

Corporate Social Responsibility

with



CSR results

Reduction of environmental impact relative to revenue

Target: 3% less each year

Reduction of CO2

Target: 50% compared to 2018 by 2030

Reduction of material loss

(achieved compared to target)

Absenteeism

(achieved compared to target)

Time to hire

(achieved compared to target)

Employee satisfaction

(achieved compared to target)

	2019	2020	2021	2022	2023
Reduction of environmental impact relative to revenue	94%	72%	68%	53%	43%
Reduction of CO2	96%	66%	76%	66%	59%
Reduction of material loss	81%	100%	133%	98%	121%
Absenteeism		177%	93%	135%	113%
Time to hire		135%	185%	215%	110%
Employee satisfaction		98%	100%	No measurement	++

Executed actions

13 CLIMATE ACTION



Energy-efficient measures for future renovation

Energy-saving measures

3300 solar panels

8 DECENT WORK AND ECONOMIC GROWTH



7 AFFORDABLE AND CLEAN ENERGY



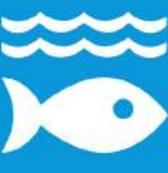
Absenteeism training and coaching intensified

Work by employees who are distanced from the labor market

15 LIFE ON LAND



14 LIFE BELOW WATER



Animal facilities on industrial estate

Pilot project 'Own control' with SPDI

Lifting aid in production Toolbox meetings

Fresh fruit

3 GOOD HEALTH AND WELL-BEING



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Affiliated with SBTi

3 projects with green and recyclable raw materials

All plastic waste is recycled

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



4 Six Sigma projects reducing material loss

Targets 2024 and beyond

2 projects per year to reduce CO2 footprint and/or use green raw materials

50% CO2 reduction compared to 2018 by 2030

1 Six Sigma project for raw material reduction

Expand 5S implementation

Organizationally implement the MAA department

Continuation of 'Own control'

Further automate packing operations