

2024

SUSTAINABILITY REPORT

USS GROUP AB

USS

UNITED SHIPPING SERVICES

USS Group Sustainability Report provides an overview of our organization's commitment to corporate sustainability and environmental and social responsibility.

In alignment with our sustainability goals and core values, we collaborate with environmentally conscious partners, commit to employee welfare, and strengthen our dedication to advancing environmental initiatives.

We invite you to explore our sustainability efforts and progress. In collaboration, we are laying a groundwork for a future where environmental consciousness guarantees a better tomorrow for the next generations.



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01 Introduction and our CEO perspective

At USS United Shipping Services, we stand at the frontline of the Liner Shipping Agency business and Logistics, as an independent Pan-European Holding Company engaged in global transportation.

Our journey has been defined by a constant commitment to delivering unparalleled services, while upholding the highest standards of quality, competitiveness, and, above all, integrity.

Our primary goal remains to achieve profitability, while ensuring that every transport solution we provide to our valued customers and partners, is not just competitive, but also with a quality that sets us apart.

Yet, our ambitions extend far beyond financial success, as we take immense pride in conducting our operations with thoughtful respect for the society and the environment, recognizing that our business is strongly connected with the well-being of both.

As a company, we encourage all our colleagues to strive for greatness, to push the boundaries of what is possible, and to constantly seek improvement in all facets of our work. In this pursuit, we foster an environment, where excellence is not just a goal, but a way of life.

We understand the demands of the high-paced Shipping and Logistics industry and acknowledge that a joyful work environment is pivotal to our collective success. Our aim is to create an atmosphere within our company that feels like family, a place where each member feels proud to be a part of something bigger, and where every voice is heard and valued.

Corporate Sustainability has become increasingly important for our company, and we are committed to not only talking about sustainability, but actively integrating it into our corporate DNA.

We are committed to foster collaboration and partnerships with environmentally conscious suppliers and customers. As an example, by prioritizing the promotion of eco-friendly transport solutions to our customers and partners, we take part in reducing the global carbon footprint.

Together, we are setting a course that not only ensures our success, but also contributes positively to the world around us.

Let us continue to work hand in hand, driven by our shared values, to build a future that is profitable, sustainable, inclusive, and filled with pride, in what we achieve as a united team.

Henrik R. Mejlstrup,
CEO



USS at a glance

USS United Shipping Services AB is a leading Pan-European holding company, engaged in the global transportation industry within the segments of maritime shipping agency, airline GSSA, freight forwarding, and logistics services.

Since its inception in 2001 in Scandinavia, the group has pursued dynamic organic growth paired with successful acquisitions, gradually expanding its regional coverage and increasing the scale of activity.

Today, USS United Shipping Services AB owns and actively manages a range of transportation companies in the region of Northern Europe, Central Europe, the Baltic Sea countries, and the Adriatic region.

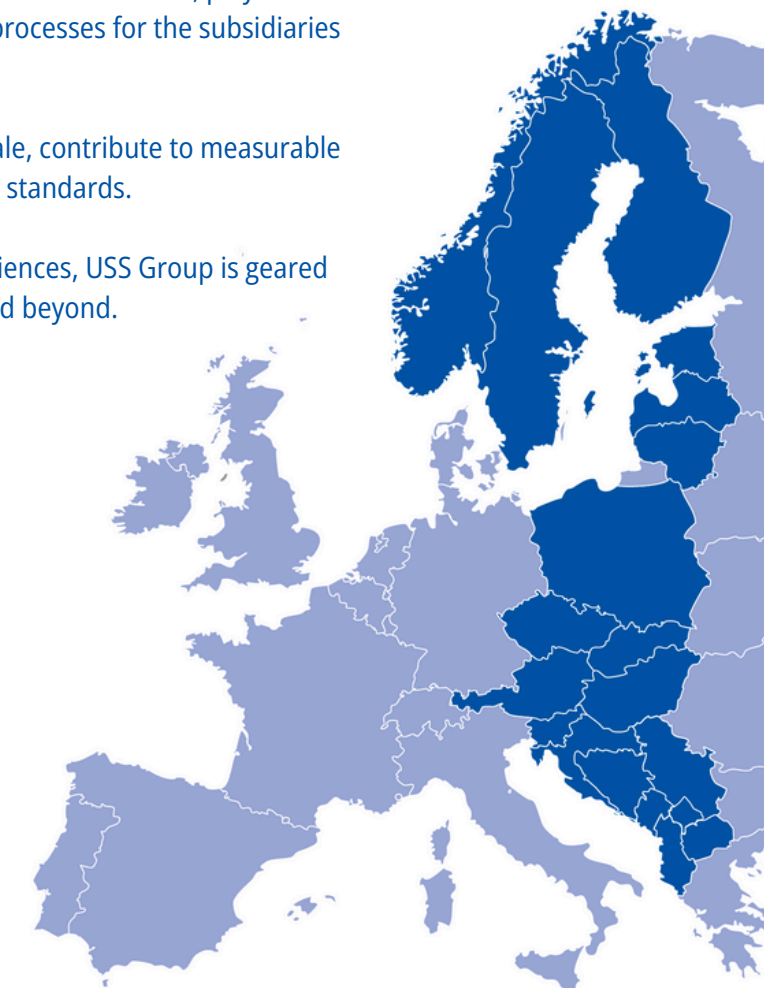
The subsidiary companies of USS Group are operating under dedicated brands, enhancing their regional identity within the segments of liner shipping agency, logistics, and freight forwarding. High attention to service quality, reliability, and focus on customer satisfaction have throughout the years contributed to their excellent reputation, positioning them as leading market players within their focus areas.

USS Group, as a parent company, provides corporate management services, efficient organisational structure, finance, and IT expertise to all its subsidiaries.

The USS Group's own Shared Services Centre UNILog, located in Estonia, plays an important role in optimising various repetitive working processes for the subsidiaries of USS Group of companies and external customers.

Streamlined procedures, together with economies of scale, contribute to measurable efficiency benefits and compliance to the highest quality standards.

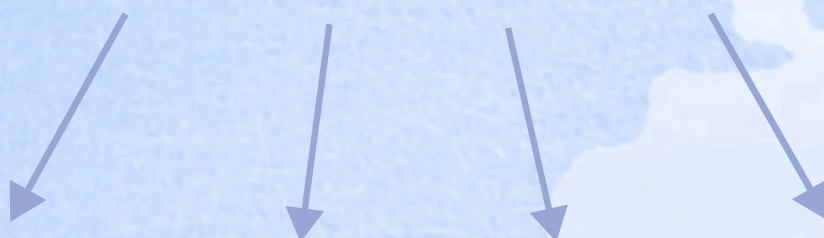
With our entrepreneurial capabilities and venture experiences, USS Group is geared to capitalise on business opportunities in our regions and beyond.



Our Brands

USS

UNITED SHIPPING SERVICES



Airline GSA



Liner Agency



Logistics



Shared Services Centre

Our operative identity consists of three main lines of activities: Airline GSA, Liner Agencies, and Logistics. By taking the advantage from economy of scales, the USS Group has centralized the administrative and other support functions in a Shared Service Centre.

In this state-of-the-art set-up, the operative entities will have the liberty to maximize their resources in the operative and commercial areas of the business, whilst at the same time, relying on an in-house team of experts that will ensure compliance towards authorities, rules and regulations both national and directly from the EU.

Our Vision



Together, we share the same vision of who we are and where we want to be, and consequently, the USS Group of companies aim to be recognized as:

“A leading independent provider of services within shipping and logistics, connecting people, businesses and communities across continents, through sustainable and environment-friendly solutions.”

Our Mission



The preferred long-term partner, supporting the global supply chain of our customers with sustainable, innovative, competitive, and high-quality logistics solutions, based on various modes of transport.

Our Values



Trust	Our word is our bond.
Responsibility	We care for the society and for the environment.
Integrity	We comply to legal and ethical rules.
Compassion	We care for our colleagues, fostering an environment of support and respect.
Excellence	Every day we strive to be better.

Our mindset and business

Integrity stands at the core of our values. We are committed to maintaining the trust of our stakeholders, including adherence to USS Code of Conduct, anti-corruption policies and the protection of data and privacy.

The USS Group policy strictly prohibits anti-competitive practices, which include price-fixing, market manipulation, unfair competition, and any actions that hinder fair competition or limit market access for other enterprises. Employees must not engage in agreements with competitors that violate these principles, including price collusion, market division, or imposing unfair conditions on commercial partners.

Anti-corruption is not just a policy but a fundamental aspect of our organizational DNA. We firmly believe that a corruption-free environment is essential for sustainable business practices and the well-being of our stakeholders. Our policies and procedures are designed to ensure that every action taken within our organization aligns with the principles of fairness and honesty. We do not tolerate any form of bribery or corruption.

Our employees are obliged and dedicated to respecting and protecting the confidentiality of information belonging to USS United Shipping Services, its subsidiaries, clients, suppliers, and other business partners.

USS being an international European holding company in the transportation and logistics industry, to conduct our daily business, we exchange data on regular basis, including personal data. All data is transferred in strict adherence to local laws and the European Union's General Data Protection Regulation (GDPR).



02 The USS view on sustainability

As a Pan-European holding company deeply rooted in maritime shipping agency, freight forwarding, and logistics services, we understand the responsibility that comes with our expansive reach. Sustainability, in our view, is not a checkbox but a commitment we carry in our everyday decisions and actions.



We strive to provide greener and more efficient transport solutions through meticulous planning, the integration of the latest technologies and innovative approaches. In doing so, we are not just adapting to change; we are committed to leading positive change within the transportation industry.

Responsible business goes hand in hand with ethical practices. Ethical sourcing, fair labour practices, and transparent business dealings are not just ideals for us - they are non-negotiable standards.

At USS Group, sustainability encompasses a dual commitment to social impact and community engagement. Internally, we foster inclusion and diversity and commit to health and safety initiatives. Externally, building lasting and meaningful partnerships and collaborations is part of our strategic and holistic approach. We believe and know that together we will go further and achieve goals faster.

By intertwining social impact within our organization and active community engagement, we strive to be a positive force for sustainable change, recognizing that our responsibility extends far beyond logistical operations.

Contributing to common sustainability goals

At USS United Shipping Services, we recognize our responsibility to contribute meaningfully to the global sustainability agenda. Our operations, partnerships, and innovations are aligned with the United Nations Sustainable Development Goals (SDGs), particularly those where we can make the most significant impact. Through our commitment to sustainable practices, we aim to foster long-term value for our stakeholders and the planet.



Goal 8: Promote Sustained, Inclusive and Sustainable Economic Growth, Full and Productive Employment and Decent Work for All

We believe that economic growth must go hand in hand with social inclusion and decent work. At USS Group, we are committed to creating a safe, fair, and empowering work environment for all employees.

We invest in skills development, promote diversity and inclusion, and support local employment in the communities where we operate. By fostering a culture of respect and opportunity, we contribute to reducing inequalities and building resilient economies.

Goal 9: Build Resilient Infrastructure, Promote Inclusive and Sustainable Industrialization and Foster Innovation

Innovation is at the core of our strategy. We continuously invest in digital transformation, smart logistics, and sustainable infrastructure to enhance the efficiency and resilience of our supply chain.

Our efforts include adopting cleaner technologies, optimizing routes to reduce emissions, and collaborating with partners to develop greener shipping solutions. These initiatives not only improve our operational performance but also support broader industrial sustainability.



Goal 12: Ensure Sustainable Consumption and Production Patterns

Sustainable logistics begins with responsible consumption and production. We are committed to minimizing waste, maximizing resource efficiency, and promoting circular economy principles across our operations. This includes reducing packaging waste, increasing the use of recyclable materials, and encouraging our suppliers and clients to adopt environmentally responsible practices. Through education, policy development, and transparent reporting, we aim to drive sustainable choices throughout our value chain.

Goal 13: Take Urgent Action to Combat Climate Change and Its Impacts

Climate change is one of the most pressing challenges of our time. USS Group is actively working to reduce its carbon footprint by investing in low-emission technologies, transitioning to renewable energy sources, and supporting climate-resilient infrastructure. We work relentlessly to improve and expand our registration of our climatic footprint and simultaneously introducing environmentally friendly initiatives and policies. Our goal is to do what is in our power to promote the transition into a low-carbon economy.

Goal 16: Promote Peaceful and Inclusive Societies for Sustainable Development

Integrity, transparency, and accountability are the foundations of our governance. We uphold the highest standards of ethical conduct and promote a culture of compliance and respect for human rights. By fostering inclusive decision-making, protecting whistleblowers, and ensuring fair business practices, we contribute to building trust and stability in the regions where we operate. We believe that strong institutions and responsible governance are essential for sustainable development.





03 Our overall sustainability work



The USS Group has dealt with sustainability in its individual elements throughout our history of existence. Initially, with another concept structure than today's set up, which emerge in the current EU directives and future demands of reporting. Therefore, today we have, rather than a single structured concept, a variation of philosophies, principles of business, cost perspectives, and long-term focus in our strategies.

Now, that the sustainability requirements are being subject to stricter regulation on reporting from the EU, we have started to structure and formalize, what has been an integrated part of our way to do business for decades.

This report, in the series of many, will be part of our ongoing journey toward sustainable business practices. It reflects our commitment to continuously adapt to changes in our environment and society to ensure long-term resilience and responsibility.

Business

Impact on: 

Our success is built on accountability. USS Group is committed to complying with all applicable laws and regulations relating to government (public procurement) contracts and services and to ensuring that its reports, certifications, and declarations to government officials are accurate and complete and that any deviations from contract requirements are properly approved.

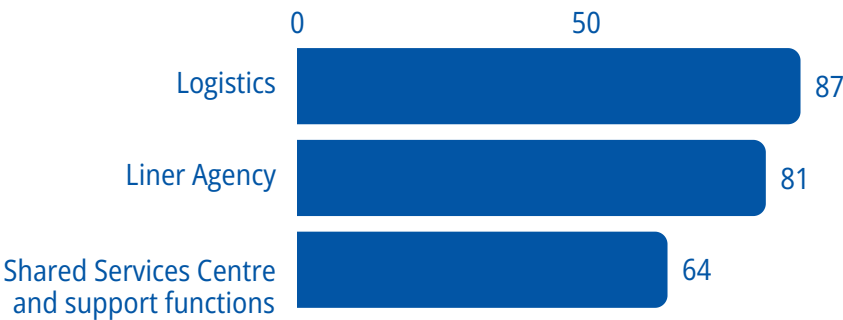
Our solid internal and external processes throughout the organization and all management levels are to secure the accountability of our activities. We are dedicated to incorporating ESG (Environmental, Social, Governance) principles into our management structures and day-to-day operations and by that, contribute to the global sustainability goals and minimize our negative impact on our surroundings. We are working on Standards to document our progress and achievements. Oversight and the responsibility for these practices is provided by the Corporate Management Team (CMT).

Employees

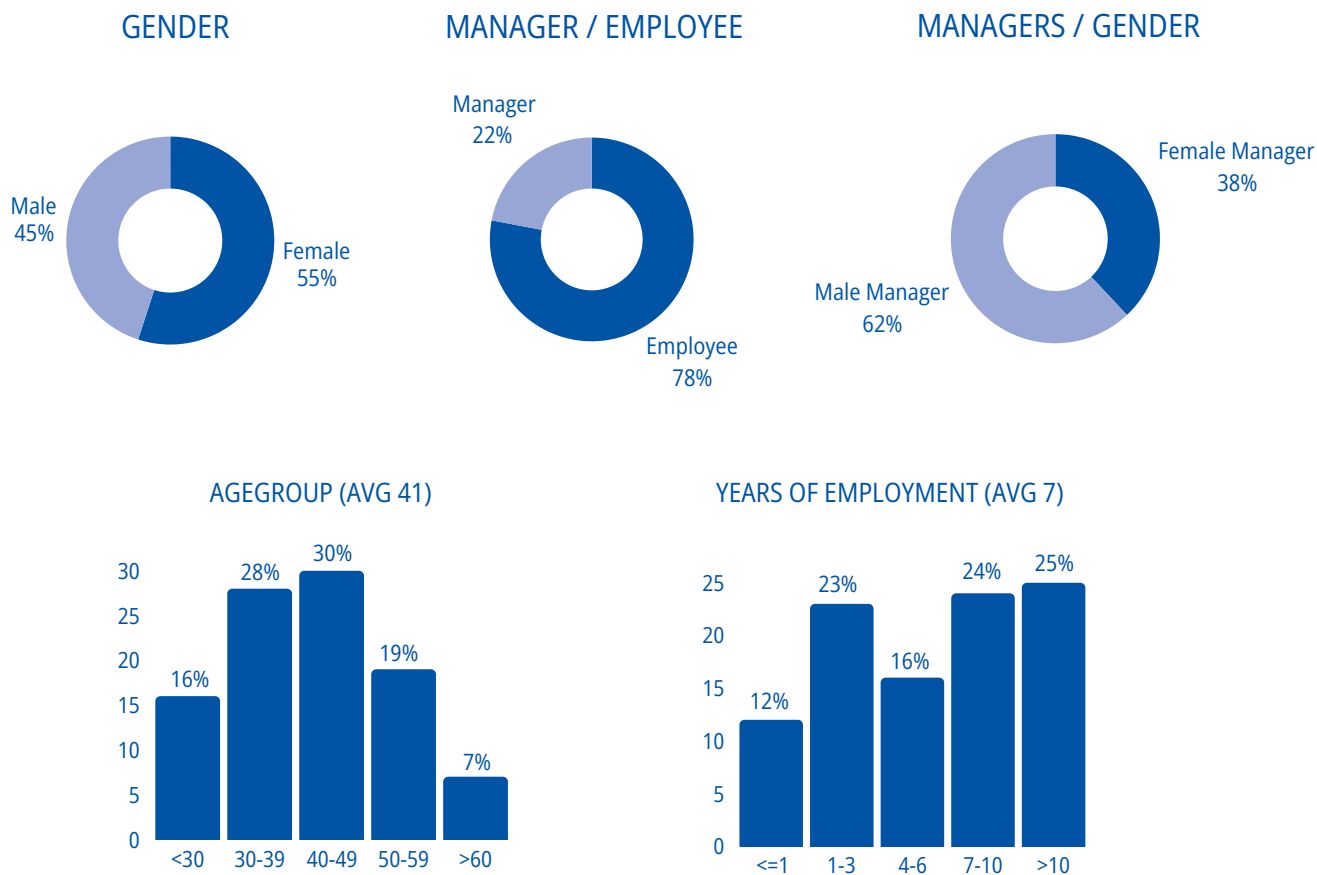
Impact on:   

Our demographics

All in all, the USS Group counted a total of 212 active full-time employments (FTEs) at the end of the year. Logistics division employ the largest part of our human resources (87 FTEs), followed by Liner Agency division (81 FTEs) and Shared Service Centre and support functions (64 FTEs).



Demographically, the organization shows a stable composition the past five years with only minor variations.



Our staff is still characterized by dominance in female employments (55%). The age group structure and seniority spread shows the same pattern as last year as does the gender balance in management segment of the organization.

The gender balance for Managers has remained unchanged with a M/F ratio of 62/38. Efforts must be made in recruiting or developing good female managers in order to approach the 2028 goal of 45% female managers within the group.

How we treat our own staff and colleagues is the most important contribution we can show for. We shall therefore also require from our collaborators and suppliers that they uphold standards of compliance to ensure proper conditions and equality for people within our own sphere of influence. The compliance to labour market regulations, human rights, equal opportunity, health and safety, non-discrimination, and fair conditions for our own staff as well as for the workers of our suppliers is a focal point.

We do have USS Code of Conduct that safeguards these issues. We are reporting on the equal pay for equal work status on corporate level. Furthermore, we are implementing systems and software to investigate and monitor the conditions related to our suppliers' employees in line with the EU Transparency act requirements.

Equal pay

Impact on: 

USS Group is dedicated to fostering an environment where every individual is valued for their contributions regardless of gender. We are committed to ensuring fair and equitable compensation across all our markets.

To ensure meaningful Group Level Equal Pay Index analysis, it is essential to acknowledge the existence of disparities within our business segments, regions, countries, and even job categories.

Our latest Equal Pay Index (EPI), based on national-level assessments, shows a strong overall result with a weighted average of 95.45%. This reflects our ongoing efforts to ensure equal pay for equal work and to promote fairness and transparency throughout the organization.

EQUAL PAY INDEX

95.45%

Our ambition is to reach an Equal Pay Index of 100.0% within each geographical region, in their corresponding business segments. Achieving equality requires continuous effort, but through targeted initiatives and continuous dialogue, we are determined to narrow the gaps further.

Appraisal talks

Impact on: 

In 2023, the USS Group introduced a corporate appraisal interview programme, for mutual evaluation and dialogue between employer and employee. The programme has continued throughout 2024. In addition to the annual mutual evaluations, we have developed a following up programme as a part of the onboarding process that consists of 4 one-to-one sessions to make the integration into a new job as smooth as possible.

Further initiatives planned for 2025 is to create a uniform digital HR platform where onboarding initiatives are prompted and participants will be booked with appointments and notified in order to prepare for the programmed activities.

Trainee programmes

Impact on: 

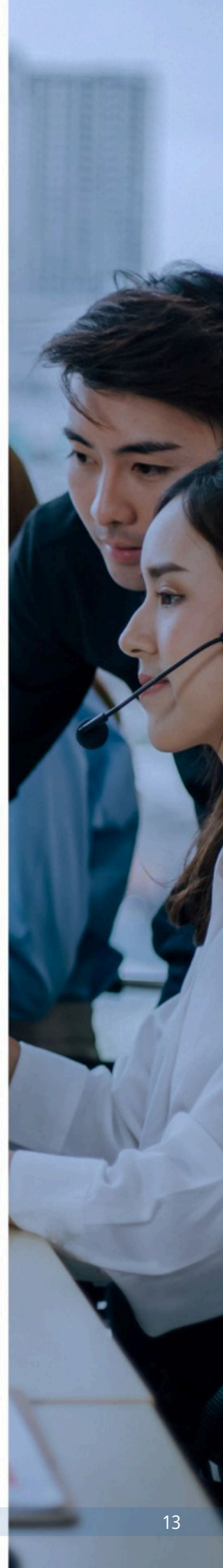
In several of our countries, we run trainee programmes and collaborate with educational institutions or social security agencies to provide training and opportunities for participants to enhance their chances of securing permanent employment. National regulations and local practices make it challenging to establish uniform programmes across all locations.

In 2024, it has proven difficult to maintain the previous level of trainee activity due to a decrease in volumes. Nevertheless, we continued our trainee collaborations in Denmark, Sweden, Norway, and Poland, involving eight young professionals who gained practical job experience with our companies.

In addition to the dedicated trainee programmes, we also employed 16 individuals in entry-level roles (assistants) in Estonia, Hungary, Poland, and Slovenia. Overall, 11% of our workforce is currently at a basic training level. While learning is a lifelong journey, these positions offer young people a valuable starting point for their professional careers, equipping them with practical experience and knowledge to support their future development.

Specifically, we work to achieve:

- Our equal pay index to reach 100 by 2028.
- Increase the proportion of female managers to reach 45% by 2028.
- Expand trainee programmes to include more USS countries where possible.



Environment

Impact on:  

Our focus on the environment starts with the impact from our activities on air pollution. Providing specific information and educating our own organization as well as serving our clients' needs for input is the base for the creation on our counter measures, environmental policies and programmes.

CO₂ emissions / carbon footprint

Impact on: 

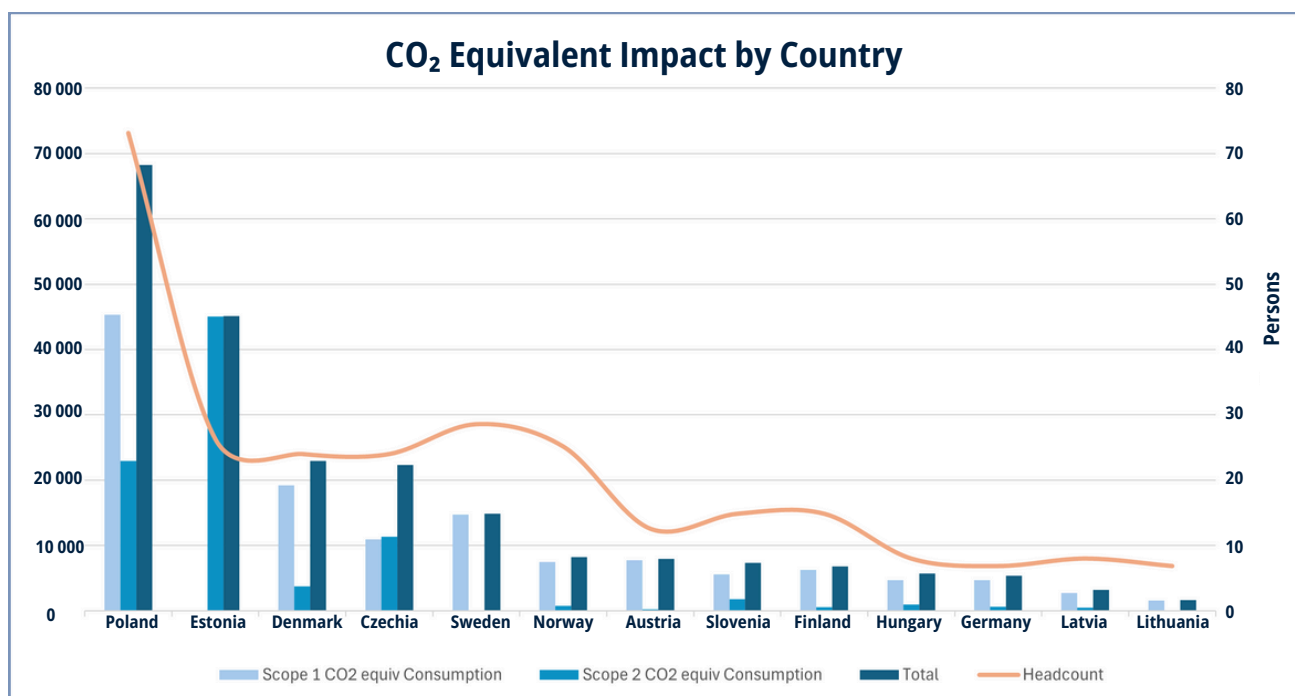
We already offer a wide range of CO₂ calculators related to individual shipments no matter mode of transport. Our Transport Management System (TMS) is designed to assist customers, to visualize and aggregate the CO₂ impact, based on the choice of routing, distances, and mode of transport. This is currently offered as an on-demand feature. The demand has not been notably present, so we will strive to enhance the awareness of the carbon footprint concept with our clients and collaborators.

Quoting more environmentally friendly alternatives as a standard alternative to the most cost/time effective solutions is a way of increasing the awareness as well as enhance the knowledge of the existing alternatives that might benefit the environment to a greater extent.

We are progressively developing and improving with the aim of providing standard impact reports to customers and partners in the future.

USS Group has started the systematic collection of information regarding the pollution which our activities cause and have started to formalize our Greenhouse gas protocol. In 2024, we have included scope 1 and 2 emissions (direct such as fossil fuel and indirect, such as electricity consumption). And by using standard EU conversion factors, we have been able to establish our CO₂ footprint.

In the results, we have included consumption (electricity / fossil fuel) that can be related to our companies. Even in the cases where assets are leased or rented, we have included these numbers to the group account, although technically the consumption should be reported by the owner of the asset. Nevertheless, as the USS Group does not comply with the requisites for qualify for the formal CSDR reporting, we choose to include all directly related consumption and show a higher level of CO₂ impact. This way we are better equipped to identify areas of improvement and where efforts will have the strongest effect.



Our measured impact this first year of accounting shows an impact of 219 763 CO₂ equivalents.

Two apparent characteristics emerge looking at the results: firstly, 60% of our impact is related to Scope 1 emissions. The car fleet, whether it is leased or owned, represents our biggest potential for reductions in emissions and emphasize the importance of adherence to our car renewal policy.

Secondly, the greenhouse gas impact intensity from the use of electricity (Scope 2) varies greatly from country to country and the efficiency (level of pollution) in national electricity generation and distribution makes a strong influence on the total result.

We find that the biggest potential for reduction of CO₂ impact lies in Poland (company cars and electricity consumption), Estonia (electricity consumption), Denmark (company cars) and Czech Republic (electricity consumption and company cars). In the remaining countries the potential for reduction in CO₂ impact lies in the fleet of company cars.

The greenhouse gas protocol will continue to be elaborated. Our prediction is that it will increase along with the inclusion of level 3 emissions as well as the improvement of data collection routines and refining the scopes. What is of essence is not the total result from year to year. IT will change (and continue to grow) the first years. What we think matters is that the data we collect helps us to change our way of doing business and thereby to result in more sustainable activities and less impact as we go along.

Company cars

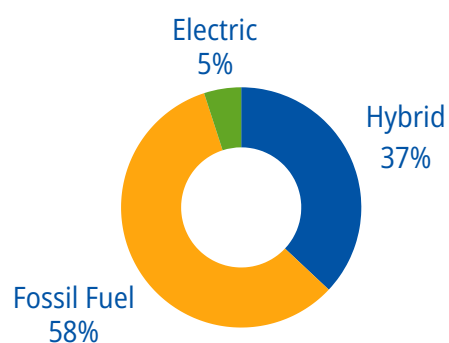
Impact on:  

Our pool of company cars has traditionally been dominated by fossil fuel driven cars, and currently, it still is. However, we have set our minds to change that and want to remove all emission vehicles from our fleet, one by one.

The USS Group has established a company car renewal policy consisting of two main elements:

- i.) We prolong the life span of a company car with up to two years, making environmental savings of 67% for each car. Even when we sell the car, it will continue to exist and to be used, so we figured, if we reduce the turnover by 2 years, we achieve 67% saving on production impact. Fossil fuel consumption will counter act some of this environmental benefit, nevertheless, we save the environment the burden from car production by 67 %.
- ii.) Any replacement of a car or new acquisition shall be either an electric (0 emission) or hybrid car. Our long-term goal is to convert the fleet of company cars into a fleet of exclusively 0 emission vehicles by natural renewal of the fossil fuel and hybrid driven cars.

USS GROUP COMPANY CARS BY FUEL TYPE



On the positive side, the USS Group car fleet has been reduced in terms of numbers of cars. By the end of 2024 our car park consists of 41 cars. We also recycle cars within the group: if, for some reason, a car has been returned to the company, it has been resold or transferred in between the sister companies in a given country.

Company travels

Impact on: 

USS Group has over several years focused on minimizing company travels, and for all practicalities and to the extent possible, substituted travels with video conferences (TEAMS meetings). We have had a travel policy since before the pandemic, and by that, shown moderation, and reduction in travel costs, and subsequently reduced our environmental impact.

As a part of the greenhouse gas emission protocol, the impact of travels has not yet been included but we are looking into the best practical ways of reporting the CO₂ impact from our business travels to include them in scope 3 registration.

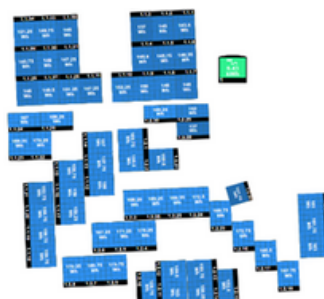
Alternative energy sources

Impact on:   

As a general practice, USS Group is leasing office space in all countries where present. The exception to the rule is our premises in Gdynia where we own the building where our offices are located. In Gdynia we have installed solar panels that generate electricity for our proper use and in the case of excess production it is included and sold to the public electricity grid. The solar panels are installed on the roof of our building and the production capacity is 9,43 kWh.

Year 2023 was the first full year of production where we generated a total of 23,7234 MWh. Year 2024 was slightly less sunny and gave a production result of 23,41 MWh. The generated electricity is deducted from the annual consumption in Poland in the greenhouse gas protocol, approximately 50 % of the total office consumption in Gdynia.

Environment issues consist of far more than CO₂ pollution. The choice and the use of resources is an important part of our impact on the environment.



Office waste

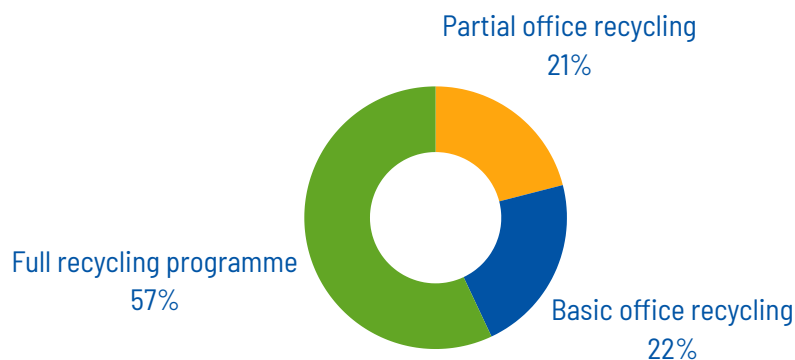
Impact on: 

The European Union has set goals for environmental achievements. The EU member states initiate their measures and create infrastructure at individual pace and content.

As a Pan-European group, we must adapt to the national approaches. If waste is not recycled in each area, there will be no effect in separating and classifying office waste. We have categorised our recycling initiatives into three levels.

- i) Full recycling programmes[1]
- ii) Basic recycling programmes[2]
- iii) Partial recycling activities[3].

OFFICE WASTE RECYCLING



Our goal is to reduce the “No recycling” offices to a minimum and boost the Full recycling programme participants to a maximum.

[1] Represents a wide range of waste classification, typically paper, plastic electrical equipment, biowaste, glass/metals, toners, batteries, light sources, and the logistics to deposit and recycle of each category.

[2] Separates and recycles basic categories of office waste: one to three categories such as paper, toner and/or batteries.

[3]) Basic office waste in a limited variety is being separated and, to the extent possible by national systems, recycled i.e. paper, batteries printer cartridges or similar



ICT (Information and Communication Technology) equipment

Impact on:



We have made some strides in managing our ICT equipment, but there is still room for improvement. While we are doing well with tracking active PCs and laptops, we need a better system to keep tabs on unused reserves, printers, multi-machines, screens, and similar devices. Setting up a complete register is on our to-do list.

At the moment, we do not have a formal policy for recycling ICT equipment. This is something we need to work on—developing a clear plan that meets environmental standards and ensures we are disposing old equipment responsibly.

Currently, we do not still have a system in place to report on how we purchase, dismantle, or recycle ICT equipment. Getting this sorted out is a key goal for 2025, so we can track the full lifecycle of our devices more effectively.

This year, we have extended the life of some of our gear by buying it back from leasing companies after three years, breakdown below:

- Workstations: 22
- Laptops: 21
- Screens: 35

We also managed to flow out some outdated gear, selling it to IT companies for resource recovery or to private buyers for reuse, breakdown below:

- PCs: 1
- Laptops: 6
- Docking stations: 6
- Screens: 30
- Printers: 3
- Mobile phones: 2



Our ICT goals for the future are:

- Set up a detailed system to track all our ICT gear, including active devices and reserves.
- Create an effective and eco-friendly recycling policy.
- Build a proper reporting system to track the lifecycle of our ICT equipment, from purchase to disposal.
- Raise awareness among our team about the importance of managing ICT equipment responsibly.
- Develop a calculation system to determine our impact from ICT equipment on the environment in CO₂ equivalents.

By focusing on these goals, we aim to improve sustainability and reduce our environmental impact when it comes to ICT equipment. These practices and arrangements shall be aligned and structured into a USS Group policy. Combined with a corporate register of equipment renewal/acquisitions, we will be able to quantify the environmental effect of our structure and actions.

Governance, Society and Social Responsibility

Impact on:



At USS Group, governance is more than a structure - it is a shared commitment to doing business responsibly and transparently. Our Corporate Management Team (CMT) plays a central role in embedding ESG principles into everyday decisions and long-term strategies. We believe that good governance starts with clear accountability, and we work hard to ensure that every part of the organisation understands its role in upholding our values.

Ethical conduct is a cornerstone of how we operate. We maintain strict standards against corruption and bribery, and we are committed to fair labour practices and respect for human rights across our operations and supply chains. We uphold the principles of freedom of association and collective bargaining, ensuring that our employees have the right to organize and negotiate collectively.

We take a firm stance against child labour and the exploitation of young workers. Furthermore, we take a stand against modern slavery in all its forms, including slavery, servitude, forced or compulsory labour, and human trafficking. These policies are part of our identity and how we relate to our surroundings and stake holders.

We're also preparing the alignment with the EU's Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS), which guide our approach to materiality assessments and transparent reporting structure on key issues like climate risk, circular economy, and governance performance.

But governance at USS Group is not just about compliance—it is about connection. We actively engage with a wide range of stakeholders, including employees, local communities, and suppliers. This engagement is not a one-off exercise; it is a continuous dialogue that informs how we shape our policies, improve our services, and build trust. Whether it is through dialogue with our employees, supplier transparency initiatives, or community partnerships, we aim to ensure that our stakeholders feel heard and valued.

Our leadership is deeply committed to this inclusive approach. The CEO and executive team regularly reinforce the importance of a culture where every voice matters. This is reflected in our internal initiatives, such as the prepared rollout of our Vision, Mission, and Values (VMV) programme, which encourages staff to reflect on how our shared values influence their daily work. This will take place on a global scale in 2025.

To support all of this, we are investing in better data systems to ensure our ESG reporting is consistent, accurate, and actionable. We have also achieved ISO 9001 and ISO 14001 certifications in key business units, reinforcing our commitment to quality and environmental responsibility. Our digital tools, such as our Freight calculation systems and CO₂ calculators, are in place to help our staff. However, it is important to remember that these tools will be efficient only if we know how to make the best use of them, and for that, we always need to incorporate new routines, procedures and mindset. Innovation must be absorbed and embraced by team members, while the organization continues to adapt to its environment—introducing innovation in other areas that still hold potential for change and improvement.

In short, governance at USS Group is about building a culture of integrity, transparency, and shared responsibility that supports our long-term success and the wellbeing of everyone we work with.

Increased employee awareness

Impact on:



When we promote the awareness of sustainability amongst our own staff, this will have effects not only in a work-related situation but also in employees' private life. By giving sustainability a more prominent role in our daily operations—through impact reporting routines, recycling procedures, new policies, client communications, supplier requirements, and more—we will raise employee awareness and shift mindsets toward more sustainable business practices.

Enhanced customer education

Impact on: 

We are continuously developing solutions to help our customers make more informed and sustainable choices. This includes offering CO₂ calculators for individual shipments and, in the near future, providing regular environmental impact reports in collaboration with our principals and service providers. By raising awareness and offering more environmentally friendly alternatives—whether as standard options or additional choices—we aim to drive meaningful change in customer behavior and support the transition to more sustainable practices.

Strategic partnerships

Impact on: 

In the 2023 USS United Shipping Services ESG report, we emphasized our commitment to environmental sustainability through initiatives such as the planting of trees and the regeneration of marine sources like kelp and seaweed forests. These efforts were aimed at creating a lasting impact on the environment by establishing the physical "USS Forest", both above and below sea level.

For the 2024 report, we continue to uphold our dedication to environmental sustainability. Although a strategic partnership has not been identified yet, we firmly believe in the importance of establishing lasting and repetitive measures to compensate for our carbon footprint.

Our focus remains on contributing to the actual planting of trees and the regeneration of marine sources, which will accumulate and multiply every year. By integrating environmental initiatives into our appreciation system within the organization and potentially extending them to third parties, we aim to make a significant and lasting impact on the environment.

In the near future, we aim to join and support established environmental and social initiatives to maximize the impact and sustainability of our efforts.



04 Facing forward

As we look forward to 2025, USS Group remains committed to advancing our sustainability efforts and achieving our specific goals. Our areas of action and focus are centred around corporate sustainability, environmental initiatives, employee well-being, and ethical governance.



From where we stand today, we will focus on the following areas of action:

1. Corporate Sustainability

- We will continue to foster collaboration and partnerships with environmentally conscious suppliers and customers. By promoting eco-friendly transport solutions, we aim to reduce the global carbon footprint.

2. Environmental Initiatives

- Our focus on reducing CO₂ emissions will be enhanced by transitioning to greener company cars and implementing comprehensive recycling programs.
- We are committed to investing in low-emission technologies, transitioning to renewable energy sources, and supporting climate-resilient infrastructure.

3. Employee Well-being

- We value our employees and promote equal pay, providing opportunities for professional growth and fostering an inclusive work environment.
- Our goal is to create a safe, fair, and empowering work environment for all employees, investing in skills development and promoting diversity and inclusion.

4. Ethical Governance

- Integrity, transparency, and accountability are the foundations of our governance. We uphold the highest standards of ethical conduct and promote a culture of compliance and respect for human rights.



Our Goals for 2025 and further ahead

We summarize the goals explained in the report. By keeping them structured, and keeping them visible, we will be able to incorporate them into our daily decisions, our priorities and into our culture and way of being:

1. **Equal Pay Index**
 - Work to achieve an Equal Pay Index of 100 by 2028.
2. **Proportion of Female Managers**
 - Increase the proportion of female managers to 45% by 2028.
3. **Trainee Programs**
 - Expand trainee programs to include more USS countries, where possible.
4. **CO₂ emissions**
 - Enhance the awareness of the concept of carbon footprint with our clients and collaborators and progressively develop and improve our CO₂ impact reports.
5. **Company cars**
 - Convert the fleet of company cars into a fleet of exclusively zero-emission vehicles by natural renewal of fossil fuel and hybrid-driven cars.
6. **ICT Equipment**
 - Develop a detailed system to track all ICT gear, create an effective recycling policy, and build a proper reporting system to track the lifecycle of our ICT equipment.
7. **Employee Awareness**
 - Promote sustainability awareness among our staff, impacting both work-related situations and employees' private lives.
8. **Customer Education**
 - Provide solutions to help our customers make informed choices, offering CO₂ calculators for individual shipments and raising awareness of environmental alternatives.
9. **Strategic Partnerships**
 - Establish partnerships with environmental and social initiatives to collaborate and ensure impactful and sustainable efforts.

USS United Shipping Services AB remains committed to advancing our ESG goals and creating a sustainable future. We are optimistic about the progress we have made in 2024 and look forward to continuing our efforts in the years to come. Together, we can achieve a positive impact on the environment, society, and governance.