

Sustainability in the Santa Fe Group

Santa Fe Group makes continuous efforts to improve its sustainability performance according to Santa Fe's Corporate CSR policy and its commitment to the UN Global Compact principles.

Santa Fe focuses on embedding sustainability into its business activities to mutual benefit for customers, business partners and other key stakeholders while concurrently ensuring that the Santa Fe Group exploit opportunities related to sustainability.

Santa Fe Group's objectives, activities, achievements and expectations within sustainability are detailed in its Global Compact Communication on Progress Report 2018, which is available at: <https://investor.thesantafegroup.com/static-files/b00c5a09-cc7c-45db-9bc0-363c5d0dd7af> in compliance with sections 99a and 99b of the Danish Financial Statements Act.

Governance structure

CSR is an integral part of daily business operations and decision making in the Santa Fe Group. The Santa Fe Group's sustainability team ensures alignment of sustainability objectives across all regions, implementation and sharing of best practices. The sustainability team consists of members in each region with overall responsibility held by the Santa Fe Group's Chief Financial Officer.

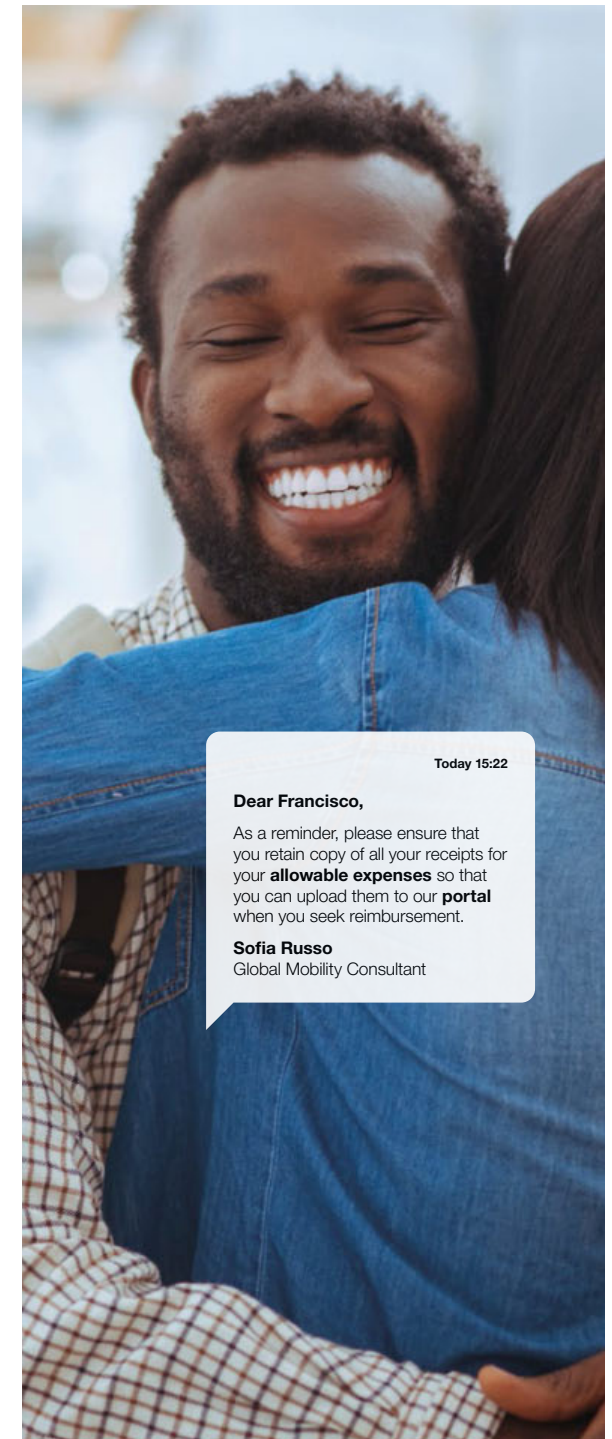
The Board of Directors reviews the company's sustainability strategy, efforts, targets and associated risks on an annual basis.

KEY KPI'S

Please refer to the full report for detailed information about the Group's CSR activities.



	2017 Key Commitments	2018 Actions	2018 Key KPI results	2019 Key KPI Targets
Human Rights	Continue to reduce the number of accidents with time loss.	Employees were trained in the areas of avoiding accidents, fire safety, manual handling.	44.44% /decrease in work accidents with days lost	Zero work accidents with days lost
Labour Rights	Respond to feedback received in the employee engagement survey Cascade performance management to the entire organization	Numerous initiatives continue to be undertaken globally such as wellbeing activities, quiet rooms and the implementation of the Santa Fe DNA and Values. Performance management tools continue to be made available to office based colleagues.	Absolute turnover increased to 28%, with voluntary turnover for 2018 sitting at 21.75%	No more than 15% voluntary turnover Achieve 75% of employees participating in the employee engagement survey
Environment	Recycle 77% of all available waste produced from cardboard and paper. Reduce the amount of plastic and household goods waste being sent to landfill and incineration by 2%. Reduce the overall amount of fuel being used by the fleet.	Continue to work to understand the reasons why some waste is not being recycled and discover solutions to ensure as much waste as possible is being recycled. Continue to look at ways in which we can reduce the amount of fuel being consumed through consolidating the shipments and reducing their weight	38% decrease in waste recycled 26.29% decrease in electricity consumption, which resulted in 26.82% decrease in Scope 1 GHG emissions 194% increase in energy consumed per cubic metre transported on our fleet by road	Recycle 80% of all available waste Reduce the amount of all available waste being sent to landfill by 2%. Decrease in energy consumed per cubic metre to 90 MJ/M3 for goods transported on our fleet by road
Anti-Corruption	100% employees completed the code of conduct and eLearning Integrity training	Maintain eLearning training for employees on topics to combat corruption Collect annual declaration statements from employees for the Code of Business Conduct.	100% employees completed the code of conduct and eLearning Integrity training	100% of employees to complete the code of conduct and suite of eLearning Integrity training



Today 15:22

Dear Francisco,

As a reminder, please ensure that you retain copy of all your receipts for your **allowable expenses** so that you can upload them to our **portal** when you seek reimbursement.

Sofia Russo
Global Mobility Consultant