

Sustainability report  
**2022**



# Contents

## Letter From Partners

### Letter From Partners 3

### Leading Specialist and Pioneer 4

Renewable Biofuel Products 5  
Decarbonising the Supply Chain 6  
Case: Malmö LBC 8

### Product Life Cycle Transparency 10

Feedstocks 12  
Biofuel Express Insight 14  
Thank You to Our Customers 16

### Sustainability, Governance & Management 18

Commitment to Global Frameworks 19  
The UN Sustainability Development Goals 20  
Management Systems and Certifications 22  
Role of Digitisation in Sustainability Performance 23  
Science Based Targets 23  
Code of Conduct 24  
Internal Audit 24  
Suppliers of Renewable Fuels 25  
Sustainable Supply Chains 25  
Sustainability Risk Management 26  
Internal App for Quality and Environmental Assurance 27

### Environment and Climate Initiative 28

Consume and Sell Sustainable Products 28  
Sustainable Stations 29  
Sustainable Materials 29  
Sustainability Reporting 29

### Social Responsibility 30

A Welcoming Company 30  
A Developing Company 30  
Health and Safety 30  
Respect for Human Rights 31  
Zero Tolerance for Corruption 31

Dear Stakeholders,

We are pleased to present Biofuel Express's annual sustainability report, highlighting our dedication to promoting a sustainable future. As partners of our company, we are thrilled to share the strides we have made in the past year in driving environmental responsibility and fostering positive change.

Biofuel Express is committed to being a leader in the distribution of sustainable fuels. Our focus lies in providing customers with access to biofuels that significantly reduce greenhouse gas emissions and contribute to a more sustainable energy landscape. By working with trusted suppliers who share our values, we ensure that the biofuels we distribute meet the highest standards of sustainability and environmental integrity.

In the past year, we have achieved significant milestones in our sustainability journey. Through our extensive station network and bulk deliveries, we have expanded the availability of biofuels to a wider customer base, enabling more individuals and businesses to choose cleaner and more sustainable fuel options. By offering a reliable and convenient distribution infrastructure, we are contributing to the widespread adoption of sustainable transportation solutions.

Additionally, we have implemented stringent sustainability practices across our operations. We closely monitor and optimize our logistics and supply chain to minimize emissions and reduce our carbon footprint. We actively collaborate with our suppliers and partners to ensure the responsible sourcing and transportation of biofuels, promoting sustainable practices throughout the value chain.

At Biofuel Express, we understand that sustainability extends beyond our products and operations. We actively engage with our customers and stakeholders, providing education and information about the benefits of biofuels and the importance of sustainable transportation. By promoting awareness and advocating for policy changes, we aim to create a supportive ecosystem that encourages the adoption of sustainable fuels on a larger scale.

As we look to the future, we remain dedicated to advancing sustainability in the energy sector. We will continue to explore innovative distribution strategies and collaborate with partners who share our vision for a greener future.

We extend our gratitude to our employees, customers, and partners for their unwavering support in our sustainability efforts. It is through their collective dedication that we can make a lasting positive impact on the environment and society.

Thank you for your ongoing trust and partnership with Biofuel Express.

Sincerely,

Martin Sebastian Agdal and Clemen Rasmussen  
Partners at Biofuel Express

# Leading Specialist and Pioneer

Biofuel Express operates in the fuel supply/distribution business driven by sustainability as our primary focus. Our passion lies in the positive environmental impact of renewable fuels, with our primary concentration on the 100% biofuels market. We are currently present in several European countries, including Norway, Sweden, Denmark, Austria, and Germany.

Our goal is to increase availability of biofuels in the market through our expertise in engines, biofuel products, and legislation, targeted towards low-carbon sales for heavy transport sector, all for the benefit of the environment.

Since our establishment in 2008, we have become a market leader in distribution of 100% renewable biofuel in Scandinavia. We achieved this by developing a strong network of stations at strategic locations, which support hauliers across Sweden and international hauliers visiting the country, in addition to home deliveries (bulk) to our customers.

With over 14 years of experience, we specialize in converting fleets of buses and trucks from regular diesel to 100% fossil-free operation. Our continuous ambition is to be our customers' preferred supplier and the leading biofuel specialist, providing significant CO<sub>2</sub> reductions for our customers in the transport sector throughout the entire supply chain.

At Biofuel Express, our Sustainability Policy harmonises economy, environmental, and social responsibility, as unfolded in this Sustainability Reporting. We incorporate this perspective into every aspect of our business activities, from how we treat our customers and colleagues, to our impact on the communities we operate in, all aimed at jointly reducing carbon emissions.

Biofuel Express is committed to several sustainability efforts concerning products, supply chains, staff, and the company itself. We aim to improve in these areas through our environmental goals, both directly through our sustainability initiative and transparency, and indirectly - through our customers' carbon emission reductions, achieved through fossil-free fuel alternatives from Biofuel Express.

# BIOFUEL EXPRESS

## Renewable Biofuel Products

### HVO 100 Renewable Diesel

- Advanced synthetic diesel (2nd generation)
- Produced from waste and residues from e.g., the fishing and meat industry
- Up to 90% CO<sub>2</sub> reduction
- Superior performance – down to -30°C
- Does not require any engine modifications
- Odourless and reduces engine noise
- Less local particle emissions

### B100 Biodiesel RME Premium

- 1st generation biodiesel, FAME
- Produced from sustainable rapeseed oil
- Up to 70% CO<sub>2</sub> reduction
- Can be used in most diesel engines
- Great lubrication qualities
- Good cold weather properties – down to -20°C
- Biodegradable



# Decarbonising the Supply Chain



**Biofuel Express'** business model is dedicated to converting heavy transport to fossil-free fuels and **decarbonising** our customers' **entire supply chain**. Our ultimate aim is to support our customers in their efforts to **reduce emissions** by providing renewable products, guidance, and **expertise**.

**We offer** a range of sustainable and renewable products, such as **HVO100 Renewable Diesel** and **B100 Biodiesel RME Premium**, that contribute to the **decarbonisation of the transport sector** and our customers' **supply chains**. These products are made from **renewable feedstocks** or **waste** and provide numerous environmental and **climate benefits**, thus promoting sustainable supply chains.



# Achieving Green Karma Through Collaboration

In all areas, Malmö LBC - a logistics company - has been working intensively since 2016 to focus on creating a sustainable business. In recent years, investments have been made to operate as a world-class logistics company with digitized platforms and carbon-free transportation using synthetic diesel (HVO).

Since 2019, Biofuel Express and Malmö LBC have been working closely together to transform the company into an even more sustainable organization. The focus has been on consultancy and the use of fossil-free fuel to minimize their emissions. Malmö LBC chose Biofuel Express due to their strong sustainability agenda and the availability of their products.

As part of their commitment to sustainability, the company has implemented a measurement system called Green Karma. This system provides a score of how well they work with sustainability and allows them to track and document their initiatives. It aims to document all their initiatives and measure their impact on various areas related to sustainability. The system uses a matrix to define these areas and assigns points to each

initiative based on its potential impact. It is not just about reducing carbon dioxide but also about creating an environment that encourages continuous improvement and new initiatives.

Malmö LBC emphasizes the importance of sustainability and their advantage over competitors in this area. Their focus on sustainability extends beyond their own operations and helps their customers make greener choices as well. By collaborating with other stakeholders and sharing their knowledge, they are able to drive change and create a sustainable impact.

They even share the system with some customers as an action plan, showing how they are working towards reducing their environmental impact. By collaborating with customers, they find common goals and business opportunities. The collaboration and loyalty they build with their customers are based on providing knowledge, expertise, and trust.

Anders Jönsson, CEO of Malmö LBC, highlights that their customers are increasingly valuing sustainability

and focusing on their own green initiatives. This trend creates a market demand for sustainable solutions throughout the entire value chain. Anders adds that customers often recognize the value in our solutions, even if they are not the cheapest option. By providing environmentally friendly transport solutions, they not only make their own operations greener but also influence their customers' sustainability efforts.

A notable project is their successful partnership with Coca-Cola. They not only transport their goods but also cooperates with Coca-Cola on broader planning. The added value of partnering with a company that prioritizes environmental impact and offers innovative solutions led Coca-Cola to choose them as their supplier. The partnership allows both companies to align their agendas and work together on greener deliveries.

Overall, the Malmö LBC's strong economy, focus on sustainability, employee satisfaction, and innovative solutions position them for continued growth and success in their industry.

In summary, this highlights how a company's commitment to sustainability leads to successful partnerships, increased market demand, and business growth. By implementing a measurement system, collaborating with customers, and offering innovative solutions, the company not only reduces its environmental impact but also helps its customers achieve their sustainability goals.

Biofuel Express is delighted to have Malmö LBC as a customer and in partnership build value through sustainability - offering the most sustainable products with highest GHG reductions, supporting with sustainability reporting to the end user thus ensuring transparency and credibility, and competitive pricing for fossil free products.







# Product Life Cycle Transparency

Biofuel Express specialises in fossil free fuels, which means our main products primarily are made from renewable vegetable oils, waste and residues.

For all renewable biofuel products, Biofuel Express ensures full transparency and traceability through sustainability certificates from its suppliers, which documents feedstock, country of origin as well as GHG reduction of the renewable products, encountering GHG emissions from the extraction or cultivation of raw materials, land use, production, transport and distribution, following the principles of EU Renewable Energy Directive RED-II.

## ISCC

It is particularly important for Biofuel Express not to compromise on the quality and origin of the materials, and therefore, it must not conflict with deforestation or burden the climate and environment, which is why the product's lifecycle has been ISCC certified.

ISCC is one of the World's leading certification systems ISCC certification and goes beyond the legal requirements of the RED II as it covers additional ecological and social requirements.

ISCC has set several requirements in the form of six principles, with the purpose is to create transparency around sustainable solutions, so that the raw materials are completely traceable throughout the supply chain with chain-of-custody certification:

- Protection of land with high biodiversity value or high carbon Stock\*
- Environmentally responsible production to protect soil, water and air\*
- Compliance with human, land and labour rights\*
- Implement zero deforestation initiatives in the supply chains\*
- Ensure traceability throughout the supply chain
- Measure the carbon footprint and initiate decarbonization initiatives

The ISCC certification is the customer's certainty for the raw materials, which our fossil free biofuel products are produced from, have been treated in a sustainable manner and, among other things, do not contribute to eradicate forests and biodiversity. It can also document that the supply chain helps to reduce CO<sub>2</sub> emissions for the benefit of the climate.

In addition to the green and climate friendly values, it is essential for Biofuel Express to be able to contribute to proper conditions – from the time the raw materials are produced until the fuel ends up at the customer. By establishing sustainable and socially justifiable systems and solutions, nature, and people in future generations are secured, which is an essential part of Biofuel Express' work.



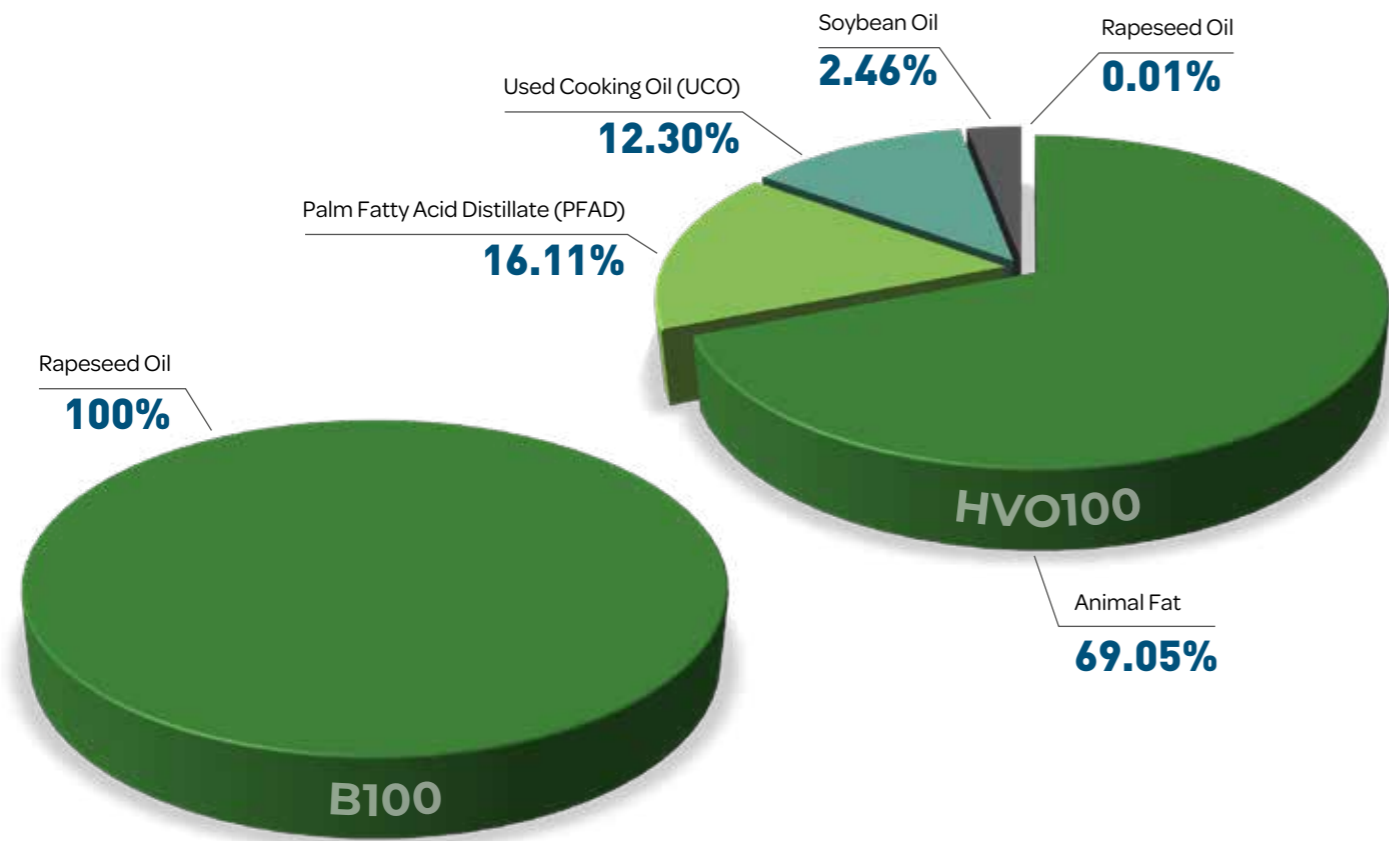


# Feedstocks



Based on the delivered volume to our customers in 2022, our biofuel products were produced by the following renewable feedstocks.

Following the Russian invasion in Ukraine, Biofuel Express together with its Suppliers ensured that no feedstock with origin of Russia was used in the value chain. In 2022 the delivered volumes by Biofuel Express did not contain feedstocks originated from Russia.



## B100 Biodiesel RME

Feedstock	Share (%)	Country of origin
Rapeseed Oil	100%	Denmark, Australia, France, Germany, Romania, Moldova, Sweden

## HVO100 Renewable Diesel

Feedstock	Share (%)	Country of origin
Animal Fat	69.05%	United States, Argentina, United Kingdom, Spain, Uruguay, Germany, Italy, Poland, France, Netherlands, New Zealand, Denmark, Belgium, Sweden, Canada, Ireland, Austria, Australia, Portugal, Romania, Vietnam, India, Hungary, Israel, Slovenia, Greece, Croatia, Czech Republic, Lithuania, Slovakia, South Korea, Japan, China, Ukraine, Serbia
Palm Fatty Acid Distillate (PFAD)	16.11%	Indonesia, Malaysia
Used Cooking Oil (UCO)	12.30%	China, Chile, Malaysia, Indonesia, Japan, United States, Australia, United Kingdom, Italy, Saudi Arabia, Vietnam, Peru, Egypt, Mexico, Czech Republic, Germany, Ireland
Soybean Oil	2.46%	Brazil, Italy
Rapeseed Oil	0.01%	China, Chile, Malaysia, Indonesia, Japan, United States, Australia, United Kingdom, Italy, Saudi Arabia, Vietnam, Peru, Egypt, Mexico, Czech Republic, Germany, Ireland
Crude Oil	0.08%	Unknown





# Biofuel Express **Insight**

## Customer Portal for CO<sub>2</sub> Reduction Within the Transport Industry

Biofuel Express Insight presents easy overview of fuel consumption, full sustainability transparency and documentation with just a few clicks.

Its purpose is to provide full insight and thereby work as a tool to reduce their climate impact, as well as document the achieved CO<sub>2</sub> savings.

In this way, the customers can meet the increased environment and climate requirements of today and in the future:

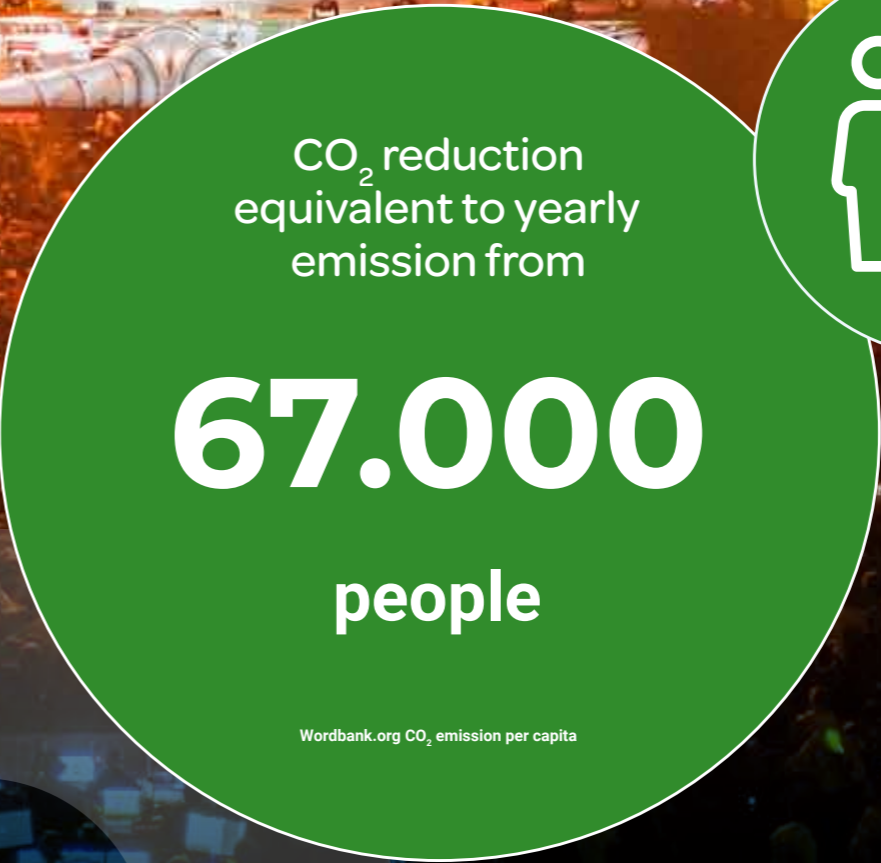
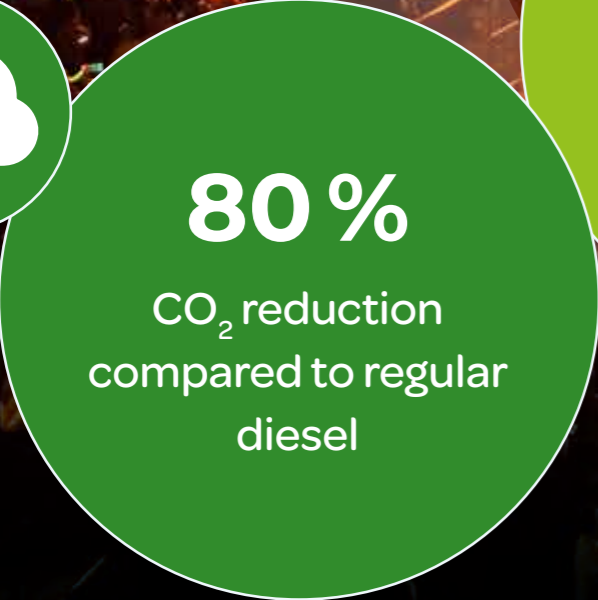
- **Follow the CO<sub>2</sub> reductions**
- **Track fuel consumption in real time**
- **Download Sustainability Certificates**
- **Insight into raw materials and its origin**



# 2022 CO<sub>2</sub> Results Thanks to Our Customers

At Biofuel Express, we are committed to reduce our impact on the planet. And we want to help our customers to do the same. Our customers care about sustainability and want to reduce carbon emissions from their supply chains. With our renewable fuels we are helping them to reduce their environmental footprint and to achieve their sustainability goals.

” Our **customers** have **reduced** their **CO<sub>2</sub> emissions** by an amount **equivalent** to the **total number of attendees** that can fit in **Friends Arena in Stockholm** ”







# Sustainability, Governance & Management

Embedding sustainability into our organisation and business strategy is a key factor for building a healthy, stable and resilient business. Biofuel Express' Board of Directors is ultimately in charge of sustainability related decision-making. As such, they are continuously monitoring stakeholder expectations (from for example suppliers, authorities or customers) on the company, which in turn guide and incentivise the company's strong sustainability ambitions and efforts.

As a result, Biofuel Express has identified key focus areas that have the biggest impact on our environmental footprint that are also of utmost importance to our stakeholders and our business. With those areas in mind, clear sustainability targets and expectations for the organisation have been set. As sustainability is part of Biofuel Express' DNA, these targets have been communicated to all employees, so that everyone can embrace the sustainability vision and work towards reaching environmental goals as a collective.

Biofuel Express' sustainability efforts are concentrated to improving the company's performance in these areas, and we have created an ambitious sustainability

vision that is aligned with the organisation's overall business strategy. The operative sustainability responsibilities are delegated from the Board of Directors to the sustainability manager who, among other things, defines goals and action plans as well as proposes new climate initiatives. The sustainability manager then reports back to the Board of Directors on the developments regarding sustainability achievements. At Biofuel Express, the planning, governance and follow-up on the company's sustainability endeavours, mirror the organizational structure, responsibilities and authorities.

We are using key sustainability performance indicators (KPIs) to meet the identified sustainability goals, allowing us to detect areas for improvement and gather relevant data to track progress. The KPIs and progress are reviewed on a regular basis at the monthly Management meetings where sustainability is an important part of the agenda. Moreover, sustainability is also integrated across procurement functions, and we are engaging our business partners and other members of our value chain, ensuring that they are undertaking sustainable practices.

On top of that, the sustainability governance is largely based on the ISO 14001 management system framework through which policies, routines, directives, long-term sustainability targets are developed. Biofuel Express also incorporate legislation, regulations and global frameworks in the form of, for example, the UN global development goals and the Science Based Targets initiative (SBTi) in the sustainability undertakings.

## Commitment to Global Frameworks

At Biofuel Express we continuously seek to optimise and improve our organisation both internally and externally. To ensure the documentation, the measurements and the validation of the work as well as the results, Biofuel Express works in accordance with well-known and reliable globally accepted frameworks. These frameworks are used as guidelines and target-setting for the ongoing work in the company.



# The UN Sustainability Development Goals

Biofuel Express has taken the 17 Sustainable Development Goals, defined by the United Nations, to heart and was fast to develop some concrete SDG inspired focus points that the company can use as guidelines. The company primarily focus on the following areas of interest:

## Affordable and Clean Energy

Biofuel Express' core values build on clean energy at competitive prices. Outside the organisation, Biofuel Express also supports renewable energy sources. In addition to focusing on the expansion of our own renewable products, the company has also invested in Bluetown, which is a project working on increasing the standard of living in developing countries by spreading the internet connection infrastructure through solar powered WIFI stations. Biofuel Express will continue its work on making the green products available and to support clean energy everywhere.

## Sustainable Cities and Communities

Biofuel Express is the main supplier of biofuels in the public transport sector in Sweden imprinting the sustainable mark on communities, whilst also, through our biofuels, lowering concentration of toxic exhaust gases and particles.

## Responsible Consumption and Production

At the Biofuel Express stations we are very deliberate of minimising our environmental footprint and we are actively making green choices where it is possible. Specifically, the company supports biodiversity in locally by letting the natural vegetation flourish, and the fuel stations use the latest technology in LED-lighting, which consists of advanced, sensor-controlled lighting systems, not only conserving energy when activity is low, but also keeping the effects on nocturnal wildlife to a minimum. For more information on our sustainability approach regarding our station network, please refer to the "sustainable stations" section.

## Climate Action

Biofuel Express has set up stringent demands of our carriers. We take responsibility in leading the way ourselves by having a positive impact on others (supplying many of our customers with virtually zero emission biofuel products) and by changing our own supply chain. Therefore, our transporters run primarily on our own fossil free diesel, which reduces CO<sub>2</sub> emissions by up to 90% compared to regular fossil diesel.

**7 AFFORDABLE AND CLEAN ENERGY**

**11 SUSTAINABLE CITIES AND COMMUNITIES**

**12 RESPONSIBLE CONSUMPTION AND PRODUCTION**

**13 CLIMATE ACTION**





# Management Systems and Certifications

Within the fuel industry there are always risks related to handling and transporting fuels like leaks, contamination, or equipment failures, which can cause environmental damages. Therefore, the sustainability management at Biofuel Express Group is an essential part of our business and it is present in everything we do. Biofuel Express is certified according to the management systems ISO 9001 and 14001 for quality and environmental management, helping us to constantly monitor, develop and improve (mirroring the plan-do-check-act framework). The management systems also allow us to assess our performance and continuously improve our operations and ways of working, thus strengthening and future-proofing the supply chain.

The management systems support the Group's strategic objectives, improve our key performance indicators, manage our quality of operations, as well as environmental performance and risks. They also help us to be a better supplier to our customers and support them in achieving their environmental targets. Biofuel Express was recently recertified according to both ISO 9001 and 14001 in 2022, and we will do our best to regain the certifications again next year. Certifications for Biofuel Express Group are available at [www.biofuel-express.com/about/certifications](http://www.biofuel-express.com/about/certifications).



## Role of Digitisation in Sustainability Performance

At Biofuel Express we have ensured that our sustainability targets (KPIs) are measurable, viable and impactful. To that end, we have developed digitised sustainability and quality of operations monitoring tools, which are followed up on a weekly basis during our team meetings with all employees present. We use digital tools to map our environmental footprint and assess the impact on environment in every aspect of our business. Through these digital tools we have also been able to offer our customers an increased level of transparency and reliability on sustainability data. This has created a conduit for our company to measure actions, outcomes and results of the sustainability performance. Utilising data in this way allows Biofuel Express to show clear, measurable progress to our customers on how they are reaching their environmental targets, and further engage with the wider value chain, creating positive impact all the way.

For more information on Biofuel Express' role in leading the way in transparency topic, see the section "Sustainable reporting".

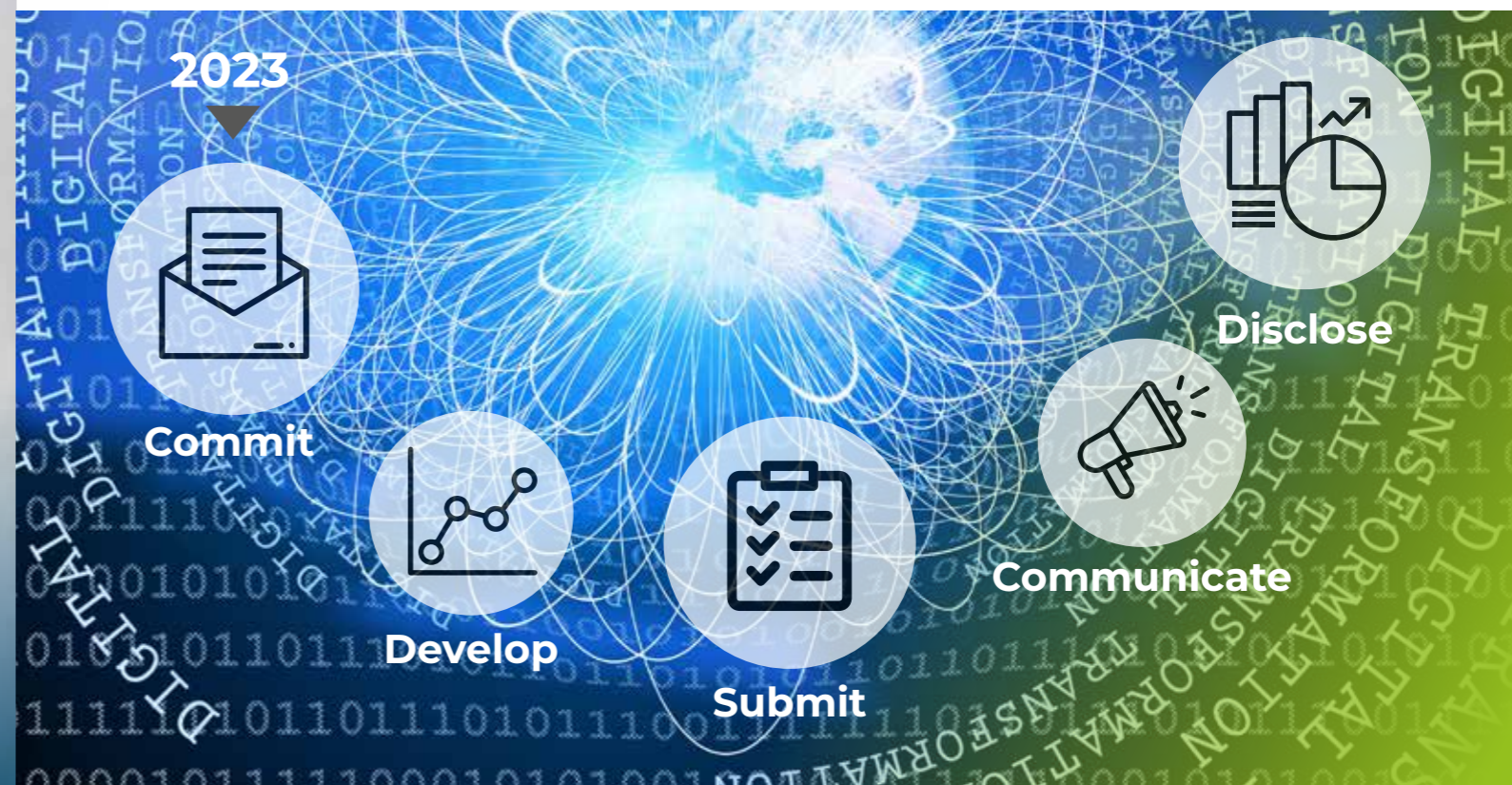
Source: Science Based Targets



## Science Based Targets

Creating a clear sustainability commitment and demonstrating sustainability leadership led to the executive decision to commit to the Science Based Targets initiative (SBTi). In essence, Science Based targets (SBTs) are organisational targets that show how much and how quickly organisations need to reduce their greenhouse gas emissions to prevent the worst effects of climate change from happening. The term "science based" derives from notion of target-setting that is sufficient for staying below a global warming of 2°C, a level deemed necessary to reach according to the latest environmental research. Biofuel Express is now one of over 4000 companies worldwide engaged in this initiative, demonstrating leadership in battle against climate change.

Measuring and implementing sustainable long-term change and minimising our carbon footprint is increasingly becoming a more important criterion for our stakeholders and as interest in sustainability in general is at an all-time high, it is an essential step to take. By joining SBTi, Biofuel Express is pledging to achieve net-zero emissions of greenhouse gasses, in line with meeting the goals of the Paris Agreement and climate science. Biofuel Express plans on setting science-based targets in the first quarter of 2023.







## Code of Conduct

We have defined policies and working methods for environmental management, health and safety, personnel, equality and our suppliers. An ethical business within Biofuel Express Group is ensured by principles of ethics and sustainability, laid out in the code of conduct. The code of conduct is based on UN's Global Compact principles and covers the following areas: human rights, child labour and forced labour, equal opportunities, freedom of assembly, labour and employment conditions, data protection, anti-corruption, conflicts of interest, invitations and gifts, behaviours towards public officials, donations and sponsoring, and money laundering.

The cascading of these principles further down our supply chain is ensured through "The code of conduct for Business Partners", which state our values and ways of working with our external stakeholders and makes sure that Biofuel Express' suppliers adhere to high standards of safe working conditions, ethical practices, fair and respectful treatment of employees, as well as taking care of the environment.

The code of conduct is a part of every supplier contract and compliance is monitored regularly, during supplier

meetings and audits. All employees are introduced to the code of conduct when joining the company and the company's Board of Directors is responsible for updating and adopting the code of conduct in all operational activities.

The Management team is responsible for making the code of conduct available to all employees and securing follow up on internal rules and routines making sure that all employees can internalize the code of conduct.

## Internal Audit

Assessing and monitoring risks, as well as identifying requirements and expectations of the ever-changing stakeholder landscape are the main aims of the Internal Audit, carried out on a regular basis. The audit serves the purpose of providing input and recommendations to Management for qualitative decision making. The Internal Auditor has access and mandate to review all the processes and activities within the company, evaluating adequacy and effectiveness of systems, processes, routines and compliance with laws and regulations.

## Suppliers of Renewable Fuels

At Biofuel Express we are committed to reducing our impact on the planet, and we want to help our customers to do the same. Our customers care about sustainability and want to reduce carbon emissions from their supply chains. With our renewable fuels we are helping them to drastically reduce their environmental footprint compared to fossil fuels which, in turn, will help them to realize their sustainability goals.

## Sustainable Supply Chains

While Biofuel Express' renewable products are an environmental win-win downstream, we are also investigating our possibilities of minimising the CO<sub>2</sub> emissions among the entire supply chain, which includes use of renewable fuel products for own, and indeed upstream, transports. Furthermore, at Biofuel Express we work continuously as well as strategically with our main suppliers with an aim of creating a cascade of sustainable practices that flow smoothly throughout the whole supply chain – from feedstock – to biofuel production – and customers' fuel tanks.

Decreasing our Scope 3 emissions is a commitment we made when taking an executive decision for joining Sci-

ence Based Targets initiative. Our goal is a net-zero supply chain by 2050 at the latest. This is a very ambitious target, and it will require our fullest attention and efforts to achieve it. Therefore, we have proactively initiated a scope 3 roadmap that we are already acting on. This roadmap is currently under development, as the climate action roadmap is defined, and bound to change to some extent in the coming year, as new opportunities for emission reduction are emerging.

This roadmap is mainly constituted of the following undertakings or initiatives:

- Increasing supply chain efficiency
- Shifting to green energy
- Shifting to greener technologies
- Establishing long-term sustainability targets (to follow our scope 1 & 2 commitments)
- Requiring our first-tier suppliers to set their own long-term sustainability goals for net-zero
- Including our lower-tier suppliers in our sustainability strategy
- Increasing transparency, reliability and accessibility to sustainability data from the supply chain





# Sustainability

## Risk Management

As within every company, operations attributable to Biofuel Express Group give rise to sustainability related risk. In this regard, the management system ISO 14001 is a clear advantage allowing us to continuously identify, assess and control environmental risks that could have a serious impact on air, land, water and groundwater.

This gives an ability for us as a company to identify, map out and prevent risks in order to ultimately lower the likelihood of detrimental environmental events having a severe impact on the company's overall operations. By taking preventive actions, we can minimise the environmental footprint and improve our environmental performance by regulating, governing and limiting the risks. In this work, we primarily focus on risks that are more likely to happen and have high severity grading in order to proactively negate them. On that note, governing risk is not necessarily exclusively about eliminating risk entirely, but instead to ensure that the risk portfolio is kept harmonized, which conclusively enable fulfilling of business goals.

Nevertheless, the environmental risk management and mitigation is primarily focused on the following goals:

- **Prevent harm to human health and the environment**
- **Comply with our environmental duties and obligations**
- **Meet stakeholder expectations**

To achieve our sustainability goals, we systematically work with environmental risks, opportunities and elements that can interact with the environment. Environmental risk management also helps us to make sure that environmental risks are contained to acceptable levels and compliance is maintained. Results of monitoring and evaluating the environmental aspects are fed into the risk assessment process to identify and reduce emerging problems as early as possible. This evaluation of risk is also an instrument designed to spread awareness across the organization, not only to the operational decision-makers, but also to the Board of Directors.

The identified sustainability risks are then compiled in a document, where the most significant risks are presented as well as per-risk counteracting measures that need to be taken should any of the events materialize. The risks have also been evaluated based on likelihood of occurrence and degree of operational impact (economical, environmental, health and safety or otherwise), where high impact/low preparedness is especially closely monitored and followed-up upon.



## Internal App for Quality and Environmental Assurance

At Biofuel Express, the customer and service are always in focus, and therefore it is important for us to ensure a high level of service and quality when our customers receive fuel or visit our stations, while also caring for the environmental footprint. To this end, an app has been developed to make it even easier for employees to internally report on quality and environmental related in-

idents, guaranteeing an overview of any complications should they arise, either at stations or home-based tanks. The app supports and simplifies Biofuel Express' continuous strategic work to improve and comply with the ISO certifications within quality management (ISO 9001) and environmental management (ISO 14001).



# Environment Climate Initiative

Biofuel Express strives to become the leading specialist in renewable fuels, operating from the standpoint that there are always actions to be taken towards a better climate and environment, and ultimately working jointly with nature, rather than against. Therefore, several focus areas have been identified in order to secure a sustainable development of the company - in the short-term and for the future.

## Consume and Sell Sustainable Products

One of Biofuel Express' main targets is to increase the availability of sustainable fuel products, in close cooperation with our suppliers, and through the expansion of the station network with green, renewable fuel products, as well as to offer easy fuelling solutions. These efforts are part of Biofuel Express' main operations and will have the effect of increased access to renewable

fuels on the market meaning that more customers will have the option to switch fuels, which, in turn, will greatly diminish carbon emissions. Putting a number on this ambition, a target of reducing the customers' total carbon footprint with minimum of 70% compared to regular diesel has been established. This target has been fulfilled every year since its inception.

## Sustainable Stations

When developing and establishing new stations, it is important to focus on how to make them durable, sufficient, efficient and better for the environment. High quality and environmentally sound materials at the stations are prioritised, and even elements like biodiversity at the stations. LED lighting, which have sensor-controlled lighting conserving energy when activity is low while also minimizing the effect on nocturnal wildlife, has been integrated at the stations. We always strive to exploit as little of the area around the station as possible and we only pave what is essential. By leaving ground unpaved, the natural vegetation will support biodiversity by, for example, pollination. When it comes to the development of stations, the approach is altogether of a minimalistic nature, which intrinsically, is beneficial for the environment. This not only contributes to reduced costs, but also reduced energy consumption for the ultimate benefit for the climate. Although our undertakings in the area of sustainability already are extensive, this is just the beginning towards a greener company, and Biofuel Express will continue to take green technology, materials and solutions into account when developing stations in the future, so that the stations can be even better for the environment and emit less CO<sub>2</sub> all the way from the construction phase to the maintenance of the stations.

## Sustainable Materials

Biofuel Express wants to make better choices regarding the internal workflows, indoor areas and materials. This has already been introduced by integrating a paperless operation (Zero Paper Initiative), when it comes to invoicing, contracts, card applications and internal work documents. The newly acquired interior has been chosen based on elements like high quality, environment, climate and recycling. These elements are reflected in all the material decisions Biofuel Express makes, everything from the Christmas decorations and merchandise for exhibits to the office supplies. Examples of this mindset in action are carbon offset electronics and recycled/recyclable furniture.



# Sustainability Reporting

For Biofuel Express, transparency is a key component of our day-to-day work, and we want to share this attitude with our customers. We have implemented a module in our Biofuel Express Insight portal where our customers can track their carbon emission performance. This module, which is referred to as "Sustainability Reporting", works as a tool to document the customers' progress and ensures transparency for their stakeholders. The documentation provides all the details needed about their fuel consumption, raw materials and CO<sub>2</sub> emissions, compared to fossil alternatives.

The goal is to make our customers' journey to reduce the carbon footprint accessible, straightforward and clear, while fulfilling the customers' documentation requirements. The Sustainability Reporting will continuously be developed based on the customers feedback and needs and as new technology evolves. As of now, this tool has been a great success.





# Social Responsibility

Biofuel Express' social responsibility is reflected in and tailored by the individual employee's behaviour in daily operations. As a guide, Biofuel Express has developed several social responsibility policies and an Employee Handbook that all employees, especially new ones, may find very helpful in general. Compliance to this guide is followed up regularly by the Management team.

## A Welcoming Company

A well-planned introduction is important to new recruits feeling welcome and appreciated and quickly being able to perform well. All new employees are informed of Biofuel Express' vision, mission, strategy and are introduced to the code of conduct, the key core areas and policies. Biofuel Express' code of conduct is a natural part of the introduction of new employees. Every employee in the Group is responsible for, and expected to be, familiar with its contents. The new employees are also getting an introduction program by relevant co-workers, which pass on knowledge and train them in programs, communication forms and the industry. Also, all new employees are encouraged to take introduction courses within their field to expand their skills.

## A Developing Company

Biofuel Express strives to be an attractive company, where the employees feel appreciated and have opportunities to develop their own tailored skillsets. Mastering new, as well as developing and maintaining existing competences in the organisation is a crucial part of our company's further development potential and essen-

tial for securing our position as a leading specialist of biofuels. Competence development through, for example, product training and knowledge sharing, is vital for building value for the customer. Employees are encouraged to develop their expertise in relevant areas, and the need for competence development is discussed at regular follow-up talks.

## Health and Safety

Working with people always creates the risk of psychosocial tolls in the form of for example stressful situations, harassments, discrimination, occupational accidents, poor office conditions or others. Biofuel Express prioritises employee health and safety and offers a creative and developing social working environment. To mitigate stress, Biofuel Express strives to enable a healthy balance between work and personal life, where Biofuel Express also fully supports an active lifestyle by means of for example offering wellness allowances and flexible working hours allowing for sporting opportunities. Many of our employees have taken the active lifestyle to heart often engaging in gym sessions or different sporting activities.

Biofuel Express' work and policies regarding staff and social conditions are described in the Health and Safety Policy, Employee Handbook, and we have also developed and implemented a Personal Protective Equipment Policy. In the Health and Safety policy we are also mapping out our zero tolerance for discrimination and harassment, clearly stating what to do should anyone feel affected by such demeanours. To avoid any health-related issues, it is important for the Management to have an open culture with follow-up employee development interviews, staff meetings and a direct contact with the employees. Regarding safety on e.g., station sites or at the offices there are safety procedures to be followed in case of emergencies and safety gear given to the employees working at the stations like reflective vests, gloves etc.

Within the current financial year, 2022, there has not been any cases of violating the employees' health and safety code with zero health and safety cases reported to follow. Despite this, Biofuel Express is keen on continuously working on our health and safety efforts making sure that any future health or safety related incidents are avoided at all costs.

## Respect for Human Rights

Biofuel Express supports and works according to international conventions regarding human rights. Across value chains, there may be a risk of human rights violations and corruption, but Biofuel Express does not accept any form of discrimination and respects employee

freedoms and rights and in its operations will work to eliminate all forms of forced labour and child labour, as emphasized in Biofuel Express' Code of Conduct policy. This also applies to the Group's suppliers, which must also live up to applicable labour legislation in the respective country, which is an integrational part of the Code of Conduct for Business Partners.

There have been no human rights violations in 2022 or in any of the previous years, and we do not expect any violations in the following year either. But we still want to focus on the human rights to ensure that all supply chains are free of any human violations like child labour, discrimination, injustice and inequality. This is ensured by looking up and exchanging code of conducts, company policies and workflows with all existing and future partners and suppliers.

## Zero Tolerance for Corruption

In all contexts, Biofuel Express seeks to encourage and act in line with sound competition principles. All communication should take place in accordance with applicable legislation and Biofuel Express' policies. Biofuel Express' employees are expected to act in an ethical manner in relation to customers, suppliers and other important stakeholders. Biofuel Express' code of conduct emphasises that the Group does not accept any form of corruption. In 2022, no cases of corruption have been registered, and it is expected to apply for the following year.





# BI FUEL EXPRESS

YOUR SUPPLIER OF FOSSIL FREE FUEL

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