



GROUP BIODIVERSITY POLICY

Approved by Executive Management, December 2024
Version 1.0



WE STRIVE TO MAKE
MEANINGFUL IMPACTS
TOWARDS SUSTAINABILITY

Introduction

As a global leader in the maritime supply industry, Wrist recognizes the importance of biodiversity in maintaining a healthy environment. Although we are at an early stage in our journey, we strive to contribute positively to biodiversity conservation through our operations and supply chains. Healthy ecosystems, underpinned by biodiversity, play a vital role in providing essential services like climate regulation, water purification, pollination, and nutrient cycling- all of which are key to long-term sustainability.

Wrist's primary role is to source, consolidate, and deliver consumables for vessels and offshore installations. While we do not manufacture or market our own branded products, with a few exceptions, we operate as a vital link between suppliers and customers, striving to promote more sustainable practices through responsible sourcing and guidance on product selection. In this approach, we endeavor to align our efforts with biodiversity conservation, ensuring that we remain an enabler of responsible practices for our stakeholders while respecting the boundaries of our operational role.

Our biodiversity policy, developed in December 2024, provides a foundation for Wrist to engage in responsible initiatives across all business units. It outlines thoughtful, pragmatic steps we can take to support biodiversity goals globally while fostering accountability and innovation within our organization. To ensure its continued relevance, this policy will be reviewed annually and adjusted as needed to align with evolving priorities and opportunities.

Did you know...

That according to a major report by 150 international researchers, **25%** of the world's species are currently threatened with extinction due to a global biodiversity crisis?

IPBES "The Global Assessment Report on biodiversity and Ecosystem Services", 2019



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Species diversity



Genetic diversity



Biodiversity

Biodiversity can be categorized into three main components:
Ecosystems and habitats, species diversity and genetic diversity.

Ecosystems and habitats include the diverse environments where organisms thrive, including forests, lakes, deserts, and marine ecosystems. Each ecosystem is characterized by its unique interactions between living and non-living factors, which together sustain life and contribute to ecological balance.¹

Species diversity refers to the range of different species within a specific habitat or ecosystem. High levels of species diversity enhance ecosystem stability and resilience, which are crucial for maintaining functionality and enabling ecosystems to adapt to environmental changes.²

Genetic diversity is the variation in genes within a species. This diversity is essential for a species' ability to adapt to environmental changes, making it increasingly vital in an era of climate change and habitat destruction.³

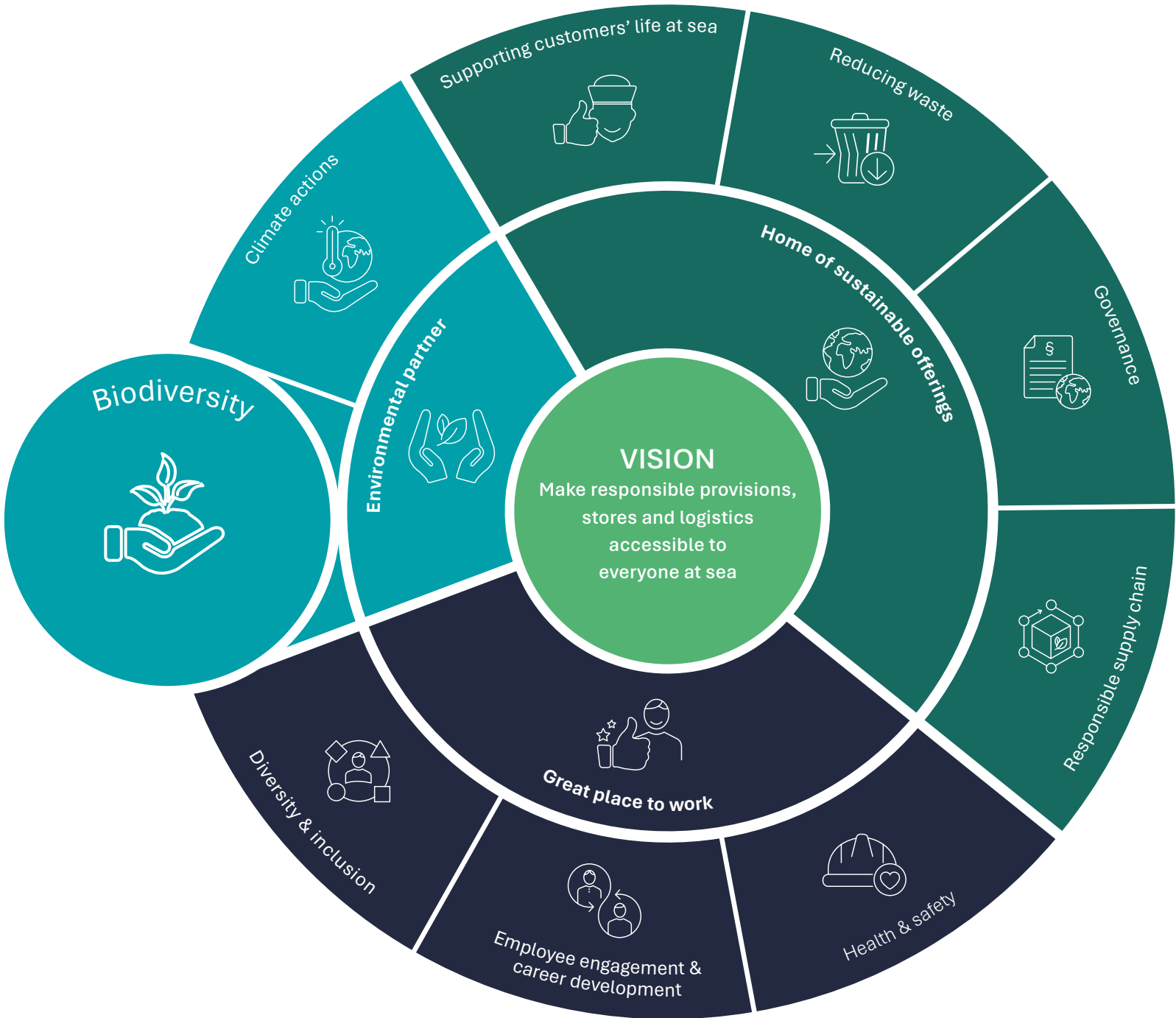
^{1, 2, 3} European Commission. "Nature Needs You", 2025

Wrist Biodiversity Strategy

At Wrist, we have developed a clear sustainability purpose to “*Make responsible provisions, stores and logistics accessible to everyone at sea*”. At the end of 2022, we conducted a materiality assessment to identify the key topics our stakeholders find most critical for us to address and report on in our business activities.

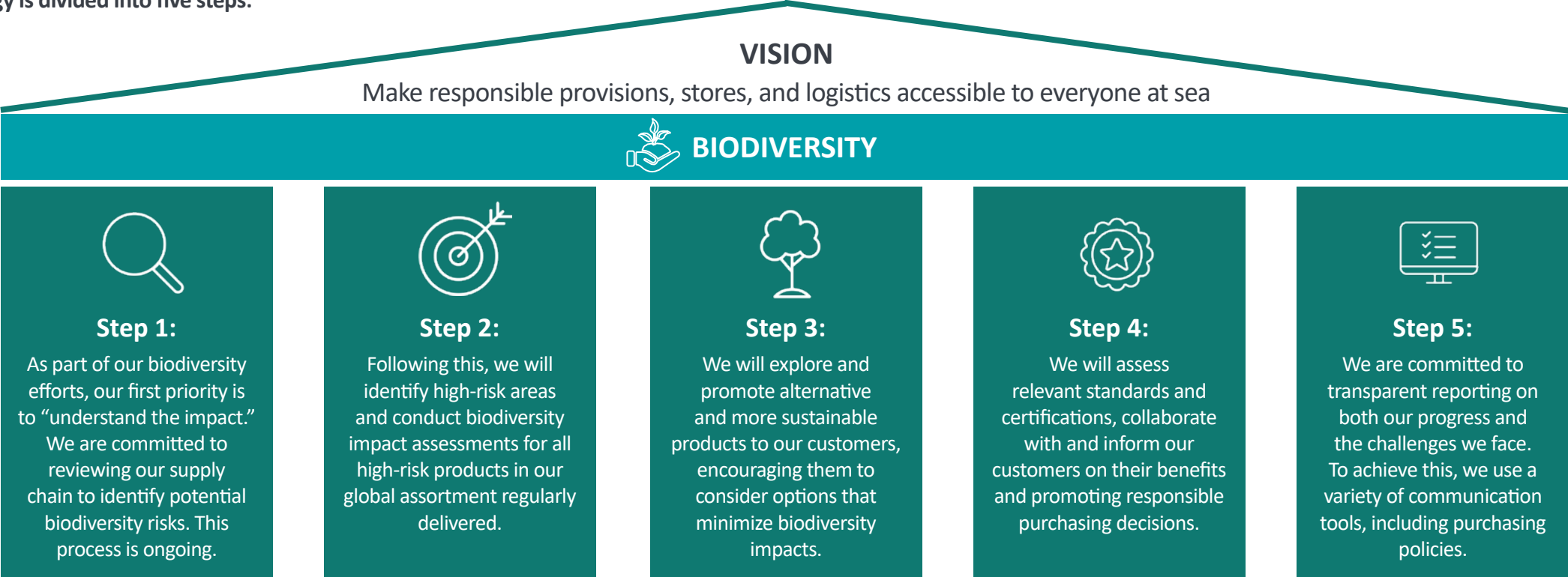
This assessment was carried out through interviews with both internal and external key stakeholders and facilitated by an external consulting firm.

One of the nine overarching themes that emerged from this materiality analysis was biodiversity.



Five-Step Biodiversity Strategy

Our biodiversity strategy is divided into five steps:



Our Biodiversity Commitment

We recognize the critical importance of biodiversity in supporting the extensive range of over 250,000 products we distribute annually across the globe.

As a distributor with limited own-branded products, we serve a vast network of suppliers to meet our customers' needs from more than 30 locations worldwide. Our offering includes everything from fresh, chilled, frozen and dry ship provisions to essential cabin, deck and engine stores, as well as items like face masks, cleaning supplies, safety equipment and galley utensils.

We understand that biodiversity forms the foundation of our ability to continue offering such a broad selection of products. Protecting it is essential not only for the development of sustainable operations but also for the long-term health of the ecosystems on which many of our supplies depend. We are aware of the potential consequences of biodiversity loss, including impacts on product yields, quality, pricing and regional availability.

To address this, we review our product range to better understand how our operations may influence biodiversity loss. While we are committed to making improvements, we acknowledge that this is an ongoing effort that requires collaboration with our stakeholders in order for us to promote responsible solutions. By doing so, we aim to continue offering a wide range of high-quality products to our customers while contributing to global biodiversity preservation.



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” At Wrist, we believe that protecting biodiversity is a shared responsibility. While we may be early in our efforts, we recognize the value of taking meaningful steps towards sustainability. In procurement, we influence positive change by gradually integrating more sustainable practices into our supply chain.”

Louise Tolstrup Unbehaun,
Senior Vice President and CPO, Wrist Ship Supply

Did you know...

That **over 80% of our diet** comes from plants? Protecting biodiversity is essential not only for our current food supply but also for the health and sustainability of future generations.

United Nations: International Day for Biological Diversity, 2024



Our Products and the Causes of Biodiversity Loss⁴

						
Wood	Cotton	Animal product	Fish	Fruit and vegetables	Food	Raw materials
<ul style="list-style-type: none">• Deforestation for wood products• Habitat fragmentation• Soil degradation	<ul style="list-style-type: none">• Pesticide use in cotton production• Water consumption for cotton farming• Soil degradation from monoculture cotton farming	<ul style="list-style-type: none">• Land conversion for livestock• Pollution from animal waste (Methane emissions)• Overfishing of marine animals for feed	<ul style="list-style-type: none">• Overfishing for seafood• Bycatch of endangered species• Destruction of marine habitats	<ul style="list-style-type: none">• Monoculture practices in fruit and vegetable farming• Pesticide use harming insects• Soil degradation from intensive farming	<ul style="list-style-type: none">• Food waste in the supply chain• Industrial agriculture practices• Synthetic fertilizers in water streams	<ul style="list-style-type: none">• Mining for minerals and metals• Extraction of fossil fuels• Deforestation for palm oil production

Wood: UNEP “How halting deforestation can help counter the climate crisis”
Wood: WWF “Stopping illegal logging”
Cotton: UNEP “POPs and pesticides”
Animal products: FAO “Livestock’s impact on biodiversity”
Fish: FAO “Aquatic biodiversity and inland fisheries”

Fuit and vegetables: WWF “Farming with biodiversity”
Food: FAO “Food Wastage Footprint: Impacts on Natural Resources”
Food: WWF “Farming with biodiversity”
Raw materials: WWF “Palm oil”

Actions for the Years Ahead

As we move forward in our commitment to biodiversity, Wrist is dedicated to implementing targeted actions that will enhance our environmental management within our supply chain. The following goals for biodiversity serve as metrics for measuring our commitment to sustainability initiatives. These goals will guide our efforts in creating a culture of responsibility across all departments, ensuring that our commitment to biodiversity is a shared responsibility with our suppliers.

Actions for the Years Ahead

By the end of 2025

- We will conduct extended dialog meetings with our top suppliers to discuss and promote biodiversity initiatives and explore opportunities to develop joint solutions.

By the end of 2026

- We will conduct biodiversity impact assessments for all high-risk products in our global assortment.

By the end of 2027

- We will require all suppliers of products sourced from high-risk supply chains to take meaningful action to ensure the biodiversity within our supply chain or promote suppliers who does.

Did you know...

That the main threat to biodiversity is habitat loss, primarily due to changes in land use, such as agriculture and urbanization? This leads to smaller and more vulnerable habitats for many species.

Biodiversity; Ministry of Environment and Gender Equality, the Danish Environmental Protection Agency, 2024

Through Dialog Engagement

Biodiversity conservation requires collective efforts, and we are committed to working closely with stakeholders. Through these partnerships, we will leverage shared expertise, promote knowledge exchange and develop innovative solutions to address biodiversity challenges.

To ensure our initiatives are impactful, we have set clear goals and timelines and will regularly monitor our progress and report on outcomes. Employees and suppliers will be informed, engaged, and actively involved in our biodiversity efforts, supported by training programs to enhance understanding and participation.

Our commitment extends to promoting sustainable practices and responsible sourcing across our supply chain, advocating for biodiversity best practices. By fostering a culture of responsibility, we aim to inspire our partners and communities, ensuring our efforts make a lasting impact on biodiversity conservation.

Did you know...

That approximately 75% of the world's food crops rely on animal pollination, highlighting the link between biodiversity and human livelihoods.

United Nations: We all depend on the survival of bees, 2024





Policy Approval and Revision

Revision number: 1.0

Revision date: December 2024

Next review date: December 2025

Approved by:

Jens Holger Nielsen, Group CEO

Date: December 2024

A handwritten signature in black ink, appearing to read "JHNi", written over a horizontal line.

Anders Skipper, Executive Vice President, Group CFO

Date: December 2024

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