

ESG COMMITMENT STATEMENT

At Paack, we are committed to revolutionising last-mile deliveries in Europe through sustainability and technology by integrating environmental, social and governance (ESG) practices.

Our vision is to lead the way in sustainable e-commerce deliveries, transforming the future of the logistics industry while minimising our environmental impact.

We recognise the importance of ESG practices, which are crucial to our success and the wellbeing of future generations.

Furthermore, each time we review our environmental, social and governance statement, we raise the standard of our commitment to adapt it to the emerging challenges we face.



SUSTAINABLE DEVELOPMENT GOALS

With a firm commitment to social and environmental responsibility, we make every effort to actively contribute to different goals that seek to improve people's quality of life, protect the environment and promote global prosperity. To this end, we implement actions with the aim of driving positive change.

Environmental responsibility

We understand the **profound impact that transport has on the environment**, and we are committed to reducing our carbon footprint in a comprehensive manner. This is why we implement **cutting-edge technology and vehicles with zero direct emissions**.

Furthermore, we invest in renewable energy sources to power our operations – including automated and robotic distribution centres – and the energy used to charge electric vehicles. By doing so, we are **driving the transition towards a more sustainable model** which will enable us to reach the ambitious target of net zero emissions by 2030.

In our **quest for environmental sustainability**, we implement **comprehensive waste management and recycling programmes**. From reducing packaging materials to maximising recycling efforts, **we are committed to minimising waste generation** and fostering responsible waste disposal practices. We believe in creating a closed cycle that reduces the environmental burden associated with our operations, which is why **we promote circularity** together with our suppliers and customers.



Social responsibility

Social responsibility is at the centre of our values. We seek to **foster a positive impact among the communities we serve** and in the lives of our employees.

Our **social responsibility initiatives** include fair work practices, diversity and inclusion programmes and community engagement efforts. We believe that by investing in our employees and the communities in which we operate, **we contribute to the wellbeing and resilience of society**.



Excellence in governance

Transparent and ethical governance is the cornerstone of our operations. We adhere to the highest standards of corporate governance, ensuring accountability, integrity and responsible decision-making across all levels of our organisation. Our governance practices have been designed to **foster trust among our stakeholders, including our customers, employees and investors**.

All data collected, processed, stored and shared in relation to ESG performance monitoring **is processed in a respectful, lawful, fair and transparent manner** and is limited to the specific documented purpose.



Collaboration for a sustainable supply chain

As we recognise that sustainability calls for collective action, we actively collaborate with our partners and suppliers to **promote responsible practices across the entire supply chain**.

We prioritise working with suppliers that share our commitment to sustainability, fostering the development of a more sustainable and ethical ecommerce ecosystem.



Innovation and continuous improvement

Paack's commitment to sustainability goes beyond current practices; **we are passionate about innovation and continuous improvement.** We invest in the development of new technologies and methodologies that improve the efficiency and sustainability of our operations, leading the way in setting new standards in the industry.

To ensure that we are generating the desired impact, **we base our measurements and commitments on the transparency of the data that we collect** internally and externally.



Community engagement and education

We believe in **empowering our communities through dissemination and its engagement.**

By raising awareness about sustainable practices and collaborating with local initiatives, we seek to inspire positive change and foster collective commitment to environmental and social responsibility.



This ESG statement reinforces our commitment to the United Nations Global Compact, the goals of the Paris Agreement, The Climate Pledge and the Science Based Targets initiative (SBTi) business ambition for 1.5 °C.

Our ESG Commitment is not just a goal; it's an **intrinsic part of our corporate identity**. As leaders at the forefront of sustainable last-mile deliveries, **we contribute towards building a better planet, a more equal society and a governance framework based on transparency and accountability**. Together, we will redefine the possibilities of ecommerce while protecting the world we live in.

Any individual or organisation may raise questions or concerns regarding this ESG Commitment by sending an email to info@paack.co

