



Your Total Supplier in Transport, Environmental and Waste Solutions







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Introduction and History



Welcome at HCS

Dear customer/partner,

we want to offer the most optimal solutions in transport, environment and waste to our customers, and always strive to provide the best customer service in all respects.

At HCS, we put the customer at the center. We want it to be a good experience to cooperate with us and customers to be able to feel that we go the extra mile to solve challenges and meet needs.

As a total supplier, we can offer a wide range of equipment and environmentally friendly solutions, from national and international transport, waste disposal, recycling, sewer solutions, construction haulage and environment constructions. Our equipment and machinery have been purchased with a focus on meeting all requirements and considerations in relation to safety, quality and the environment.

At HCS, we have many types of equipment, but

what really makes HCS a unique supplier is the employees. That is why we run the company with a focus on people, quality and service.

Over the years, we have gathered a great deal of know-how and experience - that is our core competence. Our employees are highly specialized, and we are happy to make the many years of experience and knowledge available to you.

HCS is your safe choice, with full focus on environmentally friendly solutions and employee safety. Our AEO-S safety clearance gives us advantages in transporting goods to and from countries outside the EU.

We focus on quality, environment and working environment, therefore HCS is certified in accordance with ISO 9001, ISO 14001 with energy inspection ISO 50001 pkt. 6.3 and ISO 45001.

We hope you enjoy the presentation of HCS and look forward to servicing your business.



More than 80 Years of Experience

On June 25, 1941, Merchant Hans Chr. Svendsen registered his first truck, a Volvo with generator. The first assignments for H.C. Svendsen was waste management for Lyngby-Taarbæk Municipality, and now more than 80 years later the company continues to collect household waste, garden waste and bulky waste etc. in municipalities.

The Svendsen family managed the company until 31 December 1990, when another "transport family" with long history in the business, the Frederiksen family, bought the company located in Lyngby. Here, the company had construction haulage, crane trucks, excavators and municipality waste collection as its main occupation. The name was abbreviated to HCS A/S.

Since 1990, HCS has added new activities, and the number of employees has increased to over 500 direct employees as well as approximately 1,000 contract hauliers. The activities are divided into seven business areas, each with its own management.

The company's primary goals are the same as



over 80 years ago, to perform professional transports as well as handle waste and environmental tasks on the basis of a clear attitude to quality and environment and to further develop a financially sound company.

HCS - with its more than 80-year history - adheres to old virtues such as quality, punctuality and accountability, but is in all areas a company in constant growth and renewal.



Solutions within Transport, Environment and Waste

If you need solutions within transport, environment or waste, please do read on to learn more about why HCS A/S Transport & Spedition is the right partner for you.

HCS is an AEO-S, ISO 9001, ISO 14001 and ISO 45001 certified company, which has existed since 1941. We are a well-consolidated Danish company with AAA credit rating, so our customers know that we are still there in 5, 10 or 20 years - it provides security when you buy our solutions and services.

We focus on sustainable solutions, and we meet all applicable legal requirements with regard to quality, safety, energy mindset and environment. Our customers are thus guaranteed solutions that reach far into the future.

With approximately 500 employees in departments domestic and abroad, we are a medium-sized player in the transport area and one of Denmark's largest in environmental and waste solutions.

Our product range covers everything from a simple transport task or waste collection, to complete, tailor-made total solutions, meaning that you only need one point of contact to access our skilled employees, specialists and consultants who have a great deal of knowledge and experience thanks to the company's more than 80 years of experience in the industry.

HCS offers a wide range of transport, environment and waste solutions, divided into our seven business areas:

- International and National Transport & Forwarding
- Waste Collection
- Sewer & Industrial Service
- Recycling
- Recycling & Waste Products
- Construction Haulage
- Environment Construction



Transport & Forwarding



International and National Transport from HCS

Transport Solutions for most Needs

We combine broad knowledge, many years of experience and strong competencies - and thus give you the best possible partner in national and international transport.

At HCS, you get access to advice and solutions that are among the best on the market. Tailored to your specific needs.

HCS offers road transport across most of Europe with approximately 800 trucks on the roads daily.

We offer quality solutions and a high level of service in transport with our own transport units and a strong network of external contract hauliers.

We specialize in the following areas:

- Time-guaranteed transport
- Temperature-controlled transport
- AirCargo transport
- Pharma transport

- High value transport
- Bulk/Moving floor transport
- Intermodal transport
- Line hauls

The excellent Service

At HCS, we have in-depth knowledge of rules and regulations regarding transport throughout Europe.

We take care of everything concerning the transports, including all agreements are complied with exactly as agreed, so that our customers can concentrate fully on their actual work.

Track'n'Trace

At HCS, we have installed GPS monitoring in our own transport units.

GPS monitoring ensures that we always know where our transport units are located, and have a history of the entire transport process. Our GPS monitoring automatically logs e.g. temperature and door opening/closing in our refrigerated trailers.



Safety

At HCS, transport safety plays an essential role. We work committedly and continuously to optimize our safety procedures and always ensure that all applicable rules in the field of transport safety are complied with at all times. If our customers have wishes or requirements for additional safety measures, such as specific approvals and certifications, we always aim to comply with this.

For several years, HCS has performed high-value transports for several customers and therefore has extensive experience in the field.

Focus on the Environment

In collaboration with our customers, we want to contribute to the development of efficient transport solutions with a minimum of environmental impact.

Our transport and forwarding activities are ISO 14001 certified, which is your guarantee for transport with a minimum of impact on the

environment. This means that we:

- Constantly strive for optimization of our total resource consumption. In collaboration with suppliers, colleagues, customers, authorities and other interest groups, this is done by taking active part in improvement of the overall logistics and the derived environmental impacts
- Acknowledges environmental improvement initiatives as long-term investments
- Through continuous improvements, prevent our environmental impacts such as logistics, forwarding and transport business
- Through continuous updating and implementation of new legislation in the environmental field ensures that we work in an environmentally sound manner.

In Europe - and Local

In collaboration with HCS:

- We are always close to you
- We respond quickly, efficiently any inquiry



- Do you benefit from our experience, knowledge and competencies
- We have our own departments at hubs domestic and abroad, Denmark, Finland, Germany, Greece, Lithuania, Poland and Romania, and we

cover the rest with a strong network of external contract hauliers. When you contact us, you will receive fast and efficient assistance - whether it is an acute problem, or you want a tailor-made solution prepared for a specific need.





Environment & Waste



Solutions within Environment and Waste from HCS

Environment & Waste has more than 200 trucks on Danish roads every single day, and is built up in several activity areas, each of which specializes in its field.

Waste Collection

Total solutions within commercial waste and construction sites as well as collection of municipal waste.

Sewer & Industrial Service

Performs sewage and sludge tasks and industrial services.

Recycling

Reprocessing, buying/selling of paper, cardboard and plastic.

Recycling & Waste Products

Receives, sorts and reprocesses, remits and dispenses other waste fractions and recyclable materials.

Construction Haulage

Total solutions for construction, including transport, landfill and disposal of landfill, supply of gravel materials from eg. own gravel graves, transport of asphalt and machine transport.

Environment Construction

Solutions for handling contaminated soil for both businesses and individuals.

ISO Certification

The Environment & Waste activities in HCS are certified within the international standards, ISO 9001 (quality), ISO 14001 (environment) and ISO 45001 (working environment).



Solutions within Waste Collection



HCS has experience in the collection of municipality waste since 1941 and has gained a great deal of expertise in this area and has a strong quality management.

HCS offers:

- Collection of waste and recyclables fractions etc. in municipalities
- Industrial waste collection
- Transport from container sites and operation of municipal recycling sites
- Collection of problem waste, oil and chemical waste, environmentally hazardous waste
- Sale and rental of containers in all sizes and designs
- Import and sale of waste bags in paper and plastic
- Import and sale of environmentally friendly plastic containers



We are represented in Denmark with branches in Glostrup, Odense, Aarhus, Silkeborg and Broenderslev. We have more than 100 modern compactor trucks and container trucks.

We offer nationwide collection of municipal waste, including household waste, garden waste, bulky waste, hazardous waste and recyclable materials, such as newspapers/magazines and bottles/glasses, in a number of muni-

cipalities across the country.

HCS also offers nationwide collection and management of industrial waste. Pay only for the waste that is produced - is our offer to the business community.

We set up modern and approved containers in all sizes, and we pick up using compactor trucks with verified weights all over Denmark.



Solutions within Sewer & Industrial Service

HCS offers TV inspection, sewer service and repair of sewerage systems throughout Zealand and can also offer 24-hour service if urgent.

We have extensive experience as a supplier and offer tailor-made solutions for the construction industry, the industry and the public sector.

We can handle all types of flushing of sewer pipes, etc., industrial flushing of facades, concrete surfaces etc., dry matter and mammoth extraction of various types of tanks etc., emptying of grease traps, sand traps etc. We use modern and professional equipment, which means that we

are able to locate damage to your sewerage system, repair and clean the sewer. Our staff is well trained and highly qualified and has up to 20 years of experience. We are member of Dansk Byggeri and DTVK - for the sake of quality.

We take care of any communication with the insurance company too if you do not want to bother with this yourself. We offer total solutions with for example TV inspection and sewer service in combination too. You can make it easy for yourself by letting us solve the entire task.





Solutions within Recycling

HCS offers a comprehensive solution for collecting and receiving all types of paper grades and plastics as well as other recyclable waste.

Our goal is to become the preferred partner for recyclable waste fractions throughout Denmark and to help our customers make money from their waste.

There are currently focus on the following waste fractions: Newspapers, cardboard, paper and plastics.

We receive all types of paper and cardboard, the recycled paper is transported to our plant and processed, sorted and pressed. It is then sold to the paper industry in Europe for recycling.

HCS receives all types of plastics. The plastic is processed, sorted and pressed. It is then sold to the plastics industry in Europe for recycling.

Transparent Market Prices

We want as transparent prices as possible for our customers, at the same time as we offer the

market's best settlement prices, which is why prices are adjusted every month to follow market developments. On top of that comes the cost of renting equipment and collection/emptying.

We offer settlement summaries to our customers, which can be used, among other things, in connection with environmental accounts.

Security in the Collaboration

HCS has more than 80 years of experience in waste management and is aware of the importance of timely and fast collection, which is a high priority for us. We have a broad collaboration with all sorts of companies. This has given us a good knowledge and understanding that each customer has different needs.

Logistics Solutions

For collection of the fractions, HCS offers set-up of equipment on location. All kinds of containers, compactors, paper cages and the like are offered. HCS is happy to advise you the most optimal solution based on your specific needs and wishes.





Solutions within Recycling and Waste Products

HCS has in-depth knowledge of the recycling and waste product market and is constantly seeking to develop new methods for sorting fractions that can either be recycled directly or can be used in the manufacture of new products in other ways.

HCS receives and treats all types of waste fractions in accordance with the waste hierarchy and applicable rules and laws, so that the fractions that can be recycled are actually recycled.

HCS operates environmentally approved recycling sites for transshipment, sorting and treatment of waste products. Our recycling sites are ISO 9001, ISO 14001 and ISO 45001 approved.

From Food Waste to Energy and Fertilizer

HCS is constantly developing new concepts. Among other things, we offer environmentally friendly recycling of organic waste (food waste), which ends up as clean energy and fertilizer so that nothing is wasted. HCS' state-of-the-art pre-treatment plant receive the following

fractions:

- CODE (source-sorted organic household waste)
- Supermarket waste
- Food waste from restaurants, cafes, etc.

In the pre-treatment plant, plastics, cardboard, iron and metals etc. are discarded. The biomass pulp is pumped into biogas plants, which convert it into gas, heat and electricity, respectively.

The degassed biomass is delivered to agriculture, in this way phosphorus, nutrients etc. are delivered back to nature as a natural raw material.

As the only ones in Denmark, we can offer you a complete HCS total solution with recycling of food waste and other organic waste, where the end product is clean energy and fertilizer. From start to finish, the process runs under the auspices of HCS.



Solutions within Construction Haulage

HCS offers solutions within construction haulage.

Waste Containers

HCS offers waste containers tailored to the construction industry and construction sites. We have a wide selection of relevant containers in all sizes. We manage installation, advice on sorting and emptying, tailored to your needs. Contact HCS and get a non-binding offer on a tailor-made solution perfect fit for your exact construction site needs.

Transport and Disposal of Soil

HCS offers transport and disposal of clean soil in class 0-1 in own landfills.

Landfill, Noise Barriers, Backfills

We can assist with dispose of, transport and deposit soil in for example sound barriers. HCS can offer to build noise barriers as well as make fillings and at the same time deal with applications and approvals with the relevant authorities.

Machine Transports

HCS has block wagons and sprinters for the transport of machinery and goods.

For transport of asphalt, machine transport, etc. HCS can offer its own trucks tailor-made for the specific task.

Supplier of Gravel Materials

HCS supplies all types of gravel and stone materials from own and external gravel pits. We undertake to supply all types of gravel and stone materials at fixed prices in connection with major construction work and new construction.

We have many years of experience in total supplies for construction of all types of stone and gravel materials.





Solutions within Environment Construction

HCS Environment Construction is constantly developing our solutions based on the Danish market and targets them at construction, industry and the public sector.

Denmark is a pioneering country in terms of rules and standards within the environmental area, and our products and services have sprung from Danish needs. All development and initiatives, our entire behavior is based on the Danish market, and for us it is natural that all regulatory requirements are met with regard to safety, environment and quality.

As a total supplier, we can deliver total solutions for your environmental project, including:

- Soil remediation solutions
- Casting and sewerage solutions
- Demolition solutions

HCS is at the forefront of environmental solutions, and our broad product range allows for tailor-made, individual solutions.

Our staff has built up a solid competence, insight

and experience that makes it possible to adapt the right solution to the individual project.

We offer a complete package consisting of a quality product, comprehensive expertise and specific solutions - we can be involved from the design phase, the execution phase and to the final phase.

HCS is happy to take the extra step. We want to be more than an environmental company - we also want to be a modern service company that can provide both the best solution and the best service.

Environment Construction

- Sampling and analysis of contaminated soil
- Purification of contaminated grounds
- Disposal, cleaning and landfilling
- Demolition - often in connection with cleaning
- Clean-up after fire
- Landfills which are operated in accordance with the requirements for soil samples and documentation required. Environmentally sound solutions for landfills of class 1, 2, 3 and 4 soils.



Total Solutions within Environment and Waste

HCS Environment & Waste is built up of several activities areas that each specialize in their field.

With our broad product range, long experience and leading competencies in the field of environment and waste, we can offer total solutions that can save your company costs and make your administration within the area minimal.

As a total customer at HCS, simply contact "HCS Onestop" when it comes to waste, whether it is solid, liquid, bio or hazardous waste, and not least in relation to the recyclable materials, such as paper, cardboard and plastic.

HCS offers our customers a total solution that differentiates HCS from other traditional suppliers in the field of waste solutions, and in addition, companies have different suppliers for the liquid waste; emptying of oil and grease separators, gutter wells, etc., and by having only one total supplier for waste solutions, your company can also save on administration, while HCS can provide very competitive prices.

HCS submits annual environmental reports, based on waste fractions/quantities per month, etc., so that this can in principle constitute your company's environmental annual accounts. Entering into a HCS total solution can thus strengthen your green profile and demonstrate your environmental commitment to sustainability in a marketing perspective.

The area is under continuous development and has a strong focus in HCS.



MILJØ

Tlf. 43 42 41 00
www.hcs.dk

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T. 1700
L. 100

**Project Management
and Service**



Standard Solutions with endless Customization Options

For over 40 years HCS has worked with solutions within transport, environment and waste. We do not have to invent completely new solutions, we reuse our knowledge. We therefore never begin from scratch when we start a new project. The principle is quite simple: repetitions provide greater security and greater efficiency. This approach guarantees our customers a high-quality process with fewer unpleasant surprises, while at the same time making the solution very competitive in terms of price and less time-consuming.

With HCS as a partner, you have security for an efficient process within the agreed financial framework.

We have systematically collected our experiences from previous solutions and built them into our project model, which ensures that both parties in the collaboration are constantly updated on time and finances. HCS project people place great emphasis on having good and thorough communication with the customer's represen-

tatives and navigating in an environment with continuous changes, where the project always stays within the agreed framework.

We know the importance of a thorough dialogue early in the process, where we identify all needs - it ensures good cooperation and saves time and money. But many projects experience changes in needs along the way - we have solid experience in managing these changes, so both parties are constantly synchronized about scope, finances and time. In this way, the customer and we are at all times guaranteed an overview of the ongoing process, while at the same time it is possible to get assurance that you get the right quality at the right time.

Unless the client or client's advisor has another project model that ensures an efficient project process, this is one of the areas where our experience makes us suggest that our project model should be used to provide an optimal project process.



HCS gives you the optimal Solution

At HCS, we have our own project organization that solely deals with solutions within transport, environment and waste. We are able to find optimal solutions to even the most complicated tasks. At HCS, the customer is always in the center.

We fight for the optimal Solutions

At HCS, we are used to navigating in a project environment where all possible conflicts and problems are taken care of on an ongoing basis.

We believe in saying things directly, and we are not afraid to use our knowledge - as an experienced partner in a project, we have an obligation to advise the customer and share our experiences. Based on the project's total economy, we dare to make demands on our customers, and we do not compromise on quality and safety.

We have experience from a myriad of tasks throughout Denmark, and our extensive project experience is part of the package when you buy





your solution from HCS. Each employee contributes with their special competencies thanks to a flat, project-oriented organization, then we have an enormous amount of knowledge and know-how available. The right advice is worth its weight in gold when it all comes down to it.

We are with you all the Way - if you want to
HCS has experience from lots of diverse tasks all over Denmark, and we experience great satisfaction with our total solutions, as it provides

security for the customer when designing, any application for permits, the practical execution, etc. everything is taken care of in one place.

We are used to overseeing the entire project process, so that all aspects are thought into the project, and our customers avoid unpleasant surprises. All conditions are activities that are always included in the project; but we can offer to take care of it all. This makes it easier for the customer and eliminates the possibility of any conflicts.





With you all the Way - experienced and making Demands

At HCS, we work with the entire project process, from the initial needs analysis until the desired transport, environmental and waste solution is taken into use and works 100%.

We spend time putting together the right solution, and we are used to complicated processes

where the various professional groups make individual demands - here we can meet the needs of both employees and management.

Together with the customer's project management, we have good experience in managing the needs and wishes of the various parties and reaching a solution within the outlined framework around scope, quality, time and finances.

An active Partner

HCS has many years of experience with environmental and waste solutions throughout Denmark and with transport solutions throughout Europe, and we experience great satisfaction with our total solutions, as it provides safety and security for the customer when all parts of the project are handled in one place.





The excellent Service

At HCS, we place emphasis on being able to deliver solutions that meet the individual requirements that each customer sets. Of course, different tasks have different requirements and we find the solution in close collaboration with the customer's management, advisers and staff, so that it meets all requirements and meets any special needs.

At HCS, thanks to our many years of experience, we have in-depth knowledge of executive orders and regulations regarding transport, environmental and waste solutions. We can, if desired by the customer, make sure that all necessary approvals are in place so that our customers can concentrate on their actual work. We want to provide fast and efficient service. When we focus on providing a very far-reaching service, it is to make it as easy as possible for our customers.

Many Years of experience with Solutions for Business

At HCS, we like to take the extra step. We want

to be more than a supplier - we also want to be a modern service company that can provide both the best solution and the best service making our customers are very satisfied with our efforts.

Inward Strength is outward Strength

The high level of service we offer our customers is built around our skilled, experienced and committed employees. At HCS, we know that our success is primarily due to the efforts of our employees and we therefore want them to continuously develop so that our employee satisfaction, customer service and competitiveness are top notch.



Industrirenovation

43 42 41 00 - www.hcs.dk



**Certifications,
Standards and Facts**



CSR - Corporate Social Responsibility

In general

Corporate social responsibility is a natural part of HCS' perception, as a significant workplace with great visibility. We have (collaborative) relationships with municipalities and regions where HCS operates. We work purposefully with and on working and carrying out our activities together with these relationships, including in relation to the impact on the environment.

Employees

HCS has no upper age limit for its employees. We currently have a number of students in education and work purposefully to ensure that they obtain the best possible education within the industry. HCS enters into a dialogue with municipalities and job centers about job creation and job testing.

Environmental Conditions

HCS works continuously to reduce and optimize resource consumption, including fuel. In addition to the replacement and use of new and newer modern equipment, including with a

focus on the right fuels, this happens i.a. by optimization in the daily disposition, driving pattern and behavior. These are focus areas, which are also included in HCS' environmental action plan (ISO 14001).

Environmental Impacts and Investments

In general, possible environmental impacts are included in our investment decisions.

Collaborators

HCS works to ensure that our partners:

- Takes the initiative to promote larger environmental responsibility
- Supports and respects international proclaimed human rights
- Ensure that they do not contribute to violations of human rights
- Does not involve the abuse of child labor, supports education and ensures that children under the age of 18 are not engaged in hazardous work.



Code of Conduct

For HCS, it is important to have a common set of ethical methods and standards for all employees in the form of a Code and Conduct, which covers workers' rights, ethical and human rights, economic, social, compliance with the law, environment and corruption.

Our Code of Conduct deals with child labor, gender discrimination and discrimination, anti-corruption, bullying and harassment, and CSR policy.

The HCS Code of Conduct for suppliers covers the same areas, except CSR policy.

Child Labor

HCS is aware of and respects the ban on child labor, including ensuring that all employees are over 15, employees under 18 do not perform hazardous work or work at night, and finally that all apprentices in the company are over 15 and work as part of their education.

Gender Discrimination / Discrimination

HCS does not discriminate or discriminate on

the basis of gender, race, color, religion or belief, political opinion, sexual orientation, national origin, social origin, ethnic origin, age or disability.

Anti-corruption

HCS does not tolerate any kind of bribery. It is unacceptable, unethical and strictly forbidden to offer or accept bribes, both directly and indirectly.

Bullying and Harassment

Mutual respect and correct behavior among and between staff at all levels are a prerequisite for a good and safe working environment. We consider bullying and harassment unacceptable.

Corporate Social Responsibility (CSR)

Deals with general social responsibility, including employees, environmental conditions and environmental impacts in relation to investment decisions.



ISO 9001 Quality Certification

HCS is ISO 9001 certified. The quality management system is based on requirements set by customers and authorities as well as the ISO 9001 quality management system. The quality policy is assessed at least once a year and revised if necessary in connection with the management's review.

HCS want to be known as a company that is honest and real, and that uses open and dialogue-based communication. We want the industry's best level of service and the most satisfied employees. HCS will continuously work to improve the quality, and we will work to improve the employee's approach to the daily tasks and to make everyday processes easier and more rational.

Quality Policy

- HCS is ISO 9001 certified, which means that we have reviewed the processes and procedures for the services we perform for our customers
- We have a formulated quality policy that is

worked on, and we continuously focus on improving our processes and procedures

- Compare the quality management system
HCS conducts internal audits according to a set calendar plan, and once a year HCS' quality management system is audited by an external accredited body, where, among other things, new quality targets are prepared within the framework of ISO 9001
- The quality action plan contains internal procedures describing how everyday is handled within the framework of ISO 9001.

Field of Application

The quality policy applies to the entire company. The ISO 9001 certification applies to all sectors of HCS. Our quality policy applies to all departments in HCS that have or may have an influence on the quality work towards customers, suppliers and all other partners.



ISO 14001 Environmental Certification

HCS is ISO 14001 environmentally certified. It is our goal to closely follow and work for a continuous improvement of our environment and reduction of environmental impacts from the company's activities. HCS will reduce the environmental impact of our activities, taking into account our technical, financial and business framework. In addition, 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.

Environmental Policy

HCS wants our customers to perceive our company as an environmentally conscious company and will therefore have open communication with our surroundings about HCS 'environmental conditions. This also includes that we want to ensure that our employees and customers/partners are informed about our environmental performance.

HCS is committed to meeting all legal requirements in the environmental field and of course

all other requirements we have committed to. Through our environmental management system, our policies and goals will be continuously revised and updated, and the company is of the opinion that employees must be involved in the environmental work.

Environmental Data

HCS can now offer customers in our section for international transport to provide environmental data containing a calculation of energy consumption and emissions of: NO_x (kg), HC (kg), CO (kg), particles (kg), SO₂ (kg), CO₂ (kg), Diesel (liters), Diesel (MJ), Diesel (kWh), Diesel (kg).

Field of Application

Our environmental policy covers the entire company and their subcontractors. The ISO 14001 certification applies to all sectors of HCS.



ISO 45001 Work Environment Certification

HCS is ISO 45001 work environment certified. The occupational health and safety management system is based on requirements set by customers and authorities as well as in ISO 45001.

Occupational health and safety Policy

- We work continuously with improvements and with creating a healthy and safe working environment for our employees, suppliers, etc.
- We investigate on an ongoing basis in collaboration with occupational health and safety representatives the possibility of purchasing more ergonomic and safe equipment and supplies
- We comply with current legislation on working environment as well as rules and instructions from the Danish Working Environment Authority and follows up on any injunctions/recommendations
- We comply with all applicable laws, rules and regulations within safety and maintenance a well-functioning work environment organization. Our goal is to be at the forefront of development

- We prevent occupational injuries by conducting periodic workplace assessment APV, which is updated and implemented gone to map the working environment and to prevent future work injuries and illnesses, as well as the preparation of working environment action plans
- We carry out ongoing and regular troll of driving licenses, wreath certificates, ADR certificates as well as enforcing the company's ban on to consume alcohol and/or other narcotics. Smoking is prohibited indoors
- We make sure that employees are fully aware that reported or unannounced inspection visits are made to their workplace, where alcohol control is also carried out in case of suspicion.

Field of Application

The working environment policy applies to the entire company, which has an impact on environmental conditions and the working environment. The ISO 45001 certification applies to all sectors in HCS.





Energy Inspection ensures full Focus on Energy Savings

In 2019, HCS had an energy review of the company, also called an energy inspection.

What is an Energy Inspection?

An energy inspection helps HCS identifying new opportunities to reduce energy consumption and utilize energy more efficiently - thereby protecting the environment and reducing energy costs. Overall, it is about identifying and quantifying cost-effective options for energy savings:

- Make the company's energy savings visible potential
- Get an overview of where the energy is used
- Have an energy action plan drawn up and prioritize efforts
- Get help from the executive energy inspection partner to focus on energy

Interplay between Management Systems

As HCS has already introduced a number of management systems, ISO 9001, ISO 14001 and ISO 45001, it is natural to combine these with an energy management system.

A certified management system according to ISO

14001 including energy inspection provides a tool that helps HCS for greater energy efficiency. We have carried out our energy inspections as part of ISO 14001 environmental management with a supplement for ISO 50001 pkt. 6.3 on energy management. The energy inspection in ISO 50001 involves 3 main elements:

1. Analysis of energy consumption
2. Identification of significant energy consumption
3. Identification of energy-saving measures

Our energy management system according to ISO 50001 gives us an effective tool to ensure cost-effective energy utilization and focuses on reducing energy costs. Externally, the energy vision helps to make HCS 'energy awareness visible to the outside world, and it is also our documentation to the outside world that we are in control of energy consumption, and are committed to continuously improving our energy performance.

The size of HCS means that, in accordance with EU legislation, we are obliged to carry out energy inspections every four years.



AEO-S Security Clearance

HCS has an AEO-S (Authorized Economic Operator - Security) clearance. AEO helps to simplify the work related to customs, security and protection. The clearance is valid throughout the EU and also in a number of countries outside the EU. The agreements are constantly evolving and more countries are joining.

Benefits of AEO-S

- Fewer declaration requirements prior departure
- Fewer physical and document-based controls
- Notification of customs control before the goods are presented
- Notification of inspection before the goods arrival in the EU when a sum has been submitted risk indication. At the same time, to the carrier when he is also the holder of an AEO-S license
- The control is carried out as a priority task
- Upon request, the inspection can be carried out at a place other than the place where the goods are presented

In addition, there is a great sales advantage, as AEO is recognized by a large number of 3rd

countries, and therefore offers a number of advantages in trade with these. These countries include: Norway, Switzerland, Japan, US and China. Finally, with the AEO-S clearance, the company achieves an advantageous status in relation to the collaboration with SKAT.

Requirements for the Company

HCS has met a number of requirements for various parameters in order to obtain an AEO clearance, the most important of which are within:

- Finance
- Owners, management and staff
- Suppliers and customers
- Security and access conditions
- Documentation and information about processes and routines

Among other things, it can be mentioned how the company complies with current rules in the customs area, on the company's financial solvency and the company's accounting and logistics system. In addition, the company's physical framework must live up to the necessary requirements for safety and security.



Overview of Certifications etc.

Our certifications and standards are your guarantee that quality, working environment, environment and safety are full in order at HCS.

CSR

Deals with general social responsibility, including employees, environmental conditions and environmental impacts in relation to investment decisions.

Code of Conduct

A common set of ethical methods and standards, both an HCS version and a version for HCS' suppliers. Addresses child labor, gender discrimination and discrimination, anti-corruption, bullying and harassment, and CSR policy.

ISO Certifications

HCS is quality certified ISO 9001, environmentally certified ISO 9001 and working environment certified ISO 45001.

AEO-S

AEO-S helps to simplify customs, security and

protection work. Both throughout the EU, but also several other countries outside the EU.

The UN's 17 World Goals

HCS works intensively with a number of the UN's world goals, see more at www.hcs.dk

Road Transport Authorizations

- Authorization for transport of food
- Authorization transport of animal by-products
- EU permit for international freight transport
- Permit for transporting waste in Germany
- Permission for transport of hazardous waste in Sweden
- Permit for transport of waste in Denmark
- Permit transporting waste in the Netherlands
- Authorization transport dangerous goods (ADR)

Air Freight Authorizations

- All air freight personnel have reviewed "General Security Awareness EU 2015/1998 11.2.7 "
- HCS is approved as "Regulated agent (DK / RA / 00637-01)"





Facts on HCS

Addresses

HCS has 14 locations in 7 countries; Denmark, Finland, Germany, Greece, Lithuania, Romania and Poland. See all addresses at <https://www.hcs.dk>.

Our main address is:

HCS A/S Transport & Spedition
Hvissingevej 100, DK-2600 Glostrup

Bank and PBS

Current bank and PBS information can be found on our web, see <https://www.hcs.dk>.

Organization

HCS is organized as a member of DI, ATL, ITD and ARI.

Management and Board

Management

Adm. Director Mads Frederiksen. Recycling, Recycling & Residual Products. Employed since 1995.

Director Ole Bolm. Transport, Freight Forwarding. Employed since 1991.

Director Thomas Gehrmann. Construction Haulage, Raw materials. Employed since 2016.

Director Henrik Nielsen. Environment Construction, Soil remediation. Employed since 2001.

Director Claus Gotfredsen. Municipal waste collection, Industrial waste collection, Sewer and Industrial services. Employed since 2016.

Board of Directors

Freight forwarder Hans Frederiksen. Chairman of the Board.

Former Personnel Manager Lone Frederiksen. Member of the Board.

HA (jur.), Cand. Jur., Freight Forwarder Mads Frederiksen. Member of the Board.

Market Economist, HD, Freight Forwarder Jacob Frederiksen. Member of the Board.



Your Notes



Your Notes



HCS is always Nearby

HCS A/S Transport & Spedition is one of Denmark's major suppliers of transport, environmental and waste solutions.

Our capacity means that we can offer a wide range of very advanced solutions and thus better take as a starting point your wishes and needs.

We are a company that combines a broad knowledge, more than 80 years of experience and a collection of strong niche and specialist competencies - thus giving you the best possible partner.

By gathering knowledge, experience and know-how, you as a customer can benefit from contacting only one place. A place where you are guaranteed the best and most qualified advice and solutions on the market. Tailored to your specific needs.

Nationwide - and Local

We are nationwide with branches all over

Denmark. This means that you have easy and efficient access to equipment, solutions and services - in the most complete version on the market. When you contact one of our departments, we make sure that you receive fast, efficient assistance - whether it is an acute problem that has arisen, or you want a tailor-made solution prepared for a specific need.

In collaboration with HCS:

- we are always close to you
- we respond quickly, efficiently on any inquiry
- do you benefit from our experience, knowledge and skilled specialist competencies

Contact us and hear how HCS can make you more efficient.

Contact

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