

Cargotec Sustainability Policy

Purpose

The purpose of this policy is to set Cargotec level global objectives and guidelines for sustainability management, including environmental and occupational health & safety (EHS) management. Cargotec is committed to fulfill all relevant legal requirements. The policy accords with the principles of sustainable development, Cargotec's Code of Conduct and Cargotec's international commitments such as OECD Guidelines for Multinational Enterprises, International Labour Organization, United Nations (UN) Universal Declaration of Human Rights, United Nations' Global Compact and the Sustainable Development Goals.

Definitions and scope

Cargotec's sustainability work is based on the balance between social, environmental and economic objectives as represented below. We work continuously towards achieving these objectives considering the complete life cycle of our products and services, and strive for continuous improvement in all our operations.

Objectives and principles

Social objectives

- We respect human rights.
- We value employee engagement, diversity, inclusion and equal opportunities.
- We promote high safety levels and work continuously towards zero accident level in all our operations and also through our products, services and solutions. Our employees are trained to operate in a safe manner.
- We promote interaction between management and staff by collaborating with personnel at Group and on a country level.

Environmental objectives

- We strive to mitigate adverse impacts on the environment. We are committed to continuously improve the environmental performance of our offering, operations and raw material sourcing.
- We promote resource and energy efficiency throughout the value chain.
- We acknowledge the need to operate within planetary boundaries. We are conscious of the challenges related to resource depletion, biodiversity, water and pollution. We aim to contribute to tackle those global challenges.

Economic objectives

- We set financial targets on Cargotec and the businesses level annually and report on them according to the requirements and plans.
- We engage with our customers to improve the sustainability of their operations. We are committed to provide eco-efficient, low-carbon solutions for our customers to address climate change.
- We comply with all applicable legal requirements, regulations and Cargotec's international commitments.
- We promote transparency to enable risk management. We recognise the need to cooperate with stakeholders to deliver on the global commitments following the principles of sustainable consumption and circular economy.

Organisation & responsibilities

The Corporate Sustainability team is responsible for setting Cargotec's sustainability objectives and targets and ensuring they are in line with Cargotec's international commitments. The annual objectives and targets are approved by the Cargotec Leadership Team. Key long term sustainability targets are approved by Cargotec's Board of Directors.

The key sustainability principles and practices are implemented by the strategic business units and aligned with Cargotec's objectives, which are confirmed by the Cargotec Leadership Team. The strategic business units are also responsible for the implementation and follow up on related actions. Corporate functions are providing expert assistance and strategic guidance. All parties we work with are expected to apply the same principles.

Reporting

Cargotec's KPIs and objectives are reported on an annual basis to Cargotec's Leadership Team. Sustainability matters are followed up and reported for externally on a quarterly basis as part of the interim reporting process. Business units' specific KPIs shall be reported according to the relevant internal processes.

Review, update and approval of the policy

The Corporate Sustainability team is responsible for ensuring the policy is updated. Cargotec's Leadership Team reviews and approves the policy as requested.

Version	Author	Approved by	Approved on	Comments
1.0	Päivi Koivisto	CLT	17.6.2020	Replaces EHS policy