



*Echt Gut
Gemacht*

*Our
Sustainability Report
2017*



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Facts and figures



Over 100 different
fruit products



Processing
33 types of fruit



53 % of all the
strawberries used originates
from Germany



> 95 %
RSPO - certified palm oil
and palm kernel oil



93 % of all our suppliers
are registered on the Sedex
sustainability platform



Setting up 16
wild bee nesting boxes



Entry into
electro-mobility



Organising a sustainability
day for the employees



Dr. Arend Oetker
Chairman of the Supervisory Board



Sebastian Schaeffer
Chairman of the Management Board

Dear Readers,

Naturalness and regionality – we base our product development and the design of our supply chain on these two principles. We want to offer our customers healthy, enjoyable foods that are as natural and fresh as possible, and whose ingredients have short delivery routes.

The relaunch of Schwartau Extra, our flagship brand, last year shows that we take this objective seriously: the new recipe now contains only four ingredients, most of which are well-known from your own kitchen: fruit, sugar, concentrated lemon juice and fruit pectin. We use household sugar instead of glucose syrup, and natural lemon juice concentrate instead of citric acid. Schwartau Extra is vegan, lactose- and gluten-free, and succeeds without any preservatives or colourings.

Our fruit suppliers are centrally important for the high quality and flavour of our products. We therefore place high demands on them and obtain the fruit we need as close to the production site as possible. We aim to process this fruit as fresh as possible and to conserve its naturalness. That's why we principally work directly with growers and processors, and cultivate intensive, long-term partnerships with them.

We have made great progress with our sustainability program in the past few years. Sustainability standards have been implemented in all our business units, and also in our supply chain. Furthermore, we have significantly expanded our provision of information, both internally and externally, about our activities related to the above topics. This also includes our sustainability day, on which we presented our wide variety of sustainability activities to our employees.

We would be delighted if you can continue to accompany us on this journey. If you have any questions or suggestions, please feel free to contact us!

Our claim

For us, as a food manufacturer with a tradition going back more than 115 years, it is important that we handle our resources in a far-sighted, sustainable way. We are firmly convinced that long-term success in business is achievable only if there is a harmonious relationship between the economic, ecological and social aspects.



Who we are

Our portfolio: fruit products and bars

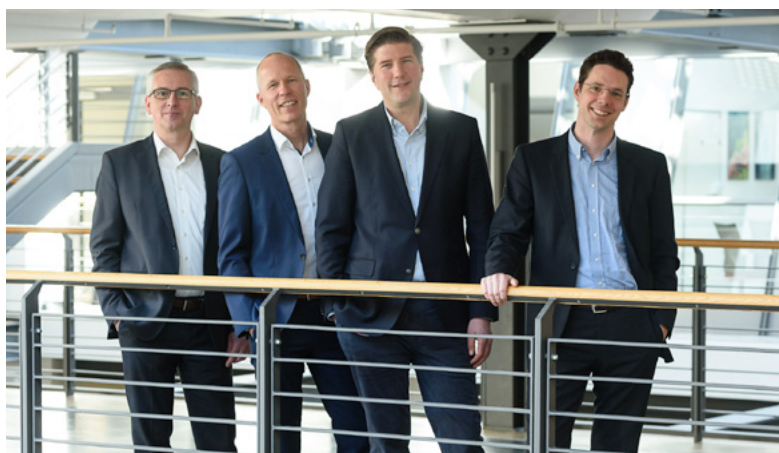
We manufacture fruit products and snacks for the food retail. Our product portfolio includes jams and marmalades, sweet and savoury sandwich spreads, dessert sauces and coffee syrups, as well as muesli and fruit bars. With around a 30% market share, we are Germany's leading jam producers under our brand names Schwartau Extra, Samt, Fruttissima, Hofladen, Gemüseg Glück and others. We also occupy a leading position in the market with our Corny brand muesli bar.

We achieved sales of around EUR 300 million in 2017 and employed a workforce of more than 800 staff. In the last business year, we earned 80% of our turnover in Germany, while 20% originated from other European countries, the USA, Southeast Asia and South America. Overall, we are represented with our products in 17 countries, of which Germany, France, Israel, Russia, the UK and the USA constitute our main markets. Our company is based in Bad Schwartau where, in addition to the headquarters, our three production factories are also located.

A long-standing tradition

Our company was founded in 1899, consequently by 2019 we will have operated successfully in the market for 120 years. Nowadays, we trade as Schwartauer Werke GmbH & Co. KGaA and are owned by the Hero Group, an International food group specialising in fruit products, baby foods, muesli and fruit bars, as well as gluten-free foods. The Hero Group's majority shareholders are Dr. Arend Oetker and his children.

*The Management
Board of Schwartauer
Werke (l. to r.):
Dirk Löding,
Dr. Sebastian Portius,
Sebastian Schaeffer,
Maximilian
de Maizière*



Schwartauer Werke's Management Board consists of Sebastian Schaeffer (Chairman), Dirk Löding, Maximilian de Maizière and Dr. Sebastian Portius. It acts in accordance with the collective representation principle within the framework of the Articles of Association and the Rules of Procedure. Jop Peek will replace Sebastian Schaeffer as Management Board Chairman from 1 July 2018 onwards. Peek was initially CFO for Hero Benelux, later appointed General Manager and finally took over the leadership for the Hero Southern Europe business. Schaeffer will be based in Stockholm in future, and will manage the Hero Group's Northern European business.

The Supervisory Board of Schwartauer Werke has three members. Two of these are elected by the Annual General Meeting; the third member is an employee representative and is appointed by the employees.

A value-based strategy

Our corporate strategy is based on five basic values: Entrepreneurship, Speed, Individual Responsibility, Change and Family. To each of these values we have assigned guiding principles of behaviour to which we align our actions. For example, these include careful, responsible use of resources, constantly calling existing structures and processes into question, and respectful dealings with customers, suppliers and employees.

We believe it is self-evident that we should fight against corruption and unethical work practices, and should act in accordance with the law at all times. Our Code of Conduct is oriented to the principles of the United Nations Global Compact (UNGC) and the International Labour Organisation (ILO). It obliges us to protect human rights and the right of freedom of association, and to combat discrimination, child labour, forced labour and compulsory labour, corruption and anticompetitive behaviour.

We expect our business partners to ensure that their corporate principles are consistent with these principles and that they register themselves on the Sedex sustainability platform. Our employees – especially in the marketing and key account areas – regularly receive compliance training.

The things that are important to us

Our claim: Echt Gut Gemacht (Really Well Done)

For us, sustainability means thinking globally and long-term, and acting responsibly – towards our customers, our employees, our suppliers and our environment. Our guiding principle “Really Well Done” sums up this attitude: we pursue the highest standards of quality – and we do so at all levels. For all our entrepreneurial activities, we want to say: “That’s Really Well Done”, and our stakeholders should say the same.

The approach we take to ensure we achieve constant further development is the Continuous Improvement Process (CIP), and we implement numerous CIP projects every year. To this end, we hold regular educational sessions and train CIP disseminators. Another ten employees passed through an extensive external training course in 2017.

Sustainability organisation

Our sustainability strategy is developed by the management team under the leadership of the Innovation & Quality Managing Director. The Sustainability Officer, located in an administrative department reporting to the Innovation & Quality Managing Director, is responsible for further development of this strategy together with the operational processing and coordination of relevant issues.

The Sustainability Officer is advised and supported by a sustainability team consisting of managers and employees in the areas of Technology (Energy Management Officer), Environmental Protection & Occupational Safety (Environment Management Officer and Occupational Safety Specialist), Consumer Advice, Logistics, Purchasing, Personnel, Innovation & Quality, Sales & Marketing and Public Relations. The committee, together with the Innovation & Quality Managing Director and the Sustainability Officer, meets regularly to discuss current topics.

The extended sustainability team includes the heads of the Finances, Marketing and Quality Assurance departments as well as the production managers of our three plants.



To embed sustainability themes and issues even more firmly in every department, we have trained all our apprentices to become sustainability ambassadors. Many of the ideas for improvement developed by them have already been put into practice. For example, these have included optimising the lighting in the administrative building by employing movement sensors and time-switches, reducing the consumption of paper by informative advice, videos and competitions, and the use of adjustable-height platforms to improve the ergonomics when repacking pallets. At the suggestion of the trainees, we also procured non-slip, fatigue-reducing mats in front of the workbenches, optimised the processes for ordering office supplies, and replaced disposable spoons by plastic spoons when tasting samples.



At Schwartauer Werke's first Sustainability Day, employees exchanged views about how the sustainability concept can be implemented in the individual business divisions



Stakeholder dialogue

In our stakeholder team meetings, we regularly discuss which stakeholder groups are highly relevant to us, and what demands they place on us. We determine the stakeholder groups that are relevant for us from the results of these discussions. The retail and consumers, together with our employees and suppliers, are our most important stakeholder groups. Dialogue with NGOs, neighbours, policymakers and the media is also very important to us.

We communicate with our stakeholders through a variety of channels and instruments: While we are in direct dialogue with the retail through our sales department, communication with consumers is mainly via our consumer advice service, through social media channels and by product tests and consumer surveys.

We keep up direct communication with our employees, and our dialogue with suppliers takes place through our purchasing department. Furthermore, we maintain a continuous exchange of views with representatives of the town of Bad Schwartau, the East Holstein district and the federal state of Schleswig-Holstein. We also participate in the meetings of various regional business initiatives and are a member of the North German "foodRegio" industrial sector network. We seek a discussion with neighbouring companies and households whenever the circumstances require it.

We have progressively expanded our communication relating to sustainability topics in recent years. This

applies both to our provision of information on our web site and to communication with our employees about sustainability topics via our Intranet. We plan to introduce a company-wide, high-performance data collection system by 2020, to further increase the quality of our data relevant to sustainability.

Key topics of our sustainability strategy

We set up a materiality matrix for the first time in 2014 to identify topics that are essential for our sustainability strategy. We have continued the further development of this in the past few years, with the involvement of our stakeholders. Our last stakeholder survey took place in 2016.

We changed a few of the descriptions of our key topics in the past business year, to illustrate to our stakeholders more clearly what we understand these to mean. It was not associated with any change in content or new weighting.





On Schwartauer Werke's first Sustainability Day, employees had an opportunity to gain an insight into all the aspects of sustainability being addressed by the company. Experts shared their knowledge and provided opportunities for an open-minded exchange of views around five subject areas: Company, Products, Environment, Employees and Home Country.

Sustainability Day

"We stopped work for a whole day on our first Sustainability Day to make it clear to our employees what sustainability means to us, which aims we are pursuing, and how we are implementing the sustainability concept in the various business divisions. Feedback from the staff was extremely positive, and strengthened our resolve to continue along the path upon which we have embarked. In this respect, there will be even greater focus on our product and quality policy in the future: we want to be the supplier in our market whose products have an exceptionally good flavour, are as natural as possible, and preserve the goodness of nature."

Dr. Sebastian Portius,
Innovation & Quality Managing Director

Our sustainability targets

Targets	To achieve by the end of	Status	Page
Our claim			
Training ten more employees in the use of CIP methods (Continual Improvement Process)	2017	●	8
Expanding sustainability communication via the Internet and Intranet	2017	●	10
Carrying out a first internal sustainability day	2017	●	11
Implementing selected sustainability ambassadors' projects	2017	●	8
Establishing a company-wide sustainability data collection system	2020	◐	10
Certification of our environmental management according to the revised ISO 14001:2015 standards	2018	◐	27
Further development of our corporate culture	2019	◐	21
Use of methodologically consistent training to enhance leadership skills across all levels	2018	◐	21

Targets	To achieve by the end of	Status	Page
Our products			
Embedding sustainability criteria in product development, including the GON Index (Goodness of Nature Index)	2018	○	16
Implementing a risk-based selection, assessment and auditing system for raw materials suppliers	2018	○	17
Exclusive purchase of RSPO-certified palm oil and palm kernel oil based on the segregation concept	2019	◐	16
Use of X-ray detection devices for quality control on all lines	2020	◐	15

Targets	To achieve by the end of	Status	Page
Our employees			
Further development of the Intranet for use as a work platform	2017	●	23
Introduction of an e-learning system to expand further the range of qualifications we offer	2018	◐	25
Introduction of emergency childcare for employees' children	2017	●	23
Developing a new company restaurant concept	2017	●	24
Implementing the new company restaurant concept	2019	○	24
New concept for workplace health management	2017	●	24
Implementing the new concept for workplace health management	2018	◐	24
Provision of customised hearing protection for employees working in noisy environments	2018	◐	24

Targets	To achieve by the end of	Status	Page
Our environment			
Reducing specific energy consumption to a maximum of 858 kWh/ton of product	2020	●	27
Reducing specific water consumption to a maximum of 3.9 m ³ / ton of product	2018	●	28
Starting the conversion of the fixed-location vehicle fleet to electrical vehicles	2017	●	30
bee careful: raising public awareness through the Schwartau-Samt "Bee Helper" campaign	2017	●	33
bee careful: providing comprehensive information about bee-friendly plants	2017	●	33
bee careful: installing 16 solitary bee boxes at selected German fresh fruit suppliers	2017	●	33
bee careful: training more employees to become Schwartau beekeepers	2017	●	33
Installing a further 12 solitary bee boxes at fresh fruit suppliers	2018	○	36
Modernising the refrigeration plants at Works I and Works II	2019	●	30

Targets	To achieve by the end of	Status	Page
Our home			
Expanding involvement in the "Summer Bee" school project	2017	●	35
Organising traineeships for pupils of the Baltho Ciro school in Letnitsa, Bulgaria	2017	●	36
Supporting the Bee Day in Bad Schwartau	2018	●	36
Opening our new factory shop in the centre of Bad Schwartau	2018	●	36

○ Being planned ● In progress ● Completed



Our products

High quality branded products, a strong culture of innovation and a sustainably aligned supply chain are the foundations of our success. Our aim: outstandingly enjoyable products for our customers.



The highest possible product safety and quality

Whether sandwich spreads, desserts, syrups, bars or fruit snacks: it's a long journey from growing, harvesting and transporting the raw materials to their processing and the delivery of finished products. What is important to us is that product safety/security and quality are 100% guaranteed along the whole supply chain. Moreover, we place great value on the naturalness of our products and on a high degree of transparency vis-à-vis the consumer with regard to ingredients. That's why the "customer health and safety", "the supply chain and the materials used" and "marketing and labelling" topic areas are assigned central importance in our sustainability strategy.

Customer health and safety

We want to offer our customers outstandingly enjoyable products. It is self-evident to us that their health and safety must be guaranteed at all times. Therefore we place the highest possible demands on our effective management systems, and insist on comprehensive monitoring mechanisms.



All our business processes are defined in the context of the quality management system. We also meet the requirements of the International Featured Standard Food (IFS Food 6.0). IFS certification guarantees seamless quality control along the production chain. The safety, security and statutory marketability of all products are checked before their launch and during their manufacture.

Our quality assurance staff systematically accompany the manufacture of our products from incoming goods and production to sample tasting. Our experts carry out sensory tests and laboratory examinations according to a clearly defined method. For many years we have collaborated with accredited laboratories when testing for plant protection agents and other residues. Furthermore, we regularly subject ourselves to the stringent test criteria of recognised certification standards.

We analyse our manufacturing processes for possible microbiological, chemical or physical risks in the context of the EU-wide mandatory HACCP concept (= Hazard Analysis and Critical Control Points). All the products that leave our factories are systematically checked – from raw materials to finished product.

For more than 15 years we have used validated detectors to recognise metallic foreign bodies. In addition, we have used X-ray detectors for nine years. Beyond normal quality control, these instruments, designed specifically for the food industry, are able to detect foreign bodies and other discrepancies. Since we are achieving very good results with these, we plan to extend their use to all production lines by the end of 2020.

As in previous years – there were no infringements of regulations or of voluntary rules of conduct in connection with the health and safety impacts of our products and services in 2017.

The supply chain and the materials used

As natural as possible

We process 33 kinds of fruit to obtain more than 100 different fruit products. In this respect, selecting and processing the ingredients are the factors that decisively determine the quality and flavour of our products – and thus our commercial success. This is why the farsighted, sustainable handling of raw materials is exceptionally important to us.

In 2014 we defined new quality criteria for product development. These include a commitment, going beyond the usual standards, to retain the naturalness and freshness of the ingredients as far as possible through gentle processing. We have already achieved this objective for a series of products: thanks to new recipes and innovative processes, our new Schwartau Extra, and also our Fruttissima, the fruit spread from the chiller shelf, are unique in their naturalness and taste. In the past few years we have steadily reduced the sugar content in our jams and fruit spreads, an issue repeatedly the subject of social debate.

From 2019 onwards, we will make an internally developed Index ("Goodness of Nature Index") a mandatory basis when developing new products. This provides information about the nutritional-physiological value and naturalness of a product in the form of a consolidated key figure. The purpose of the Index is to test the standard of our own strategy, while also enabling a comparison with competitors' products.

Procuring ecologically responsible raw materials

We increasingly insist on sustainably grown foodstuffs when purchasing our raw materials. For example, more than 95% of the raw materials we use and which contain palm oil and/or palm kernel oil are already RSPO certified in accordance with the mass-balance or segregation concept (RSPO = Roundtable on Sustainable Palm Oil). Because the mass-balance concept involves mixing conventional palm oil with palm oil from certified farms, we want to buy exclusively palm oil and palm kernel oil certified in accordance with the segregation concept by the end of 2019.



We also specifically take ecological aspects into account when purchasing the other raw materials we need to manufacture our products. For example, the glass we bought in 2017 consisted to the extent of 55 to 65% of secondary raw materials, and the proportion of recycled material in the cardboard packaging we used was 85 to 95%.

To gain better understanding of the ecological and social impacts of our products along their life-cycle, we regularly use what are known as hot-spot or risk analyses to examine our raw materials. We do this by asking ourselves which production processes took place and under what conditions, and which resources were used for this.



The Corny Haferkraft bar contains at least 49% wholegrain oat flakes and gets by without any additional glazes and toppings

A supply chain aligned to sustainability

We collaborate with around 670 suppliers. Of these, 270 supply us with materials that enter directly into our production process and become part of our products (direct materials), while the remaining 400 suppliers provide us with indirect materials. Almost every business relationship is based on the Schwartau Werke Code of Conduct, and every supplier has been assessed in accordance with our Procurement Guidelines.

We use the Sedex management tool (= Supplier Ethical Data Exchange) to enable us to assess the ethi-

cal and social sustainability of our suppliers. In 2017, 93% of all our suppliers (2016: 90%) were registered on this online platform, on which their working conditions, social & environmental standards and business practices are audited.

We examine all new suppliers to determine whether they comply with our defined quality, environmental and ethical criteria. In 2018, we plan to revise our approval process for suppliers with respect to our quality and sustainability requirements, and to strengthen once again the risk-based assessment and auditing of our suppliers.

In 2017, we operated together with 17 contract farmers in Germany. We systematically expanded the direct purchase of fruits from growers and/or from the cooperative in the past few years. 70% of our fruit now comes directly from farmers, from the cooperative or from processors (2012: 61%). We will enlarge this proportion further in future years.

At the same time, we reduced the number of our fruit suppliers by around a quarter in the past few years. This allowed us to optimise our supplier portfolio, to intensify collaboration and decrease the complexity of the procurement processes.

Long-term collaboration in partnership with our suppliers is important to us, which is why we also offer them participation in a del credere program. The program protects them against possible default risks in collaboration with us, and can reduce their credit insurance costs. In value terms, this program covers approx. 30% of our raw materials and packaging.



*Procurement of
our fruit*

Year	Farmer/cooperative	Processor/cold store	Dealer/agent
2012	15%	46%	39%
2017	28%	42%	30%

*Number of our
fruit suppliers*

Year	Number of active suppliers
2012	93
2017	75



Procurement close to the production site

We procure our raw goods and packaging materials as close as possible to where they are produced. Fresh fruit from Germany as a proportion of the fruit we process is close to 30%, which is more than any other German jam manufacturer.

We are in the advantageous situation of having one of Germany's biggest strawberry regions right in front of our factory gates. In 2017, we used exclusively German strawberries for our Schwartau Extra brand. In total, 53% of all the strawberries we purchased – our most important fruit – originated from Germany. Our aim is to keep this proportion constant or even to enlarge it. 95% of the fruits and cereals we processed in 2017 originated from Europe. Only for fruits that are not grown in Europe, such as mangos or pineapples, or in exceptional circumstances – e.g. if the harvest is bad – do we become reliant on raw material imports from non-European foreign countries.

Our pectins are manufactured exclusively in Europe. We also purchase sugar only from European Union suppliers – more than 65% of it from Germany. Of the total volume of direct materials purchased, 64% is shared between producers in Germany.

Freshly picked fruits from the region are transported directly to Bad Schwartau and processed immediately. If fruit from more remote regions is involved, the fruits are prepared and deep-frozen or pasteurised according to our requirements immediately after being harvested. This retains the flavours and quality of the fruit in an optimum state of ripeness, and they can be processed with consistently high quality throughout the whole year.

As well as short supply distances, regional purchasing has another advantage: together with farmers, we can decide on the optimum time of harvest, and thus on sensory properties such as the flavour development, sweetness profile and texture of the fruits. To safeguard the consistent quality of our products, we have specified binding raw materials quality criteria in the contracts with our suppliers. The fruits undergo a rigorous testing process, and are used only if they conform to all the quality requirements.

Directly from field to processing

"A new record! Never before was so much fresh fruit processed directly at the factories in Schwartau as in 2017. Nearly 40% of all the newly harvested fruit delivered to us underwent further processing immediately. By optimising our procedures, we can now process up to four different kinds each day. As a result, we can also process types of fruit that are harvest-ripe at the same time."

Axel Dathe,
Fruit Processing Department Manager



Naturally delicious

"The relaunch of Schwartzau Extra was definitely one of the biggest, most complex projects in the past few years: In 2017, Schwartzau Extra was given not only a new recipe but also a redesigned appearance. With its more rounded glass container, leaf embossing and wood look lid, the visual appearance of Schwartzau Extra now corresponds to an even greater extent to its content: natural and delicious."

Kathrin Schlegel,
Product Development Team Leader for Jams



Marketing and labelling

We want our customers to be able to know and check the origin of the ingredients for our products. That's why many of our product statements go beyond the information obligations prescribed by law: for example, on our web site we give information about the origin and processing of the fruits. Many customers also use our consumer advice service, where four of our company's qualified, experienced staff answer in-depth questions.

Customers' wishes and needs are centrally important to us. Well-directed dialogue with them has already enabled us to develop numerous product innovations and variants, and to improve recipes. Therefore we regularly carry out product tests and consumer surveys to gauge customer satisfaction.

Our consumer advice service can be contacted with questions and suggestions via a telephone hotline, and through the contact form on the web site and through our social media channels. At three-monthly intervals we prepare a quality report from the knowledge gained, and derive the corresponding actions to be taken.

As in previous years, no infringements of product labelling regulations resulting in a fine or other sanctions occurred at Schwartzauer Werke in 2017. However, two complaints were issued by authorities, one of which was justified. Therefore the product labelling concerned was adjusted.

Our employees

We work together in a spirit of respect and trust.
Our dealings are kept very personal, we have flat
hierarchies and we offer our staff an environment in which
they have the best possible opportunity to develop.



Collaboration and leadership

"How do we intend to collaborate? What is leadership called at Schwartauer Werke? And how do we live by our values in our everyday work? We discussed these and many other questions in a series of workshops in which more than 110 employees from all departments participated. The results will now act as input in the further development of our guiding principles and behaviour patterns that give concrete form to our corporate values."

Christian Berger,
Department Manager Human Resources
and Social Affairs



Shared success

The success of our employees is our company's success. To motivate them on a daily basis and to attract new staff to apply for a job with us, we offer attractive workplaces and a wide variety of career prospects. Well-qualified, motivated employees are centrally important to us so we can hold our ground against the competition. Treating our employees and their needs with respect and appreciation is also one of our core beliefs. Topics such as "Equal opportunity and diversity", "Remuneration and additional benefits", "Occupational safety and health" and "Education and Training" are therefore among the central areas of activity of our sustainability strategy.

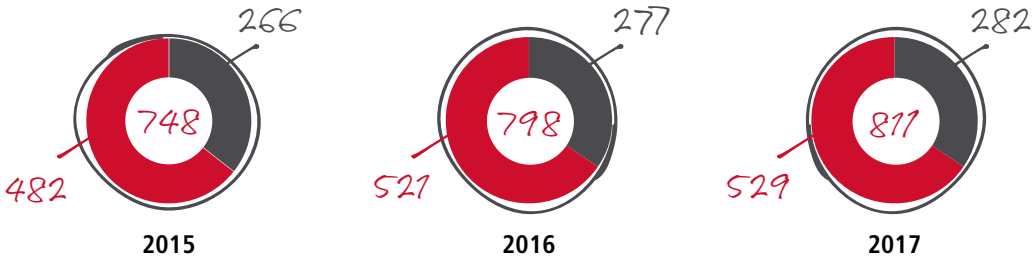
We aim for further development of our corporate culture in line with future requirements in the coming years. In this context, we will strengthen the competences of our management staff, encourage cross-functional and interdepartmental collaboration, and use numerous offers to staff to further increase our attractiveness as an employer.



96.1% of our 811 permanent staff have indefinite duration employment contracts, and 94.6% are full-time employees. 5.1% of our staff are severely disabled. We recruited 54 new employees in 2017, 37 of them male and 17 female. 41 employees left (27 men and 14 women), giving a staff turnover rate of 5.2%.

Due to the seasonal dependence of some of our production processes, we employed a total of 81 seasonal staff in 2017 (previous year: 108). We were also supported by an average of 43 temporary workers during the course of the year (previous year: 39).

Almost all of our workforce have their workplaces in Bad Schwartau; around 51 sales staff work in the various regions of Germany. All the topics relevant to human resources are the responsibility of Schwartauer Werke's Personnel Department. Our personnel strategy is subject to continuous further development in close coordination with the Management. Sebastian Schaeffer, Chairman of the Management Board, is the board member responsible for the Human Resources Department.



Employee numbers at the year end

● Women
● Men

	2016			2017		
	Men	Women	Total	Men	Women	Total
Indefinite	505	275	780	506	273	779
Limited	16	2	18	23	9	32
Total	521	277	798	529	282	811

Employees by employment contract

	2016			2017		
	Men	Women	Total	Men	Women	Total
Full-time	518	235	753	526	241	767
Part-time	3	42	45	3	41	44
Total	521	277	798	529	282	811

Employees by employment relationship

Intensive communication with our employees is very important to us. For this reason, we systematically expanded our Intranet in the past few years. This is where our staff can find headings from the Sustainability Report with interesting articles about our company, our quality policy, occupational safety advice, information about our new products and our regional commitment. Our Intranet was accessed an average of 4,925 times each month in 2017 (2016: 4,782), and the average number of contributions posted per month was 45 (2016: 50).

To use our "ExtraNET" increasingly as a work platform, various documents about the workplace and links to sharable resources have been provided since 2017. Up to date organisation charts can also now be retrieved, and the attainment level of overall corporate targets is displayed visually in a way that every employee can easily understand. A Like and Comment function has been available since the middle of the year to obtain feedback about articles. Our new Fruit News section provides all those who are interested with information about where the fruits for our jams actually come from and how they find their way to Schwartau.

Equal opportunity and diversity

We align our conduct to the principles of the General Equal Treatment Act, which prohibits discrimination against people on the basis of their age, gender, ethnic origin, religion or sexual identity. All the company benefits offered by Schwartauer Werke are available on a proportional basis to employees with a part-time employment contract. In the case of fixed-term employment contracts, we are guided by the statutory provisions.

15 employees, twelve of them women and three men, used their entitlement to parental leave in 2017. Six employees returned from parental leave, of which four were women and two men. Emergency childcare has

been available for our employees' children since late 2016, to make the compatibility between family and work easier. If normal childcare becomes unavailable, there is an emergency phone number through which our employees can call upon childcare staff to look after their children at home, in the company or in another care facility.

The members of the Supervisory Board and Management Board in 2017 were exclusively male. Our 15-member top management includes one woman (6.7%), and 15 of our 47 managers are women (31.9%). We are making efforts to increase the proportion of women, especially in executive management positions.

Remuneration and additional benefits

We attach great importance to remuneration that is fair and in line with the market, and we are guided by the collective wage agreement regulations applicable to us when setting wages and salaries. Collective wage agreement negotiations apply to 87.3% of our salaried staff. With regard to our non-wage-agreement employees, we work together on the basis of other rules. Our employees also benefit from various works agreements.

After a three-year waiting period, all staff are entitled to retirement capital and/or a lump-sum death benefit, and to an invalidity pension whose amount depends on the period of employment with the company and on the wage/salary. Employees who joined the company after 1 January 2000 are entitled to retirement capital. Employees who were already working for the company before 2000 receive an additional monthly occupational pension.



Occupational health and safety

The workplace safety and health of our employees have topmost priority for us.

Schwartauer Werke received awards in 2017, e.g. from the Employers' Liability Insurance Association for the Food, Restaurant and Hotels Industry (BGN) for preventive measures in the areas of Occupational Protection Organisation, Education and Training, Transport and Traffic, Occupational Health & Safety, and Ergonomics. We take care to ensure a level of workplace safety and accident protection that often exceeds the statutory requirements. We investigate every accident together with our specialist staff appointed for workplace and health protection, and appropriate measures to avoid accidents are discussed in our Occupational Safety Committee. Our accident investigation reporting system introduced in 2016 now allows accidents to be described quickly in a standardised way, and their causes eliminated promptly.

A total of 22 workplace accidents occurred in 2017, which is four accidents more than in the previous year. The commonest injuries were cuts and bruises; there were no fatalities. The most frequent period of absence from work was 3 to 10 days.

We redesigned our operational health management during the past business year. We will offer various movement and ergonomics programs in the administration and production areas in 2018 under the slogan "Schwartau is on the move" (Schwartau bewegt sich). In addition to that, we want to motivate our employees to ride a bicycle more often, to undergo health checks and to take massages. We offer our trainees a special Trainee-Fit program that encourages them to think about the subjects of movement, diet and stress.

During the current year, employees who regularly or occasionally carry out work in noisy environments will receive optimised hearing protection. Firstly, due to a special filter, this ensures even better protection against noise and background sounds. Secondly, it offers even greater wearing comfort, because it is individually customised to the employee's auditory canal anatomy.



A new design concept for the company restaurant was also developed in 2017 in close collaboration with the employees, and is scheduled for implementation by the end of 2019. In addition to offering fresher, healthier meals, this also has provision for remodelling the canteen, extending opening times and integrating a café lounge.

Year	workplace accidents	Change
2015	22	-33.3 %
2016	18	-18.2 %
2017	22	+22.2 %

Number of workplace accidents

Apprenticeships and in-service training

We are currently providing training in six occupations; the duration of training is between two and three and a half years:

- Electronics technician for industrial systems
- Food technology specialist
- Industrial manager
- Industrial mechanic
- IT management assistant
- Machine/Plant operator – specialising in food technology

We recruited 16 new trainees in 2017, resulting in a total of 45 trainees being on our payroll as of the end of the year, corresponding to a training ratio of 5.5%. We employ all trainees for at least twelve months after training has been completed successfully. We also provide various internship placements for school pupils and students every year, and support them in writing scientific papers.

The high quality of our training is regularly demon-

trated by the awards presented to our trainees. Once again, three Schwartauer Werke trainees received awards from the Chamber of Industry and Commerce in 2017 on account of their outstandingly good achievements.

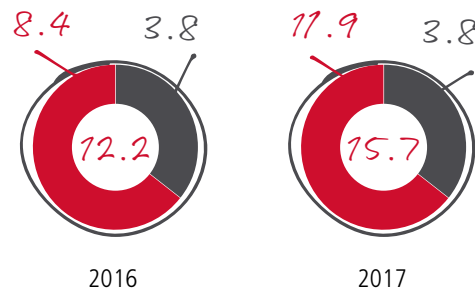
To give feedback to our employees and to discuss development potentials together, we regularly carry out staff appraisals according to a predetermined standard – which is based on principles of conduct that are in turn based on our values. For this we use human resources software to ensure a staff assessment that is as objective and systematic as possible. This software is now in use for nearly half of all employees.

We offer our employees opportunities for further training within the company and outside of it to allow them to gain qualifications. In this connection, we have continuously expanded our internal training program in the past few years. In 2017, internal further training comprised a total of 3,106 hours, and external further training 9,672 hours.

We are currently expanding the range of further training we offer by adding an e-learning system. We developed the design concept for this system in 2017, and the platform is scheduled to start in early 2018. It will offer courses for both the commercial and the industrial areas. We plan an e-learning unit for our administration employees that provides information about occupational safety, environmental and energy management, compliance and other statutory regulations. In the industrial area, we are initially concentrating on training course covering the subjects of occupational safety, hazardous substances, food safety and hygiene.

Average number of further training hours per employee per year

- External further training
- Internal further training



Young Heroes in Bad Schwartau

"Last year the Young Heroes – aspiring young talent within the Schwartauer Werke – met to intensify the exchange of ideas and networking. They worked on various case studies and discussed the results with the management. This not only gave the participants a lot of enjoyment, but also produced a large number of good ideas. To be continued!"

Vanessa Krabiell,
Human Resources Marketing
and Development

A close-up photograph of a wooden beehive with many bees. Some bees are on the wooden surface, while others are in flight. The background is a soft-focus green field.

Our environment

We want our ecological footprint to be as small as possible. In this respect we set ourselves ambitious targets, develop initiatives to reduce our energy and water demands, and align our processes to certified management systems.

Handling resources responsibly

Handling resources responsibly is very important to us from both the economic and the ecological point of view. We aim to design our business activities to be as environmentally compatible as possible, and to continuously reduce our ecological footprint in the coming years.

This is especially true with regard to energy, emissions, water, wastes and the impacts due to transport and on protected areas. Therefore the essential aspects of our sustainability strategy include the following subject areas: "Consumption of energy & water", "Emissions and wastes", "Effects due to transport" and "Impacts on protected areas".

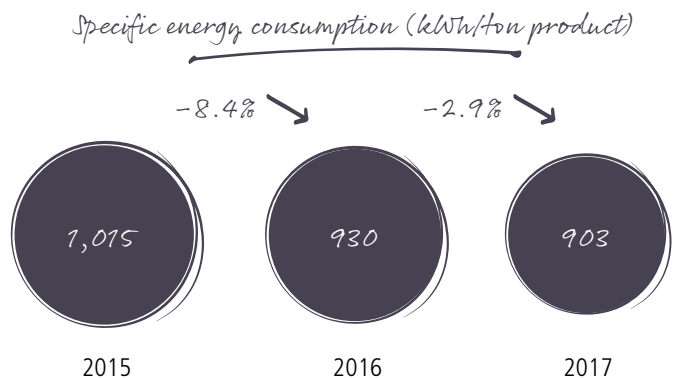
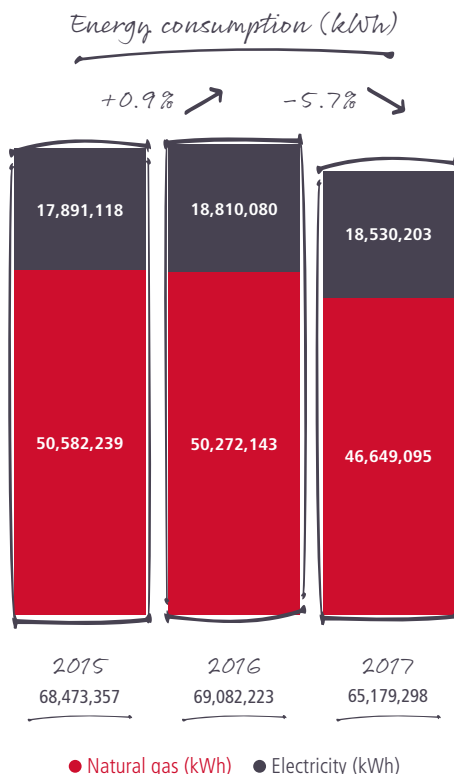
This is why we already defined environmental principles and introduced an environmental management system for Schwartauer Werke many years ago. This has been certified according to DIN EN ISO 14001 since 2000. In 2018 we are endeavouring to obtain renewed certification pursuant to the revised standard ISO 14001:2015. In compliance with this Standard, we will present our environmental protection targets, measures and successes in an annual Environmental Report. We also had our energy management system certified in accordance with DIN EN ISO 50001 in 2013.

We produced a total of 72,159 tons of jams, fruit spreads, syrups and muesli bars in 2017. This corresponds to a 2.8% reduction compared to the production volume in the previous year. The production volume is the parameter we use to calculate the specific amounts of energy, water, emissions and wastes.

Consumption of energy and water

We needed a total of 65,179,298 kilowatt-hours (kWh) of energy in 2017 (previous year: 69,082,223), corresponding to a 5.6% reduction. This reduction is attributable to a considerably smaller consumption of gas (−7.2%). Electricity consumption, on the other hand, was relatively constant over the years. Electricity consumed from the public grid decreased by 8.2% as a result of the combined heat-and-power unit installed in Factory III in 2016.

Specific energy consumption dropped by 2.9% from 2016 to 2017. It reached a figure of 903 (previous year: 930) kWh per ton of finished goods (kWh/ton product). Since the target of reducing the specific energy value to below 953 kWh/ton product by 2020 had already been attained in 2016, a new target was defined during the 2017 business year: we now want to reach a specific energy consumption of less than 858 kWh/ton product by 2020.



We plan to achieve this target by implementing various energy efficiency measures. These also include collaboration as a network partner in the "carpeDIEM" project that was started in 2016. The aim of this initiative is to use locally available renewable energy resources more efficiently and intelligently, to develop appropriate technologies, and to strengthen transnational German-Danish cooperation together with regional competences in the area of efficient, intelligent energy use.

We consumed a total of 300,751 m³ of water in 2017, corresponding to a 3.8% reduction compared to the previous year. In contrast, the specific water consumption equal to 4.2 m³ per ton of finished goods has remained at the same level.

The reduced water demand is attributable to a large number of measures: among other things, in Factory II the aroma recovery unit was dismantled, a cleaning station was installed for the condensed milk plant, and detergent nozzles were installed. In Factory III various

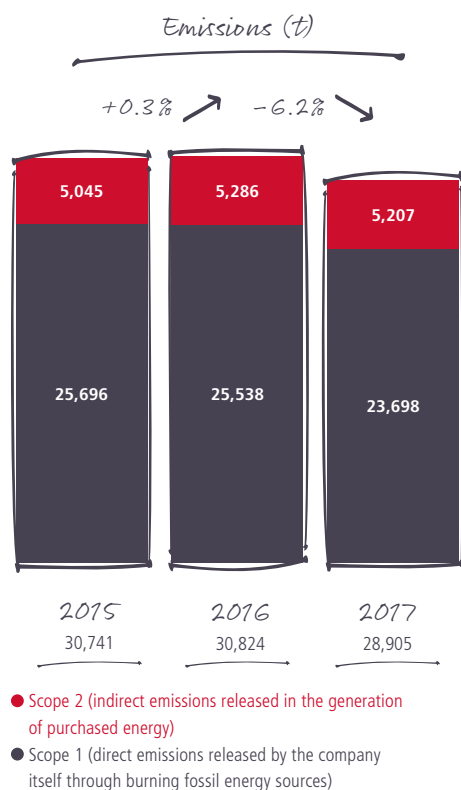
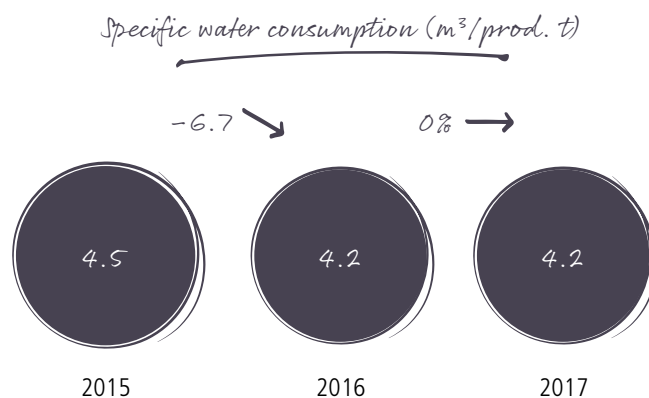
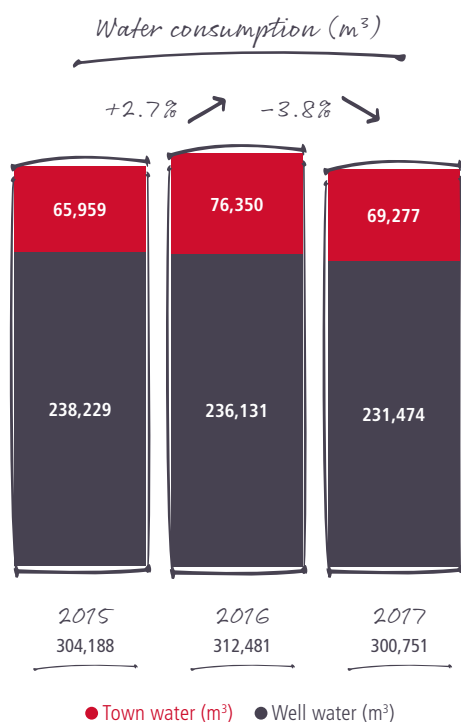
cooling systems were rearranged, the drinking water pipework was renewed and the hot water production system was improved, leading to shorter cleaning times.

We obtain the required water mainly from three boreholes (groundwater) not located in designated protection areas. We also use water from the municipal supply (town water).

The great majority of our water consumption is used to clean the production plants. The water we use is discharged exclusively into the sewer system for processing in the sewage works.

Our objective is to make a further decrease in our specific water consumption. The aim is to reduce it to a maximum value of 3.9 m³ by 2018.





Emissions and wastes

99.6% of the emissions from Schwartauer Werke are CO₂ emissions; their absolute amount decreased by 6.2% in 2017 compared to the previous year. They showed a 3.4% reduction per ton of product.

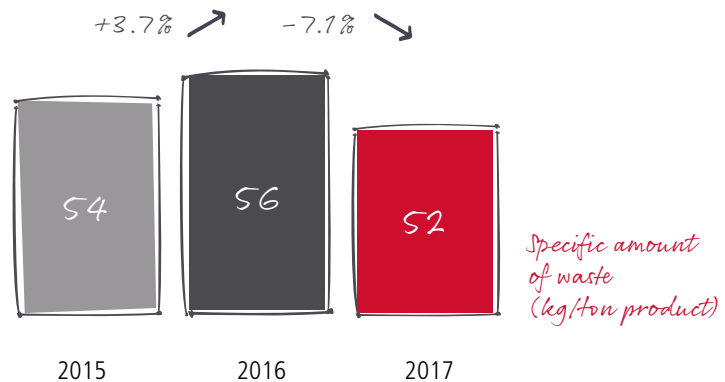
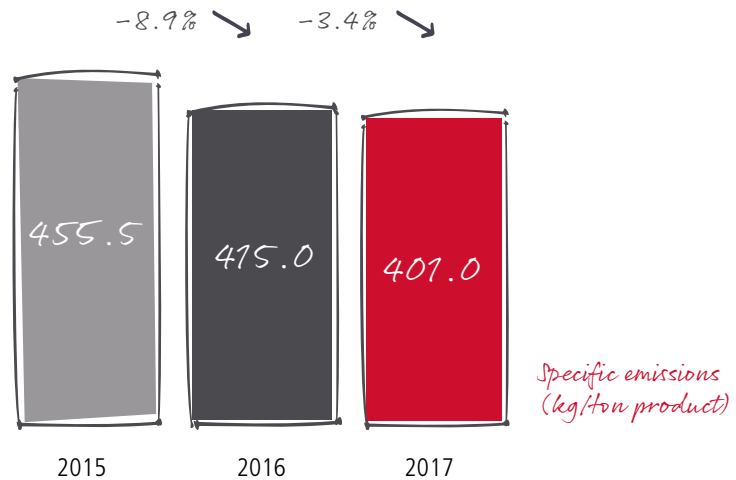
We calculate the emissions we generate based on the Greenhouse Gas Protocol. The emission factors used in this calculation originate from our energy supplier, EnBW (Baden-Württemberg Energy AG). Scope-1 emissions are those emissions that arise as a result of the use of fuels in our own plants and by our fleet of vehicles. Scope 2 comprises the emissions formed in the generation of the quantities of energy we procure (mainly electricity).

The other emissions we cause consist of emissions of CH₄ and NO_x (0.3%) together with N₂O, SO₂, NM-VOC (non-methane volatile organic compounds) and NH₃ from refrigeration plants (0.1%). Neither our product portfolio nor our production processes lead to emissions of ozone-depleting substances.

To achieve further reduction of the emissions we cause in Bad Schwartau, we planned to begin converting our in-plant vehicle fleet to electric vehicles in 2017. In actual fact, due to prolonged delivery times, the first four electrical vehicles for the in-plant fleet (pool vehicles) were not delivered until mid-February 2018. They replace four diesel- or petrol-fuelled vehicles. Provided the use of the e-vehicles we have purchased proves successful, and further development of e mobility undergoes further sustained development with regard to energy supply and vehicle ranges, we will continue to switch over the existing fleet of pool vehicles to electrically-operated vehicles in the future.

We will modernise our refrigeration plant and/or install new refrigeration plants by the end of 2019. This work has already been completed in Factory II. In addition to increased energy efficiency, an additional purpose of this measure is to enable even more fresh fruit to be processed, and to allow further expansion in the regional procurement of fruits.

A total of 3,738 tons of waste was produced in 2017; 29 tons of this were hazardous wastes (0.8%). The total amount of waste decreased by 10.1% compared to the previous year, and the specific generation of waste fell by 7.1%. 96.1% of all wastes were sent for recovery (previous year: 96.6%).



Entry into e-mobility

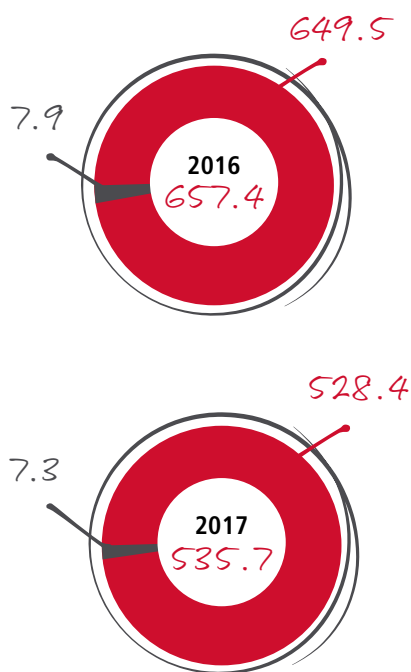
"It required more effort than we expected; first of all we had to carry out feasibility studies, build charging points and select suitable vehicles. But four electrically-operated vehicles are now available to the employees for in-plant traffic and for driving short distances. All the vehicles were given film coatings drawing attention to Schwartauer Werke's beecareful initiative."

Katrin Schröder,
Purchasing services



Production of
waste (t)

	2016	2017
Total volume of waste	4,160	3,737
Of which hazardous wastes	18	29
Waste sent for disposal	143	145
Waste sent for recovery	4,017	3,592
Of which recycled	1,950	1,991
Of which fermented	837	474
Of which used to generate energy	695	545
Of which composted	332	370
Of which recovered in some other way	203	212



- Diesel
- Petrol

Emissions by
our own vehicle
fleet (t)

Energy consumption
by our own
vehicle fleet (l)

	2016	2017
Diesel	246,972	200,928
Petrol	3,396	3,162
Total	250,368	204,090

Compared to the previous year, considerably less embargoed finished products needed to be destroyed in 2017 due to production errors or for other reasons. This reduced the specific waste for recovery. The amount of waste for disposal rose slightly in 2017 due to a various reconstruction measures.

Impacts due to transport

As a production operation, we depend on receiving deliveries of the required raw materials and ingredients. Furthermore, we transport part of our products to sales outlets. We mainly use external logistics companies for this task.

Transportation by external logistics companies of the raw materials and ingredients we needed and of our products gave rise to a well-to-wheel energy consumption of 30,972,812 MJ (Megajoules) (previous year: 29,262,712 MJ). Well-to-wheel GHG (greenhouse gas) emissions amounted to 2,197.4 mt (previous year: 2,076.1 mt).



Impacts on protected areas

Biodiversity is one of the most important foundations of our life. Because the majority of our products consist of natural ingredients, the conservation of ecological systems has key importance for us.

Even though we are not the direct source of any significant impacts on biodiversity, we are aware that habitats and species diversity are adversely affected by the agricultural use of land. The use of plant protection agents and their effects on human and animal health are also issues that concern us.

The ground area occupied by our three works is between 35,000 and 66,000 m², and they are situated in a residential and mixed-use area. Works II borders on a landscape conservation area. Biodiversity is not damaged by our works.

Because our factories are immediately adjacent to residential areas, we carry out regular odour and noise analyses. Our aim is to minimise the nuisance due to traffic, noise and odour.

With regard to environmental regulations, neither any fines nor any non-monetary penalties were imposed on Schwartauer Werke in 2017. There were no significant pollution incidents.

Nesting aids for wild bees

"To give nesting assistance to wild bees, we developed a nesting aid in 2017 in collaboration with the bee researcher Prof. Dr. Tautz. The nesting aids, which are manufactured by a Caritas establishment, were set out in sour cherry orchards belonging to our suppliers in Thuringia and Rheinhessen. The campaign, which is also to be continued in 2018, is a component of Schwartauer Werke's bee-careful initiative."

Kai Maack,
Senior Purchaser Fruit



bee careful – an initiative to protect bee health

We set up the “bee careful” initiative in 2014. The aim of this initiative is to carry out educational work about the importance of the bee to humans and to contribute to protecting bee health. Since the start of the initiative, we have implemented numerous measures to raise public awareness about interacting with bees. In 2017, for example, this included our Schwartau Samt promotion, which offered extensive information about bee-friendly plants, together with a bee-friendly seed mixture for home gardens and supplemented by a plant handbook on the initiative’s Internet site. The beecareful plant finder quickly turns interested visitors into bee helpers. Filter functions can be used to find out quickly and easily which bee-friendly plants are best suited to one’s own garden and balcony. During

this campaign, we distributed more than 500,000 packets of bee-friendly plant seeds. This is equivalent to a flowering meadow the size of around 70 football pitches. We also set up 16 wild bee nesting boxes at selected fresh fruit suppliers and trained more employees to become beekeepers. Interested individuals will find comprehensive information about bees and their health, together with current background reports, interviews with experts and guest contributions, online at www.bee-careful.com. Every visitor is very welcome to become actively involved through this online platform.



Our home

We have close ties with our home, and we feel we have an obligation to contribute to its social development. In this we focus on the areas of education, sport and culture.



Firmly rooted in Bad Schwartau

We feel we are closely connected to Bad Schwartau and the region, and we believe we are obliged to become actively socially involved. Our commitment is an essential aspect of our sustainability strategy.

The grant of donations and sponsorships takes place centrally through our communications department according to a fixed catalogue of criteria, and is undertaken in close consultation with the company's management. Our main support is given to not-for-profit projects with a regional connection in the areas of education, sport and culture. We do not contribute to political parties.

Social involvement

Education

We have supported various educational projects at the schools in Bad Schwartau and its surroundings for many years. These include – in cooperation with the Ostholstein District Fire Brigade Association – fire protection education in nursery schools and primary schools, establishing “reading lounges” at the three secondary schools in Bad Schwartau together with the Lübecker Nachrichten (newspaper), and participating in the promotional award of the Bad Schwartau KIWANIS Club.

The “Summerbee” project began at nine schools in Schleswig-Holstein in 2016, and we have remained

among its supporters up to the present day. The project is designed to provide schoolchildren with knowledge about bees, and for children who are interested in it, to train them to become talented young beekeepers.

The “Summerbee” project at Leibniz Grammar School in Bad Schwartau led to the formation of a school apiculture unit in which schoolchildren are themselves responsible for looking after their beehives, and learn about the craft of beekeeping all year round.

We also support schoolchildren at Batho Ciro School in Letnitsa, Bulgaria, where our long-standing supplier Bulgaria Foods OOD is located, by meeting the cost of purchasing school textbooks. The school specialises in food technology, and trains talented young recruits for the food industry.

We have been closely associated with Ronald McDonald House Charities at Lübeck University Clinic for many years. As well as donations of money and materials, our staff are also personally involved in the activities of the Children's Aid establishment, e.g. for cooking and baking.

Moreover, since 2013 we have supported ambitious students with our German Bursary at Lübeck University of Applied Sciences where, together with several other companies, we undertook in 2015 to sponsor an endowed professorial chair for the “Food Processing” department.

The “KidsSHOP” initiative

“Trading, weighing, measuring – children from three child day-care centres in Schwartau can gain experience of these and much more as they play in their “KidsSHOP”.

Each of the establishments was given its own shop by Schwartauer Werke, complete with basic equipment and stock. The “KidsSHOP” project was brought into being by the “Youth With a Future” initiative and Dr. Arend Oetker to strengthen basic competences and social interaction in early childhood.”

Alice Haußer,
Press Officer





Practical internships for young talents from Bulgaria

"We have maintained good relationships with the Batho Ciro School in Letnitsa, Bulgaria, for a number of years. We financed a four-week practical internship for two students at Schwartauer Werke in 2017. During their visit, the students had an opportunity to find out about the procedures and daily work routine in the Production, Research & Development and Purchasing Departments."

Nadine Butzlaff,
Purchaser Fruit

Sport

We promote popular sports in the region and we take part in implementing various club projects, e.g. acquisition of new sports equipment. In this respect, collaboration with the Bad Schwartau VfL (Sporting Exercise Association) occupies a special role. Having been a Premium and Shirt Partner of the First Men's Handball Team for many years, we now focus our support on youthwork.

In addition, we have participated in the DoppelpASS Cup annually since 2012. This football tournament stems from an initiative by the German Cancer Aid organisation to give financial support to families with children suffering from cancer.

Culture

We have now sponsored the Schleswig-Holstein Music Festival for more than 15 years, one of North Germany's most important classical cultural events. Since 2007 we have also supported "Music Festivals in the Countryside", which invites families to picnic in Schleswig-Holstein's most beautiful estates. Since 2010 we have supplied the concert-goers on Sunday with bread rolls – and with our jams as well, of course.

Activities planned for 2018

As well as continuing and sustainably implementing the projects mentioned above, we will again support the Bee Day in Bad Schwartau in 2018, and will inform interested members of the public about the life of the bee, bee-friendly plants and the beekeeper's craft. A wide variety of activities will be offered in the context of this Bee Day to raise visitors' awareness of the importance of bees. In addition, we will set up another twelve wild bee nesting boxes at our fresh fruit suppliers' sites.

We also opened our factory shop in the centre of Bad Schwartau in the current business year. The central location and extended range are designed to make it easier for shoppers to obtain our products at discounted prices. On wallcharts and in films in the shop, we offer visitors exciting insights into the history of Schwartauer Werke and into our products, we present our values and philosophy – and of course here we also show how important the honeybee is to the human race, true to the motto: You need THE BEE needs you.



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About this Report

Our Sustainability Report is published annually. The present report covers the business year 2017. The previous Sustainability Report appeared 29th June 2017. All the data contained in this Report relates exclusively to Schwartauer Werke GmbH & Co. KGaA.

There have been no significant changes in the size, structure and ownership status of Schwartauer Werke or in our supply chain, either in the period under review or compared to the previous year. Thus there was also no need for any reformulation of information or important changes in the scope and limits of the aspects compared to previous reporting periods.

When preparing the Report, we complied with the principles prescribed in the GRI (Global Reporting Initiative) Standards that determine the content of the Report (inclusion of stakeholders, sustainability context, materiality and completeness) and with the principles defining the quality of the reporting (accuracy, balance, clarity, comparability, reliability and timeliness). This Report was prepared in conformity with the GRI Standards: Core Option. No external assurance was undertaken. Schwartauer Werke is an active member of the following organisations in particular: Federation of German Food and Drink Industries e.V. (BVE), German Federation of Food Law and Food Science e.V. (BLL), German Association of the Fruit, Vegetable and Potato Processing Industries e.V. (BOGK), Association of the German Confectionery Industry e.V. (BDSI).

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Legal notice

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