



Environmental and energy policy

GRUBER LOGISTICS

2025



1	22/05/2025	Updated according to ISO 50001		Public
0	31/01/2024	New major release	CEO	Public
Rev.	Date	Description	Approved	Classification



Roadmap towards a more sustainable logistics



Over the years, Gruber Logistics has faced great challenges showing ability to adapt to market changes and evolutions, without compromising a steadily growth looking towards new markets and sectors.



Ethical choices, investing in new technologies for progressively reducing our environmental impact through the value chain has always guided our development as companies and as human capital.



In today's global business landscape, we are all called upon to help mitigate climate change building our response with the strong awareness of the negative impact our operations can generate to the environment. With the Environmental Policy, we design in a clear and transparent way our vision and commitment to society for more sustainable logistics



We firmly believe in acting together with our stakeholders and involving primarily our partners to achieve common targets throughout the supply chain. It is therefore imperative, to create strategic partnerships aligned to our ethical principles on which we intend to build our development as a company and as part of a value chain.



The Environmental Policy is adopted by Gruber Logistics with reference to the entire Group intended to outline the key lines of action on which our efforts are focused.



Mitigate our direct impacts on climate change



- Understand and measure the environmental impact of all transport and logistics services provided by the company service throughout the entire supply chain by adopting international recognized international standards for GHG emissions reporting.
- Improve our carbon efficiency through a continuous renewal of the company fleet by adopting the latest emission and performance standards.
- Reduce our direct carbon footprint related to road transport by increasing the share of the fleet that uses fuels with recognized low-environmental impact in accordance with international standards.
- Reduce local air pollution emissions, especially in urbanized areas, using low-emission transport solution for last-mile logistics, including innovative technologies, digitalization and new business models.
- Implement zero emissions transport services across Europe by deploying battery-electric trucks and fuel-cell electric trucks with an efficient and effective approach.
- Ensure complete coverage of GHG emissions' Scopes disclosure by establishing a consistent, transparent and accurate Scope 1, Scope 2 and Scope 3 corporate emissions inventory covered by third party assurance.
- Pursuing European objectives toward a modal shift from road to rail for moving goods by increasing the intermodal services and contributing to reduce Scope 3 corporate emissions through a growth of capacity and extending the network of corridors served.
- Adhere to international recognized standards for environmental management system, ensuring regulatory compliance by fulfilling our compliance obligations and by certifying individual branches of the company according to ISO 14001:2015.
- Continuously improve the environmental management system to increase environmental performance.

Implement sustainability procurement practices within the supply chain



- Develop a policy for the sustainable procurement of fuels including a list of sustainability requirements applied to the fuel providers and a list of sustainable requirements applied to the alternative fuels.



- Improve the environmental performance of contracted carriers by supporting the adoption of low-emissions technologies.
- Transfer knowledge for the adoption of sustainable logistics practices across the value chain by training on sustainable aspects and stakeholder engagement.
- Implement a system for evaluating the environmental performances of contracted carriers in compliance with company standards.
- Establish a consistent, transparent and accurate Scope 3 emissions inventory.
- Implement sustainable transport agreements with our suppliers in compliance with company standards to contribute to the achievement of corporate environmental targets.

Driving change for our customers



- Ensure low-emission transport solutions to support our customers in reaching their environmental targets.
- Creating sustainable transportation solutions that can be effectively adopted anytime, anywhere.
- Develop strategic partnerships to achieve shared sustainability goals through a win-win approach.

Improve the efficient use of energy resources and promote circular economy



- Continuously improve our energy-related performance and energy efficiency by adhering to international recognized standards for energy management systems, and ensuring compliance with legal requirements relating to energy use, consumption and efficiency.
- Reduce our energy consumption by introducing low-consumption technologies in company warehouses, logistics sites and offices.
- Have a responsible approach to the use of raw materials by promoting reuse and recycling of products.
- Promote circular economy through initiatives and projects aimed at the regeneration of end-of-life products.



- Promote a comprehensive approach for assessing the environmental impacts associated with all the stages of the life cycle of a commercial product (LCA) by supporting research and development projects.
- Ensure the availability of information and resources required to achieve targets and energy goals.

Contribute to continuous improvement



- Promote the development of innovative logistics and supply chain concepts for a more competitive and sustainable logistics.
- Support the definition of research and innovation strategies and roadmap of priorities for a more sustainable logistics.
- Contribute to accelerate innovations adoption across the supply chain by investing in research and development on-field activities.
- Contribute to international coordination between private and public actors to adopt sustainable practices and programs in the transport and logistics sector.
- Gruber Logistics is active and participates in innovation projects at European level, in particular dedicated to technological innovation of logistics with the aim of marking the path for best practices together with other players in the sector.
- Guarantee training to enhance Gruber Logistics employees' awareness in respect of environmental issues in compliance with Gruber Logistics commitment for a more sustainable logistics
- Pursue continuous and direct involvement of external company stakeholders to contribute to the achievement of corporate environmental targets.

Have a positive impact on the external society and foster internal change



- Protect, preserve and restore biodiversity at all Company's sites, ensuring long-term health and resilience of ecosystems beyond the Company's value chain and contributing to global biodiversity conservation
- Improve efficiency in water consumption across all Company's sites, ensuring sustainable water use practices and minimizing environmental impact



- Advocate for sustainable solutions in Company's offices and encourage environmentally conscious behaviors among employees, fostering a sense of responsibility and stewardship toward the environment
- Reduce environmental impact related to employees' commuting between home and workplace

Policy communication and dissemination

Raising our employees' awareness of environmental sustainability issues by disseminating the company's environmental policy is a path we believe in and want to take with great strength and passion.

Ensuring training to our employees on the goals and objectives that the company is committed to achieving is imperative if we want each of us to care about the sustainability of our future on earth.

We believe that our partners and stakeholders need to know how we intend to strive to make Gruber Logistics more and more sustainable year after year.

We intend to effectively disseminate and communicate our Environmental Policy by organizing internal training courses aimed at our direct and indirect employees, giving visibility and access to this

