

## Subcontractors on the road to net zero

13-02-2026

PostNord cannot reach its climate targets alone. With hundreds of subcontractors across the Nordics, their role is crucial in the journey toward fossil-free logistics by 2030. That is why PostNord needs to work in close collaboration with subcontractors and support them in their decarbonization journey, to make sure partners can transition at the same pace as the company itself.

PostNord aims to be fossil-free by 2030 and net zero by 2040. Procurement processes prioritize fossil-free fuels such as HVO, biogas and electricity, and in some cases PostNord pays a premium to make fossil-free alternatives more attractive.

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Local challenges, shared direction  
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from PostNord are key to giving them the confidence to invest. Productivity is also at stake. If vehicles cannot operate efficiently due to long charging times or lack of fuel availability, subcontractors risk losing both competitiveness and profitability.

The coming years will require even closer collaboration across the Nordics to ensure that all subcontractors, regardless of size, can transition and contribute to PostNord's 2030 and 2040 goals.

### In Sweden

Sweden has come a long way. The Green Corridors initiative has become Green Zones, making entire routes fossil-free. "It is our way of setting the agenda," says Agnes Karlsson, Head of Infrastructure at PostNord Sweden.

Stefan Lindestam, Head of Transport at PostNord Sweden adds: "We work continuously with our suppliers, and many are ahead of plan. Incentives such as higher compensation for HVO100 or support for

gas and electric solutions make it possible. For smaller subcontractors, long-term partnerships and volume commitments are key to give them the confidence to invest."

Both Karlsson and Lindestam highlight challenges. Access to charging is a bottleneck, especially when many logistics companies need to use the same facilities at the same time. "This is not just our issue but an industry-wide challenge that must be solved," they note.

#### In Norway

"We are completely dependent on our subcontractors making this shift if we are to reach our climate goals," says May-Kristin Willoch, Associate Director of Environment and Sustainability at PostNord Norway. "The biggest challenge is ensuring they move fast enough despite the high costs of heavy electric and biogas trucks."

She underlines the importance of close collaboration. "We follow up through quarterly meetings with our transport partners. Agreements and incentives are crucial, because without them we cannot reach our targets."

#### In Denmark

"Subcontractors perform almost half of our transport in Denmark, so their transition is absolutely vital," says Svend Thue Damgaard, Fleet Manager, PostNord Denmark. "Many smaller hauliers struggle with investments in

trucks and charging, while larger operators demand higher prices. That is why we are opening up dialog and exploring new ways to collaborate."

To accelerate progress, PostNord Denmark has started inviting subcontractors to dedicated meetings to share knowledge about HVO100, biogas and electric vehicles, and to align on the fossil-free 2030 target.

A new road tax on trucks over 12 tons, introduced in 2025, also acts as a strong driver. Costs are significantly lower for electric vehicles compared to diesel, HVO or biogas, which creates a clear financial incentive to electrify heavy transport.

#### In Finland

The main challenges in Finland are financial, but also geographical and climatic. Biofuels remain costly and electric trucks require significant upfront investment, while long distances and cold weather conditions add further complexity. Charging and refueling options are limited outside major cities, and in rural areas the combination of sparse infrastructure and harsh winters is one of the biggest barriers to building a fully fossil-free subcontractor network.

Despite these hurdles, progress continues. PostNord Finland works closely with subcontractors through ongoing dialogue, training and clear guidance. "Our role is to ensure that subcontractors understand the

direction and the support available to them. Clear communication and close cooperation are essential if we are to move forward together," says Eveliina Piitulainen, sustainability specialist at PostNord Finland.

Contracts give subcontractors the stability needed to invest and allow PostNord to set clear sustainability requirements during procurement. This mix of expectations, support and long-term agreements helps drive the transition even under challenging Nordic conditions.

A group wide effort  
To ease the transition, PostNord can offer

TCO analyses, access to depot charging and financial incentives such as vehicle discounts. Still, many smaller partners lack the same financial muscle, making targeted support and close dialogue critical.

"Supporting subcontractors is not just about meeting our own climate targets," says Per Wollin, Green tech and climate lead at PostNord Group. "It is about driving change across the entire logistics sector. By combining our efforts together with practical tools, we can make it possible for all our partners to take part in the transition."

Source: [PostNord](#)