position/Committee	Description of Responsibility
<i>Board & Executive Committee</i>	Final responsibility of setting and achieving all targets and providing the resources to the business to achieve the targets that are set.
<i>Business Unit Director Global</i>	Responsible for the complying with local legislation and maintaining the standards of Den Hartogh. Final responsibility the implementing the code code of conduct from the Den Hartogh side. This is all applicable to the suppliers outside of Europe.
<i>SHEQ Director</i>	Holds overall accountability for environmental and safety reporting and oversight of environmental and safety compliance within procurement activities. Provides assurance through internal audit oversight and governance of ISO-certified management systems.
<i>Procurement Director</i>	Responsible for the complying with local legislation and maintaining the standards of Den Hartogh. Final responsibility the implementing the code code of conduct from the Den Hartogh side. This is all applicable to the European suppliers.
<i>Procurement Team</i>	Responsible for keeping track of progress of targets, informing and consulting the Procurement director on all relevant supplier compliance. Obtaining and maintaining a relationship with the suppliers.

Supplier Selection

Suppliers should demonstrate good management of safety, environmental, social and business ethics and have appropriate policies and management systems in place. This must cover their supply chain and any subcontractors. We strive to appoint suppliers with strong environmental, social, and financial controls. We aim to work with partners who maintain clear sustainability strategies and measurable objectives to improve performance and collaboration.

These measures are reflected in our Supplier Code of Conduct, which we expect all supply chain partners to adhere to.

Health and Safety

Safety, in every respect, has the highest priority in Den Hartogh Logistics. Den Hartogh Logistics operates in an industry where risks are always present in our working environment, especially for drivers and operators, but this is also the case for our suppliers and other stakeholders. We want everyone working in our supply chain to return home safely.

Human Rights and Labour Standards

Den Hartogh Logistics adopts appropriate due diligence on human rights within our supply chain, particularly when working with suppliers in high-risk industries. We take necessary actions to avoid complicity in human rights violations and expect suppliers to comply fully with relevant human rights legislation. Suppliers must not use forced, involuntary, or underage labour and must have robust processes to ensure compliance throughout their supply chains.

Suppliers are required to have good labour practices, including fair and equitable employment relationships, good conditions of work and social protection, social dialogue, health and safety at work, human development and training for staff.

Sustainability and the Environment

We strive to continuously improve transparency and accountability by maintaining open communication with suppliers about our sustainability expectations. This includes regular reviews of supplier performance against sustainability principles.

Den Hartogh Logistics engages with stakeholders both internally and externally, actively participating in the Responsible Care® initiative and promoting its adoption among our supply chain partners. We work collaboratively to implement effective environmental practices and procedures.

Den Hartogh Logistics continues to reduce greenhouse gas emissions across the supply chain through energy optimisation, driver training, fleet modernisation, and other energy-saving measures. We actively promote intermodal solutions to reduce our carbon footprint and, for deep-sea transport, offer a biofuel book-and-claim system through our shipping partners.

Supplier Governance

We operate robust procurement procedures and expect suppliers to maintain strong corporate governance. We treat our business partners fairly, with integrity and honesty, and expect the same in return. Den Hartogh Logistics complies with competition, anti-bribery, and antitrust legislation and expects suppliers to uphold similar standards, preventing corruption and promoting fair competition.

Supplier contracts are actively managed throughout their lifecycle, with structured reviews ensuring alignment to Den Hartogh Logistics objectives on safety, sustainability, cost control, and innovation. Corrective actions and continuous improvement are built into contractual agreements.

Risk management is intrinsic to procurement. Suppliers must demonstrate resilience through business continuity planning, sanctions compliance, and financial stability. Den Hartogh Logistics conducts regular risk assessments and uses tools to identify potential geopolitical, financial, and supply chain risks.

Quantitative Targets

Topic	Relevant Scope(s)	Final Responsibility	2026 Target	2027 Target	2028 Target	2029 Target	2030 Target	Review Mechanism
Supplier Code of Conduct (SCoC)	Approval and review process	Procurement Director & Business Unit Director Global	≥5% of total addressable spend covered by suppliers that have signed and acknowledged implementation of the SCoC, recorded in SRM	≥20% of addressable spend covered, including 100% of spend with newly onboarded suppliers	≥40% of addressable spend covered, including all Key and Strategic supplier spend	≥60% of addressable spend covered, with non-compliance actions tracked in SRM	≥80% of addressable spend covered, with annual compliance attestations for all Key supplier spend	Annual SRM compliance review
Supplier Audits	Monitoring and compliance assurance across safety, social, ethical and environmental aspects	Procurement Director & Business Unit Director Global	Risk-based programme established; supplier segmentation completed; audit activity prioritised for higher-risk suppliers; audited within rolling 3-year cycle	≥50% of high-risk supplier audited within rolling 3-year cycle	≥75% of high-risk supplier audited; audited within rolling 3-year cycle	100% of higher-risk suppliers audited within rolling 3-year cycle	Coverage maintained using risk-based assurance for all suppliers	Annual Review
GHG Emissions Reporting (Key Transport Suppliers)	All transport emissions (Scope 1; Scope 3 categories 3 & 4)	SHEQ Director	GHG emissions data obtained covering ≥10% of transport spend with Key suppliers, benchmarked against 2019 baseline	≥30% of transport spend covered by supplier GHG reporting using a standardised methodology	≥60% of transport spend covered; highest-emission spend lanes identified	≥80% of transport spend covered; reduction plans agreed with highest-emission suppliers	100% of Key transport spend covered and demonstrable emissions reduction vs 2019 baseline	Annual emissions reporting and comparison to 2019 base year



Review and Continuous Improvement

This policy is reviewed annually to assess progress against targets and adjust strategies as necessary. The review evaluates policy effectiveness and incorporates updates based on performance data and stakeholder feedback.

