



Environment, Social & Governance

Sustainability Strategy





**“Sustainable logistics is the future.
What we do today will shape the
world of tomorrow for our children.
Our contribution is to do all we can
to leave the world better than we
found it”**

CHRIS SLOWEY
MANAGING DIRECTOR

When we say zero. We mean it.

Our Legacy will not be what we did for ourselves.

Planet

Operations
designed
around zero
carbon
emissions

People

An
exceptional
support
structure for
our people

Partnership

A certified
company
trusted by all to
do the right
thing



Environment, Social & Governance

Leading the Way

Manfreight have been leading the way in the Transport & Logistics Industry in Northern Ireland for more than five decades.

We are now increasingly moving towards Strategic Partnerships in a way that is beneficial for both our customer and our own business. By integrating with our smart freight systems and aligning our collective strategies, we can better serve our customers allowing them to focus on theirs.

Size & Scale



£51.5M INVESTMENT

Manfreight has invested £51.5m in the last 4 years to service the customer base and enhance our ESG Strategy.



860+ VEHICLES

Manfreight own and operate more than 860 state-of-the-art connected vehicles.



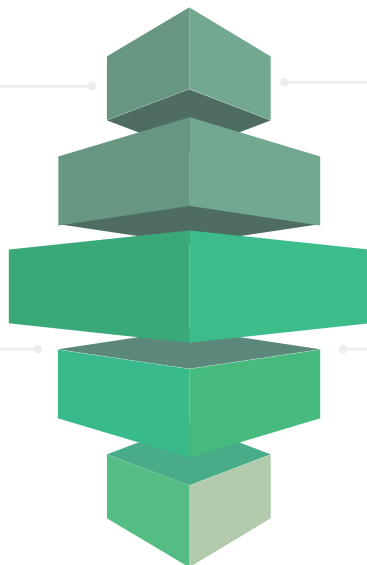
500 STAFF

Manfreight now employs over 500 staff across the UK & Ireland. The Manfreight Driving Team are all direct employees & trained in house.



57K MOVEMENTS

Manfreight are the largest shipper on the Irish Sea through our shipping partner, Stena Line.



Our Vision

“Become a world-class logistics company serving the UK, Ireland & Mainland Europe, generating industry leading growth driven by empowered employees, built upon our core values - Integrity, Trust, Reliability & Partnership.”



Our Core Values



Integrity

What we say is what we do



Trust

We treat your product as if it is our own



Reliability

Right Place, right time, right temperature



Partnership

Together, we are stronger



Environment, Social & Governance

Our vision for the future growth of Manfreight is built around our Environment, Social & Governance Strategy. This policy summarises our action towards sustainability across all facets of our business and the industry.



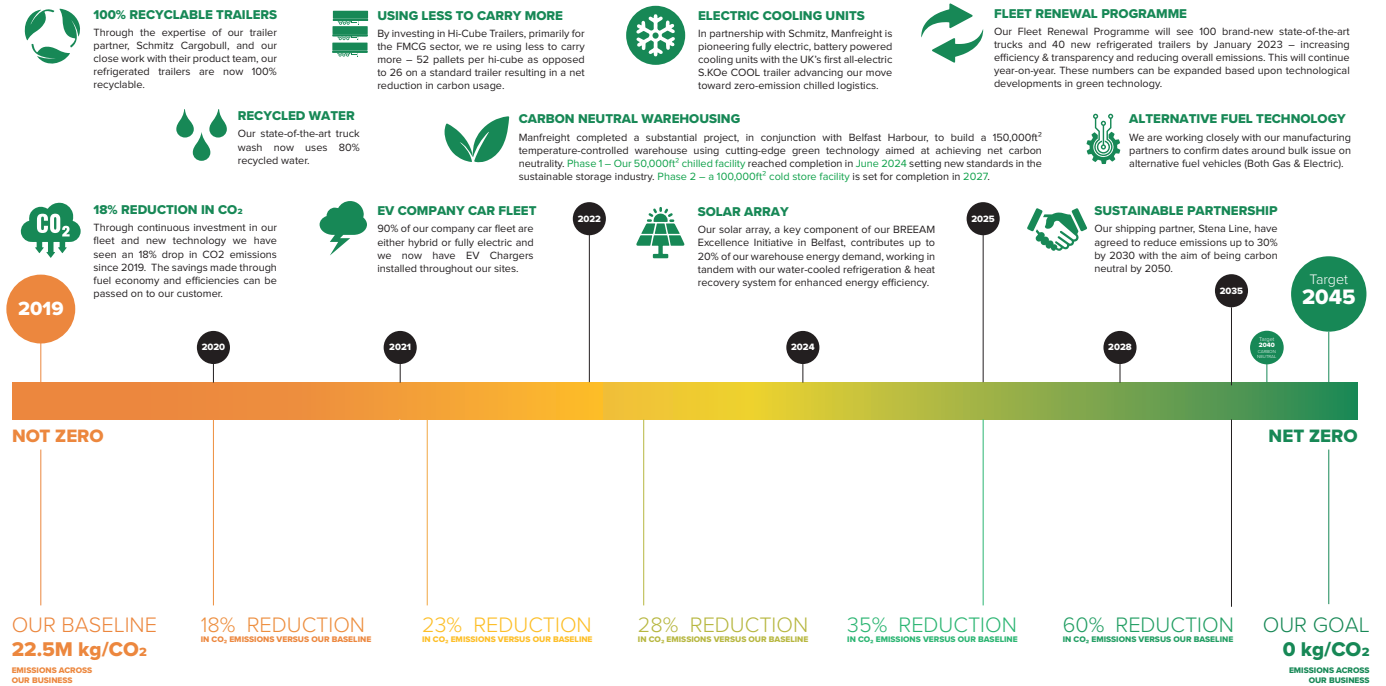
We have actively collaborated with industry leaders, government bodies, local councils, NGOs, and our wider community to co-develop meaningful solutions to key environmental and social challenges. This collaborative approach has enabled us to make tangible progress in our ambition to lead the way in sustainable business practices within the logistics sector. Our ESG Policy represents a strategic next step in this journey—solidifying our commitment to long-term environmental responsibility, social value, and strong corporate governance.

Here are some highlights of our current and past initiatives:



NET⁺ ZERO

Our Sustainability Roadmap



*BASELINE IS ADJUSTED AGAINST TOTAL MILEAGE BASED ON CARBON INTENSITY

When we say Zero. We mean it.

The world we live in is at a turning point.
The road to saving it is just around the next corner.

Decarbonisation Initiatives

**Our Ultimate Goal is to reach
Net Zero Carbon Emissions.**

Target
2040
CARBON
NEUTRAL

CO₂

Target
2045
NET
ZERO

Our investment in technology has resulted in a net reduction in CO₂ emissions.

28.4% REDUCTION
IN CO₂



Our shipping partners have agreed to reduce emissions up to 30% by 2030.

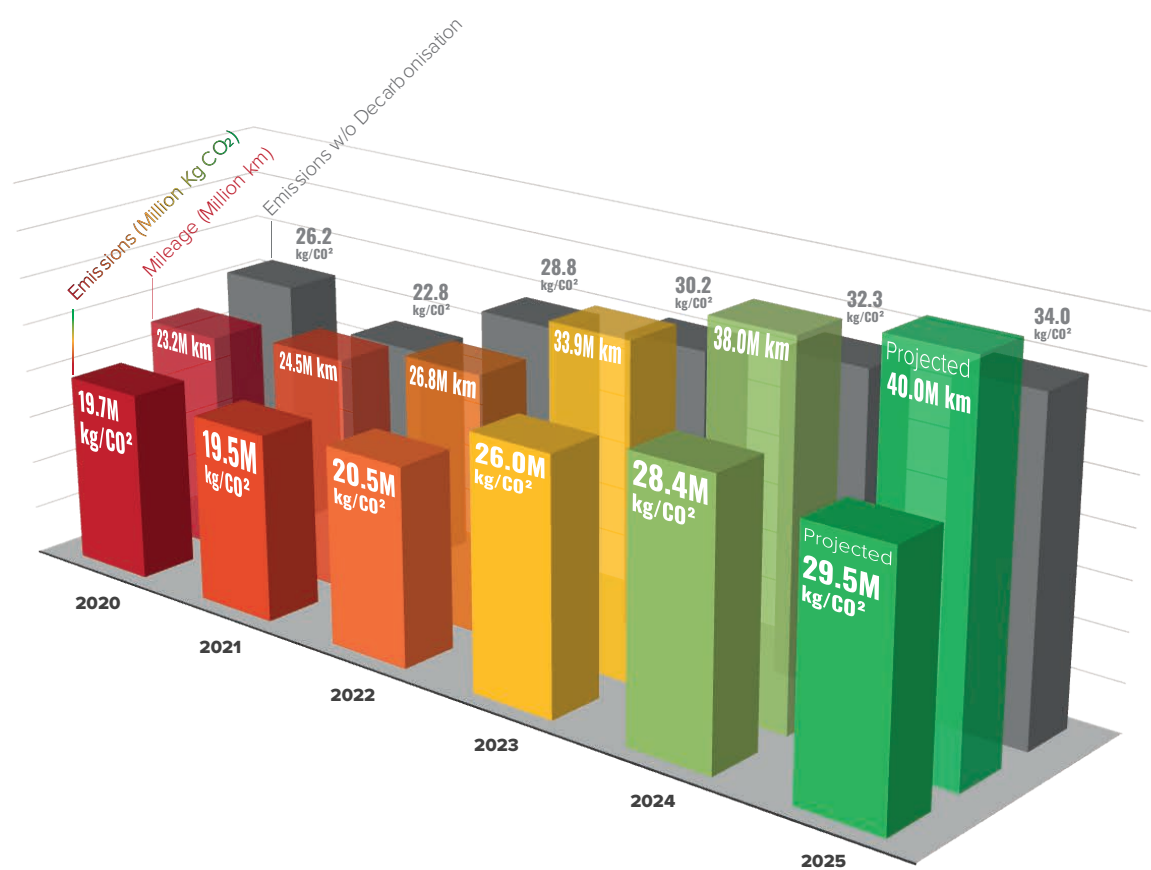
30% REDUCTION
IN CO₂
BY SEA



Decarbonisation

FLEET | 2020-2025

While total emissions have naturally increased in line with operational growth, our emissions intensity—measured per kilometre travelled—has continued to **decline year on year**, highlighting the effectiveness of our decarbonisation strategy.



We aim to significantly reduce our carbon footprint through investment in sustainable technologies & fuels. Between 2019 & 2025 we have made significant strides towards this goal through investment in our **Fleet Renewal Programme**.

2020	Mileage	Carbon	Carbon Intensity
	23.2M km	19.7M kg /CO ²	0.85M kg /CO ²
2021	Mileage	Carbon	Carbon Intensity
	24.5M km	19.5M kg /CO ²	0.79 kg /CO ²
2022	Mileage	Carbon	Carbon Intensity
	26.8M km	20.5M kg /CO ²	0.77 kg /CO ²
2023	Mileage	Carbon	Carbon Intensity
	33.9M km	26.0M kg /CO ²	0.77 kg /CO ²
2024	Mileage	Carbon	Carbon Intensity
	38.0M km	28.4M kg /CO ²	0.75 kg /CO ²
2025	Projected Figure Mileage	Projected Figure Carbon	Projected Figure Carbon Intensity
	40.0M km	29.5M kg /CO ²	0.73 kg /CO ²

Our Steps towards being a great company to work for



WORK LIFE BALANCE

We work hard to ensure that throughout our team's lives they are supported through our flexible hybrid working scheme. This ensures our staff are confident in taking time off when they need it and happy that their work is in the safe hands of their colleagues when doing so.



DRIVER WELFARE

Our Driver Welfare Team are on hand to help share the load of driver pressures. This became particularly prevalent post Brexit and during the pandemic.



SUPPORT LOCAL

We have a corporate responsibility to take care of the community and people around us. This is a mutually beneficial initiative.



ORIENTATION & TRAINING

Our Onboarding & Orientation helps new hires feel more comfortable within their new roles and teams whilst making them aware of company goals and policies. Our Training Matrix allows us to manage ongoing training for all staff.



DRIVER EXCELLENCE ACADEMY

Our world-class training programme gives drivers-to-be real-world experience. Our driver training team deliver industry-leading induction, refresher, and performance improvement training across our entire driving workforce.



WELLBEING INITIATIVES

At Manfreight we promote a healthy lifestyle for our staff and drivers by taking part in both company-wide and community-wide wellbeing initiatives.



UPSKILLING & EDUCATION

Manfreight collaborate with educational bodies to offer Degree courses to current staff and placements to local students.



POSITIVE COMPANY CULTURE

Our Company Culture is built around our Team through a set of shared values, goals and attitudes. This is vitally important to our operation to ensure staff wellbeing and transparency throughout the business.



MENTAL HEALTH AWARENESS TRAINING

Through our charitable partnerships, we have staff trained on site to detect early signs of poor mental health or depression and refer to trained professionals.



TEAM UPDATES & SURVEYS

Regular staff surveys & 1-on-1 sessions ensure, ideas & opinions are heard. Company update & feedback sessions ensure our team remain 'in the loop' with everything we are doing - most recently our 'Moving Forward Together Event' in the ABC's state of the art South Lake Facility.



DIVERSITY, EQUALITY & INCLUSION

As part of our ESG Policy, we have implemented a DE&I Strategy which has been very successful in attracting top class talent and building high-performance teams. The diversity in Manfreight creates greater innovation and productivity with people from all backgrounds, experiences and ideas.

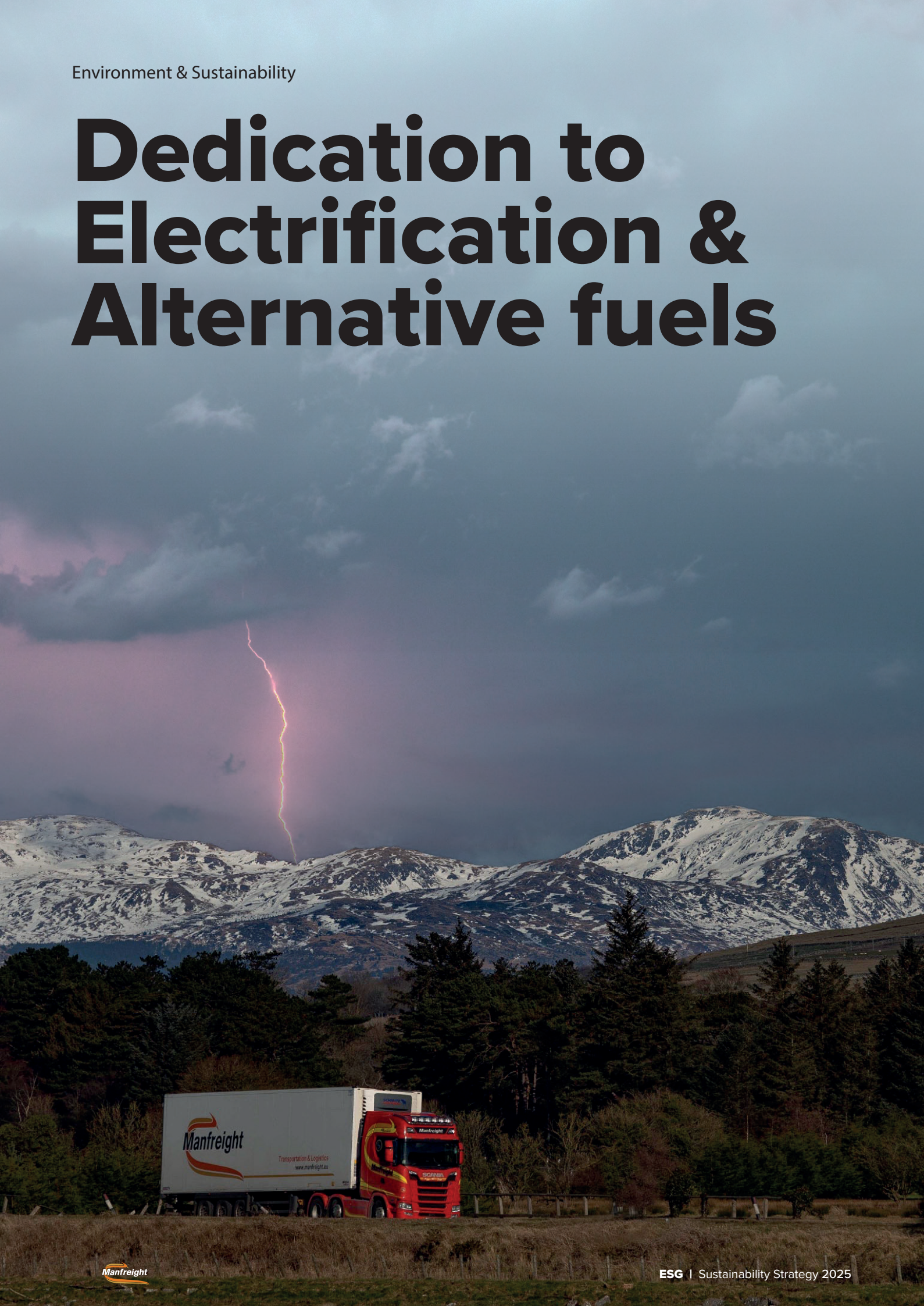


CHARITABLE PARTNERSHIPS

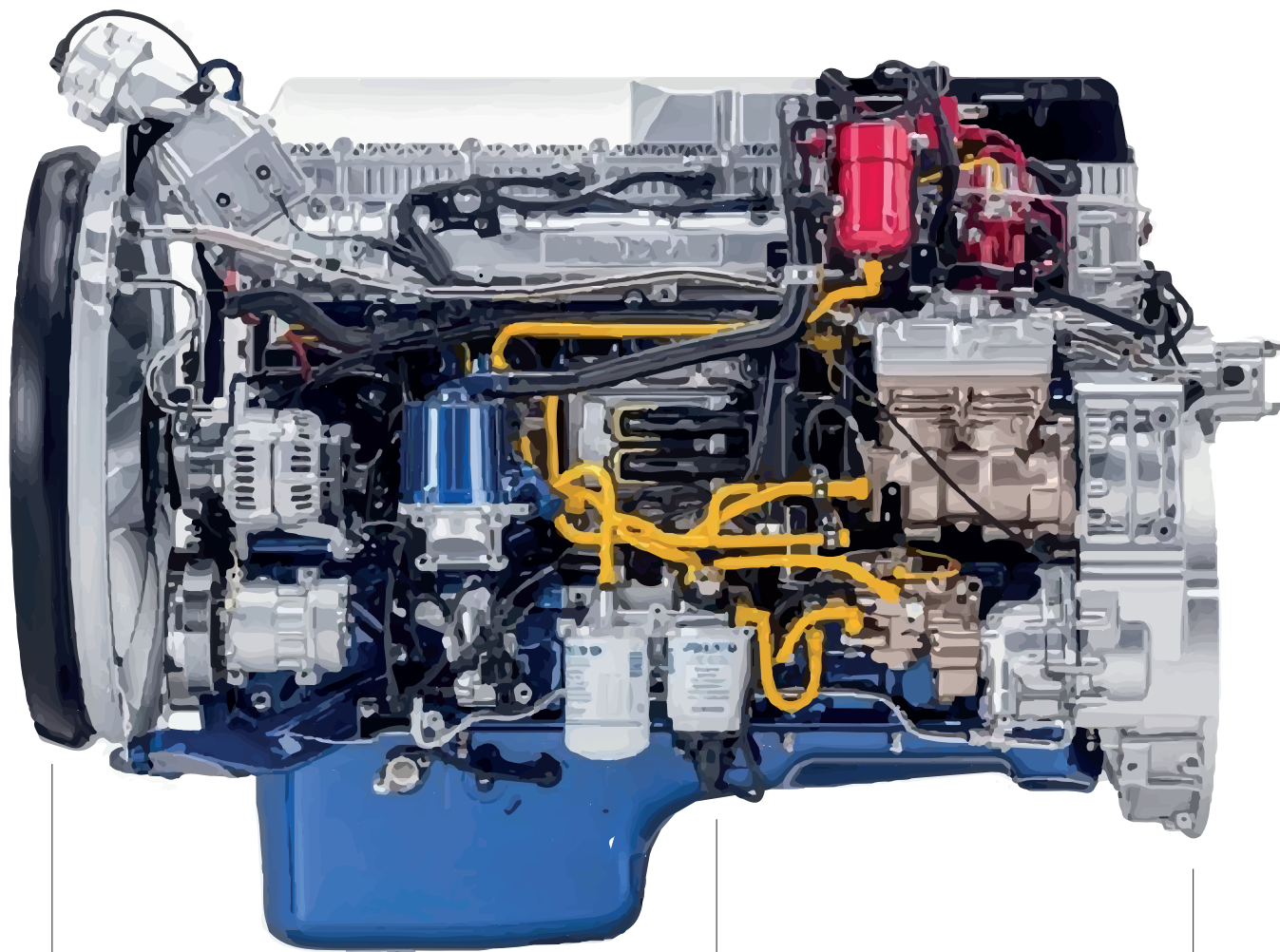
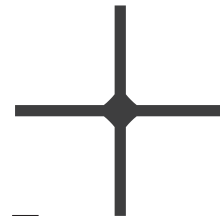
We work closely with local charities to give back to both the local community and the people around us. Some of these charities, close to our hearts: NICHES, Aware NI, Action Cancer (We store and power their Big Bus), Children's Cancer Trust, Cystic Fibrosis Ireland and MNDA.



Dedication to Electrification & Alternative fuels



Biofuels & Gas Technology



LOW EMISSION

REDUCED COST

INCREASED RANGE

SAFER

Investment in gas technology will see a 60% reduction in overall emissions.

60% REDUCTION
IN EMISSIONS

LNG is natural gas or biogas that's been liquefied by bringing it down to low temperature. This reduces its volume making possible to have enough fuel on board to drive long haul transports. The network of LNG filling stations is growing throughout the UK & Europe. This means LNG offers potential as a substitute for diesel in trucks. Our supplier's LNG-powered trucks operating on fossil natural gas, reduce the CO₂ emissions by 20% compared to diesel. When operating on biogas, the CO₂ emissions are reduced by 100%.



Sustainable Partnerships

SCANIA CNG DEMONSTRATOR MANFREIGHT TRIALS SCANIA CNG TRUCK DEC 2024



Manfreight is excited to announce the trial of a Scania CNG (Compressed Natural Gas) Demonstrator as part of our commitment to exploring sustainable transport solutions. Since Monday, 9th December 2024, we have been evaluating a CNG 460 Scania tractor unit (Registration: UK13 CNG) over a three-week period to measure its performance in real-world conditions. The trial aims to assess potential savings and carbon emission reductions compared to traditional diesel vehicles.

With an impressive range of approximately 360 miles between fill-ups, the CNG Scania has been pulling our equipment on regular routes, offering valuable insights into its operational viability. Keep a lookout for this innovative vehicle on the road! Emissions and fuel data will be analysed post-trial to inform future decisions on adopting alternative fuels across our fleet.

Additionally, we're pleased to confirm that **Manfreight is on the waiting list to trial Scania's 6x2 CNG tractor unit** as soon as it becomes available. This initiative further underlines our dedication to sustainability and reducing the environmental impact of our operations. Stay tuned for updates!



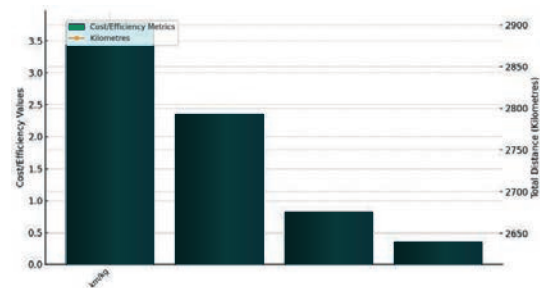
Key Statistics

Performance

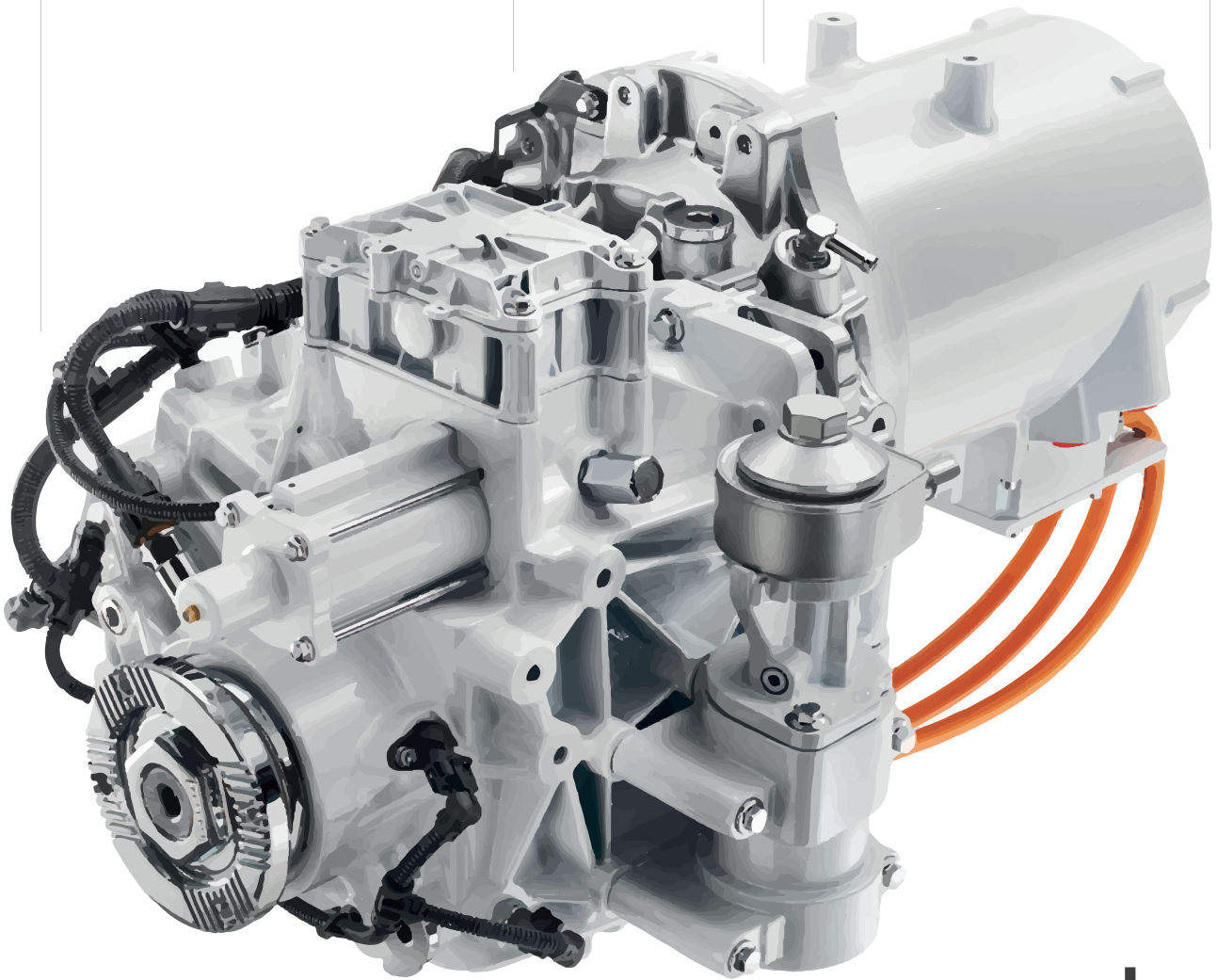
Date	Station	Pump	Mileage Kms
14/12/2024 16:29	Knowsley	P11 NGV1	4,799
14/12/2024 07:16	Castleford	P15 NGV1	4,367
13/12/2024 10:20	Warrington	P21 NGV1	4,056
13/12/2024 07:12	Crewe	P03 NGV1	3,923
12/12/2024 14:51	Avonmouth	P21 NGV1	3,592
12/12/2024 05:54	Crewe	P03 NGV1	3,092
11/12/2024 11:00	Northampton	P10 NGV1	2,897
10/12/2024 16:08	Northampton	P10 NGV1	2,584
10/12/2024 10:57	Crewe	P03 NGV1	2,405
09/12/2024 12:35	Warrington	P09 NGV1	2,034

Key Statistics

Cost/Efficiency

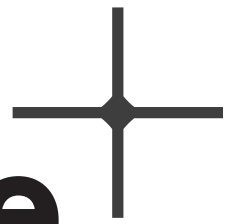


ZERO EMISSIONS UP TO 300KM UP TO 490KW POWER SILENT



Environment & Sustainability

Electrifying the Supply Chain



Through research and development with Schmitz Cargobull, we have begun developing a battery electric powered cooling unit.

**0% ZERO CARBON
TRAILER EMISSIONS**

Our ultimate destination is electrifying our fleet and thus our customer's supply chains. Despite the obvious hurdles of infrastructure for charging and the range required for vehicles to operate as they do now, it is not a question of if but when. Our suppliers are already making massive strides toward this goal - we have trialled electric vehicles in a joint pursuit to make this goal a reality. We estimate that when battery cells can provide a range of 750km our entire fleet will be electrified.

Electrified Powertrains



Hybrid Electric

Hybrid electric power systems allow for the engine and e-machine respectively to be run together or as standalone power sources. The adapted speed range of the electric machine means that a reduction gear can be avoided, minimising energy loss and facilitating equipment design and installation. Altogether, the system enables improved powertrain performance with exceptional torque and response directly from idling, lowered fuel consumption that reduces operational cost and emission, as well as minimised noise when and where needed.



Fully Electric

The high power density electric motor offers maximum torque and response directly from start. In combination with battery technology and other adjacent components, it eliminates emissions and all but removes powertrain noise. In addition, the low maintenance requirements help reduce operational cost. The range of fully electric vehicles has not yet met the operational requirements to be viable for Manfreight - this is only a matter of time. Though our sustainable partnerships we are continually trialling new products to transform how we do business.

LOGISTICS JUST GOT SUPERCHARGED



Kinetic Powered Refrigeration



REAL-TIME DATA

Intelligent connectivity of all trailer components, including cooling unit, running gear, EBS, brakes, tyres and locking system. Fast diagnostics of all components with the telematics control unit.

TRANSPARENCY

Central display and operation of sensors and actuators via the TrailerConnect® online portal, the beSmart app. This Portal links via API to both our customers and our own systems providing complete transparency & digital provenance.

DOCUMENTATION

Legally-compliant documentation of the cold chain, proof of the correct operation of the cooling unit, graphic representation of the route with current position, event history and output in report form is available via emailed reports / API / Portal login for our customers.

NEW AIR

Optimised with robust connecting ducts for the S.CU cooling unit – for efficient, uniform temperature control in the body

Manfreight own and operate over 440 Temperature Controlled trailers boasting 100% Connectivity.

440 TEMPERATURE CONTROLLED TRAILERS

Strict regulations need to be met when transporting fresh or frozen goods. The S.KO COOL SMART box body semi-trailer offers a simple, flexible and efficient solution for temperature-controlled freight transport. The TrailerConnect® telematics system, fitted as standard, provides for transparency and end-to-end documentation of the refrigeration chain.

Scope 1 Emissions Summary



Scope 1 Emissions - Total Fuel Emissions by Truck Brand

Total Carbon Emissions from Fuel million Kg/CO ₂	2024	2023	2022	2021	2020
Total Emissions (kg/CO₂)	28.4	26.0	20.5	19.5	19.7
Total Mileage (Million / km)	38.0	33.9	26.8	24.5	23.2
 Volvo Emissions (kg/CO₂)	12.6	11.7	9.8	9.4	10.6
Volvo Mileage (Million / km)	17.1	15.4	13.2	11.8	12.1
 Scania Emissions (kg/CO₂)	15.4	14.0	10.2	9.6	8.8
Scania Mileage (Million / km)	20.5	18.1	12.9	12.3	10.7
 Renault Emissions (kg/CO₂)	0.25	0.27	0.39	0.41	0.32
Renault Mileage (Million / km)	0.30	0.32	0.47	0.50	0.4
Kg / CO₂ Figure	0.75 ▼	0.77	0.77 ▼	0.79 ▼	0.85

12% improvement in fleet efficiency since 2020

Scope 1 Emissions - Total Fuel Emissions Trailer Fleet

Total Carbon Emissions from Cooling Unit Fuel million Kg/CO ₂	2017-2024
Total Emissions (kg/CO₂)	4.506
 Total Operating Hours (Million)	1.713
No. of Trailers	467

Scope 2 Emissions Summary



Scope 2 Emissions - Electricity Consumption

Total Carbon Emissions from Electricity Kg/CO ₂	2024	2023	2022	2021	2020
Total Electricity Consumption (kWh)	285,027	331,748	221,552	267,212	268,916
Total Emissions (kg/CO ₂)	114,011	132,699	88,620	106,884	107,566



Scope 2 Emissions - Heating Oil

Total Carbon Emissions from Heating Oil Kg/CO ₂	2024	2023	2022	2021	2020
Total Emissions (kg/CO ₂)	28,997	27,785	22,140	23,447	24,407
Total Volume (Litres)	11,503	11,425	8,788	9,307	9,688



Scope 2 Emissions - Wood Pellet Boiler

Total Carbon Emissions from Wood Pellet Boiler Kg/CO ₂	2024	2023	2022	2021	2020
Total Emissions (kg/CO ₂)	800	1,800	2,000	1,600	2,400
Total Pellets (t)	2	4.5	5	4	6

Scope 2 Total Carbon Emissions Kg/CO ₂	2024	2023	2022	2021	2020
Total Emissions (kg/CO ₂)	143,808	163,284	112,760	131,931	134,373

Scope 3 Emissions Summary



Scope 3 Emissions - Currently Pending

Manfreight are currently working closely with all stakeholders and industry experts to determine accurate Scope 3 Emissions figures for the 2021-22 period.

TO BE DETERMINED

Sustainable Partnerships

SCHMITZ CARGOBULL GERMANY
INNOVATION & SUSTAINABILITY MEETING
AUGUST 2022



Since 2017, Manfreight have been working in partnership with the trailer manufacturer, Schmitz Cargobull - having assisted in the development of the TrailerConnect platform, Schmitz's cutting edge Tracking and Data Capture Matrix, as well as the trialling and development of new trailer technologies.

The Manfreight group also own and operate BP Commercials, Northern Ireland's Flagship Schmitz Cargobull Dealership - winning ServicePartner of the year in 2022.

The latest joint venture will see Manfreight trialling the first Schmitz Cargobull Battery Electric Cooling unit in January 2023. The unit boasts:

- ✓ Optimized temperature control for the transport of sensitive goods
- ✓ Short defrost cycles and high heating capacity for fast defrosting
- ✓ Electrically powered chillers for efficient and safe transport of cargo
- ✓ Slightly higher weight compared to diesel-powered cooling units

WHAT'S COOLER THAN COOL? BATTERY ELECTRIC COOL.

The S.CUE is the prototype electric cooling unit for the S.KO COOL SMART. 100% output with zero emissions, specially developed for Temperature Controlled Logistics. Designed with Manfreight in mind.



Sustainable Partnerships

VOLVO TRUCKS SWEDEN
ELECTRIFICATION SHOWCASE VISIT
SEPT 2022



Through the partnership with Volvo Trucks & Dennison Commercials, Manfreight attended the Electrification Showcase at Volvo Trucks Factory in Göteborg Sweden in late September 2022.

The purpose of the visit was to test Volvo Trucks new range of electric Vehicles from 16 to 44 tonnes:

- ✓ Volvo FH Electric
- ✓ Volvo FE Electric
- ✓ Volvo FM Electric
- ✓ Volvo FL Electric
- ✓ Volvo FMX Electric

The showcase included track testing of the capability and the electric range of the new Volvo products.

We were delighted to get a glimpse into the future of the industry and share our new knowledge and experience with our partners.



At Manfreight, we understand that the road to net carbon neutrality is one that we must share. Through collaboration with our partners, suppliers and customers, we can accelerate our combined sustainable development goals. By aligning our environmental strategies, creating shared initiatives and retooling existing partnerships we can start to make the incremental changes required to achieve our sustainability targets.

THE ROAD TO NET CARBON NEUTRALITY CAN NOT BE DRIVEN ALONE

Belfast Facility

SUSTAINABLE TEMPERATURE-CONTROLLED STORAGE FOR MODERN SUPPLY CHAINS



Phase One

CHILLED FACILITY 50,000 ft²



Phase Two

COLD FACILITY 100,000 ft²



Carbon Neutral

CARBON NEUTRAL BY 2030



Designed for Industry

MODERN CUSTOMER SERVICE DRIVEN DESIGN



Integrated Systems

FUTURE-PROOF INTEGRATED SYSTEMS



Best in Class

INDUSTRY LEADING FACILITY IN THE HEART OF BELFAST PORT



MANFREIGHT CHILLED FACILITY
WESTBANK ROAD, BELFAST HARBOUR, BT3 9JL



Belfast Facility

SUSTAINABLE TEMPERATURE-CONTROLLED STORAGE FOR MODERN SUPPLY CHAINS

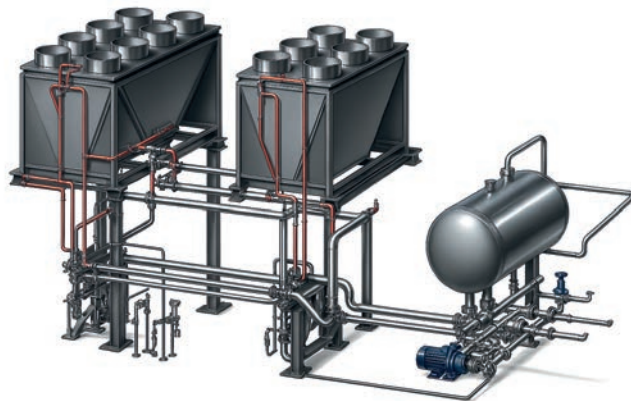
AMMONIA | GLYCOL INTEGRATED TECHNOLOGY

ADVANCED REFRIGERATION SYSTEM

Our system employs ammonia, a refrigerant with zero global warming potential.

This technology reduces our emissions by 45% per annum vs. conventional refrigeration.

45% PER ANNUM



LOWER EMBODIED CARBON

QUADCORE COLDSTORE LEC PANEL

Each of these panels represents a 22.35% reduction in embodied carbon.

22.35%

The building incorporates 820 of these panels.

GRID-CONNECTED PV SYSTEM

SOLAR ARRAY

The roof of the facility is fitted with 1890 photovoltaic panels. Producing 20% of our energy requirement.

Our Solar Array reduces our CO₂ Emissions by 255,789 kg / year.



20% OF OUR ENERGY



Belfast Facility

SUSTAINABLE TEMPERATURE-CONTROLLED STORAGE FOR MODERN SUPPLY CHAINS

Solar Powered



A shining example.
The offices at our Belfast Chilled Facility are powered by solar energy harnessed by an array of 1890 Solar panels built into the roof of the building.

Water Cooled Refrigeration



No Gas. No Problem.
Our refrigeration system boasts Zero Global Warming Potential. By using advanced water cooling system - meaning there is no requirement for F-gases and no harmful emissions.

Carbon Neutral



Northern Ireland's first.
With electric vehicles and machinery, harnessing our on site renewables and robust waste management, Manfreight is set to offer the first Carbon Neutral Store in NI.

BREEAM®
Supporting Commercial Success.

BREEAM®
Our facility is built to the highest BREEAM® New Construction Standards.

BREEAM®
Creating positive environmental impact.

Infrastructure

EXISTING & FUTURE



Phase 2 2026 / 27
Cold Store Facility



Phase 1 JUNE 2024
Chilled Facility





Environment, Social & Governance

Sustainability Strategy

