Sustainability
is part of our DNA

Sustainability Report
(Financial Years 2020/21 and 2021/22)
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Ukraine. Our strategy and sustainability go hand in hand. Sustainability is a lever we can use to improve as a company. Our aim is to continue to provide added value for our producers and the region in which we work.

Johannes Runggaldier

Management and the entire staff are committed to implementing our ambitious goals and following our company vision: “People around the world love our unique apple products.” How do we achieve that result – and sustainably, too? We speak about it in our mission:

When processing our members’ apples, we do so with the objective of using them to create the highest value.

We are committed to ensuring apples become an indispensable part of a person’s diet.

We produce healthy, safe, and natural food in line with our clients’ and consumers’ needs.

We produce our products sustainably and in line with the highest standards.

We are partners and suppliers of the largest food companies in the world. As such, we want to play an active role in reaching international climate and energy goals.

Christoph Tappeiner
We process fruit into semi-finished goods. We produce genuine and natural ingredients for the international F&B (Food and Beverage) industry. We specialise in producing NFC (Not From Concentrate) juices, purées, concentrates, aromas as well as peeled and cut fruit – predominantly apples. We sell semi-finished goods as well as finished goods. Our own brands are Leni’s Apfel mit Liebe, Leni’s Professional, and Leni’s Selection. We sell premium products under the FROM quality seal (from the Italian Alps).

Who are our clients? Large B2B food and beverage producers from all over the world. These include juice producers, bakery wholesalers, fruit preparation manufacturers for dairy products and other companies which use our semi-finished goods as an ingredient in their products. We supply a good 500 clients across 50 countries in the world. Our export rate is around 90%.

We source our raw materials, especially apples, predominantly from our members in South Tyrol and Trentino. Their origin equals greater oversight over the supply chain and means we can guarantee the supply of products over the entire year. We process around 300,000 tonnes of fruit every year.

Our structure is that of a cooperative: the producer organisation’s owners are eighteen cooperatives and three producer organisations which represent around 6,000 family-run farms.

Even the management structure is organised in line with a cooperatives’ structure:
- The Supervisory Committee is the highest surveillance authority: its role is to monitor the legitimacy and efficiency of Management.
- The Administrative Board decides which strategic topics Management should pursue.
- Management is responsible for leading the producer organisation.
- The quorate General Assembly approves the budget.

Further tasks of the committees are set out in the statutes.

VOG Products is headquartered in Laives (South Tyrol, Italy). We employ around 200 people (peak season: 230) from over 25 countries. All working contracts are regulated by the Italian collective agreement.

Our company was founded in 1967; turnover for the 2021/2022 fiscal year was 106 million euros.
HOW WE CONTRIBUTE TO THE SDGS

The 17 Sustainable Development Goals (SDGs) and their 169 targets are the key component of the UN’s 2030 Agenda. The aim of these goals is to reach sustainable economic, social and environmental growth across the world.

Our implemented and planned measures contribute to the 17 SDGs. However, we have decided to prioritise seven SDGs (find out more about these measures in the dedicated chapters):

Our strategic sustainability approach is based on six strategic topics which are directly linked with the SDGs:

- **Water SDG 6**
  - Clean water and sanitation
  - Our processes require a lot of water, and we use water to transport and clean apples, among other things. We aim to reduce the amount we take from different sources and use what we have more efficiently. Find out more on page 21.

- **Energy and Climate Protection SDG 7**
  - Affordable and clean energy
  - As an industrial company, we use energy. We are investing in alternative energy sources and producing our own energy to become energy independent. Find out more on page 17.

- **SDG 13**
  - Climate action
  - Climate action is one of the biggest challenges of our times. We measured our Corporate Carbon Footprint (CCF) and identified goals to reduce our Scope 1 and Scope 2 CO₂ emissions. Find out more on page 17.

- **Health and Safety SDG 3**
  - Good health and well-being
  - We want our employees to be healthy. We aim to support them by implementing prevention measures such as regular checks carried out by the company doctor or access to the “Mutual Help” health insurance scheme.
  - Decent work and economic growth
  - We employ around 200 people. We want to guarantee a safe working environment where they can feel at ease and use their skills. We believe in and are committed to good working conditions. This also applies to our supply chain. Find out more on page 25.

- **Adding Value in the Region SDG 8**
  - Decent work and economic growth
  - We source raw materials from our members: over 6,000 family-run fruit growing companies from the region. Our pay-outs are an important source of income for them, one we’d like to maintain as attractive as possible in the long term. We also aim to be good employers for our employees. Find out more on page 33.

- **Healthy Products SDG 12**
  - Responsible consumption and production
  - The demand for healthy products is on the rise: this represents an incredible growth opportunity for us. We are working in R&D and together with cooperation partners to develop new, healthy products. Find out more on page 29.

- **Innovation SDG 9**
  - Industry, innovation, and infrastructure
  - As a company, we believe in investing in talent, technology, and innovation. We push for the development of new products. Innovation is the leitmotif of all our business operations and activities. We promote collaboration in groups and in the supply chain to achieve exceptional added value.
Since 2021, VOG Products has been working in a structured manner on sustainability. A Steering Committee was created to focus on sustainability. We prepared all the necessary and important steps in advance to draft a sustainability report in line with the GRI/Core standard.

STAKEHOLDER SURVEY

The Steering Committee identified different stakeholder groups during one of its meetings. While communication with some stakeholder groups has been underway for many years, in the reporting period new channels for dialogue with stakeholders were opened. These include newsletters to our producers and clients as well as internal communication channels for our staff. The most important stakeholder groups received information about sustainability-related topics, for example:

- The Administrative Board/owners of VOG Products approved VOG Products’ sustainability strategy.
- Internal communication channels serve the purpose of informing employees about sustainability-related topics and to train them on our sustainability strategy.
- Our client newsletter is sent out on a regular basis and contains information on, among other things, sustainability-related topics and gives clients an opportunity to share their opinions on this matter.
- Producers also receive regular updates in a dedicated newsletter, including information about sustainability-related topics.

A total of 221 stakeholders responded to the survey and expressed their opinions on various sustainability topics. The stakeholder survey was then followed up by several one-on-one interviews.

IMPACT ANALYSIS

How do our actions as a company have an effect, both positive and negative? This was the question at the heart of the impact analysis which the company carried out in autumn 2021. It focused on social, environmental, and economic aspects. The impact analysis also consisted of one fundamental element: the Corporate Carbon Footprint (CCF). Scope 1, Scope 2, and Scope 3 emissions were measured for the very first time in the company’s history (data from the 2020/2021 fiscal year).

THE MATERIALITY MATRIX

The stakeholder survey and impact analysis were used to develop a materiality matrix. It creates a visual representation of the key sustainability areas for VOG Products. These can be found above the red line in the image below. The core topics which will flow into VOG Products’ sustainability strategy are:

- Water and Wastewater
- Energy and Climate Protection
- Health and Safety
- Healthy Products
- Adding Value in the Region
- Innovation, Research and Development

Five of these topics are addressed in dedicated chapters: “Innovation, Research and Development” is not, however, due to the fact that it appears in each of the company’s key sustainability areas.

REPORT STANDARD

Due to our cooperative structure, we are not required to publish any reports. However, as we care deeply about sustainability, we have decided to publish a report detailing information about our sustainability endeavours. The report was written in line with the GRI standards (Global Reporting Initiative), Core Option.

YEARS ANALYSED

This report analyses the 2020/2021 financial year (1 July 2020 - 30 June 2021) and the 2021/2022 financial year (1 July 2021 - 30 June 2022). We plan to publish a report every two years.

APPROVAL

The report has been approved by Management. No external audit was carried out.
### Facts & Figures

**Turnover**
106 m euros

**Violations**
Based on Scope 1 and Scope 2 (market-based) in the two-year period (FY 2020/21 and FY 2021/22)

**Employees**
209

**Violations related to health and safety impacts of products and services**

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### Key Corporate Figures

**Financial Year 2021/2022**

<table>
<thead>
<tr>
<th>Employees</th>
<th>Producers</th>
</tr>
</thead>
<tbody>
<tr>
<td>209</td>
<td>approx. 6,000</td>
</tr>
</tbody>
</table>

- **Turnover**: 106 m euros
- **Export to**: 50 countries worldwide
- **Ratio employees <30 years**: 32%
- **Female employees**: 25%
- **Members**: 3 producer organisations, 18 cooperatives

### Key Sustainability Figures

<table>
<thead>
<tr>
<th>Reduction CO₂ emissions*</th>
<th>Ratio employees &lt;30 years</th>
<th>Female employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>-5,670 tCO₂e</td>
<td>32%</td>
<td>25%</td>
</tr>
</tbody>
</table>

- **Violations**
  - 0
- **Payout volume to members**: 44 m euros

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* based on Scope 1 and Scope 2 (market-based) in the two-year period (FY 2020/21 and FY 2021/22)

** Violations related to health and safety impacts of products and services
WHAT MAKES VOG PRODUCTS SO UNIQUE

We specialise in processing fruit into high-quality products.

- VOG Products sources and processes raw materials throughout the year, which allows us to guarantee our products’ freshness and continuous supply.
- Our raw materials are sourced predominantly from regional members. In other words, cooperatives and producer organisations run by over 6,000 family-run fruit growing companies. They produce outstanding agricultural products thanks to their long-standing experience and passion for what they do. Our products stand out for:
  - over 100 years of expertise in growing fruit at the best cultivation conditions (300 days of sunshine a year);
  - a dynamic agricultural production system based on modern cultivation methods and innovative storage technology;
  - cooperation across a vast, widespread network. The South Tyrolean apple industry’s runaway success is the result of a vast, widespread, and permeable network: everyone in the network cooperates and, so, learns from each other. Producers, cooperatives, associations, research centres, agricultural consultancy firms and other stakeholders are part of LINSA, the Learning and Innovation Network for Sustainable Agriculture. They cooperate in a flexible and professional manner within the network (see picture on page 14). The cooperation is based on the principles of self-help, self-management, individual responsibility, and promoting each member’s improvement;
  - all stakeholders of the South Tyrol fruit industry exchange ideas and best practices on sustainability thanks to the sustainapple network. VOG Products is informally part of this network (www.sustainapple.it).

- Quality assurance is guaranteed throughout VOG Products. It applies to raw material suppliers, through the entire production process, all the way to finished goods. Most of the raw materials we process are sourced from our members – this allows us to guarantee traceability thanks to our transparent supply chain.
- We invest in three pillars across the company: modern technology, innovation in all steps of our process, and the expertise of our highly qualified staff.
- Our operations contribute to reducing food waste. Food waste is an issue when speaking of sustainability: nutrient waste, its environmental impact, i.e. wasted soil, water, equipment as well as greenhouse gases. We process around 300,000 tonnes of fruit every year that would otherwise be difficult to sell on the fruit market.
- Our producer organisation is owned by fruit growers: these are grouped across eighteen cooperatives and three producer organisations. We do not look at the profit when we work; rather, we focus on payouts, which represent an added value for producers and, consequently, for the region.
Processing fruit requires a lot of energy and has an impact on the climate. We are aware of this, which is why we pay special attention to energy efficiency and want to reduce our CO₂ emissions. How? We want to focus on energy-efficient machinery.

HOW WE CONTRIBUTE TO THE SDGS

If we want to contribute to limiting the rise of temperatures on our planet, then we as a company need to use energy in an efficient manner and choose clean sources of energy. We require energy throughout the entire fruit processing journey, and our activities result in CO₂ emissions. We are aware of how much energy our processes require and have acknowledged we can use energy efficiency, as well as diversifying energy sources, as a lever to implement improvements to our system. However, it would be short-sighted to focus solely on our processes inside the company. Indeed, we depend on the weather, even when it comes to sourcing our raw materials: the climate, after all, has an effect on the apple growing process. An increasing number of severe weather phenomena such as long droughts, hail, freezing temperatures at night or overall increasing average temperatures can damage an orchard’s yield and, consequently, represent a loss for fruit growers. There are ways to counteract this, such as our members’ policies regarding apple varieties: the cooperatives have been investing in more resistant varieties. Our supply chain boasts different certifications, for example Quality Management in Agriculture (‘Agrios standard for integrated fruit cultivation’) or organic certifications (Bio, Bio Suisse, Bioland, Demeter / overview of certifications on page 30).

What we must not forget is that a large share of the emissions of our Corporate Carbon Footprint results from our upstream (Scope 3). Apple orchards are maintained, watered, fertilised and treated with plant protection products by machines. These activities release carbon dioxide into the atmosphere. However, it is also true that an apple orchard will store greenhouse gases in its soil and wood mass. The South Tyrolean fruit industry aims to be climate-neutral by 2030 as part of the sustainapple initiative and create flagship projects (see chapter on Healthy Products).
We were awarded ISO 14001 to certify the actions we have taken to support the environment. We also have controlling and monitoring functions in place vis-à-vis energy and climate action, for example as far as production is concerned. We also calculated our Corporate Carbon Footprint (CCF) for the first time in 2021. We carry out an energy audit every four years, as required by Legislative Decree 102/14. This is the first year of its implementation and, therefore, our strategy will be adapted as needed. Plant Management is responsible for all the activities and their implementation, Controlling is in charge of reporting.

**Core Activities**

Producing fruit juice is a complex operation requiring plenty of energy and heat – starting from the apple harvest all the way to the final packaging. The production of concentrate, filtering, pasteurisation, steam generation and cooling require energy but also offer potential savings or can be tapped into for heat recovery.

**Objectives**

We have defined two objectives in Energy and Climate Protection:

- Reduce our energy use by 2% per year related to raw material use;
- CO₂ neutrality in Scope 1 and Scope 2 by 2040.

In the future we will also work on Scope 3 together with our partners in the fruit growing industry.

**Measures / Emissions**

In the last financial year we reached CO₂-neutral electricity levels. Our energy providers supply us with green hydroelectric power produced in over 30 certified South Tyrolean hydropower plants (i.e. facilities whose operations do not generate any CO₂ emissions). This meant we were able to successfully reduce our Scope 2 emissions to zero (see Corporate Carbon Footprint table).

**Measures / Energy**

We installed a new juice pasteuriser in spring 2022. It performs better than the “old” 1996 pasteuriser and is also more energy-efficient. Its heat recovery potential lies between around 60% and 90% at peak levels, depending on the output levels.

Over the last two years we have replaced 70% of the lighting at the plant with LED lighting.

Another large-scale measure currently being planned is the implementation of a vapor-compression evaporation system in the 2022/2023 financial year. When processing fruit into concentrate, evaporation is the step in the process which requires the highest amount of energy. We plan to add a mechanical vapor-compression evaporation system to our existing evaporation machine, which is used to separate the flavourings and to produce pre-concentrate. The compressed vapor with a higher energy level will be reused across different stages to evaporate the remaining water in the juice. Besides the savings in vapor and, consequently, energy, we will also be saving energy required for the cooling tower; we will also release fewer CO₂ emissions.

Monitoring of energy usage occurs regularly – we can always access the data, and this data feeds into our strategy.

**Stakeholder Cooperation**

Energy is purchased in cooperation with our members, i.e. South Tyrolean cooperatives.

When we process fruit, we create a by-product: pomace. We sell it to clients in northern Italy who then use it to feed their livestock or produce bio-gas which is in turn used in their (closed-circuit) plants and machines.

The Free University of Bolzano is currently calculating the carbon footprint of the South Tyrolean fruit industry. We are indirectly involved in the initiative thanks to our members, who have signed up. The aim of the South Tyrolean fruit industry is to be climate-neutral by 2030.
Water is one of the most important resources in our production process. In light of this, we use this resource sparingly and wisely. We focus on water recycling in this area.

**How We Contribute to the SDGs**

We are aware that as a processor of apples and other fruits we have very water-intensive processes. While water scarcity is not an issue that impacts our region, we have made it our priority to use water carefully.

Water plays a crucial role when it comes to fruit production, too – and this means we have to be involved, as we source our raw materials from our fruit grower members. The careful use of water in the supply chain matters greatly to us, even though the area we live in does not suffer from water scarcity. However, it is precisely because of climate events such as droughts or floods which have impacted different European regions that we care about this resource to the extent that we do. Agriculture would not exist without water, and it thrives on clean water. Water has taken centre stage in the sustainapple initiative launched by the South Tyrolean fruit industry (see end of chapter).

Our company’s obligations regarding water use, required by the law, are audited by regional competent bodies. These audits include, among others, assessing the separation and treatment of water as well as a yearly audit assessing how much water is used for industrial, cooling, and heating purposes carried out by the Autonomous Province of Bolzano. We adhere strictly to the values determined by the wastewater treatment plant vis-à-vis the quality of water we send there. As this is the first year in which we structurally examine water and water use and, we will monitor our performance and adapt our strategy as necessary.

The Technical Office is in charge of the activities and implementation of measures relating to this field, while Controlling is in charge of reporting.

**Core Activities**

The entire production chain – from raw material transport, through cleaning and cooling processes,
to steam production are directly linked to water. The fruit, production machines, and the plant’s floors are cleaned with water.

At VOG Products, water is pre-treated using a mechanical filtering system. This ensures solid materials are separated before being sent to the wastewater treatment plant.

**OBJECTIVES**

Our objective remains to save water whenever possible; we also use as much recycled water as possible. We aim to reduce our water consumption by 30% by 2025.

**MEASURES**

- The most important measure we implemented during the years analysed in this report was the optimisation of cooling water. This initiative was launched at the end of July 2022. This measure alone will help us potentially save around 700,000 m³ of water per year. We will assess how much water we have saved at the end of the 2022/23 financial year.

- Another measure was that of creating a water balance which was implemented during spring 2022. This provides us with oversight on our usage data in the individual production areas and gives us an insight into potential saving opportunities. The water cycles include:
  - different types of water (municipal water, well water, and boiler water),
  - pipes, and
  - mechanical and electronic flow meters.

Flow meters gather detailed data relating to water, especially during peak season. In turn, this allows us to gather and analyse experiences and, more than anything else, identify areas where we can work with recycled water.

- The new receiving station for apples, launched in 2021, allows us to reduce processes which require a lot of water. Apples are quickly rinsed and cleaned with water jets. Then they are gently conveyed in a “dry” manner, i.e. on a belt, to the automatic sorting system.

- Another planned measure to reduce water use is vapor-compression evaporation, which will be described in detail in the “Energy” chapter (on page 17). The process, among other things, allows us to save the steam produced by water evaporation.

- The company administers controlling and monitoring functions regarding water use.

- One practical measure was to reduce the use of municipal water use by 58% during the last year [see table]. Drinkable water is only used in sanitary facilities.

- We frequently communicate with Ecocenter, the wastewater treatment plant in Bronzolo. They purify our wastewater and produce biogas with it; this, in turn, is used to generate electricity and heating thanks to co-generation plants. One key piece of information we send to Ecocenter is the amount of wastewater to expect.

- We talked about water-saving measures together with our employees during a brainstorming session in February 2022.

- Thanks to our members’ contribution and our involvement in the sustainapple initiative, we are closely connected to the South Tyrolean fruit growers: after all, their membership in cooperatives means they supply us with our raw materials. Water has always been an important topic in fruit growing in South Tyrol: drip irrigation is currently being improved thanks to the “SmartLand” project and the implementation of digital technology. The Lamburg Research Centre developed a system together with the South Tyrolean Consultancy Group for Fruit and Wine Growing. The system employs high-quality sensory technology to measure the soil’s humidity and cross-references these data with up-to-date weather and temperature data. Alperia’s regional wireless network guarantees a systematic, real-time transfer of these data to the individual fruit growers’ app. They can then adapt their orchards’ watering levels based on real, on-the-ground needs. Depending on each individual’s starting point, up to 50% water – or more – can be saved. There are also countless innovations and technological solutions when it comes to cleaning, preparing, and storing water.
VOG Products would not be what it is today without the skills, dedication, and commitment of our employees. They are our best asset. It goes without saying that professional development, health and safety at the workplace are close to our heart. Our endeavours in this area see us focussing first and foremost on prevention, education and further development, and raising awareness on the topic.

HOW WE CONTRIBUTE TO THE SDGS

Healthy and motivated employees perform well and are committed to the company – and represent an asset for the entire organisation. Health and safety at work is of the utmost importance in an industrial company such as ours to guarantee our employees’ health and to avoid absences. Our in-house and external Security Officers carry out monthly audits together with every area’s Line Managers. The audits also include assessing potential stress factors as part of the mental health category, among other aspects. Indeed, the audits’ checklists are constantly updated. Once a year, the compulsory DAS meeting takes place (DAS: Office for Health and Safety at Work). The company doctor, employer representative, Security Officer (elected by the employees), Security spokesperson, Director and Head of HR, among others, take part in the meeting. The Supervisory Committee assesses health and safety at work measures. The company safety organisational chart lists which employees are responsible for health and safety matters.

Positive news: during the period analysed by this report, no serious accidents occurred (recovery time: >60 days) and no occupational disease was caused. Employees dealt well with the challenges imposed by COVID-19. Health and safety is also important for our upstream, i.e. the agricultural workers, as they have to contend with low or high temperatures when working outdoors, must lift and carry heavy weights, are exposed to loud, potentially damaging noises, and deal with machines and tractors. The South Tyrolean Farmer’s Association raises awareness on this matter, and

EFFECTS

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certifications available in this area are ISO 45001, GRASP or Sedex (see overview of certifications on page 30).

We follow health and safety legislation such as Law 81/2008. Behavioural rules and guidelines related to health and safety at the workplace are published in our organisational structure (pursuant to Decree 231 dated 8 June 2001) and in our Code of Ethics. As this is the first year in which we structurally examine health and safety, we will monitor our performance and adapt our strategy as necessary. Management is responsible for this area; HR is in charge of activities, implementing measures, and reporting in this field.

**CORE ACTIVITIES**

Potentially dangerous activities are carried out in our company: welding, working on industrial machinery such as hot steamers or pipes, working on slippery surfaces, working next to electric fuse boxes, or with chemical substances. Even noise can present a hazard to our health. Our employees are given their personal protective equipment (PPE) and are trained in the use of checklists. The company doctor carries out regular check-ups and also assesses the working environment’s ergonomics, among other things.

**OBJECTIVES**

Our objective is to have zero serious occupational accidents (healing period >60 days) and reduce the number of injuries that occur (factor 5).

<table>
<thead>
<tr>
<th>Number of accidents at work resulting in serious consequences (no fatalities)</th>
<th>2020/2021</th>
<th>2021/2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>employees</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>workers</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>temporary or contracted workers</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>total</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

Further key figures can be found in the Annex on page 36. Our objective for the 2022/2023 financial year is to carry out an employee survey, the responses to which will be used to develop further measures.

**MEASURES**

During the period analysed by this report, we organised an awareness campaign on the topic of health and safety at work. The campaign included posters, articles on the company’s internal Sharepoint platform, and brainstorming sessions where employees made suggestions on how to improve health and safety at the workplace.

There were numerous measures which were implemented as a result. Some of the most important improvements:

- We added a packaging system and an automatic palette wrapping system to the Pouch Pack Line in the Solid Unit. As a result, employees do not have to carry or lift as many heavy objects in the Pouch Pack area as before.
- A further step towards automation was taken in the Bag in Box Line. The objective, once again, was to create more ergonomic and safer working spaces and to reduce manual packaging operations.
- We installed a new maintenance platform for the pasteurising machine’s steam control valve.
- We installed visual sorting machines in the Solid Unit, which ensure activities with loud noises can be avoided.

Our employees have been able to sign up to a private, accessory health insurance for some time now. “Mutual Help” allows them to get a discount on health expenses or when seeing doctors who have a convention with the insurance company.

Our employees can also keep healthy by choosing healthy meals in the canteen.

**STAKEHOLDER COOPERATION**

Employees can address their concerns about health and safety matters and reports of near-accidents to the Safety Officer. The Officer will set out to improve the situation together with the external Security Office and the company doctor. When can an employee submit a report? Either during the monthly audits across the different areas or, should they wish to do so anonymously, they can make use of our whistle-blowing policy. Each and every single employee can report their concerns regarding product safety, integrity, quality, legality, as well as negative environmental impacts in a confidential manner. One method for doing so is by means of a dedicated post box. Health and safety at the workplace is also a topic of daily meetings as part of the implementation of shop floor management in the Solid Unit.

Our employees must attend general and specialised courses on health and safety on a regular basis. These include modules for forklift drivers, lifting platforms, cranes, fire protection courses, etc. We complement the offer with more intensive follow-up modules.

We care deeply about the working conditions in our supply chain. In Italy, the countless reports on exploitative agricultural workers are on the rise, more so in southern Italy. The European FARm research project, which also included the participation of the Free University of Bolzano, did not record any cases of extreme exploitation in South Tyrol, our main market when it comes to sourcing apples. The project’s leaders explained this fact by referring to the industry’s structural strengths such as the small average size of the companies, their integration in the local communities, and a long-standing tradition for cooperative-like structures. We assess the compliance of social standards in the supply chain, e.g. by sending out supplier questionnaires where we ask questions on topics such as labour and social standards, child labour, minimum age of employees, standard remuneration, forced labour and compliance with laws on safety and health at work.
We produce healthy, tasty, safe, and natural food in line with our clients’ and consumers’ needs. Health, therefore, starts right where it all begins: in the apple orchards.

**EFFECTS**

We supply over 500 B2B clients across 50 countries worldwide with our products; our semi-finished goods and ingredients for the F&B industry, once processed even further, reach millions of consumers. Paying the utmost attention when producing food is therefore an ethical as well as a legal requirement. We adhere to legislation relating to food (including hygiene regulations, directives on traceability, etc.). We adhere strictly to the directives enforced in each country to which we export our products.

Apples contain important carbohydrates, minerals, vitamins, and trace elements as well as secondary plant substances such as polyphenols, which have countless positive effects on our health. We greatly value natural, genuine, and simple products when processing fruit and, therefore, use few ingredients. Our products contain natural fructose; they do not contain added sugar except in rare cases if a client requests it. As this is the first year in which we structurally examine healthy products, we will monitor our performance and adapt our strategy as necessary. Responsibilities are divided between Raw Material Purchasing, Raw Material Control, R&D, and Quality Assurance.

**CORE ACTIVITIES**

The prerequisite for the industrial production of healthy products is to source healthy fruit, or perfect raw materials. Our unique strength lies in the fact that our members produce our raw materials: they pay close attention to using very low levels of chemical substances and resort mostly to natural measures (such as using beneficial insects, promoting the growth of bee colonies, and introducing measures to promote biodiversity). All of these actions are recorded in logbooks. Our members’ raw materials are certified according to very high standards (see Standards in the Regional Fruit Cultivation by our Members). We also carry out audits among our members, and our agronomist liaises daily with the cooperatives’ agronomists.

Traceability is particularly important in the food industry. How do we guarantee it? We combine delivery batches and labelled goods obtained during the cooperatives’ sorting and packaging process, allowing us to trace them back to the producers or producer groups who sent us a specific batch. We follow rigorous, strict criteria and processes when it comes to our industrial production. These, too, are...
duly certified (see VOG Products standards). What makes us stand out as a company from the competition? Our raw materials’ quality. Our region’s weather is ideal for growing outstanding fruit. The fruit growers in our region, where we source most of our apples, work in line with strict criteria and pursue integrated or organic production. The share of organic raw materials has been going from strength to strength over the last few years. VOG Products’ agronomist works directly with the cooperatives’ agronomists; we pay special attention to sustainability in the supply chain.

**OUR STRATEGIC FIELDS**

**STANDARDS IN THE REGIONAL FRUIT CULTIVATION BY OUR MEMBERS**

Numerous management systems, certifications, and recognitions cover the entire value creation chain. These range from farming, harvest, storage, sorting and packaging to loading procedures. Some of them refer to different areas or farming systems (e.g. Agrios, Bio).


**OBJECTIVES**

One of our objectives is to ensure speedy deliveries: in principle, we obtain fruit throughout the year from our cooperatives. The lower the residence time of the raw materials, the better the quality of the finished good. We also focus on maintaining high-quality standards and developing quality audits for both raw materials and products. We also record breaches related to products and services which can have an effect on health and safety (objective: zero violations). During the period analysed by this report, we did not record any breaches or cases of non-compliance with the rules.

**SUSTAINABILITY REPORT 2020–2022**

**INTEGRATED PRODUCTION VS. ORGANIC PRODUCTION**

The directives regulating integrated production stipulate rules for cultivation that is as sustainable and natural as possible. Compliance is checked, and the rules are far more rigorous than what is required by the law. Fruit growers who practice integrated agriculture use pesticides sparingly, and only a very limited range. Beneficial insects are spared by opting for alternative methods such as driving away pests by releasing natural pheromones. Integrated agriculture is the norm in South Tyrol.

**STAKEHOLDER COOPERATION**

We cooperate intensively with our members, i.e. the cooperatives, who supply us with valuable raw materials. In South Tyrol, we are surrounded by and work in harmony with nature. In our region we voluntarily reduce the use of pesticides by 50% compared to the thresholds legally required by the EU. If they are used, then only if they truly are the last option to safeguard a successful harvest. Before it comes to that, our fruit growers invest in natural methods by favouring resistant varieties of apples or using animals to ward off potential parasites and pests. Our agronomist speaks with our cooperatives’ agronomists on a regular basis, and our production line implements improvements on matters related to healthy products.

**STANDARDS IN THE REGIONAL FRUIT CULTIVATION BY OUR MEMBERS**

Numerous management systems, certifications, and recognitions cover the entire value creation chain. These range from farming, harvest, storage, sorting and packaging to loading procedures. Some of them refer to different areas or farming systems (e.g. Agrios, Bio).


**MEASURES**

We recently expanded quality control by increasing raw material assessments, among other things. We did so by means of visual inspections and technological measures such as four optical sorting systems. We integrated them into the production cycle, i.e. in the puree line, solid unit, and dry receiving line. Laser technology helps us pick out defective apples or apple pieces. We also installed the new dry receiving line in summer 2021: it ensures smoother processing (see page 22). We also increased the quality checks in the product area.

Healthy food must be safe, which is why in recent years we have implemented a series of measures relating to Food Safety Culture. The aim is for employees to report even the most insignificant detail which could affect food safety. We have trained employees specifically for this purpose. We have also installed more magnetic filters, with a millimetre-wide range, to detect and filter out even the tiniest foreign bodies.

Traceability was also improved during the course of last year: boxes are now labelled according to their origin, i.e. if fruit is organic or grown using traditional methods.

**OBJECTIVES**

One of our objectives is to ensure speedy deliveries: in principle, we obtain fruit throughout the year from our cooperatives. The lower the residence time of the raw materials, the better the quality of the finished good. We also focus on maintaining high-quality standards and developing quality audits for both raw materials and products. We also record breaches related to products and services which can have an effect on health and safety (objective: zero violations). During the period analysed by this report, we did not record any breaches or cases of non-compliance with the rules.

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Traceability was also improved during the course of last year: boxes are now labelled according to their origin, i.e. if fruit is organic or grown using traditional methods.
Our producer organisation was founded in South Tyrol. We source our valuable raw materials from our members: eighteen cooperatives and three producer organisations. They are spread across more than 6,000 family-run businesses which put a lot of passion and hard work into growing apples. We believe they should be compensated well for their job. And that is exactly what we do.

HOW WE CONTRIBUTE TO THE SDGS

Cooperatives and producer organisations like ours are, by definition, not interested in financial profit. Our objective is to offer attractive payouts to our members – and, indirectly, to our producers, who make up our members (see payout table on p. 34). We also want to be good employers in the regional market. We aim to create a working environment for current and future employees that promotes their development and growth. This goes hand in hand with increasing our profile in the region as an employer and a company that is deeply rooted in the local area but with a global outreach.

In addition to payouts and salaries, we create regional added value by hiring regional suppliers and service providers. In most cases, our close cooperation with these partners has lasted for years. One example? Our suppliers and freighters who transport raw materials from the member cooperatives to our plant. These partners are exclusively regional.

As this is the first year in which we structurally examine regional added value, we will monitor our performance and adapt our strategy as necessary. The responsibility for this area lies mainly with Administration, followed by Controlling (for monitoring purposes), Purchases, and Sales.
source over half of our entire raw material needs from our members. For the last financial year, we sourced 80.75% of the entire raw materials requirements from our members (see table below).

Our employees are predominantly from Laives and its surroundings, i.e. close to our headquarters. While we endeavour to increase our profile as a good employer, we also want to increase our overall profile in the region. We do so by working on employer branding, PR, guided tours, and cooperation, among other things.

### OBJECTIVES

- Our objective is to give our members higher pay-outs for their (processing) fruit compared to what they would receive on the free market. Payout volumes change from year to year due to the fluctuations in the total volume of deliveries and market prices.

**Payout volumes**

<table>
<thead>
<tr>
<th>Financial year</th>
<th>Volume</th>
</tr>
</thead>
<tbody>
<tr>
<td>21/22</td>
<td>44 million</td>
</tr>
<tr>
<td>20/21</td>
<td>40 million</td>
</tr>
</tbody>
</table>

- One important core figure which mirrors our business’ remit is the payout/purchase rate, i.e. what percentage of member products we sourced vis-à-vis the total volume of purchased raw materials.

**Prevalence [%]**

<table>
<thead>
<tr>
<th>Financial year</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>21/22</td>
<td>80.75%</td>
</tr>
<tr>
<td>20/21</td>
<td>82.3%</td>
</tr>
</tbody>
</table>

*members’ goods/purchased goods

- We hire numerous regional suppliers:

  **Regional contracting**
  - Financial year 21/22: 65%
  - Financial year 20/21: 68%

  *percentage of the contracting budget (suppliers from Trentino/South Tyrol in relation to the total volume)

- The most important measure is set by the company strategy. VOG Products will produce more and more new products (including finished goods) which will create added value in the future. This will increase the offer of our processing portfolio for our members, giving them alternatives as to how to process their apples which, in the long-term, will translate into higher pay-outs.

  This, in turn, will optimise processes and costs. Recently, we turned our focus to energy and efficiency in production (see chapter on Energy and Climate Protection).

- In spring 2022, we launched the Leni’s Selection line for the hotel and food industry. This new brand is an example of a product which increased our profile in the region.

- To further increase our profile, we offer guided tours of our plant to students of the agricultural high schools. These students often get their first job at VOG Products upon graduating.

- Our sponsoring endeavours also contribute to increasing our profile: we sponsor local associations near our headquarters.

### MEASURES

- VOG Products would also like to gain visibility in the catchment area as an employer who offers interesting and versatile jobs.

### STAKEHOLDER COOPERATION

Our members are part of the Administrative Board, and they carry out frequent and lively exchanges with stakeholders on added value in the region. After all, they benefit from this added value, and the company strategy is debated and approved in the Administrative Board.

Research is at the heart of our regional cooperation – we work with the Free University of Bolzano and the Laimburg Research Centre as well as with local processing companies. In 2022 we launched a project called the “Year of the South Tyrolean Apple” together with the South Tyrolean Association of Chefs and the Apple Consortium.
### ENERGY & CLIMATE

<table>
<thead>
<tr>
<th>Scope</th>
<th>unit</th>
<th>2019/2020</th>
<th>2020/2021</th>
<th>2021/2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scope 1 – Direct GHG emissions</td>
<td>t CO₂e</td>
<td>22,655.67</td>
<td>20,745.93</td>
<td>22,289.83</td>
</tr>
<tr>
<td>Scope 2 – Indirect GHG emissions</td>
<td>t CO₂e</td>
<td>3,167.01</td>
<td>3,136.74</td>
<td>2,446.50</td>
</tr>
<tr>
<td>Total Scope 1 and Scope 2 (location-based)</td>
<td>t CO₂e</td>
<td>25,822.68</td>
<td>23,882.67</td>
<td>24,736.33</td>
</tr>
<tr>
<td>Total Scope 1 and Scope 2 (market-based)</td>
<td>t CO₂e</td>
<td>27,797.82</td>
<td>23,083.59</td>
<td>22,289.83</td>
</tr>
</tbody>
</table>

### OCCUPATIONAL SAFETY & HEALTH

<table>
<thead>
<tr>
<th>Total number of employees</th>
<th>2019/2020</th>
<th>2020/2021</th>
<th>2021/2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number employees (female)</td>
<td>41</td>
<td>53</td>
<td>52</td>
</tr>
<tr>
<td>Number employees (male)</td>
<td>146</td>
<td>150</td>
<td>157</td>
</tr>
<tr>
<td>Total number of employees</td>
<td>187</td>
<td>203</td>
<td>209</td>
</tr>
<tr>
<td>Number employees by age groups</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number employees (&lt;30)</td>
<td>59</td>
<td>63</td>
<td>67</td>
</tr>
<tr>
<td>Number employees (30-50)</td>
<td>96</td>
<td>105</td>
<td>105</td>
</tr>
<tr>
<td>Number employees (&gt;50)</td>
<td>32</td>
<td>35</td>
<td>37</td>
</tr>
<tr>
<td>Total number of employees by gender</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number employees</td>
<td>17</td>
<td>21</td>
<td>25</td>
</tr>
<tr>
<td>Number employees with permanent contract (female)</td>
<td>114</td>
<td>118</td>
<td>127</td>
</tr>
<tr>
<td>Number employees with permanent contract (male)</td>
<td>131</td>
<td>139</td>
<td>152</td>
</tr>
<tr>
<td>Number employees with temporary contract (female)</td>
<td>21</td>
<td>25</td>
<td>21</td>
</tr>
<tr>
<td>Number employees with temporary contract (male)</td>
<td>27</td>
<td>23</td>
<td>19</td>
</tr>
<tr>
<td>Total number of employees with temporary contract</td>
<td>48</td>
<td>48</td>
<td>40</td>
</tr>
<tr>
<td>Number employees with atypical contract (female)</td>
<td>3</td>
<td>7</td>
<td>6</td>
</tr>
<tr>
<td>Number employees with atypical contract (male)</td>
<td>5</td>
<td>9</td>
<td>11</td>
</tr>
<tr>
<td>Total number of employees with atypical contract</td>
<td>8</td>
<td>16</td>
<td>17</td>
</tr>
<tr>
<td>Total number of employees by employment relationship</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number of full-time</td>
<td>37</td>
<td>48</td>
<td>47</td>
</tr>
<tr>
<td>Number of full-time (male)</td>
<td>145</td>
<td>148</td>
<td>155</td>
</tr>
<tr>
<td>Number of full-time (female)</td>
<td>182</td>
<td>196</td>
<td>202</td>
</tr>
<tr>
<td>Number of part-time</td>
<td>4</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Number of part-time (male)</td>
<td>1</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Number of part-time (female)</td>
<td>5</td>
<td>7</td>
<td>7</td>
</tr>
</tbody>
</table>

### HEALTHY PRODUCTS

| Number of work-related injuries with serious consequences* (excluding fatalities) | cases | 0 | 0 | 0 |
| Number of work-related injuries with serious consequences (excluding fatalities) – employees | rate | 0 | 0 | 0 |
| Number of work-related injuries with serious consequences (excluding fatalities) – workers | rate | 0 | 0 | 0 |
| Number of work-related injuries with serious consequences (excluding fatalities) – temporary and contract workers | rate | 0 | 0 | 0 |
| Total | cases | 1 | 0 | 0 |
| Rate of work-related injuries with serious consequences (excluding fatalities) – employees | rate | 0.87 | 0 | 0 |
| Rate of work-related injuries with serious consequences (excluding fatalities) – workers | rate | 0 | 0 | 0 |
| Rate of work-related injuries with serious consequences (excluding fatalities) – temporary and contract workers | rate | 0 | 0 | 0 |
| Total | rate | 0.55 | 0 | 0 |

### ADDED VALUE FOR THE REGION

| Number of documentable work-related injuries (including serious accidents and fatalities) | cases | 0 | 0 | 0 |
| Number of documentable work-related injuries (including serious accidents and fatalities) – employees | cases | 14 | 11 | 8 |
| Number of documentable work-related injuries (including serious accidents and fatalities) – workers | cases | 12.21 | 9.31 | 7.01 |
| Total | cases | 14 | 11 | 8 |
| Rate of documentable work-related injuries with serious consequences (excluding fatalities) – employees | rate | 0 | 0 | 0 |
| Rate of documentable work-related injuries with serious consequences (excluding fatalities) – workers | rate | 0 | 0 | 0 |
| Rate of documentable work-related injuries with serious consequences (excluding fatalities) – temporary and contract workers | rate | 0 | 0 | 0 |
| Total | rate | 0.55 | 0 | 0 |
| Rate of documentable work-related injuries with serious consequences (excluding fatalities) – temporary and contract workers | rate | 0 | 0 | 0 |
| Total | rate | 0.55 | 0 | 0 |

### DATA OVERVIEW

**Number of work-related injuries with serious consequences**

- **Number of work-related injuries with serious consequences (excluding fatalities):**
  - Employees: cases = 0, rate = 0.87
  - Workers: cases = 0, rate = 0.55

**Number of documentable work-related injuries (including serious accidents and fatalities):**

- Employees: cases = 14, rate = 0.55
- Workers: cases = 12.21, rate = 0.87
- Temporary and contract workers: cases = 0, rate = 0

**Number of documentable work-related injuries:***

- Employees: cases = 0, rate = 0
- Workers: cases = 12.21, rate = 0.55

---

*measures taken or initiated to eliminate and minimise these hazards: As part of an ongoing improvement process, a to-do list on work safety is continuously checked off and completed by the internal safety coordinator; this list is an integral part of the DAS occupational safety meeting. Periodic checks and inspections are carried out by internal bodies (e.g. betts, gates, racks, safety devices) and external bodies (e.g. fire alarm system, pressure equipment, cranes, machinery, fire extinguishers). The five most common hazards that pose a risk of injury are chemical hazards and physical hazards (truck and forklift traffic, cuts/crushes, slips, burns).
VOG Products is a member of various organisations. Below is an overview of some of the most important memberships in the network.

**SGF**
The Safe - Global - Fair (SGF) association was founded in Germany in 1974 as an instrument of industrial self-regulation to restore free and fair market conditions in the juice industry. The purpose of the association is, among other things, to promote free and fair competition; to control the safety and quality of products; to contribute to consumer protection by controlling juices, nectars and other fruit and vegetable-based products.

**SAI-PLATTFORM / GLOBALG.A.P**
The SAI Platform is one of the most important global food and beverage value chain initiatives for sustainable agriculture. Together with the SAI Platform, GlobalG.A.P. has developed the Farm Sustainability Assessment. VOG Products has achieved an FSA Gold certification.

**ASSOMELA**
Assomela is the association of Italian apple producers, covering around 80% of the Italian and 20% of the European apple production.
# GRI CONTENT INDEX

<table>
<thead>
<tr>
<th>CODE</th>
<th>SHORT NAME OF THE DISCLOSURE</th>
<th>REMARKS AND OMISSIONS</th>
<th>PAGE / SOURCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRI 102-1</td>
<td>Name of the organization</td>
<td></td>
<td>2</td>
</tr>
<tr>
<td>GRI 102-2</td>
<td>Activities, brands, products, and services</td>
<td></td>
<td>7</td>
</tr>
<tr>
<td>GRI 102-3</td>
<td>Location of headquarters</td>
<td></td>
<td>7</td>
</tr>
<tr>
<td>GRI 102-4</td>
<td>Location of operations</td>
<td></td>
<td>7</td>
</tr>
<tr>
<td>GRI 102-5</td>
<td>Ownership and legal form</td>
<td></td>
<td>7</td>
</tr>
<tr>
<td>GRI 102-6</td>
<td>Markets served</td>
<td></td>
<td>7</td>
</tr>
<tr>
<td>GRI 102-7</td>
<td>Scale of the organization</td>
<td></td>
<td>7, 13</td>
</tr>
<tr>
<td>GRI 102-8</td>
<td>Information on employees and other workers</td>
<td>No breakdown by region, as all employees are based at the Laives site</td>
<td>36</td>
</tr>
<tr>
<td>GRI 102-9</td>
<td>Supply chain</td>
<td></td>
<td>7</td>
</tr>
<tr>
<td>GRI 102-10</td>
<td>Significant changes to the organization and its supply chain</td>
<td>Not applicable – no change</td>
<td></td>
</tr>
<tr>
<td>GRI 102-11</td>
<td>Precautionary principle or approach</td>
<td></td>
<td>14-15</td>
</tr>
<tr>
<td>GRI 102-12</td>
<td>External initiatives</td>
<td>17, 19, 21, 23, 38</td>
<td></td>
</tr>
<tr>
<td>GRI 102-13</td>
<td>Membership of associations</td>
<td></td>
<td>35, 38</td>
</tr>
<tr>
<td>GRI 102-14</td>
<td>Statement from senior decision-maker</td>
<td></td>
<td>4-5</td>
</tr>
<tr>
<td>GRI 102-16</td>
<td>Values, principles, standards, and norms of behavior</td>
<td></td>
<td>4-5, 14-15</td>
</tr>
<tr>
<td>GRI 102-18</td>
<td>Governance structure</td>
<td></td>
<td>7</td>
</tr>
<tr>
<td>GRI 102-40</td>
<td>List of stakeholder groups</td>
<td></td>
<td>10</td>
</tr>
<tr>
<td>GRI 102-41</td>
<td>Collective bargaining agreements</td>
<td></td>
<td>7</td>
</tr>
<tr>
<td>GRI 102-42</td>
<td>Identifying and selecting stakeholders</td>
<td></td>
<td>10</td>
</tr>
<tr>
<td>GRI 102-43</td>
<td>Approach to stakeholder engagement</td>
<td></td>
<td>10</td>
</tr>
<tr>
<td>GRI 102-44</td>
<td>Key topics and concerns raised</td>
<td></td>
<td>11</td>
</tr>
<tr>
<td>GRI 102-45</td>
<td>Entities included in the consolidated financial statements</td>
<td></td>
<td>10-11</td>
</tr>
<tr>
<td>GRI 102-46</td>
<td>Defining report content and topic boundaries</td>
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<td>10-11</td>
</tr>
<tr>
<td>GRI 102-47</td>
<td>List of material topics</td>
<td></td>
<td>11</td>
</tr>
<tr>
<td>GRI 102-48</td>
<td>Restatements of information</td>
<td>Not applicable – initial report</td>
<td></td>
</tr>
<tr>
<td>GRI 102-49</td>
<td>Changes in reporting</td>
<td>Not applicable – initial report</td>
<td></td>
</tr>
</tbody>
</table>

## ENERGY AND CLIMATE PROTECTION

<table>
<thead>
<tr>
<th>CODE</th>
<th>MATERIAL TOPICS</th>
<th>REMARKS AND OMISSIONS</th>
<th>PAGE / SOURCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRI 103-1</td>
<td>Direct (Scope 1) GHG emissions</td>
<td>Included in our CO₂ equivalent factor are: CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃. We use the Greenhouse Gas Protocol corporate accounting and reporting standard. The source of the CO₂ emission factors is EcoInvent 3.7.1, DEFRA, IEA and UBA. The operational control approach was chosen for the calculations. There were no biogenic CO₂ emissions in the reporting year.</td>
<td>36</td>
</tr>
<tr>
<td>GRI 103-2</td>
<td>Energy indirect (Scope 2) GHG emissions</td>
<td>Included in our CO₂ equivalent factor are: CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃. We use the Greenhouse Gas Protocol corporate accounting and reporting standard. The source of the CO₂ emission factors is EcoInvent 3.7.1, DEFRA, IEA and UBA. The operational control approach was chosen for the calculations. There were no biogenic CO₂ emissions in the reporting year.</td>
<td>36</td>
</tr>
</tbody>
</table>

## WATER AND WASTEWATER

<table>
<thead>
<tr>
<th>CODE</th>
<th>MATERIAL TOPICS</th>
<th>REMARKS AND OMISSIONS</th>
<th>PAGE / SOURCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRI 103-1</td>
<td>Interactions with water as a shared resource</td>
<td></td>
<td>21</td>
</tr>
</tbody>
</table>

---

**General Disclosures**

- **GRI 102-1**: Name of the organization
- **GRI 102-2**: Activities, brands, products, and services
- **GRI 102-3**: Location of headquarters
- **GRI 102-4**: Location of operations
- **GRI 102-5**: Ownership and legal form
- **GRI 102-6**: Markets served
- **GRI 102-7**: Scale of the organization
- **GRI 102-8**: Information on employees and other workers
- **GRI 102-9**: Supply chain
- **GRI 102-10**: Significant changes to the organization and its supply chain
- **GRI 102-11**: Precautionary principle or approach
- **GRI 102-12**: External initiatives
- **GRI 102-13**: Membership of associations
- **GRI 102-14**: Statement from senior decision-maker
- **GRI 102-16**: Values, principles, standards, and norms of behavior
- **GRI 102-18**: Governance structure
- **GRI 102-40**: List of stakeholder groups
- **GRI 102-41**: Collective bargaining agreements
- **GRI 102-42**: Identifying and selecting stakeholders
- **GRI 102-43**: Approach to stakeholder engagement
- **GRI 102-44**: Key topics and concerns raised
- **GRI 102-45**: Entities included in the consolidated financial statements
- **GRI 102-46**: Defining report content and topic boundaries
- **GRI 102-47**: List of material topics
- **GRI 102-48**: Restatements of information
- **GRI 102-49**: Changes in reporting

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**Strategy**

- **GRI 102-14**: Statement from senior decision-maker

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**Governance**

- **GRI 102-18**: Governance structure

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**Ethics and integrity**

- **GRI 102-16**: Values, principles, standards, and norms of behavior
HEALTH AND SAFETY

GRI 103-1 Explanation of the material topic and its boundaries

GRI 103-2 Management approach and its components

GRI 103-3 Evaluation of the management approach
No information available – the management approach was developed during the strategy project in 2021. Therefore, no information is currently available on the assessment of the management approach. The assessment of the management approach will be published in the follow-up report.

GRI 403-1 Occupational health and safety management system
No management system for occupational health and safety in place.

GRI 403-2 Hazard identification, risk assessment, and incident investigation

GRI 403-3 Occupational health services

GRI 403-4 Worker participation, consultation, and communication on occupational health and safety

GRI 403-5 Worker training on occupational health and safety

GRI 403-6 Promotion of worker health

GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

GRI 403-9 Work-related injuries

HEALTHY PRODUCTS

GRI 103-1 Explanation of the material topic and its boundaries

GRI 103-2 Management approach and its components

GRI 103-3 Evaluation of the management approach
No information available – the management approach was developed during the strategy project in 2021. Therefore, no information is currently available on the assessment of the management approach. The assessment of the management approach will be published in the follow-up report.

GRI 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services

ADDING VALUE IN THE REGION

GRI 103-1 Explanation of the material topic and its boundaries

GRI 103-2 Management approach and its components

GRI 103-3 Evaluation of the management approach
No information available – the management approach was developed during the strategy project in 2021. Therefore, no information is currently available on the assessment of the management approach. The assessment of the management approach will be published in the follow-up report.

GRI 204-1 Proportion of spending on local suppliers
"Considering the final outcome in everything you do: That is sustainability.

Eric Schweitzer