



EST. 1961

GLANDER
INTERNATIONAL
BUNKERING

ESG OVERVIEW 2022-23

A WORLD OF DIFFERENCE





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EXECUTIVE STATEMENT

This inaugural Environmental, Social, and Governance (ESG) Overview represents our commitment to integrating the best practices into the core of our bunkering operations. Building on and replacing our previous analyses of our Corporate Social Responsibility (CSR) and Global Diversity from past years, this document was launched to encapsulate our journey and serve as a manifesto for what we aspire to achieve.

Our decision to transition to sharing an ESG Overview reflects our commitment to sustainability, considering the interconnectedness of environmental stewardship, social responsibility, and ethical governance. In this document, we outline our achievements to date and set forth a clear benchmark for progress and more achievements in the forthcoming years.

Our dedication to ESG principles is integral to our strategic vision and operational execution. As we move forward, we will focus on measurable targets that drive significant progress across all ESG dimensions, specifically tailored to the maritime industry. We pledge to maintain the momentum gained and to challenge ourselves to reach new heights in our ESG journey.

We invite everyone to join us on this collective effort, from suppliers to shipping companies, from regulatory bodies to maritime associations. It also relies on port authorities, financial institutions, technology providers, NGOs, and finally our valued employees. Together, we will continue working collaboratively to forge a sustainable future for the maritime industry and the world.



CARSTEN LADEKJÆR

CEO, GLANDER INTERNATIONAL BUNKERING

ANNUAL HIGHLIGHTS

In a fast-paced industry, ESG provides a much-needed sense of stability and purpose for us as a bunker trading firm. Through the dedication of our team and partnerships with esteemed organizations, we are pleased to present key achievements of the past year. These are quick snapshots of our ESG-driven journey and we are optimistic in setting more benchmarks over the years.

While we are optimistic about forging ahead, we are cognizant of the collaborative efforts required across the industry to make bigger impact. Yet with ESG at our helm, we remain steadfast in our mission to ensure sustainable change and continue charting new achievements.



ISCC certifications in Tønsberg, Florida, Geneva, Valencia, Singapore and Dubai



New charity organizations included in our program to diversify efforts within healthcare and emergency response



Development of **New Global Business Partner** Responsibility Conduct



Compliance and new **fuels training for all employees**



Smart energy-saving AC systems and recycling at our offices



Reduction of printed marketing material including shift to digital business cards and online brochure



Equal paid parental leave of 5 months in addition to grandparental leave



Great Place to Work certified for 5 consecutive years



Partnerships with **ECOUREA** and **new fuel suppliers**



43% of all promotions given to women and 2x more nationalities hired since 2018



97% of our commercial team completed decarbonization educational program

NINE OFFICES FOR **GLOBAL IMPACT**

Our well-placed offices strategically cover important shipping and energy hubs worldwide. Being situated near the top bunker hubs allows us to provide on-the-ground support and swift assistance to our clients at sea.

This advantage is made possible by our diverse and talented team, who bring their unique backgrounds and experiences to the table, contributing to our organization's success and enabling us to deliver exceptional services.



Dubai



Singapore



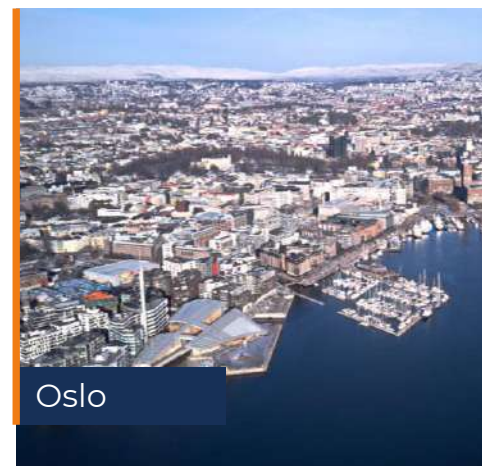
Valencia



Florida



Geneva



Oslo



Mumbai



Tønsberg



Montreal



ENVIRONMENT

Our company is committed to propel the industry's decarbonization and implement environmentally responsible practices at the workplace.

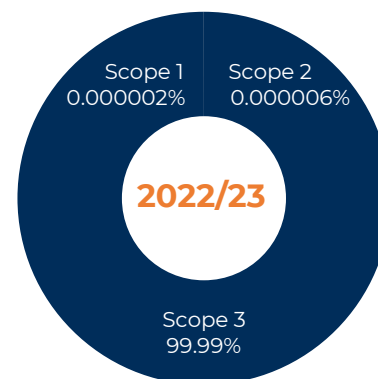
OVERVIEW

SCOPE 1, 2 & 3

More than 99% of our carbon footprint is generated within our value chain, indicating that less than 1% is under our direct control and pertains to our actual operational activities.

Given this distribution, prioritizing the transition towards low and zero-emission solutions is critical to our business. We are committed to playing a pivotal role in this transition, not only to reduce our Scope 3 emissions but also to assist our clients in moving towards more sustainable practices.

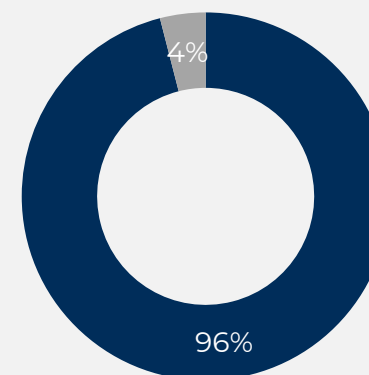
In this overview, you can find a detailed breakdown of our total GHG emissions footprint and the specific contributions of each emission scope.



**TOTAL GHG
FOOTPRINT**
11,498,333
MT CO₂e

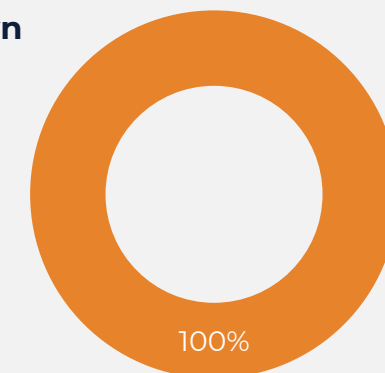
Scope 2 breakdown

- Electricity
- Heating
- Cooling



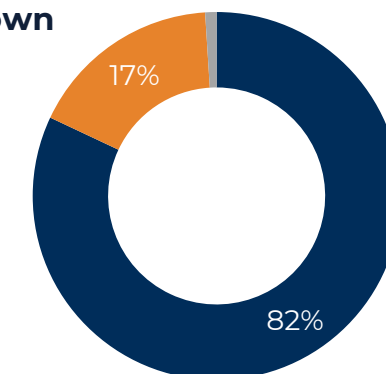
Scope 1 breakdown

- Terminals & Offices
- Vehicles
- Vessels



Scope 3 breakdown

- Use of sold products
- Purchase goods / services
- Downstream Transportation
- Upstream leased assets
- Business travel
- Upstream transportation
- Fuel & Energy related
- Purchased Capital Goods



THE SCOPES, EXPLAINED

SCOPE 1

Direct emissions from the operations owned or controlled by Glander International Bunkering across 9 office locations. Emissions classified as Scope 1 come from our company car.

SCOPE 2

Indirect emissions from the generation of energy such as electricity, heating and cooling consumed at our offices. Our Scope 2 emissions are related to our electricity consumption and cooling.

SCOPE 3

Indirect emissions from all relevant activities across our value chain. The majority of our Scope 3 emissions is related to the fuel products supplied to our customers.

ENVIRONMENTALLY RESPONSIBLE WORKPLACE

Analyzing Scope 1, 2 & 3 in the workplace

In our 9 offices, we have invested in energy-efficient technologies, waste reduction measures like minimizing single-use plastics, and pursuing office supplies and products from recycled materials.

We are also actively contributed to waste management and recycling programs around the world, which includes waste segregation.

In this section, we outline emissions categorized as Scope 1 and 2, along with those arising from business travel falling within Scope 3. These we define as emissions within our company's control for the purpose of conducting our business.

In our detailed emissions assessment, we found the predominant sources of emissions are related to business travel, electricity and company vehicles.

Scope 1, 2 and 3	Total
Scope 1	26
Terminals & Offices	-
Vehicles	26
Vessels	-
Scope 2	67
Electricity_MB (Market based)	64
Heating	-
Cooling	3
Scope 3	362
Business Travel – Cat 6	362
TOTAL MT CO₂e	455

Our response

Recognizing these sources has been instrumental in implementing change in our operations. For instance, we have transitioned to a hybrid company car, encouraged energy conservation through targeted communication campaigns, and invested in energy-efficient technologies to further reduce electricity consumption in our offices. We will continue to reduce and track our progress towards a net-zero workplace.

DECARBONIZING SHIPPING

Analyzing Scope 3 in our business

In this section, we take account all Scope 3 emissions that stem from all relevant activities across our value chain. The majority of these emissions are indirectly generated from our customers' consumption of fuel products and the production and transportation of oil from well to tank.

Transitioning shipping to new low and zero-carbon fuels is the biggest challenge in the history of the industry. We take the important role upon us to facilitate the transition to low and zero-carbon fuels and to help clients and stakeholders fulfil their environmental criteria.

We have measured eight categories of Scope 3 emissions as follows:

- Category 1: Purchased goods/services
- Category 2: Purchased capital goods
- Category 3: Fuel and energy-related
- Category 4: Upstream transportation
- Category 8: Upstream Leased Assets
- Category 9: Downstream transportation
- Category 11: Use of sold products



Scope 3	Total
Purchased goods/services – Cat 1	1,970,407
Purchased capital goods – Cat 2	2,273
Fuel and energy-related – Cat 3	10
Upstream transportation – Cat 4	-
Upstream Leased Assets – Cat 8	-
Downstream transportation – Cat 9	50,574
Use of sold products – Cat 11	9,474,614
TOTAL MT CO2e	11,497,878

Our response

We have undertaken concerted efforts to facilitate the transition to new fuels and emissions reduction. For instance, we have established a new fuels department that specializes in carbon solutions, biofuels, methanol, LNG and more. We have also partnered with ECOUREA and earned ISCC certification for biofuel in 5 offices.

NEW FUEL STRATEGY

The 5 building blocks

Our new fuel strategy not only aligns with the rising tide of stringent environmental regulations, but also presents a proactive approach to meeting the industry's decarbonization goals.

Through our global reach, supplier relationships, and teams of experts, we are well-positioned to facilitate the green transition for customers who are intent on decarbonizing. Through comprehensive training programs, our experts are up-to-date with the latest development in the maritime industry, including new fuel technologies, environmental regulations and market trends.

We assist shipping companies with new fuel sourcing, testing, hedging solutions, and compliance strategies. With our ISCC certifications in 5 offices, we ensure compliant biofuel delivery as per EU environmental, social and traceability criteria. We also assist clients in navigating the evolving landscape of new fuels, including LNG and biofuels, to ensure a smooth transition.



New Fuels Team

New department offering customers specialized guidance / support



Short to Mid-Term New Fuels

Increase access to biofuels & LNG in key markets



Long-term fuels & Partnerships

Strategic partnerships in methanol & ammonia



Voluntary Carbon Markets

Advisory capabilities and high-quality projects



Mandatory Carbon Markets

Compliance support for EU ETS regulations

WHY ARE WE FOCUSED ON WELL-TO-WAKE?

Well to wake refers to the emissions for the entire bunkering process, from fuel production and delivery to use onboard ships. This life cycle analysis (LCA) provides guidance on GHG intensity of a vessel's operation. It ensures that companies and regulators capture the full environmental footprint of fuels. This comprehensive methodology will be important in emissions accounting and compliance with IMO and all maritime regulations..

WELL-TO-TANK



Raw material



Fuel production



Transportation and storage



Bunkering



TANK-TO-WAKE



Storage on-board



Energy conversion



Energy transfer to propeller

ISCC-CERTIFIED BIOFUELS

The International Sustainability & Carbon Certification (ISCC) is a global accreditation platform for various bio-based feedstocks and renewables, encompassing sectors like energy, food, feed, and chemicals. This certification ensures adherence to sustainability standards, including the mitigation of greenhouse gas emissions, responsible land use, safeguarding of natural habitats, and promoting social sustainability. As a member of the UN Global Compact, ISCC endorses prominent international efforts championing sustainable supply chains. Obtaining the ISCC certification ensures that products meet the sustainability guidelines stipulated by the EU's Renewable Energy Directive (RED).

What is ISCC EU?

ISCC EU is recognized by the European Commission to demonstrate compliance with the sustainability criteria for biofuels and bioliquids set out in the Renewable Energy Directive (RED II) and by the United Kingdom under the renewable fuel obligation. It is a voluntary sustainability certification scheme applicable for the bioeconomy and circular economy.

What is ISCC PLUS?

ISCC Plus is a voluntary sustainability certification for plastics and chemicals, food and feed markets, as well as biofuels outside the European Union and the United Kingdom. It has a modular approach that ensure the fulfilment of different market requirements and continuous improvement.

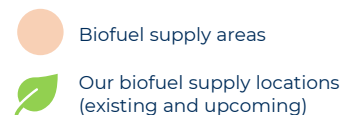
We are ISCC EU and ISCC PLUS certified in our Tønsberg, Geneva, Valencia, Singapore, Florida and Dubai offices. Our ISCC certificates are available for download on our website gibunkering.com



WHERE WE SUPPLY BIOFUEL

From an environmental standpoint, biofuels present a compelling alternative to conventional marine fuel. Their use can reduce greenhouse gas emissions, given that CO₂ released during combustion is offset by amount absorbed during production. Our biofuel experts can secure biofuel supply as infrastructure on the land side is highly developed and marine specific biofuel infrastructure is developing.

Note: It may be possible to source biofuels in areas not marked on this map.



NO_x REDUCTION IN **SHIPPING**

ECOUREA Partnership

The ECOUREA product neutralises marine fuel NO_x, reducing emission levels by up to 98% in accordance with MARPOL Annex VI.

Our partnership with ECOUREA demonstrates a commitment to the transition to reduced emissions in the maritime industry. From a regulatory standpoint, as international maritime standards grow increasingly rigorous, shipping companies can anticipate substantial penalties for non-compliance. Our offering through ECOUREA ensures not only adherence to these regulations but also showcases proactive environmental stewardship.

Under the terms of this agreement, Glander International Bunkering provides shipping companies a complete emissions control package, from the system design to the supply of Marine Urea (AUS40).

By combining our expertise in bunkering with ECOUREA's advanced emissions reduction technology, we strive to make a positive impact on the environment while ensuring efficient and compliant operations for our clients.



What is ECOUREA?

ECOUREA offers a wide range of reagent solutions to reduce Nitrogen Oxide (NO_x) emissions, turning NO_x into harmless nitrogen and water.

A photograph of four women standing in a row, smiling at the camera. They are dressed in traditional Indian attire, specifically sarees. The woman on the far right is wearing a pink blouse and a white saree with a yellow border and floral patterns. The woman next to her is wearing a black blouse and a white saree. The woman next to her is wearing a white blouse and a white saree. The woman on the far left is wearing a maroon blouse and a white saree. They are standing in front of a glass wall with a large, stylized globe design. To the left of the women is a large indoor plant in a white pot. The background is a light blue wall with a grid pattern.

SOCIAL

Our social responsibility helps create a stronger, more connected workforce, and brings about meaningful change in local communities.

A photograph of a colorful rangoli made of flowers and a brass diya. The rangoli is circular and features a central brass diya. The flowers are in shades of orange, yellow, and red. The background is a light blue wall with a grid pattern.

GLOBAL DIVERSITY & INCLUSION

We are proudly different, from how we operate as a business to the people who work as part of our team. The distinction stems from our unwavering commitment to inclusivity, and a deep focus on performance, passion and compassion – rather than skin color, age, background or gender. The outcome is a team of diverse talents who contribute their unique perspectives, but also feel genuinely valued, represented and empowered to perform at their very best.



**105
EMPLOYEES**



**35 LANGUAGES
SPOKEN**



**33
NATIONALITIES**



**33%
WOMEN**

Since 2020, we annually shared important employee demographics and set the standard for transparency and accountability with our annual Global Diversity Report (GDR). Going forward the GDR will be discontinued and the ESG Overview will feature information regarding our cultural, leadership and gender diversity.

POLICIES FOR **DIVERSITY & INCLUSION**

INCLUSIVE HIRING

In addition to recognizing and embracing candidates with diverse backgrounds, our hiring process aims to be unbiased. Our job ads are written using gender neutral language and our career website contains authentic images from our team. Further, to eliminate bias, the recruitment process is a group effort, comprising of employees that have completed bias awareness training, rather than a one-person task.

PARENTAL LEAVE

We announced a global 5-month paid parental leave applied equally for all employees. Regardless of the employee's gender, the policy gives every parent the opportunity to spend more time with their newborn, without worrying about any financial and career impacts. It is also important to normalize the concept of male employees taking adequate paternity leave and encouraging mutual parental responsibility.

PERSONALITY DIVERSITY

We recognize that an organization requires different personality types to be successful. Therefore, we utilize the DISC model to understand why our employees behave, communicate and react in certain ways. DISC stands for dominance (D), influence (I), steadiness (S) and compliance (C), which are the four different results of the online assessment. The questions posed in the DISC assessment focus on how employees react to workplace situations and challenges. This type of awareness is invaluable to create cohesion, understanding and conflict reduction at work.

CULTURAL APPRECIATION

Celebrating and learning about each other's culture and customs is not only a beautiful human experience, it makes employees feel appreciated. Therefore, we try to celebrate different holidays and cultures throughout the year. In our most recent Christmas party, we had a cultural culinary feast of famous dishes from around the world. For other lesser-known holidays, we encourage our team members to educate the rest of the team about the importance of the event in their religion or country.

GLOBAL MOBILITY PROGRAM

We provide our employees the opportunity to relocate to different office locations across the world, to broaden their cultural knowledge and expertise. They can choose a short- or long-term arrangement in line with their own career or personal goals and the organization's globalization strategy. The receiving office immediately informs their in-house welcome committee to help the employee adjust to the new country and work culture.

EMPLOYEE STATS

33.7% of our workforce are females, compared to the industry average of **10%**



according to the WISTA Women in Maritime Survey 2021

33.0%

of all promotions were given to women during past fiscal year²



Managers come from 14 countries¹

China, UK, Russia, Armenia, India, Norway, USA, Denmark, Germany, Greece, Singapore, Ecuador, France, Spain

Nearly 2X

more nationalities employed since 2018³



51.4%
of employees have been with us for 5+ years¹

19%
with us for 10+ years¹

1. as of May 1, 2023

2. Out of 15 total promotions, 5 were women.

3. 18 nationalities in 2018 compared to 33 in 2023

POLICIES THAT PRIORITIZE **THE PEOPLE**

EMPLOYEE WELLBEING FOCUS.

This past year marked a significant development as we introduced a pivotal role in our organization – the Wellbeing Manager. The role underscores our commitment to supporting our team members, at work and after work. The Wellbeing Manager, Alice S. Hougaard, is tasked with ensuring the physical, mental and emotional health of our employees. She is responsible for creating and implementing wellness programs, providing mental health support and ensuring a healthy work environment. This is all prioritized to improve job satisfaction, boost morale and contribute to overall productivity.

EQUAL PARENTAL LEAVE.

The new 5-month paid parental leave announced earlier this year, aims at promoting gender equality. Regardless of the employee's gender, the policy gives every parent the opportunity to spend more time with their newborn, without worrying about any financial and career impacts. It is also important to normalize the concept of male employees taking adequate paternity leave and encouraging mutual parental responsibility. Further, we announced a new grandparental leave that allows employees to take paid days off to care for their grandchildren.

'PLEDGE FOR HER' IMPACT.

We promoted the issue of gender balance this International Women's Day with the second phase of the Pledge for Her initiative. In 2022, we first developed an online platform that encouraged people from all industries to submit solutions that could mitigate gender inequality. This year, we released the results of this exercise to promote solutions and shed light on the matter. The majority of respondents (41%) pledged to provide personal and professional support to women, highlighting compassion, appreciation and education. 35% committed to supporting equal opportunity and fairness in the workplace. Hiring and promoting policies were also addressed with 17% pushing for more female leaders.



Take the pledge at
[**gibunkering.com/pledgeforher**](https://gibunkering.com/pledgeforher)

WELLBEING

INITIATIVES

Promoting a work-life balance and employee wellness has a proven positive effect on satisfaction and career progression. We implement several initiatives, across our global network, that are arranged by team members of different seniorities and job functions.



Social Committee:

Comprising employees who meet regularly to discuss and arrange team bonding activities, the Social Committee primarily aims to enhance workplace culture. By providing the means for employees to interact, socialize, learn and collaborate outside their professional roles, the Committee fosters a sense of belonging and improved morale.

Physical Activities:

Our employees sitting in offices worldwide regularly partake in activities that range from yoga sessions, spinning classes, in-house boxing classes, etc. depending on the employee interests. It not only enhances the health of our employees and promotes team bonding, it helps encourage healthy habits and work-life balance.



Health and Safety:

Promoting a great environment that aims to keep our employees safe and secure is critical for our organization. We offer nutritious snack options, healthy drinks, filtered water stations, and we recently hosted a first-aid workshop where multiple of our colleagues were certified as first aid professionals.



CHARITABLE CONNECTIONS

We carefully select incredible charities and organization that contribute to our mission of making a “world of difference.” These partnerships are integral to our company’s core values and deep commitment to create a positive, lasting impact.

OUR INITIATIVES ARE CATEGORIZED INTO 4 SUPPORT AREAS:



Education



Emergency
Response



Healthcare



Community
Development

CHARITABLE CONNECTIONS



Vivekananda Youth Forum

Since 2012, we have been partnering with this non-profit organization in Mumbai that aids homeless children gain access to education, healthcare, nutrition and vocational training.



Mercy Ships

These hospital ships travel around the world, delivering medical care to the most vulnerable communities. They also train local professionals and provide new medical tools and facilities.



Children's Cancer Society & Norwegian Cancer Society

These two charities focus on research funding, cancer care and treatments for children and adults globally.



Michael Cuccione Foundation

Funds raised by this US based organization help improve awareness and research for childhood cancer.



Purnata

This NGO based in Mumbai works tirelessly to stop human trafficking and provide assistance to survivors.



YoungShip Geneva

We assisted YoungShip in launching its inaugural branch in Geneva, aiming to nurture and guide the next generation of maritime industry leaders.



AS Charmilles

This sports club in Switzerland was established to unite the community through the joy of sports and camaraderie.



Casa Caridad

For the past 4 years, we have partnered with Casa Caridad to provide hot meals to homeless communities in Spain.



Sugar Plum Charity Golf Tournament

We support Sugar Plum, a local bakery, through its annual event to raise funds to improve social, vocational and residential opportunities for young individuals with disabilities.



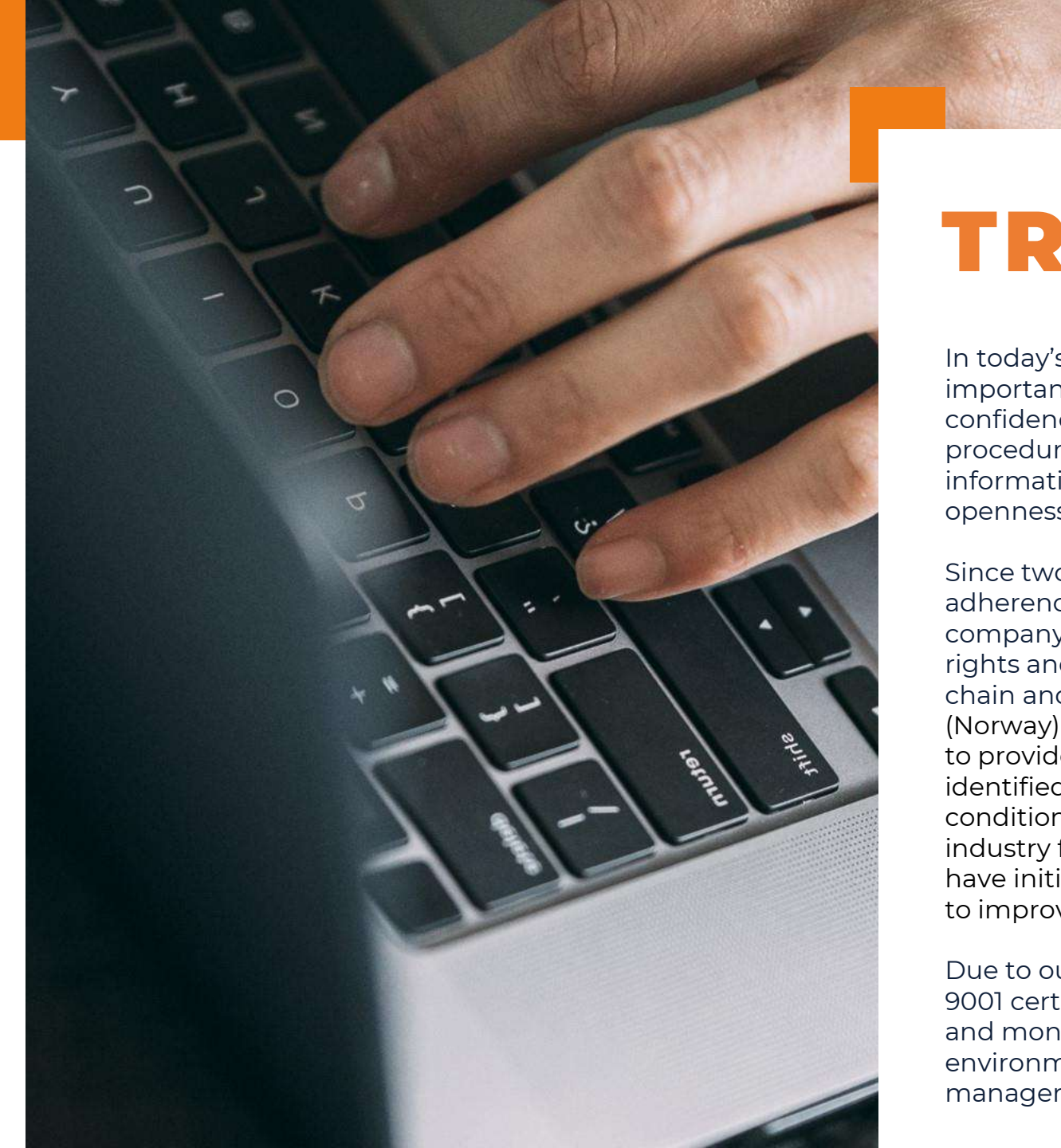
SOS Mediterranee

This European maritime humanitarian organizations rescues people in distress in the Mediterranean Sea.

The background image shows two men in business suits walking and talking. The man on the left is wearing a grey suit and a striped tie, while the man on the right is wearing a dark blue suit and a striped tie. They are standing in front of a building with large glass windows. A large circular logo is visible on the building's facade. The text is overlaid on a dark blue banner at the bottom of the image.

GOVERNANCE

Through our world-class compliance system, code of conduct, and continual trainings, we uphold integrity and responsibility in our operations.



TRANSPARENCY

In today's more complex business world, the need for transparency is more important than ever before. It increases the trust, knowledge, and confidence of our clients. Accordingly, we have reported our internal procedures, code of conduct and financial earnings. Sharing this information broadly inside and outside the organization encourages openness and promotes best practices.

Since two of our offices are located in Norway, we prepared a report in adherence to the Norwegian Transparency Act, to describe how our company carries out due diligence assessments of fundamental human rights and decent working conditions in our own operations, our supply chain and our other business partners. Glander International Bunkering (Norway) AS has approximately 338 vendors globally that the company uses to provide bunkering service to international and domestic clients. We have identified risks of adverse impacts to human rights and decent working conditions related to three of our suppliers, mainly due to geographical and industry factors from the sources above and questionnaire feedback. We have initiated dialogue with these three suppliers, and we continue to work to improve our follow-up routine to ensure that this dialog is effective.

Due to our transparent reporting, we earned the Achilles, ISO 14001 and ISO 9001 certifications in our Tønsberg office. Achilles works to identify, assess and monitor the supply chain while ISO 14001 demonstrates our environmental management and ISO 9001 demonstrates our quality management.



CYBER SECURITY & SECURE INVOICING

Our Group's cyber security department diligently oversees information security within the company, ensuring a robust defense system against digital threats. The cyber security program is further strengthened by our employees, who participate in cyber awareness sessions and phishing simulation tests conducted by our IT department.

We also implemented digitally secured invoices as an extra security measure to protect customers against cyber fraud. This technology mitigates risks associated with hackers who alter bank details on invoices. As a business partner, our company believes it is our responsibilities protect shipping companies when they are doing business with us. The invoicing system alerts recipients if invoices have been tampered with.

Our internal policies are aligned with the NIST Cybersecurity Framework (NIST CSF) and the Center for Internet Security's CIS Controls Version 8. These frameworks serve as the cornerstone of our commitment to maintaining a robust security level aligned with widely recognized industry best practices. We are dedicated to continually assessing our security landscape, actively seeking potential certification opportunities that align with our overall business and risk management objectives.

Further, our designated GDPR ambassadors have worked hard to reinforce our allegiance to data protection and compliance. Through regular touchpoints, we have made significant progress in key areas, including data mapping, documentation and technical security measures. A comprehensive data mapping exercise was conducted, providing us with a profound understanding of the data we handle, its origins, and the necessary measures to ensure compliance with privacy regulations.



WHISTLEBLOWING

With clear whistleblowing policies and procedures in effect, we ensure a secure and safe process to report a breach or potential breach of our code of conduct. There is zero tolerance relating to misconduct and non-compliance, no matter the severity.

Procedures for reporting are explained in our Whistleblowing Policy. To ensure every member of our team – from entry-level to senior management – understands the policy, they are required to complete periodic trainings. By emphasizing real-world scenarios and equipping our staff with the knowledge to navigate potential dilemmas, we create a safe environment where concerns are voiced and resolved. Regular awareness campaigns on our Group intranet and other platforms are also conducted to raise awareness of whistleblowing topics.

Concerns and cases can be reported via an online whistleblowing submission form that is available on our intranet as well as the Group's [website](#).



COMPLIANCE

Navigating the multifaceted landscape of global business, we recognize that promoting ethical business conduct is imperative. See below how we continuously develop and refine our policies for stringent compliance.

Business Partner Responsibility

We are committed to fostering a sustainable and compliant supply chain by assessing our third-party partners. Through our new Global Business Partner Responsibility Conduct (GBPRC), we will be promoting, safeguarding and assessing the sustainable and responsible practices of our business partners.

Legislations and Sanctions

As new regulations emerge, we collaborate with employees, stakeholders and industry experts to stay at the forefront and act as a guide for our partners. Operating on a global scale requires us to adhere to sanctions, prohibition or restrictions imposed by the United Nations, European Union, United Kingdom or USA including the US Department of Treasury Office of Foreign Asset Control and US department of States.

Anti-Corruption

The activities at Glander International Bunkering are subject to a number of anti-corruption laws, including but not limited to the Danish Criminal Code, the UK Bribery Act, the U.S. Foreign Corrupt Practices Act and the Prevention of Corruption Act in Singapore.

RECOGNITIONS



Great Place to Work

For the fifth year, the Great Place to Work UAE Institute has recognized our company as a top workplace, measuring our performance in five categories: credibility, pride, trust, camaraderie and fairness.



Supply Chain

Achilles Information, the global leader for supply chain risk and performance management has recognized our company in the Oil and Gas network.



Quality & Environment Management

Our Tønsberg office has been accredited for its quality management (ISO 9001) and environmental management (ISO 14001). Both standards are important to help ensure compliance and continual improvement.



CSR Finalist

Glander International Bunkering was a finalist in the Corporate Social Responsibility category at the 9th Annual Maritime Standard Awards in 2022, for the second consecutive year. To be shortlisted in the CSR category, companies must demonstrate a strong commitment to employee and community welfare.



ISCC Certifications

Demonstrating our commitment to sustainable practices and compliant biofuel supply chains, we received the ISCC EU and ISCC Plus certificates from the International Sustainability and Carbon Certification (ISCC) in our Tønsberg, Valencia, Florida, Geneva, Singapore and Dubai offices.



CONCLUSION

As we conclude our ESG Overview, we are appreciative of the efforts of our stakeholders who made this comprehensive analysis possible. This report not only reflects our commitment to transparency and accountability but also emphasizes our pledge to making sustainable and responsible business decisions.

A crucial aspect of our ESG journey is continuous improvement. Recognizing this, we have laid the groundwork here to establish key performance indicators (KPIs) across all dimensions of ESG.

These metrics will provide a clear benchmark, allowing us to measure our year-on-year progress. While we are proud of our achievements this year, we remain humbly aware of the areas that require greater attention and action.

We understand that the road to sustainability is long and complex, but we are confident that we will continue to make strides.

Thank you for being a part of this transformative journey with us.