



2020

Sustainability

Our commitment and strategy

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A top-down view of a breakfast spread on a light-colored wooden table. In the top left, a wooden bowl is filled with granola, including oats, almonds, and dried fruit. To the right, a wooden cutting board holds three slices of white toast. One slice is topped with orange jam and several fresh blueberries. Another slice is covered in a dark, chunky jam. The third slice has orange jam and two large, fresh strawberries. Below the cutting board, there are two small white bowls: one containing orange jam and another containing dark jam with a wooden spoon resting in it. In the bottom left corner, two fresh strawberries and a small portion of a blueberry are visible. A large, semi-transparent red circle is overlaid on the left side of the image, containing the text.

About us

We take our responsibility at all levels seriously, and keep people, society, and the environment in mind at all times. It is this claim to sustainable entrepreneurial action that we want to continue to live up to now and in the future.

Dear readers,

For us at Schwartauer Werke, sustainability has always meant thinking holistically and long-term, and acting responsibly at the same time. We take this responsibility seriously vis-à-vis all our stakeholder groups: from consumers and our workforce to our suppliers.

As a company that processes many natural ingredients such as fruits, cereals and nuts, we also feel a special obligation to the environment and the climate. Ongoing climate change will have a significant impact on the availability and quality of our raw materials – as well as on our production processes. Thus, a climate-friendly corporate policy not only corresponds to our beliefs, but is also in our long-term economic interest.

Therefore, we aspire to continuously improve across all our fields of action. Since 2014, we have presented our progress and challenges along this path annually in our sustainability report. This time, we have consciously chosen a different format. Although the present publication looks back over our sustainability commitment in 2020, it is also directed towards the future.

We are currently sharpening our sustainability strategy with regard to its holistic effect, and are at the same time harmonising it with our parent company, the Hero Group.

You will discover where our focus will lie in the future and what we are planning to do in the coming years on the following pages. As always, we look forward to your feedback and your suggestions about our sustainability goals, strategy and activities.

Best Regards,
The Management Team



Who we are

We have produced fruit products and snacks for the food retail and caterers at our Bad Schwartau sites for more than 120 years. Our portfolio includes jams, sweet and savoury spreads, dessert sauces, coffee syrups, as well as cereal and fruit bars. We are the market leader in Germany both in the jams and in the cereal bars segment.

As a company with a great tradition, we are proud that some of our classic products such as Schwartau Extra, Samt or Corny have already accompanied many people since their childhood. The fact that they stay loyal to us, even long after, shows that we have succeeded in convincing consumers with quality and flavour over and over again. Nonetheless, innovation and change are also an important part of our self-perception and our success. We listen to our customers and adapt to their changing needs, such as the increasing desire for products with a lower sugar content, and translate them into new product ideas or refined recipes. Examples of this include our organic products, for example our Schwartau Extra Bio, or the new Corny Energy in three varieties, with which we recently added an energy bar to expand our product line.



The people at Schwartauer Werke



Our success depends on our employees and their knowledge and commitment. To retain them and inspire new talents to work for us, we offer attractive jobs in an environment characterised by mutual appreciation and team spirit, and in which we understand diversity to be a strength. Our employees also find a wide

variety of exciting professional prospects with us. We support our people through internal and external opportunities for professional development, and of course as a training company that enables young people to enter into six occupations. Through targeted talent promotion and leadership training, we also fill key positions in the company from our own ranks, thus securing our future viability.

Fair, competitive remuneration is a given for us, and we are guided by the tariff provisions applicable to us. In addition, our employees profit from post-employment benefits, such as company pensions or retirement capital. Through the worker's council and employee representation on our supervisory board, our workforce is represented in decision-making processes. We also identify the needs and satisfaction of our employees via survey questionnaires. They also have the opportunity at any time to share suggestions and criticism – even anonymously – through our intranet.

Flexible working-hour models and other ways to harmonise professional and private needs are becoming ever more important.

HEALTH PROTECTION IN THE COVID-19 PANDEMIC

A significant focus for us in 2020 was on measures to protect against SARS-CoV-2, or the COVID-19 pandemic. At an early stage, we set up a crisis team that did everything possible to support our employees in this exceptional situation and to keep them comprehensively informed at all times. Thanks to extensive testing at our sites, and contact minimisation by switching many employees to home offices, layout changes and technical protection precautions in the production area, we guaranteed the highest possible safety for our workforce. In particular, the COVID-hotline set up especially for this purpose helped us to answer questions and reduce uncertainties around dealing with the coronavirus.





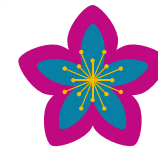
Accordingly, we offer our employees the opportunity for part-time and mobile working. On request or if needed, they can also take more time off via long-term leave.

We give top priority to our employees' health and safety. Therefore, we focus mainly on prevention, for example by avoiding accidents in the first place and averting stress situations. Among other things, our occupational protection committee conducts regular inspections of all work areas to identify risks and potentials for improvement.

Safety regulations give specific instructions, especially to colleagues in the production area, regarding operating machinery and wearing personal protective equipment. With colleagues who return from prolonged absence due to illness, we hold intensive discussions to jointly design their re-entry. Moreover, ergonomically equipped workplaces, coping with stress, movement, and a healthy diet are important building blocks in our occupational health management.

OUR CORPORATE VALUES

Together with colleagues in the Hero Group, we developed and defined our new values. They reflect the company we are today, but will equally shape the company we want to be tomorrow.



CREATE WOW



EVERYONE HERO



NOURISH OTHERS



TAKE RESPONSIBILITY



Committed from the heart

We are deeply rooted in both our hometown of Bad Schwartau and the federal state of Schleswig-Holstein. Our three production facilities are situated in Bad Schwartau, and many of our employees, just like ourselves, live in the region. That's why we have already been actively committed to our community for many years, and want to give something back to society and our neighbours. In this respect, the focus for us is on partnership-based togetherness and a long-term binding commitment for people. In view of this, we are looking forward to resuming the projects that were postponed during the COVID-19 pandemic.

Our commitment benefits mainly not-for-profit initiatives in the areas of training and education, sport, and culture. Our support in this respect takes place especially in the form of product or monetary donations, as well as long-term sponsoring.



EDUCATION AND TRAINING

The next generation is close to our hearts – which is why we support numerous projects, competitions, and societies in the education and training area. It extends from promotional offers for Kindergartens and providing beekeeping equipment to schools, to establishing reading lounges at secondary education schools. Furthermore, we have a close relationship with the Ronald McDonald House at Lübeck University Hospital, where parents and siblings can remain close to younger patients even during prolonged periods of hospitalisation.



SPORT

Sport unites us, irrespective of whether it's at a competition level or simply for fun. That's why we encourage sports in our region, and we collaborate with the sportsclub VfL Bad Schwartau that organises different sporting events. Moreover, in addition to charity tournaments, we also support the "Bananenflanken-Liga" in which children with mental disabilities play football with and against one another.



CULTURE

The Schleswig-Holstein Music Festival (SHMF) is one of Northern Germany's most important classical cultural events. In this context, we support the "Countryside Music Festivals", which host and organise concerts in the region's most beautiful manorial estates. Another series of the SHMF's we sponsor, is the children's music festival, that is especially designed to offer easy access to classical music to our youngest.





Our strategy

Through our sustainability commitment, we want to mirror our stakeholders' needs and to contribute to achieving global goals. Our activities in three defined pillars also contribute towards what is especially important to us: conserving the goodness of nature.

Conserving the goodness of nature

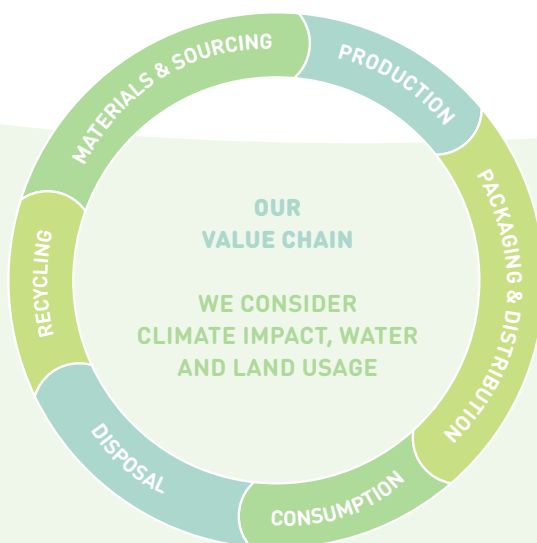
We want to contribute to a future worth living. To us, that means adopting different perspectives, taking up initiatives, and accepting responsibility. Above all, it stands for our aspiration to offer products that are as natural as possible – products which conserve the goodness of nature.

Thus, we see nature not simply as a supplier of many of our raw materials, but as an important partner. On this journey, we want to continuously improve, embrace change courageously, and also seek new pathways that promise success. We are

confident this willingness to change will bring us closer to our goal towards a permanently sustainable and successful corporate development.

At the same time, our activities should not only reflect our attitude and our stakeholders' needs, but also support the United Nations sustainability agenda. That's why we align our own sustainability targets to the Sustainable Development Goals (SDGs), and have identified those on which we can have the greatest impact in the context of our business activity at a Group level.

We want to design our company's activities to be as environmentally compatible as possible and to continuously reduce our ecological footprint in the years to come. Our overarching ambition, for which we are currently designing our concrete roadmap, is to become climate positive by 2030.



KNOWING OUR CARBON FOOTPRINT

To manage our emissions effectively and to be able to reach our targets, we need to know how much CO₂ we emit, and where. That's why, together with external experts, we have calculated our entire corporate carbon footprint – across all three scopes* based on the GHG (Greenhouse Gas) Protocol Corporate Standard – for the first time ever. We took into consideration the complete value chain from purchased raw and finished materials, energy consumption and business travel to the packaging materials that we use. We also considered water consumption, water scarcity, and land use. However, calculating our baseline is not where the process ends: to monitor our development, continuous improvement and validation of data is key. Where certain data is not yet available, scientific assumptions are being used. Nonetheless, the result helps us identify key hotspots for our actions and to derive corresponding measures.

*scopes define where emissions occur.

Our sustainability approach

Since 2019, together with all the companies in the Hero Group, we have developed a holistic sustainability strategy to further strengthen the effectiveness of our sustainability activities. We want to share long-term thinking, pool resources, learn from one another, and set ourselves ambitious targets. To this end, we have set up teams of experts that precisely define these targets for Schwartau, check their effectiveness and, in the next step, coordinate their implementation.

Our strategy focuses on the impact our business activity has on the environment – as we deem climate change and biodiversity loss to be challenges of incredible urgency. In this respect, we concentrate on the three defined pillars: Sustainable Sourcing, Net Neutral Production, and Naturally Healthy Food. However, this does not mean leaving social aspects out of the picture. They play an important role in the holistic consideration of our sustainability performance and will be defined in an additional pillar in the next step. Communication of our activities at a Group level in our first ESG report (Environment, Social, Governance) – as a supplement to our own reporting – is planned for 2022. This is preceded by a materiality analysis that, among other things, guides us and all the Hero Group companies in identifying topics and formulating specific targets as to how we can make an even stronger contribution at a societal level.

Schwartau's next own materiality analysis is planned for early 2022.

Our sustainability team

We are driving forward the development of the overarching sustainability strategy at a Group level. All our departments are contributing their specific topics, perspectives, and know-how to this process. For example, our Vice President Product Development & Innovation is involved as the person responsible for Pillar 3: Naturally Healthy Food. The Hero sustainability team is coordinating activities, and regularly communicates developments and results in the subsidiary companies. Our own sustainability management team, which collaborates closely with colleagues in the various departments within Schwartau and the Group, is responsible for adaptation and coordination at a Schwartau level. The team reports directly to management. In all of this, it is important to us that sustainability and the associated measures are thought through and implemented in an overarching way. That's why all our departments participate with their own targets, whereby they not only coordinate with the Schwartau sustainability team, but also are in regular contact with their counterparts in the Hero family.



Pillar 1 Sustainable Sourcing

We take responsibility along the supply chain, and we want to safeguard the sustainability of our products from the very start. In this respect, in addition to reducing emissions and strengthening more environmentally friendly packaging alternatives, we focus on sustainable agriculture – with particular emphasis on soil health, biodiversity and purchasing raw materials from certified suppliers. This all takes place in close collaboration with our long-term partners.



Pillar 2 Net Neutral Production

We aim for climate-neutral production at all three sites by 2030. For this, we critically assess our current processes, identify potential ways to increase energy efficiency, and examine the greater use of renewable energies as well as our opportunities to reduce wastes.



Pillar 3 Naturally Healthy Food

We bear special responsibility as a manufacturer of high-quality foods that accompany many people in their daily lives. We want to conserve the goodness of nature and offer products that contribute to a balanced diet, while being good for our planet at the same time. We consider our entire portfolio from this point of view, and we constantly identify opportunities to meet this responsibility in an even better way.



Our activities

Sustainable sourcing, a contribution to climate protection, and the aspiration to offer people naturally healthy products – the focus areas of our sustainability agenda. Within these three pillars, we define actions and measurable targets.

Our three pillars of sustainability



PILLAR 1

Sustainable Sourcing

Because we think long-term, the protection of natural resources and preservation of the ecosystems to which we owe many of our ingredients have a high priority in our sustainability strategy. At the same time, it is crucial that we consider the whole supply chain, and above all the origin of our products – because that's exactly where sustainability and naturalness begin for us. The key to this lies in close, trust-based collaboration with our farmers and suppliers. Together with them, we want to have a positive effect on areas as important as soil health and biodiversity. But increasing sustainability in the packaging area is also an integral component of our agenda.

Where we stand today

Origin plays an important role in the sourcing and selection of our raw materials. We understand it both geographically as well as with regard to standards and certifications.

- 28% of all the fruit we process originates from Germany – and the total from EU countries is 94%. In 2020, all the beet sugar we used in our jams came from Germany.

- Some of our recipes contain cocoa and palm oil, and we are conscious that in this case we must keep a particularly close eye on conditions at their origins. Accordingly, more than 90% of our cocoa is certified in accordance with UTZ mass balancing. More than 95% of the palm oil used in our products – primarily as subcomponent of our ingredients – is RSPO (MB/SG) certified.
- Via our Code of Conduct, all our suppliers oblige themselves to observe and comply with environmental, social and occupational health and safety standards. In addition, 94% of them are SEDEX registered. The few to which the latter does not apply provide us with self-disclosure information, which we check to ensure compliance with our environmental, social and occupational health and safety standards and the requirements associated with them.
- The majority of the glass jars we use already contain a proportion of more than 50% recycled material.

Sustainable support for farmers

To be able to offer increasingly sustainable products, we must begin with crop cultivation; therefore, we support our farmers to create conditions that are as environmentally friendly as possible. That's why we have offered our North German strawberry farmers comprehensive consultation through external experts. The latter, in the context of on-site visits, give practical suggestions and assistance in the use of insecticides in accordance with the optimum protection of bees, on the use of beneficial insects to maintain biodiversity, on measures such as insect hotels and flowering meadows, and in connection with sustainable production methods. We bear the costs of the consultation services, and we consider them to be a worthwhile investment in our partnership and in our shared efforts to achieve greater sustainability.





Our goals within Pillar 1

Encouraging sustainable cultivation practices and a commitment to soil health and biodiversity, including the following measures:

- A consultancy project with German strawberry farmers on sustainable agriculture [\(see also Page 12\)](#)
- Cooperation project with the Society for International Cooperation (GIZ for short in German) on the sustainable growing of strawberries in Serbia

Certified raw materials

- 100% RSPO-certified palm oil by 2023
- 100% UTZ/Rainforest Alliance-certified cocoa by 2023 (including the transition from UTZ to Rainforest Alliance)

- 100% sustainably cultivated nuts by 2030

Packaging

- 100% recyclable primary, secondary, and tertiary packaging by 2023
- Increasing the proportion of recycled material in the glass that is used
- At least a 50% proportion of recycled material in our closure metals

Moreover, we want to continuously increase the proportion of directly sourced raw materials throughout the Group. To enable sustainable suppliers to be taken into consideration to an even greater extent, we also plan to increase the use of corresponding metrics in the selection.

NINA KIRFEL Packaging Manager

"I find the compatibility between sustainability and the requirements imposed on our packaging by product safety and the manufacturing processes incredibly exciting. Our central challenge is to consider all the aspects applicable to our products, to choose the best, and continuously improve ourselves."

Corny's new clothes

In addition to the raw materials for our recipes, we place a further focus on the use of resources for our product packaging. For example, we recently gave our Corny bars a completely new, more sustainable wrapper. The use of 14% thinner film leads to annual savings of nearly 60 tons of polypropylene – corresponding to about 3.4 million 0.5-litre PET bottles (excluding the closure). An extensive analysis of several possible materials led, after limitation to four promising options, to feasibility tests and finally to the decision to use the new packaging. During the introduction, we improved the application of the minimum shelf-life date at the same time, and changed over from classical printing to laser coding as a resource-conserving alternative.

**PILLAR 2****Net Neutral Production**

We are convinced that resolute measures are necessary to combat climate change.

Where we stand today

During recent years, we not only steadily invested in modernising our production infrastructure, but also constantly improved our data collection. In the past year, for example, our Environment and Engineering Department defined new energy performance indicators that enable us to understand the energy consumption for the various production

processes in the individual sites even better. This detailed view will help us to monitor our energy efficiency more accurately in the future and enable us to classify and control our progress in this area.

Our environment and energy management system, for which we have already been successfully certified in accordance with DIN EN ISO 14001 and DIN EN ISO 50001 for many years, forms the basis for all our operations.

**Specific performance data**

Specific energy consumption, Site 1	1,634 kWh/prod. t
Specific energy consumption, Site 2	793 kWh/prod. t
Specific energy consumption, Site 3	1,272 kWh/prod. t
Total specific emissions	262 kg/prod. t
Total specific water consumption	4.8 m³/prod. t
Total specific amount of waste	68.8 kg/prod. t

From residue to raw material

Cherry pits and to some extent raspberry seeds are left over as a residue and are not used for our products. This does not mean, however, that these residues are waste and cannot be valuable raw materials. This thought is the basis of cooperation with the Schierbecker company, which takes the pits and seeds from us to redistribute and repurpose them to yield high-quality oils and other products. In the first year of our collaboration, we sent 100 tons of pits and seeds to this sensible utilisation instead of disposing of them by incineration.



Our 2030 goals within Pillar 2

We want to make our contribution to achieving the national and EU-wide climate goals at the same time. That's why we have set ourselves ambitious targets that we will pursue with all our strength in the coming years:

- The achievement of energy-neutral and water-neutral production
- Reducing production and quality losses, together with improved inventory management (production planning and stock-holding) to achieve zero waste in our production facilities

On the way there, and in the context of our annual targets, we will concentrate on continuous progress in reducing our specific energy consumption and production losses, and a general increase in productivity and operating efficiency.

INGO BAXMANN

Manager Machine Safety & Compliance

"Saving energy is the main task in energy management. If no further savings are possible, we must identify where we can switch to alternative energy sources. The new key figures form the backbone for all of this because they allow us to identify major energy consumers, as well as quantify and monitor our progress."



From analysis to action

To sustainably reduce our CO₂ footprint, we carry out a holistic and systematic analysis of all our production sites with an external partner. By identifying potentials for optimisation, we intend to increase our energy efficiency and to noticeably reduce our CO₂ emissions. For this purpose and based on the results, we are developing specific measures aimed at continuous improvement. In this respect, in addition to absolute energy consumption, we consider in particular its distribution across heating, cooling, and electricity, among other things, and the type of energy generation and energy supply. In several phases, there are an initial quick check, an analysis of potentials on the technical and management side and, derived from these, recommendations for action that will show areas we can approach most effectively and which KPIs play a central role.



PILLAR 3

Naturally Healthy Food

We want to offer our consumers products that not only are great in taste, but also do good for us and for the planet. In short, products that conserve the goodness of nature in every respect. This claim underlies each newly-developed product and every improved recipe. In particular, we want to further increase our range of products based on fruit, cereals, wholegrain, and nuts. Likewise, we endeavour to steadily optimise the naturalness of our products – for example, by introducing additional organic ranges and reducing the proportion of highly-processed ingredients. In line with all of this, we also see it as part of our responsibility to bring our consumers closer to sustainable, healthier diets, such as a Planetary Health Diet*.



Where we stand today

We continuously work to further improve our recipes and to choose our ingredients with even greater awareness. This is the basis for our efforts to offer our consumers naturally healthy products. In this respect we already find ourselves on a good path today:

- Our GON (Goodness of Nature) Index, which we developed ourselves, acts as a central element to control the targets within this pillar and guides us when developing and reviewing our products
- Analysis of our recipes based on the Nutri-Score assessment in 2020, accompanied by continuous optimisation of our recipes

Organic by Schwartzau

Organic products can contribute to a diet that is equally good for people and the planet. Accordingly, a steadily growing organic portfolio is an integral component of our efforts to conserve the goodness of nature in our products. To be in the best possible position for this, we successfully certified as a production facility for our Schwartzau Extra Bio in 2020. In the same year, we continued to expand our organic portfolio by introducing our Corny Bio Haferlinge and adding two new flavours to our Gemüse-glück spreads.

*The Planetary Health Diet was developed by scientists of the EAT Lancet Commission to protect human health as well as the planet's well-being.



- We do not use any highly processed sugars in our jams, and produce them exclusively according to a 'homemade' concept
- Through our Hofladen jams, we create transparency regarding the producers, and shed light on the origin of the fruit for our products
- Close collaboration with our suppliers to adapt recipes with raw materials to avoid using palm oil

Our 2025 goals within Pillar 3

- Introduction of Nutri-Score on our bars and jams

Healthy Snacks

- Launch of fruit-based product lines
- Two-thirds of our product range will contain a least 30% wholegrain and/or at least 40% nuts per portion
- Reduction of ingredients such as sugar, salt, and saturated fats in our recipes by a further 20%

Natural Spreads

- Group-wide, 35% of our jams with a reduced sugar content of <40%
- Further scale-up of bee supporter jams

JULIUS SEMRAU

PDI Category Manager Natural Spreads

&

KATHRIN SCHLEGEL

PDI Category Manager Healthy Snacks

"Anyone who wants to offer healthier, more sustainable products must be willing to accept the associated challenges and find innovative approaches to solutions. The standards to which we aspire through our GON Guidelines may at first seem restrictive, but ultimately they motivate us to remain creative and to think critically."



bee careful

Bees are outstandingly important for our ecosystems. Various factors threaten their habitats and endanger the continued existence of bee colonies worldwide. Since 2014, together with our partners, we have advocated their protection through our bee careful initiative.



Our projects

Since the start of the bee careful initiative, we have been able to implement various measures to raise public awareness about bees and also create new habitats.

Implementing the biodiversity initiative 'Orchard Meadows'

Thanks to their diversity of blossoms and species, orchard meadows offer bees and other insects a wide variety of foods. To protect these valuable ecosystems, we have worked with Schleswig-Holstein's Nature Conservancy Union (NABU) to install new orchard meadows since 2019.

By planting 2,000 fruit trees, we will have created 200,000m² of natural habitat by the end of 2021 – an area equal to 28 football pitches. The project is financed by the sales of our bee supporter jams, which we specifically developed and launched for the initiative. For each jar sold, we donate €0.05 to support the project.

More information at
<https://bienenhelfer.bee-careful.com>

Nesting places and food for wild bees

Because wild bees fly shorter distances than honeybees, they rely on a nesting place in the immediate vicinity of a source of food – and thus fruit orchards offer the perfect environment. That's why we have installed wild bee hotels on the premises of our fruit farmers. We also distributed 100,000 seed-sachets with a bee-friendly mixture to our farmers in North Germany in the spring of 2020.

Learning stations all about bees and insects

We care about communicating the value of bees to people of all ages. That's why we got involved in converting a pavilion at LandPark Lauenbrück into a learning station on the subject of bees and insects. It was opened in the summer of 2021, and provides information in a modern, entertaining form available to the general public.

More information at www.landpark.de

About bee careful

We have already been lobbying via the bee careful initiative to protect bee health and fruit diversity since 2014. Like insects in general, bee colonies are in great danger worldwide because they cannot find enough food due to agricultural monocultures, the use of pesticides, and climate change. At the same time, bees are immensely important for our ecosystems and for the variety of our fruits, and thus above all for our jams as well.

For these reasons, we are making efforts, together with partners from the public sector and science, such as the bee researcher Prof. Jürgen Tautz, to support bee research, promote beekeeping, and to raise awareness about environmental topics. We continuously collect extensive background information and specialist papers about bees and their health through the initiative's digital home: www.bee-careful.com. With more than a million page views in 2020, the site has developed into a highly frequented platform for information on bees and their health.

The initiative bee careful will also play an important role in the strategic alignment of our commitment in the future as well, above all with regard to promoting sustainable crop cultivation practices and the protection of habitats. Because one thing is clear: without bees there is no fruit, and without fruit there will be no jams.

Three questions to the bee researcher **Prof. Jürgen Tautz**

Founder of the interdisciplinary research platform
HoneyBee Online Studies (HOBOS)

How has society's awareness of bees changed since the founding of bee careful?

Honeybees have become a symbol of the vulnerability of nature. Through its projects, bee careful is contributing to a realisation that bees and many other insects are indispensable for a healthy environment. Enlightenment and education go hand in hand with practical bee protection projects, whose implementation is meeting with approval in ever-increasing circles of the population.

What is the situation regarding the wellbeing of bees nowadays, in view of this changed awareness?

Honeybees and wild bees do well when they are offered an intact environment. Whole networks of living creatures benefit from it. Thus, orchard meadows with their species-rich floral splendour and complex spatial layout offer an ideal habitat not only for all the species of bees, but to up to 5,000 insect species and numerous species of spiders that build up stable populations in these conditions.



What contribution can we make as society – each and every one of us?

The actions of all of us determine our living conditions and those of the following generations. The practical sustainability and environmental protection projects that an enlightened society must do for itself are very important. As far as their circumstances allow, every individual can make their own small contribution, or can support the major projects of companies, organisations, and institutions.



A photograph of a branch with several ripe yellow apricots. The background is filled with green leaves, some in focus and some blurred. A large red circle is overlaid on the left side of the image, containing the text.

Our key figures

We have prepared selected figures for our sustainability performance in 2020. They show where we stand and form a reference point for our reporting at the same time.

Our key figures

Our employees	2020
Number of employees	
Total number of employees	917
of which female	322
of which male	595
Number of seasonal workers	
Total number	56
of which female	5
of which male	51
Type of employment relationship	
Number of permanent employment contracts	791
of which female	268
of which male	523
Number of fixed-term employment relationships (including interns, trainees and EUR 450 staff)	126
of which female	54
of which male	72
Job types	
Number of full-time jobs	843
of which female	258
of which male	585
Number of part-time jobs	74
of which female	64
of which male	10
Average number of temporary workers (per calendar week)	26.3
Employees on parental leave	
Number of employees on parental leave	27
of which female	19
of which male	8

Our employees	2020
Number of employees returning from parental leave	11
of which female	7
of which male	4
Workforce age structure	
Under 30 years of age	162
30 50 years of age	420
Over 50 years of age	335
Proportion of severely disabled employees	
Number of employees with severe disability	45
Proportion of women in management positions	
Proportion of women on the Supervisory Board	0/3
Proportion of women on the Executive Board	0/3
Proportion of women in senior management	2/16
Proportion of women among management staff	18/57
Trainees	
Average number of trainees per year	35
Number of trainees at the end of the financial years	36
Training ratio	3.9%
Advanced training (hours/employee)	
Number of hours of internal advanced training	4.6
Number of hours of external advanced training	5.2
Complaints on grounds of working practices	
Number of formal complaints regarding working practices	0
Information about the Intranet	
Monthly average visits to the Intranet	6,000
Monthly average number of Intranet articles posted	50
Number of active authors among the workforce	20

Our employees	2020
Collective bargaining negotiations	
Percentage of total workforce covered by collective bargaining negotiations	86.2%
Regular assessment	
Number of all employees who receive a regular assessment of their performance (e.g. in the form of annual appraisal interviews)	436
Incidents of discrimination	
Number of reported incidents of discrimination	0



Supply chain and materials used	2020
Freshly-processed fruit types	
Number of freshly-processed types of fruit	9
Proportion of own processing	36%
Proportion bought frozen	64%
Proportion of freshly-prepared fruit types by fruit (in %)	
Strawberries	45
Raspberries	33
Sour cherries	78
Black cherries	74
Blackberries	17
Red currants	78
Black currants	8
Damson plums	50
Mirabelle plums	100
Elderberries	0
Number of active fruit suppliers	76
Proportions of types of fruit traders (in %)	
Farmer/Cooperative	30
Processor/Cold storage	38
Dealer/Agent	32
Origins of fruit (in %)	
Poland	30
Germany	28
Serbia	16
Spain	12
Bulgaria	2
New Zealand	2
Greece	2
Ukraine	1
Morocco	1
Other	6
Number of suppliers	
For direct materials	280
For indirect materials	649

Emissionen (t)	2020
Scope 1	9,775
Site 1	2,733
Site 2	4,426
Site 3	2,616
Scope 2	7,477
Site 1	2,076
Site 2	2,405
Site 3	2,996
Total	17,252
Emissions from our own vehicle fleet (t CO ₂)	
Diesel	315.1
Petrol	10.4
Total	325.5
Specific emissions (kg/prod.t)	262

Energy & fuels	2020
New specific key energy performance figures (kWh/prod.t)	
Electricity	
Site 1	415
Site 2	155
Site 3	427
Gas	
Site 1	1,219
Site 2	638
Site 3	845
Total	
Site 1	1,634
Site 2	793
Site 3	1,272

Energy & fuels	2020
Absolute key energy figures [kWh]	
Site 1	19,463,682
Site 2	30,629,340
Site 3	22,267,134
Total	72,360,156
Energy consumption by own vehicle fleet (litres)	
Diesel	118,907
Petrol	4,488

Water (m3)	2020
Absolute water consumption	322,603
Site 1	98,493
Site 2	130,854
Site 3	93,256
of which groundwater	185,721
of which municipal water	136,882
Specific water consumption: m3/prod.t	4.8

Wastes	2020
Absolute amount of waste (t)	4,622
Specific amount of waste (kg/prod.t)	68.8
Waste to disposal (t)	87.3
Waste to recycling (t)	4,516

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