

# Biodiversity policy

LAST UPDATE: JULY, 2024

## Change history

The Policy is reviewed annually.

## Approval

08/07/2024	Creation of the policy	Creation of the policy

This policy has been reviewed and approved.

Date	Name, title
08/07/2024	Sofie Lindegaard, Head of Group Sustainability

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## Introduction

The purpose of this Biodiversity Policy is to articulate DFDS' commitment to protecting and enhancing biodiversity across all areas of operation. This policy aligns with the overall DFDS strategy to promote sustainable and environmentally responsible business practices. Biodiversity is crucial for maintaining ecosystem services, which are essential for human well-being, climate regulation, and economic resilience.

DFDS' plans for monitoring and mitigating the environmental impact of our operations, both onshore and at sea, are anchored in the DFDS Biodiversity Strategy, the Biodiversity Action Plan, and this policy.

Our commitment to biodiversity supports global frameworks such as the UN Sustainable Development Goals (SDGs), particularly SDG 14 (Life Below Water) and SDG 15 (Life on Land). This policy addresses our approach to mitigating these impacts through proactive and responsible actions.

## Scope

This policy applies to all DFDS operations, including maritime and land-based activities. It encompasses the following:

- All DFDS employees.
- Contractors, consultants, and suppliers working on behalf of DFDS.
- Activities conducted at all DFDS sites, locations, and ships.

## Policy statement

DFDS is dedicated to conserving biodiversity and managing natural resources sustainably. We recognise our responsibility to protect the environment and are committed to the following principles:

- Integrating biodiversity considerations into our decision-making processes and business practices.
- Minimising adverse impacts on biodiversity through careful planning and operational controls.
- Promoting awareness and understanding of biodiversity issues among employees and stakeholders.
- Engaging with external stakeholders and knowledge partners to support that biodiversity research and requirements within the industry are relevant, efficient and robust.
- Complying with all relevant environmental legislation and regulatory requirements, and promote development of new relevant legislation and standards where gaps are identified.
- Monitoring, evaluating, and reporting on our biodiversity performance to ensure continuous improvement.

To achieve these principles, DFDS will:

- Conduct environmental impact assessments for large projects and significant operational changes.
- Implement measures to avoid, minimise, and mitigate negative impacts on biodiversity.
- Support and participate in conservation initiatives and research projects.
- Foster a culture of environmental stewardship among our workforce through communication and engagement activities and relevant projects.
- Collaborate with stakeholders across the entire value chain, including local communities, government agencies, non-governmental organisations, and universities to drive the biodiversity agenda forward.

## Implementation

To ensure the effective implementation of this Biodiversity Policy, DFDS will establish robust governance structures and processes, including:

- Assign a dedicated Biodiversity resource to be responsible for overseeing policy implementation and performance monitoring.
- Regular assessments to evaluate the effectiveness of biodiversity measures and identify areas for improvement.
- Annual review of the alignment and effectiveness of the DFDS Biodiversity Strategy, the Biodiversity Action Plan, and this policy.
- Annual reporting on biodiversity performance, including progress towards targets and objectives.
- Continuous review and adaption of the DFDS Biodiversity approach in response to new scientific insights and operational challenges.
- Actively leverage open Innovation and partnerships to attract external biodiversity specialists to help close DFDS biodiversity knowledge gaps.

## Roles and responsibilities

Biodiversity governance is a subset of the DFDS ESG Strategy, which is anchored in the Board of Directors and the Executive Management Team (EMT).

Group Sustainability is the owner of this policy and has the responsibility for keeping it up to date and aligned with the Biodiversity Strategy and the other relevant DFDS policies.

It is the responsibility of the individual DFDS managers to ensure that their direct reports are familiar with this policy, the relevant biodiversity knowledge sharing material, and that biodiversity considerations are brought into business decisions.

## Contact information

For any questions or to report concerns related to biodiversity impacts, please reach out to the Group Sustainability team.