



SUSTAINABLE ACTION, IMPORTANT IMPACTS

Sustainability, Values and Responsibility



GRIESSON - DE BEUKELAER

Why sustainability is so important to us



Dear Readers,

Griesson - de Beukelaer is a family-owned business that was and is still shaped by the values of its founding family: sustainability and action with a long-term perspective are an inseparable part of our corporate character – today already in the fourth generation.

We take responsibility for our environment and future generations. Climate change, the finiteness of our resources or the importance of fair working conditions along the entire supply chain are increasingly influencing our business decisions. We set stricter and more comprehensive goals for our company and align our daily actions with them.

- We continuously work towards conserving resources and reducing waste.

- We focus on steadily reducing our CO₂ emissions.
- We adapt our working environment to the changing demands of our employees.
- We intensify our responsibility for the supply chain.
- We keep developing existing products further to make them healthier and develop new products that combine great taste and conscious nutrition. Consumers should be able to enjoy our high-quality biscuits and snacks with confidence.

We would like to show you how we implement this by presenting you with examples on the following pages.

Sincerely,
Dr. Anja Ibach, Sustainability Coordinator at
Griesson - de Beukelaer

About us

We are one of the leading companies on the European sweet and savoury baked goods market.

annual production
of **151,000**
tonnes of biscuits

1,800
employees

Tradition since
1870

3 locations:
Polch, Kahla,
Wurzen



Sustainable by conviction

We are a modern family business with a long history. And we wish to be bold in shaping our future.

Intergenerational thinking and acting are a matter of course for us. We believe that this has shaped our conviction to act sustainably and for the mutual benefit of our employees, the environment, business partners and customers along the entire supply chain. To achieve this goal, we cooperate with customers, suppliers, associations and institutions.

We are signatories to the UN Global Compact

and will report regularly and transparently on our initiatives and progress.

Our commitment to sustainability is based on four pillars:



Philosophy and Values
Product and Quality
Environment, Energy and Climate
Employees and Social Matters

Our philosophy and values

are characterised by:





Our raw materials



Our raw materials and their origin are the basis for the high quality of our biscuit specialties. We therefore make no compromises and purchase our raw materials primarily from regional, sustainable or even organic-certified sources. We fulfil our ecological and social responsibility for the benefit of present and future generations.



Cocoa and chocolate

All cocoa products that we buy for our brand products are 100 percent from sustainable cultivation. The share of sustainably produced cocoa is already at 87 percent in all brand and privat label products. For us, it is important that cocoa farmers are trained in sustainable farming methods. Doing so leads to better protection of the environment and of human rights as well as fairer pay in the producing countries. Together with the Forum for Sustainable Cocoa, we are taking part in a project that improves living conditions in the producing countries.



Forum Nachhaltiger Kakao
German Initiative on Sustainable Cocoa



Palm oil

We produce both palm oil-free products and products that do contain palm oil. Our palm and palm kernel fats are important raw materials for our doughs and creams. We procure them 100 percent from RSPO-certified sustainable cultivation of which almost the entire amount (99.3 percent) is from the “segregation” supply chain model which guarantees the traceability of all products to the cultivation area. In cooperation with FONAP, we are involved in various selected projects.



Grain

We procure our grain locally and thus avoid long delivery routes. Our growing regions are mainly located in Germany and its neighbouring countries.



Eggs

We use exclusively eggs from reliable KAT-certified laying farms with barn or free range husbandry; we switched to barn eggs as early as in 2007.



Our ambition: excellent quality

Our biscuits and snacks provide one thing in particular: maximum pleasure. This is based on the quality and safety of the raw materials and ingredients that we use for baking. Based on our commitment “Code for Food Safety, Consumer Protection & Sustainability”, we are committed to achieving goals that go beyond the legal benchmark and maximum levels. We take the initiative and actively work towards product optimisation. That applies both to our own brands and to our private label products.

Certified quality:

Our certifications and standards

We are competent partner for the development and production of brand and private label products. Numerous external reviews and audits have proven our expertise and promote our continuous development.

- BRC Grade A
- IFS 7 – Higher Level
- SMETA / Ethical Audits
- EcoVadis Silver 2020
- DIN EN ISO 50001:2018
- Organic product certification
- RSPO, UTZ / Rainforest Alliance, Fairtrade
- Customer-related audits
- Internal audits



Our code:



This is what we ensure:

- Certified raw materials
- Natural flavours
- Reduction of the sugar/salt contents
- Vegetarian and increasingly vegan products



This is what will never go into our cookies:

- GMO ingredients
- Additives such as colorants, preservatives and flavour enhancers





Manufacturing: Active in the environmental and climate protection

Packaging

We use 100 percent FSC-certified material (FSC® N003066) for our paper-based packaging materials – this has been the case since 2014 for our brand products and applies to the complete range since 2020. We started reducing the use of plastics in 2019 when we partly converted our sorting tray to FSC fresh fibre material. For the Soft Cake, one of our most famous products, we have now even completely eliminated any sorting trays. Wherever plastic trays are still necessary, we now use transparent instead of brown plastic. That ensures their optimal recycling.



376 t

of saved plastics for packaging*

Waste management and prevention of food waste

Our goal is to avoid or to recycle waste as far as possible in all production steps. To this end, we established a detailed waste monitoring system at each location. Furthermore, we maintain partnerships in the food waste sector: Our DeBeukelaer FACTORY OUTLETS are active on the “Too Good To Go” platform. On this platform, consumers can buy food shortly before its expiration date or products with a high rate of broken pieces. In addition, we have been supporting food banks regularly all over Germany by donating our sweet and savoury biscuit products.



Energy consumers are regularly tested for their efficiency and are further optimised with the best possible economically justifiable techniques..



21%

reduction in CO₂-emissions at our production sites*



CO₂ and energy optimisation

We save energy and CO₂ in our plants by applying a variety of measures, for instance using LED lights, heat recovery or generally by optimising our machinery and equipment to use as little energy as possible. Our plants are equipped with combined heat and power plants and photovoltaic systems to generate sustainable energy for their own use. We

have been certified according to the international energy standard DIN EN ISO 50001 since 2014.

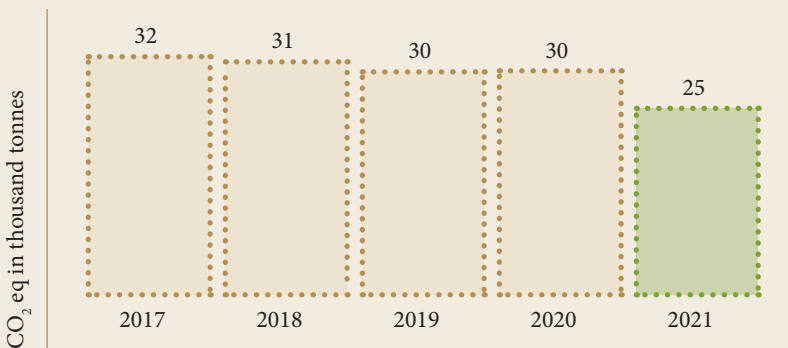
We are constantly trying to minimise the consumption of fresh water as far as our strict hygiene regulations allow. This is done, for example, by eliminating permanent consumers and by raising the awareness of our employees for options to save water.

Reduction of CO₂ emissions from 2017 to 2021

In 2021, GdB committed itself in the context of the international Science Based Targets Initiative (SBTi) to implementing short-term emission

reduction targets across the company in line with climate science. The objectives were submitted for validation in June 2022.

Emissions of the locations



Observation period 2017-2021

Greenhouse gas emissions Scope 1 & 2 as CO₂ equivalent (CO₂ eq), market-based approach

* In the period from 2018-2021



GdB as an employer

Our employees are an important part of our success. A fair conduct, respect and appreciation are not only optional features of our daily work. We wish to keep our team in the company for a long term and promote a corporate culture marked by mutual respect and appreciation. We consider occupational health and safety to be a duty of the company management. It includes a structured health protection and ensuring safety at work as well as numerous additional programmes such as occupational health days and health examinations by company doctors.

We are dedicated to lifelong learning: Our extensive personnel development programme enables high-quality education and training at all locations. Whether at the beginning of a person's career in one of our apprenticeships, dual study programmes or during the person's professional life, for example for the development of executives: our goal is a tailor-made talent management. A comprehensive feedback process and individual development plans are just as important to us as a detailed and controlled onboarding process.

Social commitment

We support various organisations that are active in the vicinity of our locations in several charitable projects, including Die Tafel e.V. (food bank), DRK Blutspende (blood donations), Freiwillige Feuerwehr (volunteer fire brigade) and the Girls' and Boys' Day with different profession). We are locally involved in the events and cultural activities of local sports and music clubs.



The facts speak for themselves:



BGN award-winning plants since 2014



Average employment period in the company: 10.8 years



> 40 safety officers



Corporate health management since 2007



202 training officers and 13 trainers



Corporate pension scheme



Great work-life balance through flexible working time models

These are our benchmarks

We need to have clear goals to move forward. Each department and every division in our company have their own goals and work to continuously improve their performance. We would like here to show you what are the goals that guide us, particularly in relation to sustainability. Since we started setting our goals in 2018, 2017 is used as the baseline year against which we measure our progress.



Philosophy and Values

Achieved in 2021*

97.5 % of our suppliers (raw materials, packaging, production-related service providers) have signed a code of conduct or have passed the SMETA social audits

Next goals

Extending the due diligence management towards our contractual partners



Product and Quality

Achieved in 2021

100 % FSC®-certified packaging material

98.4 % recyclable packaging material

Next goals

2023: 100 % of our articles are packed in recyclable material

2025: 20 % less plastic for branded packaging**



Environment, Energy and Climate

Achieved in 2021*

21 % reduction of the CO₂ emissions at our production sites between 2018 and 2021

Next goals

2025: Activities at all our production sites are made climate-neutral. Our path to achieve that: avoid and reduce our own CO₂ emissions (Scope 1 + 2) – compensate for the unavoidable residual emissions with CO₂ certificates.



Employees and Social Matters

Achieved in 2021*

84 trainees in 7 occupations

Rate of trainees kept on after their apprenticeship: 96 %

Industrial accident rate*** per 1,000 employees: 16

Next goals

Reduction of accident rate at work*** to zero

100 % of trainees kept working for the company after their apprenticeship

Deadline 31/12/2021

** Baseline year 2017

*** Number of reportable accidents per 1,000 employees

Our brands deserve your trust



LEICHT&CROSS

Our LEICHT&CROSS range of crispy breads is both crispy and delicate thanks to our unique crispy bread recipe – these products are vegan, were awarded the “A” nutritional score level and the packaging is very well recyclable.



Prinzen Rolle

We buy cocoa and palm oil exclusively from sustainable cultivation for our Prinzen Rolle product and thus make an important contribution to our environment and the living conditions of the cocoa farmers.



Griesson Chocolate Mountain Cookies

Since the middle of 2022, we have been using paper-based trays for our Griesson Chocolate Mountain Cookies instead of the commonly used plastic packaging.



Cereola

Cereola means a treat that does good. Good for the people and the environment - with fair trade cocoa, packed in a sustainable paper tray.

