

# Unilode Sustainability

Sustainability report 2025





Let's fly... *Green!*



## Together we are making a difference at Unilode Aviation Solutions.

At Unilode we don't see Sustainability, as a buzzword. It's a state of mind and at the core of everything we do globally.





As a global leader in aviation ULD management, our decision-making aims to make sure that we are always striving to perform responsibly, safely and environmentally – consciously, and that our success, and growth, is built on ethics and effective sustainability.

By embracing sustainability and responsible business practices, at Unilode we aim to create long-term security and value for our people, customers and stakeholders, whilst contributing to a more sustainable and equitable future.

**Ross Marino**  
Chief Operations Executive  
Unilode Aviation solutions



## Our Sustainability scope and purpose

-  The purpose of our report is to demonstrate Unilode's commitment to Sustainability practices our commitment to our people, our customers, our sub-contractors and our suppliers.
-  Our integrated approach on Sustainability is closely linked with our business strategy, our values and enhancing our corporate culture.
-  Our Sustainability policies, and practices, support us in achieving our strategic ambitions and enable us to respond appropriately to our material business risks and opportunities.
-  Unilode is committed to implementing a sustainable business model; for our people, our customers and our planet.
-  Unilode will review our Sustainability priorities each year, and we will make sure that they align appropriately to our sustainability goals and targets.



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## Sustainability Policy Statement

Unilode is committed to building Sustainability into all aspects of our business. We'll work with our customers to understand their Sustainability requirements and to integrate them into our business where appropriate.

Our Sustainability policy statement reflects Unilode's commitment to improving business decisions and implementing opportunities to make us a more sustainable business.

### UNILODE'S SUSTAINABILITY POLICY DEMONSTRATES A COMMITMENT TO SDG'S:



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**ENVIRONMENTAL SUSTAINABILITY:** Unilode is committed to operating in an environmentally responsible manner, to reduce our impact on climate change, conserve natural resources, responsible production and operate in compliance with environmental regulations.

**SOCIAL RESPONSIBILITY:** Unilode is committed to being a socially responsible employer by fostering an environment of diversity and inclusion, promoting workplace health and safety, wellbeing, while operating ethically and with integrity, as well as supporting local communities.

**GOVERNANCE:** Unilode is committed to building a culture dedicated to decent ethical behaviors and responsible business activity. Unilode believes that strong governance is the foundation to delivering this commitment.

**FRAMEWORKS:** Unilode will support the United Nations General Assembly Sustainability Development Goals.

**SUCH A BLUEPRINT FOR THE PROSPERITY OF 'PEOPLE AND THE PLANET' WILL BE THE FOUNDATION OF SUCCESS.**





# Our **SUSTAINABILITY** priorities

Minimising our, and our customers, impact to the environment

1

## PROTECTING OUR ENVIRONMENT

- Reduce environmental impact by implementing CO2 reduction initiatives
- Reduce waste, improve recycling and reduce our fleet CO2e emissions
- Prioritise renewable energy sources and energy consumption



2

## RESILIENCE & CLIMATE CHANGE

- Incorporate climate risks into our Corporate Risk Register
- Climate impact represented in our Business Continuity Planning
- Protect our global business by mitigating against Climate Impacting risks



3

## HUMAN CAPITAL

- Provide a safe workplace for all. We monitor and manage occupational H&S risks
- Our people are our greatest asset, we prioritise wellbeing
- We provide an engaging, caring and professional work environment



4

## SOCIAL IMPACT

- Promote diversity and inclusion, respect and appreciation
- We respect people as individuals and protect their human rights
- We ensure fair and equal opportunities for people working in our supply chain.



5

## BUSINESS ETHICS & GOVERNANCE

- Effective oversight, policies and procedures
- The highest standards of corporate and ethical governance.
- We operate within the Unilode values framework



Winner of the Freightweek Sustainability ULD provider award for the **THIRD CONSECUTIVE YEAR.**



# How are we DOING THIS

The areas we are focusing on



## Reducing carbon emissions

We're dedicated to sourcing, and utilising, only **100% RENEWABLE ENERGY**.

Our stations, offices and facilities will be **WELL-INSULATED** and equipped with LED lighting.

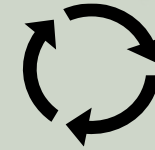
Additionally, our forklifts will be electric and run on renewable energy.



## Energy conservation management

Our **SALVAGE PROGRAMME** will see the reuse of 'scrap' parts that can be salvaged reused, while remaining compliant. Seeing saving in carbon footprint and resources.

Our next focus will be on looking at how our cargo nets can be sustainable



## Circular Economy

We'll encourage our partners and suppliers to collaborate with us in **EMBRACING A CIRCULAR ECONOMY**.

We'll create, and source, sustainable products at every stage of the life cycle.

We'll continuously assess and refine our processes. Our waste management strategy will prioritise reduction, reuse, and recycling, eliminating the need for landfill.

We'll work alongside professional organisations to make sure we stay aligned with best practices and ahead of industry changes.

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# Objectives

Unilode aims to improve its impactful outcomes as well as help its customers & suppliers in relation to the following objectives.

## Environment

### Environmental Stewardship:

- We are committed to minimising our environmental impact and promoting sustainability in all aspects of our operations.
- We will continually seek opportunities to reduce our carbon footprint, conserve resources, and minimise waste.
- We will strive to adopt renewable energy sources and improve energy efficiency throughout our facilities.
- We will adopt a vehicle electrification programme to ensure that our commitment to carbon reduction is maximised.



### Climate Change Mitigation:

- We acknowledge the importance of addressing climate change and will take measures to reduce greenhouse gas emissions.
- We will set targets for emissions reduction and actively work towards achieving them.
- We will explore opportunities to invest in clean technologies and support initiatives that promote climate resilience.

### Sustainable Supply Chain:

- We will work with our suppliers and partners to promote sustainable practices and responsible sourcing.
- We will encourage transparency and compliance with environmental regulations throughout our supply chain.
- We will collaborate with suppliers to identify opportunities for reducing environmental impact and promoting sustainable materials and products.

## Social

### Employee Well-being and Diversity:

- We value the well-being and safety of our employees and will provide a healthy and inclusive work environment.
- We are committed to fostering a diverse and inclusive workforce, where all individuals are treated with respect and have equal opportunities for growth and development.
- We will provide training and development programs to enhance employee skills and promote their wellbeing.

### Community Engagement:

- We will actively engage with the communities in which we operate, understanding their needs and concerns.
- We will support local initiatives and collaborate with community organizations to address social challenges and contribute positively.
- We will encourage employee volunteers and their participation in community activities



### Responsible Business Practices:

- We will adhere to high ethical standards and conduct business with integrity, honesty, and fairness.
- We will promote responsible marketing and ensure transparency in our communication with customers, employees, stakeholders, and the public.
- We will respect and uphold human rights, both within our organization and throughout our supply chain.





## Objectives... cont...

### Governance

#### Board Diversity and Independence:

- We will strive for a diverse work-force that reflects a diverse range of backgrounds, expertise, and perspectives.
- We will maintain an independent board that exercises effective oversight and acts in the best interest of our stakeholders.

#### Ethical Conduct and Accountability:

- We will maintain a robust system of corporate governance that promotes transparency, accountability, and responsible decision-making.
- We will comply with all applicable laws, regulations, and industry standards.
- We will establish mechanisms for reporting and addressing any concerns related to ethical conduct, including whistle-blower protections.

#### Risk Management:

- We will implement effective risk management practices to identify and address environmental, social, and governance risks.
- We will regularly assess potential risks and develop strategies to mitigate them.
- We will communicate our risk management practices to stakeholders and continuously improve our risk mitigation efforts.





# Thank you



**At Unilode we are building better for the future.**

ULD management is more than just a box for us.

**Let's fly together.**

**Find out more about Unilode:**



**Unilode.com**



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