

# Environmental



**and climate policy.**

**Together in motion.**

# Environmental and climate policy

Lagermax Lagerhaus und Speditionen AG  
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Under the guiding principle

“Together in motion – we connect the world sustainably  
with customised logistics services”,

the Lagermax Group acts responsibly towards the environment, climate, society, and future generations. Our corporate values form the foundation of this policy:



**People Driven:** We create a respectful, fair, and healthy working environment, contributing to environmental protection and quality of life.



**United in Diversity:** Diverse perspectives and skills strengthen our ability to innovate and develop environmental solutions across teams, locations, and national borders.



**Future-minded:** As a family-owned company with a long-term perspective, we act responsibly to drive innovation, advance digitalisation, and protect natural resources for future generations.

This Environmental and Climate Policy is endorsed by the Executive Board of the Lagermax Group and reflects our unwavering commitment to conducting business responsibly and sustainably.

This policy applies to:

- All employees, managers, subsidiaries, and entities of the Lagermax Group worldwide.
- Contractors, suppliers, and other business partners, who are expected to adhere to equivalent environmental standards via contractual agreements.

Geographical coverage: all global operations of the Lagermax Group.

## References & alignment

Our Environmental and Climate Policy is guided by internationally recognised standards and frameworks supporting responsible environmental management and transparent climate action. We commit to fulfilling all applicable compliance obligations, including legal and other binding environmental requirements relevant to our activities, products, and services.

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These include the Science Based Targets initiative (SBTi), which provides the framework for setting science-based greenhouse gas reduction targets and achieving Net Zero emissions by 2050, and the European Sustainability Reporting Standards (ESRS), which ensure compliance with environmental disclosure requirements and alignment with EU sustainability objectives.

This Policy is directly linked to the environmental Impacts, Risks, and Opportunities (IROs) identified in our double materiality assessment, conducted in accordance with ESRS requirements. The outcomes of this assessment define the strategic environmental priorities of the Lagermax Group:

- Climate protection and greenhouse gas (GHG) reduction – focusing on fleet modernisation, modal shift, and energy-efficient logistics.
- Energy efficiency and transition to renewable energy sources – expanding renewable energy sourcing and optimising energy consumption.
- Air quality and reduction of harmful emissions – targeting NO<sub>x</sub>, particulate matter, and other air pollutants.
- Safe handling of hazardous substances and waste – ensuring full compliance with strict environmental regulations.
- Resource efficiency, waste reduction, and circular economy solutions – promoting reuse, recycling, and circular logistics services to close material loops.

Our environmental management system is aligned with these priorities to minimise ecological impacts, manage environmental and climate-related risks proactively, and systematically leverage opportunities for sustainable logistics solutions.

## Environmental principles and key areas of action

### Climate protection and emission reduction

As a logistics and transport company, the transportation sector represents our primary source of environmental impact and the core focus of our climate strategy. We aim to reduce our Scope 1–3 greenhouse gas emissions through technological transformation using Best Available Techniques (BAT), enhanced operational efficiency, and ongoing innovation.

Key initiatives include:

- Route and load optimisation, eco-driving training, and digital fleet management systems to minimise unnecessary emissions and improve overall transport efficiency.
- Increasing the use of intermodal transport solutions, such as rail logistics, to shift transport from road to more climate-friendly modes where feasible.

- Modernising our fleet with newer, more fuel-efficient, and low-emission trucks to reduce fuel consumption and air pollution.
- Gradually transitioning to electric vehicles and alternative drives, including the use of HVO (Hydrotreated Vegetable Oil) as a transitional technology, while continuously expanding our charging infrastructure to support the electrification of our fleet.
- Improving energy efficiency in warehouses, IT systems, and administrative operations to reduce indirect emissions further.

Our long-term objective is to achieve climate neutrality by 2050, in line with the principles of the Science Based Targets initiative (SBTi). We are currently developing Group-wide near-term targets and a transformation roadmap, including clear intermediate milestones in the areas of fleet transformation, energy use, and infrastructure development.

### **Energy consumption and transition to renewable energy**

Reducing energy consumption and increasing the share of renewable energy are essential components of our environmental strategy. We are improving energy efficiency through:

- Energy-efficient building standards
- Expansion of self-generated renewable energy, particularly through photovoltaic systems and storage solutions.
- Prioritising purchased electricity from certified renewable sources.

Our target is to continuously improve energy efficiency across all facilities and achieve at least 80% renewable electricity by 2025.

### **Air quality and pollutant reduction**

In addition to GHG emissions, such as Carbon Dioxide (CO<sub>2</sub>), other air pollutants – particularly in urban areas and along major transport routes – can significantly affect environmental and human health. We are therefore focusing on reducing:

- Nitrogen oxides (NO<sub>x</sub>).
- Particulate matter and microplastics (e.g., from tyre and brake wear).
- Volatile organic compounds (VOCs).

We pursue this goal through low-emission vehicle technologies, optimised fleet maintenance, reducing unnecessary transport activities, and driver awareness programmes.

### **Noise emissions**

We aim to minimise noise pollution from fleet operations and site activities, particularly in residential and sensitive areas. Measures include:

- Use of low-noise, modern vehicle technologies.
- Optimised fleet maintenance to reduce mechanical noise.
- Sound reduction measures at logistics hubs and warehouses where feasible.

### **Hazardous substances and chemical management**

Hazardous substances such as chemicals, oils, and batteries are managed with the highest safety and environmental standards.

- Clear labelling, secure storage, and employee training are mandatory.
- The substitution of hazardous substances with safer alternatives is prioritised wherever feasible.
- Employees receive technical safety equipment and targeted training to ensure safe handling.

### **Waste reduction and recycling**

We actively seek to reduce waste through:

- Use of reusable packaging and packaging-free transport solutions.
- We ensure responsible waste management in compliance with all applicable legal requirements and continuously seek opportunities to reduce waste and improve recycling.
- Integrating sustainability into procurement by emphasising recyclable, resource-efficient materials and collaboration with responsible suppliers.

### **Resource efficiency and circular economy**

We are committed to promoting resource efficiency and advancing circular economy principles across our operations and value chains. Key initiatives include:

- Optimising packaging to minimise material use and improve recyclability.
- Promoting resource reuse, including used vehicle services, 360° battery logistics, and material recovery.
- Cooperating with certified recycling partners and continuously improving environmentally friendly packaging and transport solutions.

Our goal is to promote resource-efficient supply chains and support the transition toward a circular economy together with our customers and partners.

## **Biodiversity, water and soil protection, deforestation, and animal welfare**

We are committed to protecting natural ecosystems and minimising negative impacts on soil, water, and biodiversity. Environmental considerations are integrated into site development, construction projects, and operational decisions in line with legal requirements and recognised sustainability standards.

- Biodiversity & land use: We respect and protect local ecosystems, avoiding activities that could harm natural habitats or endangered species.
- Water & soil protection: We take preventive measures to protect water resources and soil quality, ensuring responsible management of water resources and preservation of soil quality at all sites, particularly when handling hazardous materials or developing new sites.
- Deforestation: We strictly avoid any deforestation-related impacts within our operations and supply chain. We do not source from suppliers involved in illegal logging or deforestation activities.
- Animal welfare: While our operations are not animal-based, we consider animal welfare an ethical responsibility and require all suppliers and partners to comply with applicable animal welfare regulations.

## **Implementation, governance, and continuous improvement**

The implementation of this Environmental and Climate Policy is a shared responsibility across the entire Lagermax Group:

- Executive Board: Holds overall responsibility for this policy and ensures that environmental and climate considerations are integrated into strategic decision-making.
- The Executive Board ensures that adequate resources are provided, environmental performance is regularly reviewed, and the policy remains suitable, adequate, and effective within the environmental management system.
- The ESG team coordinates updates, ensures alignment with ESG requirements, supports continuous improvement, and provides guidance on environmental standards.
- Managers & employees: Are responsible for integrating environmental measures into daily operations and acting as role models in sustainable behaviour.
- Suppliers & contractors: Are required to comply with equivalent environmental standards as defined in our Supplier Code of Conduct and contractual agreements.

## Training & communication

This policy is communicated to employees and reflected in relevant training programmes. Engagement with suppliers fosters awareness and encourages continuous improvement in environmental performance.

## Monitoring & reporting

We systematically collect and analyse key environmental indicators, including CO<sub>2</sub> emissions, energy consumption, and waste volumes, as part of our Group-wide sustainability management system.

- These KPIs form the basis for defining measurable targets, tracking progress, and continuously improving our environmental and climate performance.
- We are committed to the continuous improvement of our environmental management system and environmental performance in line with ISO 14001 principles
- Progress and key environmental data are disclosed annually in our Sustainability Report.
- Environmental compliance is also reviewed through risk-based assessments of suppliers and internal audits where relevant.

## Corrective actions & consequences

Violations of this policy are investigated promptly. Serious breaches may result in:

- For employees: Disciplinary action in line with labour regulations.
- For suppliers and contractors: Corrective action plans, and in severe cases, contract termination or legal consequences.

## Review & continuous improvement

This policy is reviewed at least every two years or earlier if significant legal, organisational, or strategic changes occur.

## Whistleblowing & complaints handling

Any suspected environmental violations can be reported confidentially and anonymously via:

 [www.lagermax.com/whistleblowing](http://www.lagermax.com/whistleblowing)

 [sustainability@lagermax.com](mailto:sustainability@lagermax.com)

We strictly prohibit retaliation against individuals reporting concerns in good faith. All reports are investigated, and appropriate corrective measures are taken.

## History

Date	Name	Adjustment	Signature

Questions regarding the environmental and climate policy can be addressed to [compliance@lagermax.com](mailto:compliance@lagermax.com).

Lagermax Lagerhaus und Speditions AG,  
 Radingerstrasse 16  
 5020 Salzburg, Austria

[www.lagermax.com](http://www.lagermax.com)

## Appendix: Glossary of Terms and Abbreviations

Term / Abbreviation	Explanation
<b>BAT (Best Available Techniques)</b>	The most effective and advanced stage in the development of activities and methods to prevent or reduce emissions and environmental impact.
<b>CO<sub>2</sub> / Greenhouse Gases (GHG)</b>	Emissions contributing to climate change, including carbon dioxide (CO <sub>2</sub> ), methane (CH <sub>4</sub> ), and nitrous oxide (N <sub>2</sub> O), measured and reported under the GHG Protocol.
<b>Circular Economy</b>	An economic model focused on minimising waste and keeping products, materials, and resources in use for as long as possible through reuse, repair, and recycling.
<b>Deforestation</b>	The removal or destruction of forests for non-forest use. Lagermax prohibits sourcing from suppliers involved in illegal logging or deforestation.
<b>Double Materiality</b>	Assessment concept under the ESRS that evaluates both how sustainability topics impact the company (financial materiality) and how the company impacts people and the environment (impact materiality).
<b>Eco-driving</b>	Environmentally responsible driving behaviour that reduces fuel consumption, emissions, and vehicle wear.
<b>ESG (Environmental, Social, and Governance)</b>	Framework integrating environmental, social, and governance criteria into business strategy, operations, and reporting.
<b>ESRS (European Sustainability Reporting Standards)</b>	EU-wide standards defining how companies must report on environmental, social, and governance (ESG) matters.
<b>GHG Protocol / Scope 1–3</b>	Internationally recognised framework for measuring and managing greenhouse gas emissions: Scope 1 – direct emissions; Scope 2 – indirect emissions from purchased energy; Scope 3 – all other indirect emissions across the value chain.
<b>HVO (Hydrotreated Vegetable Oil)</b>	A renewable diesel fuel made from waste oils and fats that reduces CO <sub>2</sub> and pollutant emissions compared to conventional diesel.
<b>ISO 14001</b>	International standard for environmental management systems (EMS), providing a framework for continuous improvement in environmental performance.
<b>Key Performance Indicators (KPIs)</b>	Quantifiable measures used to track and assess performance in key environmental areas such as emissions, energy, and waste.

<b>Net Zero</b>	The state in which greenhouse gas emissions are reduced as much as possible, and remaining emissions are balanced by removals (e.g. carbon sinks or verified offsets).
<b>NO<sub>x</sub> (Nitrogen Oxides)</b>	Air pollutants mainly emitted from combustion engines that contribute to smog and acid rain.
<b>Particulate Matter (PM)</b>	Tiny particles emitted from vehicle exhaust, tyre wear, and industrial activities that can harm air quality and human health.
<b>Photovoltaic (PV) Systems</b>	Solar energy systems converting sunlight into electricity, used to generate renewable power for Lagermax facilities.
<b>Renewable Energy</b>	Energy from natural sources that are replenished on a human timescale, such as solar, wind, hydro, or biomass.
<b>SBTi (Science Based Targets initiative)</b>	Global partnership helping companies set greenhouse gas reduction targets in line with climate science and the Paris Agreement.
<b>SCoC (Supplier Code of Conduct)</b>	The Lagermax Group's Supplier Code of Conduct defining ethical, social, and environmental standards for suppliers and contractors.
<b>Sustainability Report</b>	Annual publication disclosing the company's environmental, social, and governance performance, progress, and targets.
<b>VOC (Volatile Organic Compounds)</b>	Organic chemicals that easily evaporate and contribute to air pollution and health risks.
<b>Waste Hierarchy</b>	Framework prioritising waste prevention, followed by reuse, recycling, recovery, and disposal as a last resort.
<b>Water and Soil Protection</b>	Measures aimed at preventing contamination and preserving water resources and soil quality.
<b>Whistleblowing</b>	Mechanism allowing individuals to confidentially or anonymously report environmental or compliance violations without fear of retaliation.