

# PFSCM'S SUSTAINABILITY EFFORTS

Driving impactful change through equity, diversity, inclusion and belonging (EDIB) environmental initiatives, and sustainability achievements.

## PFSCM'S SUSTAINABILITY ACHIEVEMENTS



Measured, reported, and **REDUCED** greenhouse gas emissions from logistics operations.



Advocated for measures and approaches to **REDUCE** emissions with clients and suppliers.



Advanced shipment and packaging optimization, and shifted modes from air to **LESS EMISSIONS-INTENSIVE** sea and land options where possible.



PFSCM NL building is constructed using materials with a **LOW ENVIRONMENTAL IMPACT OR RENEWABLE RESOURCES**.



Developed an **EDIB STRATEGIC PLAN** and incorporating EDIB training into PFSCM's Learning Lab.

### EDIB IMPACT

2023/2024



**154** staff members from **51+** nationalities.



**EDIB Policy** adopted into the quality management system.



**Diverse Workforce**  
53% women and 47% men.



**100% of staff** read and signed the PFSCM Code of Business Conduct and Ethics.



**80% of staff** feel supported with work-life balance.

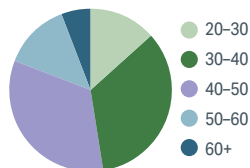


PFSCM NL has initiated **voluntary preventative health checks** for staff.



PFSCM NL established a **Works Council** representing staff.

#### DIVERSITY BY AGE



### ENVIRONMENTAL AND OPERATIONAL SUSTAINABILITY INITIATIVES

2023/2024



**QMS recertified to ISO 9001:2015** and aligned procurement processes with the ISO 20400:2017 guideline for Sustainable Procurement.



Identified opportunities to optimize pallet and container loading using **Load Optimization strategy** to save costs and reduce the logistics carbon footprint.



**80% of products** procured by PFSCM qualified for Load Optimization.



Promoted the use of public transport among staff, leading to a reduction in carbon emissions.



Implemented **sustainability factors** as part of selecting 3PLs.



Actively tracked **logistics emissions**.

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## PFSCM'S COMMITMENT TO SUSTAINABLE DEVELOPMENT AND CLIMATE ACTION



### ATACH Membership:

Joined the WHO-led Alliance for Transformative Action on Climate and Health (ATACH) to support WHO Member States in fulfilling their COP26 Health Programme commitments.



### UN Global Compact Membership:

As a member of the UN Global Compact, we engage with other entities that are committed to the Sustainable Development Goals.



### GLEC Participation:

As part of Global Logistics Emissions Council (GLEC) Framework, we measured and reported our freight emissions data in line with internationally recognized standards and methodologies.

## SUSTAINABILITY STRATEGY 2023–2024



### Strategic actions:

Published our sustainability strategy for 2023/24 and committed to reporting on our progress each year.



### Greenhouse Gas Emissions Reduction:

PFSCM is committed to measuring, reporting, and reducing emissions from its logistics operations in line with internationally recognized standards and methodologies.



### Sustainable Office Management:

PFSCM's US office is LEED certified, while its Netherlands office features sustainable, natural materials.



### EDIB:

PFSCM is committed to fostering an inclusive work environment, promoting pay and benefits equity, and developing strategic training programs.



### Economic Growth and Sustainability:

PFSCM uses its procurement expertise to boost economic growth and sustainability in the communities it serves by sourcing products locally where possible and identifying suitable suppliers through prequalification audits.