



Sustainability

is part of our DNA

Sustainability Report

(Financial Years 2020/21 and 2021/22)



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THE REPORT

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PREFACE

DEAR READERS AND VOG PRODUCTS STAKEHOLDERS,

This is VOG Products' first sustainability report. We have always valued sustainability in our company and that is what motivated us to draft and publish this report – because we wanted to, not because we had to. We want sustainability to be **deeply rooted** in our culture, and we want to inform our stakeholders about our initiatives.

The company was founded in 1967 as a processing plant. The founders wanted to use apples which were difficult to sell on the “normal” market: because

they were too small, too big, or not as colourful. They wanted to show how even these apples, well before the rise of the zero waste “movement”, had value. **Sustainability is part of our DNA**, and it flows throughout our entire producer organisation. Compared to the past, sustainability has branched out, and today we speak of social, environmental, and economic sustainability, something you can read about more in the report.

Over the last two years, we have endeavoured to integrate sustainability in our entire corporate strategy, ensuring we take structured steps on this journey. Having a more structured approach stems from the reasons listed above – but also due to the challenges faced during the COVID-19 crisis and the war in



➤ Johannes Runggaldier (left) and Christoph Tappeiner



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

The sustainability report informs readers about the objectives we want to achieve in the most important areas of sustainability, and where we currently stand. Our objective is to keep on improving. While the energy crisis and inflation may have taken precedence over other topics, they will not distract us and lead us astray from the **sustainable journey** on which we have embarked.

We are an agricultural producer organisation run by three producer organisations and eighteen cooperatives. Our challenge, therefore, is **striking a long-term balance between social, environmental, and economic sustainability**. We took our very first step in this direction in 1967 and have not wavered from our mission ever since.

Kind regards,



Johannes Runggaldier
Chairman



Christoph Tappeiner
Director

ABOUT VOG PRODUCTS



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 Äpfel 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.

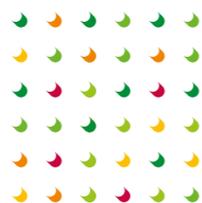
Further tasks of the committees are set out in the statutes.

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 CO ₂ 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.
	SDG 8 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.

ABOUT THE REPORT

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.

VOG Products' stakeholders were sent a sustainability survey in autumn 2021. These stakeholder groups were:

- employees
- producers/farmers
- suppliers
- associations
- clients
- Administrative Board/owners
- neighbours
- media & NGOs
- institutions/municipalities/politicians

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

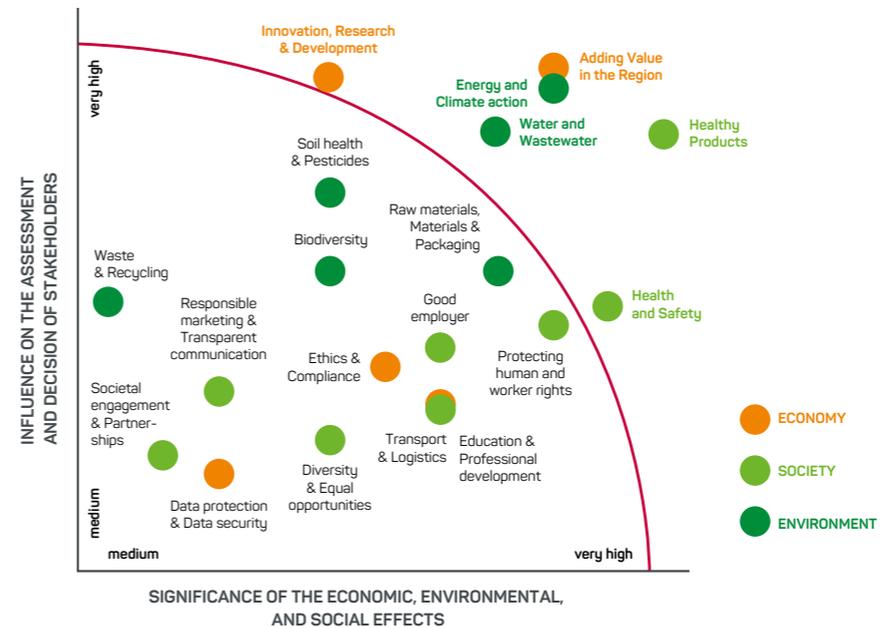
Due to our cooperative structure, we are not required to publish any reports. However, as we care deeply about sustainability, we have decided to publish a report detailing information about our sustainability endeavours. The report was written in line with the GRI standards (Global Reporting Initiative),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

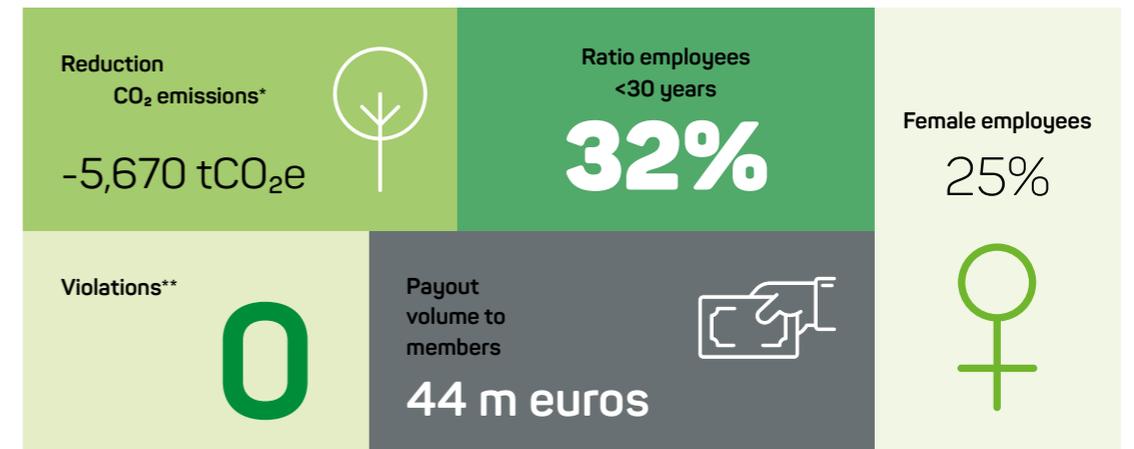


FACTS & FIGURES

KEY CORPORATE FIGURES FINANCIAL YEAR 2021/2022



KEY SUSTAINABILITY FIGURES



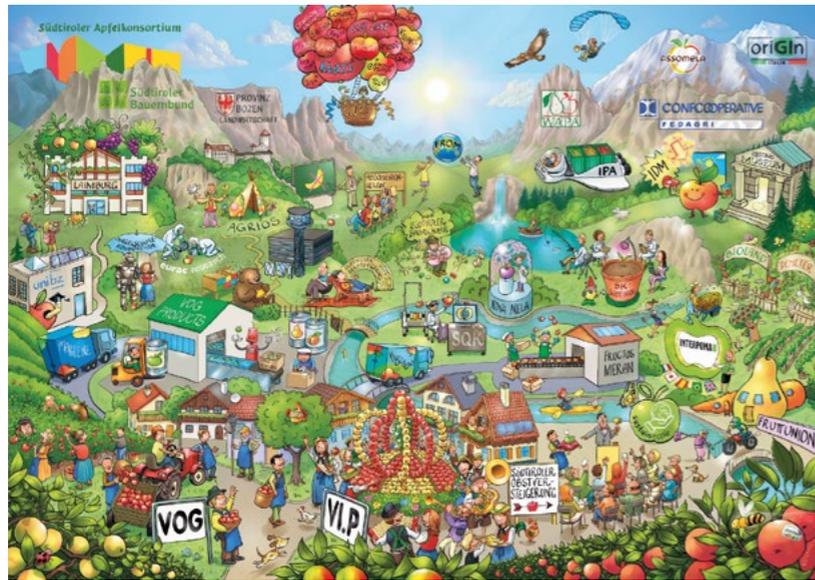
* based on Scope 1 and Scope 2 (market-based) in the two-year period (FY 2020/21 and FY 2021/22)
 ** Violations related to health and safety impacts of products and services

WHAT MAKES VOG PRODUCTS SO UNIQUE

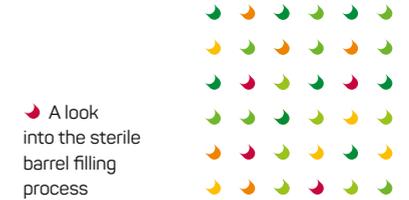
We specialise in processing fruit into high-quality products.

- 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



All players of the South Tyrolean fruit industry in one picture: cooperation in the highly developed network is one of the success factors of fruit growing in South Tyrol.



public and private stakeholders are part of LINSIA, 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).

- 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.

- 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.



ENERGY AND CLIMATE PROTECTION

Less carbon and energy – more power

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



→ EFFECTS

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 acknowl-

edged 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 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 / 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.

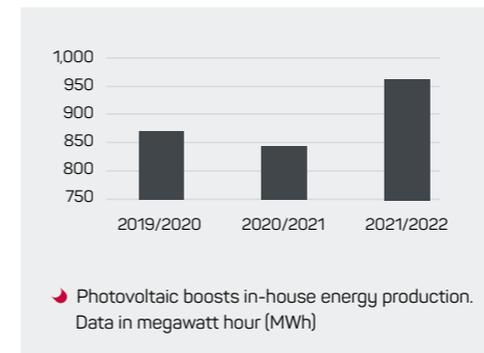
→ MEASURES / EMISSIONS

- 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).



Note: the higher absolute Scope 1 values for the 2021/2022 financial year in comparison to 2020/2021 are due to the larger number of raw materials we processed.

- At the end of 2021, we **continued to develop our photovoltaic system** and increased our own production of electricity (see table). This will boost our energy-independency, an important factor also in light of the current energy crisis. The advantages are obvious: the photovoltaic system allows us to protect the environment thanks to our self-produced green energy, reduce our greenhouse gas emissions, decouple from the increasing energy prices, and reduce our overall energy costs. Over 5,000 panels yield a total 1230 kWp. We use nearly all of the energy produced by the photovoltaic system.



➤ Photovoltaic boosts in-house energy production. Data in megawatt hour (MWh)

- We calculated our **Corporate Carbon Footprint (CCF)** for the first time in the 2020/2021 financial year. We carry out an audit every year.
- In the 2021/2022 financial year, we once again established an **EPD** (Environmental Product Declaration) for our juice and puree. The declaration includes the impacts of all activities across the different phases – from planting an orchard to delivering the products to consumers.
- In spring 2022, we installed a charging station in the company car park for our employees’ e-cars and e-bikes. This aims to **promote climate-neutral mobility options for our employees**. During the COVID-19 crisis, we rolled out remote work for many office employees; even today, they can still work from home. This will lead to, among other things, a reduction in CO₂ emissions.

→ 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 biogas 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 apple. The project is taking place as part of the sustainapple initiative launched by 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

Every drop counts

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



→ EFFECTS

Water is an important component in our production processes: it is used to transport apples and in the cooling process. 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

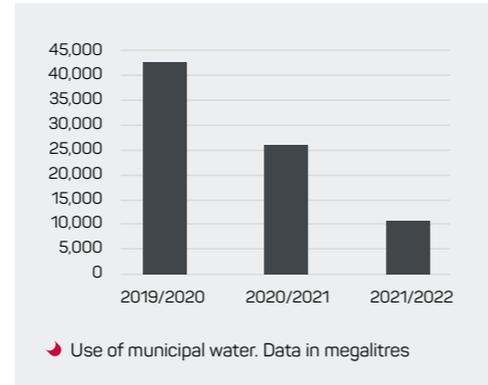
The most important measure we implemented during the years analysed in this report was the **optimisation of cooling water**. This initiative was launched at the end of July 2022. This measure alone will help us potentially save around 700,000 m³ of water per year. We will assess how much water we have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

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.



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.

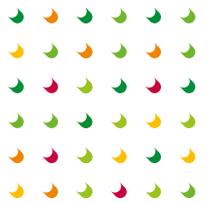
→ STAKEHOLDER COOPERATION

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 sustainable 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 Laimburg 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.



On the new receiving station apples are transported in a "dry" manner, which saves water.



HEALTH AND SAFETY

Safe and happy

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.

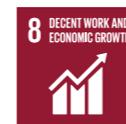
asset for the entire organisation. Health and safety at work is of the utmost importance in an industrial company such as ours to guarantee our employees' health and to avoid absences.

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.

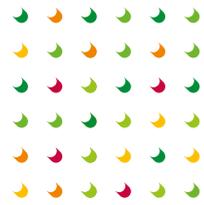
Health and safety is also important for our upstream, i.e. the agricultural workers, as they have to contend with low or high temperatures when working outdoors, must lift and carry heavy weights, are exposed to loud, potentially damaging noises, and deal with machines and tractors. The South Tyrolean Farmer's Association raises awareness on this matter, and

HOW WE CONTRIBUTE TO THE SDGS

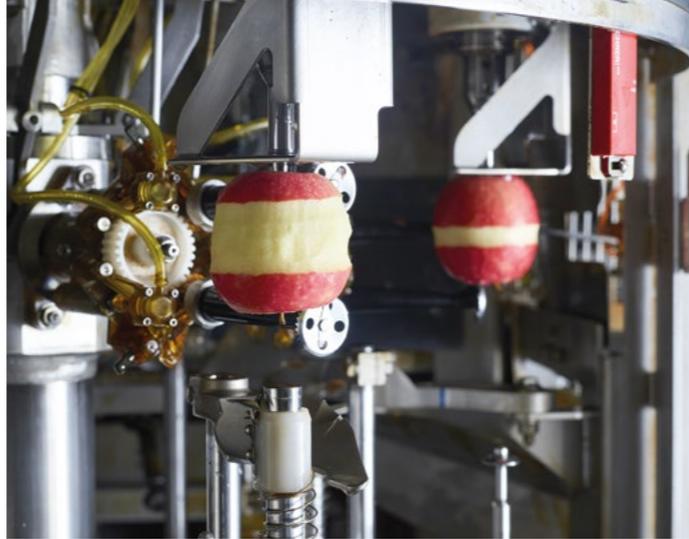


→ EFFECTS

Healthy and motivated employees perform well and are committed to the company – and represent an



Employees receive the necessary training for handling complicated technology.



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, loading heavy boxes, 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 also take part in regular training sessions to recognise the risks associated with certain activities. New employees receive guidance on safety and risks, and potential risks are assessed

with the aid 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).

Number of accidents at work resulting in serious consequences (no fatalities)	2020/2021	2021/2022
employees	0	0
workers	0	0
temporary or contracted workers	0	0
total	0	0

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 work place.
- 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 automatisisation 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 whistleblowing 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 work place 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, first aid courses, fire response and 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 exploiting 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 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.



HEALTHY PRODUCTS

Outstanding product quality

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.

performance and adapt our strategy as necessary. Responsibilities are divided between Raw Material Purchasing, Raw Material Control, R&D, and Quality Assurance.

→ 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

→ 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.

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.

Organic production complies with EU directives as well as with the directives of the Bioland or Demeter associations. What does this mean? Fruit growers do not use chemical or synthetic fertilisers and pesticides, and instead use preparations which are allowed for organic farming and agriculture. Approximately 10% of the land used for growing fruit in South Tyrol is farmed following the organic production method.

VOG PRODUCTS STANDARDS

Our company is audited in line with different management systems and certifications. The standards can relate to the entire company, such as ISO norms, or to individual products and product categories, such as the organic area.

- ISO 9001 – IQNET, ISO 14001 – IQNET, BRC, SGF, Kosher, SAI Global, BIO, Halal, Global G.A.P., Bio Suisse Organic, FSSC, FSMA, Demeter, FSA Gold

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).

- GlobalG.A.P. – Gute Agrarpraxis, GRASP – Risk Assessment on Social Practice, DIN EN ISO 9001 – Quality management system, ISO 45001, Agrios – integrated production, Südtirol ggA – protected geographical indication, IFS Food, BRC - Global Standard for Food Safety, SMETA (Sedex) – sustainable and ethical behaviour, EU-BIO, BioSuisse Organic, Demeter, KRAV – Swedish organic food label, Bioland certificate, Garanzia AIAB, IFS Food Version 6, Organico Brasil

→ 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.

→ 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.

- Our R&D unit is currently working on developing healthy foods that can boost our health. An ever larger share of our purees are sold as “baby food” – a product which by law needs to be produced in line with the highest standards. To make this puree, we use residue-free organic raw materials supplied by our members.
- We have raised the bar in terms of hygiene standards over the last years. This is especially true when speaking of ready-to-eat products, e.g. sliced and packaged apples.

→ 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 daily basis, and our producers are involved in the entire quality process by taking part in meetings debating the harvest, among other events.
- We cooperate with **universities and research institutes** on matters related to healthy products.



ADDING VALUE IN THE REGION

Partner in the system

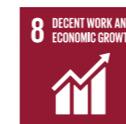
Our producer organisation was founded in South Tyrol. We source our valuable raw materials from our members: eighteen cooperatives and three producer organisations. They are spread across more than 6,000 family-run businesses which put a lot of passion and hard work into growing apples. We believe they should be compensated well for their job. And that is exactly what we do.

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.

HOW WE CONTRIBUTE TO THE SDGS



→ EFFECTS

Cooperatives and producer organisations like ours are, by definition, not interested in financial profit. Our

→ CORE ACTIVITIES

Our task is to improve and process our members' fruit. All our members come from South Tyrol and Trentino. This task is clearly enshrined in our articles of incorporation. As a cooperative, we are required to

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 payouts 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

Financial year 21/22	44 million euros
Financial year 20/21	40 million euros

- 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* (%)

Financial year 21/22	80.75%
Financial year 20/21	82.3%

*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)

→ MEASURES

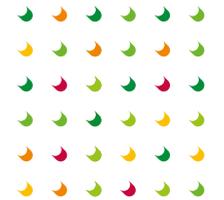
- The most important measure is set by the company strategy: VOG Products will produce more and more **new products** (including finished goods) **which will create added value** in the future. This will increase the offer of our processing portfolio for our members, giving them alternatives as to how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



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.



DATA OVERVIEW

ENERGY & CLIMATE

	unit	2019/2020	2020/2021	2021/2022
Scope 1 – Direct GHG emissions				
Total Scope 1 GHG emissions	t CO ₂ e	22,655.67	20,745.93	22,289.83
Scope 2 – Indirect GHG emissions				
Indirect GHG emissions (location-based)	t CO ₂ e	3,167.01	3,136.74	2,446.50
Indirect GHG emissions (market-based)	t CO ₂ e	5,142.15	2,337.66	
Total Scope 1 and Scope 2 (location-based)	t CO ₂ e	25,822.68	23,882.67	24,736.33
Total Scope 1 and Scope 2 (market-based)	t CO ₂ e	27,797.82	23,083.59	22,289.83

OCCUPATIONAL SAFETY & HEALTH

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

Number of work-related injuries with serious consequences* (excluding fatalities)				
Number of work-related injuries with serious consequences (excluding fatalities) – employees	cases	0	0	0
Number of work-related injuries with serious consequences (excluding fatalities) – workers	cases	1	0	0
Number of work-related injuries with serious consequences (excluding fatalities) – temporary and contract workers	cases	0	0	0
Total	cases	1	0	0
Rate of work-related injuries with serious consequences (excluding fatalities) – employees	rate	0	0	0
Rate of work-related injuries with serious consequences (excluding fatalities) – workers	rate	0.87	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
Number of documentable work-related injuries (including serious accidents and fatalities)				
Number of documentable work-related injuries (including serious accidents and fatalities) – employees	cases	0	0	0
Number of documentable work-related injuries (including serious accidents and fatalities) – workers	cases	14	11	8
Number of documentable work-related injuries (including serious accidents and fatalities) – temporary and contract workers	cases	0	0	0
Total	cases	14	11	8
Rate of documentable work-related injuries – employees	rate	0	0	0
Rate of documentable work-related injuries – workers	rate	12.21	9.31	7.01
Rate of documentable work-related injuries – temporary and contract workers	rate	0	0	0
Total	rate	7.74	6.52	4.55

*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. belts, 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).

HEALTHY PRODUCTS

	unit	2019/2020	2020/2021	2021/2022
Total number of non-compliance with regulations and/or voluntary codes related to the health and safety impacts of products and services in the reporting period, broken down by				
i. violations of regulations that resulted in a fine or sanction	number	-	-	-
ii. violations of regulations that resulted in a warning	number	-	-	-
iii. violations of voluntary rules of conduct	number	-	-	-
Total	number	-	-	-

ADDED VALUE FOR THE REGION

	unit	2019/2020	2020/2021	2021/2022
Proportion of spending on local suppliers (local = all procurement from direct suppliers from South Tyrol and Trentino)				
Percentage of the contracting budget of key operating sites* spent on local** suppliers *VOG Products plant in Laives; **South Tyrol and Trentino	%	64	68	65
Prevalence				
Quota goods from members/purchased goods	%	82.49	82.30	80.75
Payout volume				
to members in million euros	in m euro	51.8	40	44

MEMBERSHIPS

VOG Products is a member of various organisations. Below is an overview of some of the most important memberships in the network.

SGF

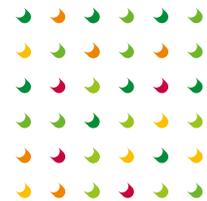
The Safe - Global - Fair (SGF) association was founded in Germany in 1974 as an instrument of industrial self-regulation to restore free and fair market conditions in the juice industry. The purpose of the association is, among other things, to promote free and fair competition; to control the safety 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

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

GRI 102-50	Reporting period		11
GRI 102-51	Date of most recent report	Not applicable – Initial report	
GRI 102-52	Reporting cycle		11
GRI 102-53	Contact point for questions regarding the report		2
GRI 102-54	Claim of reporting in accordance with the GRI Standards		11
GRI 102-55	GRI Content Index		40
GRI 102-56	External assurance		11

CODE	MATERIAL TOPICS	REMARKS AND OMISSIONS	PAGE / SOURCE
	ENERGY AND CLIMATE PROTECTION		
GRI 103-1	Explanation of the material topic and its boundaries		17-18
GRI 103-2	Management approach and its components		18-19
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.	18
GRI 305-1	Direct (Scope 1) GHG emissions	Included in our CO ₂ equivalent factor are: CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ . We use the Greenhouse Gas Protocol corporate accounting and reporting standard. The source of the CO ₂ emission factors is Ecolvent 3.7.1, DEFRA, IEA and UBA. The operational control approach was chosen for the calculations. There were no biogenic CO ₂ emissions in the reporting year.	36
GRI 305-2	Energy indirect (Scope 2) GHG emissions	Included in our CO ₂ equivalent factor are: CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ . We use the Greenhouse Gas Protocol corporate accounting and reporting standard. The source of the CO ₂ emission factors is Ecolvent 3.7.1, DEFRA, IEA and UBA. The operational control approach was chosen for the calculations. There were no biogenic CO ₂ emissions in the reporting year.	36
	WATER AND WASTEWATER		
GRI 103-1	Explanation of the material topic and its boundaries		21
GRI 103-2	Management approach and its components		21-23
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.	21
GRI 303-1	Interactions with water as a shared resource		21-23

HEALTH AND SAFETY			
GRI 103-1	Explanation of the material topic and its boundaries		25-26
GRI 103-2	Management approach and its components		26-27
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.	26
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		25
GRI 403-3	Occupational health services		25-27
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety		27
GRI 403-5	Worker training on occupational health and safety		27
GRI 403-6	Promotion of worker health		25-27
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		25-27
GRI 403-9	Work-related injuries		25, 36-37
HEALTHY PRODUCTS			
GRI 103-1	Explanation of the material topic and its boundaries		29
GRI 103-2	Management approach and its components		29-31
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.	29
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		29, 37
ADDING VALUE IN THE REGION			
GRI 103-1	Explanation of the material topic and its boundaries		33
GRI 103-2	Management approach and its components		33-35
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.	33
GRI 204-1	Proportion of spending on local suppliers		37



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*Considering the final
outcome in everything you do:
That is sustainability.*

Eric Schweitzer



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