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|  | ISO Certification – 9001 / 14001 / 45001 Environmental Management Policy | Document – KMAS 05.2b |
| | | ISO ref.: 5.2 |

Purpose

To describe the environmental policy for HCS A/S.

HCS's top management has decided that the environmental policy should apply to all departments of HCS, to business areas and to offices that have or may influence the quality work towards customers, suppliers and all other partners.

The environmental management system is based on requirements from customers and authorities as well as in the ISO 14001 environmental management system.

Each sector director is the management representative and environmental manager within his or her section.

The environmental policy is assessed at least once a year and revised if necessary in connection with the management's review.

Field of application

The environmental policy applies to the entire company.

Environmental policy must;

- Be available as documented information
- Be communicated, understood and used internally within the organization
- Be available to relevant stakeholders where appropriate

ISO 14001 applies to all sectors in HCS A/S Transport & Spedition.

Responsibility

It is the responsibility of the top management to formulate the environmental policy.

Environmental policy

HCS A/S wish to be known as an honest and fair company communicating openly and dialogue-based. We want to deliver the best service level in the industry and to have the most satisfied employees. HCS will focus on its core areas, which are Transport & Forwarding, Waste Collection, Sewer & Industrial Service, Recycling & Waste Products, Recycling, Environment construction and Construction Haulage for all types of customers.

HCS will continuously work on improving the quality in both the core areas and in the management system, and we will work to improve the employee's approach to the daily tasks and to make the everyday processes easier and more rational.

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The HCS environmental policy is:

- The environmental policy of HCS covers all of the company and its suppliers
- Our goal is to closely follow and work for continuous improvement of the environmental management system and reduction of environmental impact from the company's activities in international transport, waste collection and recycling, environmental and construction tasks
- We will reduce the environmental impact of our activities, taking into account our technical, financial and business environment
- We will work to create a healthy and safe working environment for our employees and others who come in connection with the company's activities
- We want our customers to perceive our company as an environmentally conscious company. We therefore want to have an open communication with our surroundings about our environmental aspects
- We want to ensure that our employees and customers/partners are informed about our environmental performance
- We undertake to comply with all legal requirements in the environmental field and other requirements we have committed to
- Through our environmental management system, our policies and goals will be reviewed on an ongoing basis
- It is the company's goal that employees are involved in environmental work

April 2014

Mads Frederiksen, CEO

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