


**SUSTAINABILITY
REPORT
20 | 21**



**SURPASSING
OURSELVES
OUT OF LOVE
FOR PEOPLE
AND NATURE.**

SEEBERGER

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Dear reader,

This Sustainability Report covers a period when we had to “surpass ourselves”. The Covid pandemic changed our working life at high speed. Usual processes? They had to be thrown away overnight. Every employee was affected, from the plantations where our produce is grown to the individual workstations at our Seeberger locations.

We have transformed our places of work, moving out of offices to work from home. We have altered working hours, changed our communication, drawn up and followed rules for video conferencing, abandoning our usual habits and routines. We have found solutions to a previously unknown challenge in the shortest time.

Together we have mastered this crisis. It was not easy – it took a lot of effort. It was possible because each and every one of us has shown a unique dedication. Accordingly, we would like to express our heartfelt thanks once again to all “Seebergerites”.

OUR PROMISE

» FOR A BETTER PLANET «

During the Covid pandemic we learnt that we can surpass ourselves. But it also slowed us down. With regard to key sustainability issues for the Seeberger supply chain, for example, because we were not able to travel to our supply partners in the source countries. For a common understanding of sustainability, however, nothing beats face-to-face conversations on the ground.

You see it every day: climate change is affecting the Earth. We are seeing it too, with record-hot summer days, droughts across whole swathes of farmland and fields and dangerously dry forests. What can we do?

You may remember: we made a promise in our last Sustainability Report. It is on a lot of our packaging: “For a better planet”. In the report we also described how we would honour this promise. Our customers not only expect “a piece of nature” of the best quality in every Seeberger packet – but more.

Seeberger products are products from nature. We are responsible for preserving the fertile earth in which they grow. Our philosophy requires us to handle resources in the source countries in a way that will enable many generations to come to harvest premium natural products there.

SUSTAINABLE PACKAGING?

FOR US A QUESTION

OF RESEARCH

We have managed to honour much of our promise: more and more Seeberger packaging bears our logo “For a better planet” with protective hands around the leaf and globe. We are reducing packaging material and changing its composition to increase recyclability. And we are researching alternative, sustainable packaging solutions with exciting partnership projects like the “HolyGrail Initiative”. Our goal is the perfect circular economy. Ambitious? Definitely. Read more in our “Circular Economy” section (from page 18). The impact of climate change is becoming ever more noticeable. So it is all the more important that we have been able to reduce our relative emissions. There is more information in the “Climate Protection” section (from page 56).



CLEMENS KELLER



RALPH BERANEK



GERALD LINDINGER



RAPHAEL STEINBERG

NOT ACTUALLY A CHALLENGE FOR US: THE GERMAN SUPPLY CHAIN DUE DILIGENCE ACT

We say: Sustainability is deep rooted at Seeberger – and has been for more than 175 years. Our supply chains today are highly complex and more fragile, while the demands of our customers are growing. And that’s a good thing! Because of course we want to meet these demands and grow as a result.

Alongside high expectations of our product quality, customers want to know that they are produced in compliance with human rights and environmental protection. These are conditions that we have agreed with our suppliers a long time ago. Nevertheless, concrete implementation of all open tasks needed to fulfil the German Supply Chain Due Diligence Act (LkSG) is right at the top of our agenda.

Although we are not affected by the LkSG because of the size of our company, we want to fulfil these conditions in full. We are already well on the way. The “Supply Chain Responsibility” section outlines how we are approaching the remaining tasks (from page 40).

The “Community” section (from page 68) explains how we have initiated a cultural change to address the positive impetus for modern and attractive work environments as a result of the Covid pandemic.

WE ARE A STRONG COMMUNITY

We have also gained many new colleagues in recent years through company acquisitions. We also report on how we have started the structural process to create a new Seeberger community culture.

What motivates and emboldens us? Megatrends like healthy and sustainable eating are now centre stage in society, precisely because of the pandemic. We can see it in our sales figures: people want high-quality, healthy food that they can trust: our natural products! We want to continue to live up to this trust. That doesn’t just apply to our customers by the way. It also goes for our many “Seebergerites”, who are the ones who make our great products possible at all locations and in all the supplier countries.

To do this, we will continue to rely on courage, motivation and our strong Seeberger community.

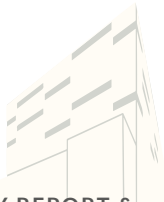
*We hope you enjoy the read,
Clemens Keller, Ralph Beranek,
Raphael Steinberg, Gerald Lindinger*



OUR COMPANY



TRADITION & FUTURE



1844

FOUNDING BY CHRISTOPH SEEBERGER

The Seeberger success story begins on the Danube: in Ulm. That's where Christoph Seeberger opens a general store on Pfluggasse. As a former Free Imperial City, Ulm is ideally placed on the old trading routes and is seen as a safe, cosmopolitan trading city.



1983

OPERATIONS MOVE TO THE DONAUTAL INDUSTRIAL AREA

Seeberger moves back to Ulm. In the Donautal industrial area the company finds ample space to expand for the strong growth.

1882

COFFEE ROASTING BUSINESS ON ULM'S MARKTPLATZ

Coffee becomes the people's drink. Son Friedrich Seeberger exploits this development, opening a coffee roasting business in the best spot on Ulm's main square, Markt-platz.



1984

EMPLOYEE-PARTICIPATION MODEL

Seeberger is one of the first companies in Germany to introduce the innovative employee-participation model. The workers have been involved in the company's success and capital ever since. This makes them stakeholders in the business.

1949

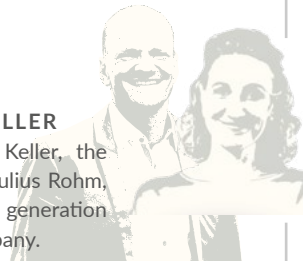
JULIUS ROHM TAKES OVER THE COMPANY

After the death of Friedrich Seeberger, Julius Rohm Snr takes on the business and the five employees. His first and perfect step: the experienced importer and exporter revitalises the coffee roasting business.

2001

ENTRY OF CLEMENS KELLER

With Clemens Keller, the nephew of Dr Julius Rohm, the third owner generation enters the company.



1952

FOCUSING

The company moves to Magirusstraße and gets out of the food wholesale business. The focus is now exclusively on the import of coffee, dried fruits and nuts. Specialising in two business areas at the premium end of the global market is the basis for steady expansion.

2004

160TH ANNIVERSARY

A moving year: on the one hand, Seeberger celebrates its 160th anniversary and a cutting-edge coffee roasting plant is commissioned. But the company also mourns Julius Rohm Snr, who passes away at the age of 91.

1975

ENTRY OF DR JULIUS ROHM

The economist Dr Julius Rohm, son of Julius Rohm Snr, joins the company. The company's own food-chemical lab and a modern computer system set a course for strategic corporate development.



2010

FOUNDING OF SEEBERGER FAMILY

Alexandra Keller, wife of Clemens Keller, bundles the various employee benefits under the umbrella of Seeberger Family: "We value our employees and offer them a family environment outside of wages and salaries".

2013

1ST SUSTAINABILITY REPORT & NEW HIGH-BAY WAREHOUSE

Always part of the company's approach, sustainability is now explicitly defined as an integral part of corporate strategy and is documented in the first edition of the Sustainability Report. Seeberger has been reporting on its progress every two years since then. Seeberger also expands its location: In addition to a modern high-bay warehouse with 23,000 pallet bays, the biggest single investment in the history of the Seeberger family company also delivers additional office space and a new lab on the adjacent site purchased back in 2003. The imposing bridge of some 100 metres in length is the link between the new central warehouse and the existing plant.

2014

FOUNDING OF STERNSCHNUPPEN FÜR KINDER

Seeberger shareholder Clemens Keller and his wife Alexandra set up the private and independent foundation "Sternschnuppen für Kinder" ("shooting stars for children") in 2014. Decisions about the foundation's projects are made without reference to economic interests. The foundation helps children and young people in difficult circumstances in the countries where our products are produced.

2015

EXPANSION OF THE COFFEE BUSINESS WITH BUSINESS AND CORPORATE CUSTOMERS

With the takeover of a competitor in "Office & Vending", i.e. the supply of coffee and snacks in the workplace, Seeberger is evolving from a regional to a national supplier in this business area too.

2021

SEEBERGER GENUSSWELT IS OPENED

The unique centre for Seeberger customers from the catering industry, corporate customers and national and international food retailers opens its doors. Consumers also find a comprehensive selection: the "Genussmarkt" showcases every product from the extensive Seeberger range. Seeberger products ensure relaxed enjoyment in the company's own café and guest restaurant, while the employee restaurant also serves freshly cooked dishes from the company's own kitchen.

1979

FROM WHOLESALER TO BRAND

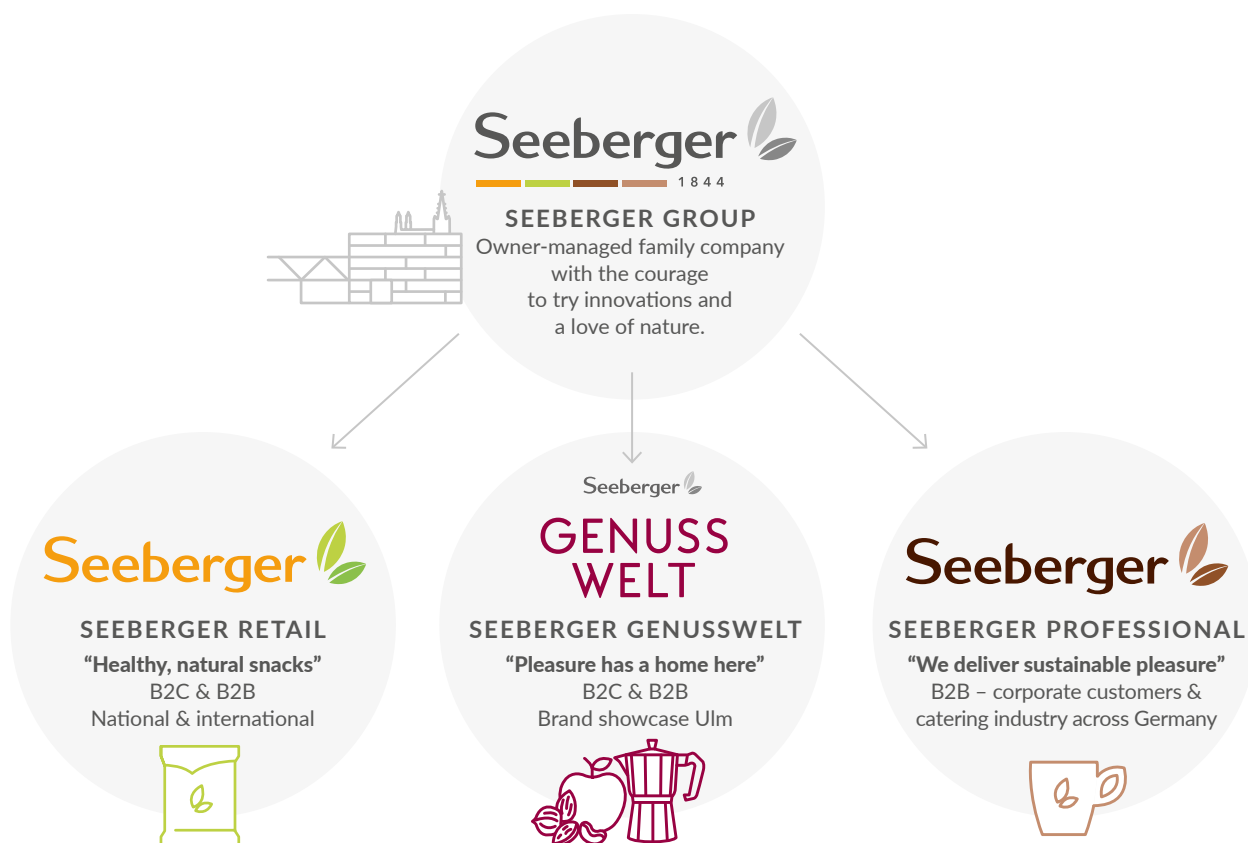
The company's image is thoroughly modernised. The new, modern lettering becomes the expression and guarantee of everything that sets the company apart. With tradition and quality the name of Seeberger becomes a strong brand.

2010/2011

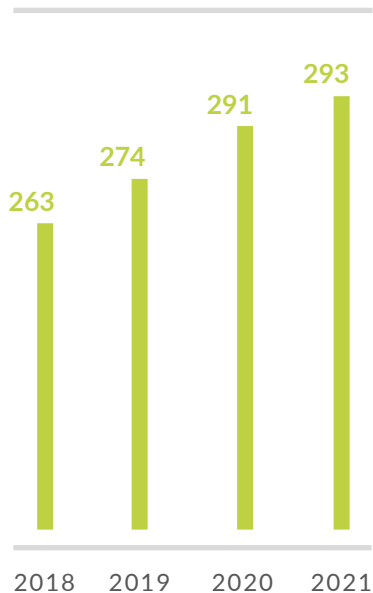
NEW BRAND IMAGE

New decade, new brand image. The Seeberger appearance is completely redesigned in two business areas and is received with enthusiasm by customers and consumers.

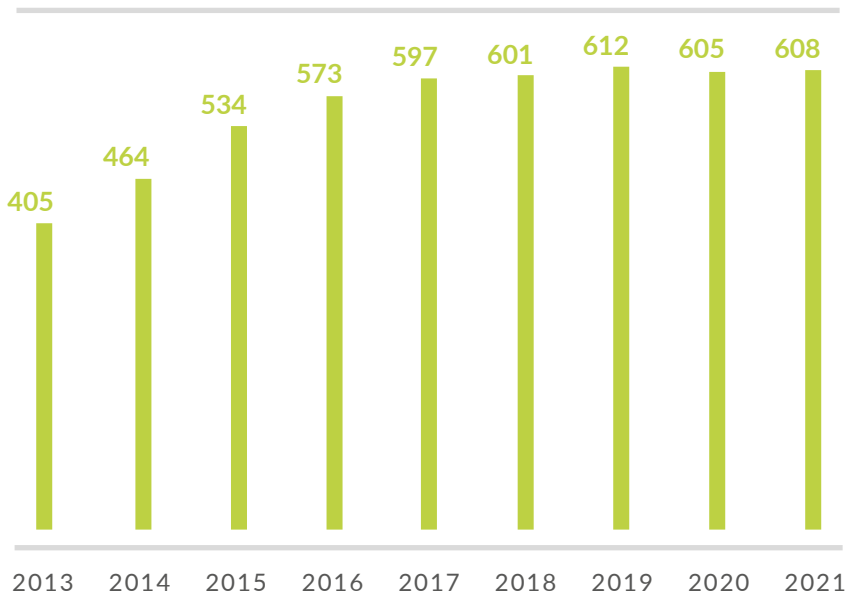
SEEBERGER CORPORATE GROUP AT A GLANCE



Turnover
Seeberger GmbH -
Group (in € mill.)



Employees (FTE = full-time equivalent)



SEEBERGER MARKETS



AUDITS AND AWARDS

Audits 2020

- >> IFS 6.1.: higher level
- >> Organic certification GREEN coffee range, cacao, muesli, porridge, fruits, tea, raw sugar sticks, nuts, grain, seeds
- >> Fair trade for coffee

Audits 2021

- >> IFS 6.1.: higher level
- >> Organic certification (also: Mango and Nut-Fruit Mix)
- >> Fair trade for coffee

Product awards

Winner
in the category
**TRAIL MIXES /
NUT-FRUIT MIXES**



Winner
in the category
NUTS



2020

2021

NATUR WELT



NATURWELT – OUR SUSTAINABILITY STRATEGY

Whether we're buying new lighting systems, adjusting machine processes, travelling to work by JobBike or negotiating new Conditions of Purchase with suppliers: sustainability issues are a constant presence in our working life. A new Sustainability Report means that we are evaluating our overall performance, however. Have we achieved our sustainability goals? How much progress have we made? Have there been setbacks? What factors affect results?

Public awareness of sustainability issues grew during the pandemic. Good for our natural products! At the same time, we had to change complete work processes, which takes time. One of our most significant sustainability issues is packaging. Covid caused lengthy waiting periods for tests and delivery dates for sustainable packaging material. The impact of this on the market only became apparent later on. We cannot let that hold us back though.

Important impetus for our sustainability strategy comes from the new German Supply Chain Due Diligence Act (LkSG): is it right to organise our issues in terms of geographic action fields if sustainability has no limits? We have restructured our activities as a result.



VERENA SCHÄDLER
SEEBERGER
SUSTAINABILITY OFFICER

Greater transparency in the supply chain and during the pandemic as well? To achieve this we have refined our Supplier Questionnaire and the Sustainability Guidelines for suppliers and will communicate these better.

More communication: that also means internally. We have enhanced sustainability communication with fixed points of contact in Corporate Marketing. Employees are also informed about the latest news relating to our sustainability issues under the heading "NaturWelt" in the employee magazine.

More communication? We also want that with you, dear reader. Please let us know if you have any questions or suggestions about our sustainability issues or this report.

We look forward to hearing from you!

The Seeberger Sustainability Report: reporting standards, partnerships and memberships

>> UNITED NATIONS GLOBAL COMPACT:

The United Nations global sustainability initiative. By participating in the UN Global Compact, Seeberger has been supporting the ten universal principles for human rights, labour standards, environmental protection and fighting corruption since 2015.

>> ILO CONVENTIONS:

The International Labour Organisation (ILO) is a specialised agency of the United Nations. In its standards, especially the core conventions, it formulates international labour and social standards for social justice and fair globalisation and decent work as a central prerequisite in combating poverty. The ILO Standards are the basis of the Seeberger Conditions of Purchase.

>> UN SUSTAINABLE DEVELOPMENT GOALS (SDGS):

Seeberger reporting has been based on the UN Sustainable Development Goals since 2016/2017.

>> GLOBAL REPORTING INITIATIVE (GRI):

Basis of Seeberger reporting since 2013.

Our stakeholders



EMPLOYEES



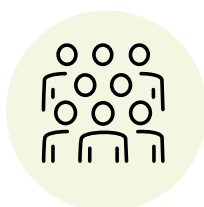
CUSTOMERS



CONSUMERS



SUPPLIERS



SOCIETY



POLITICIANS

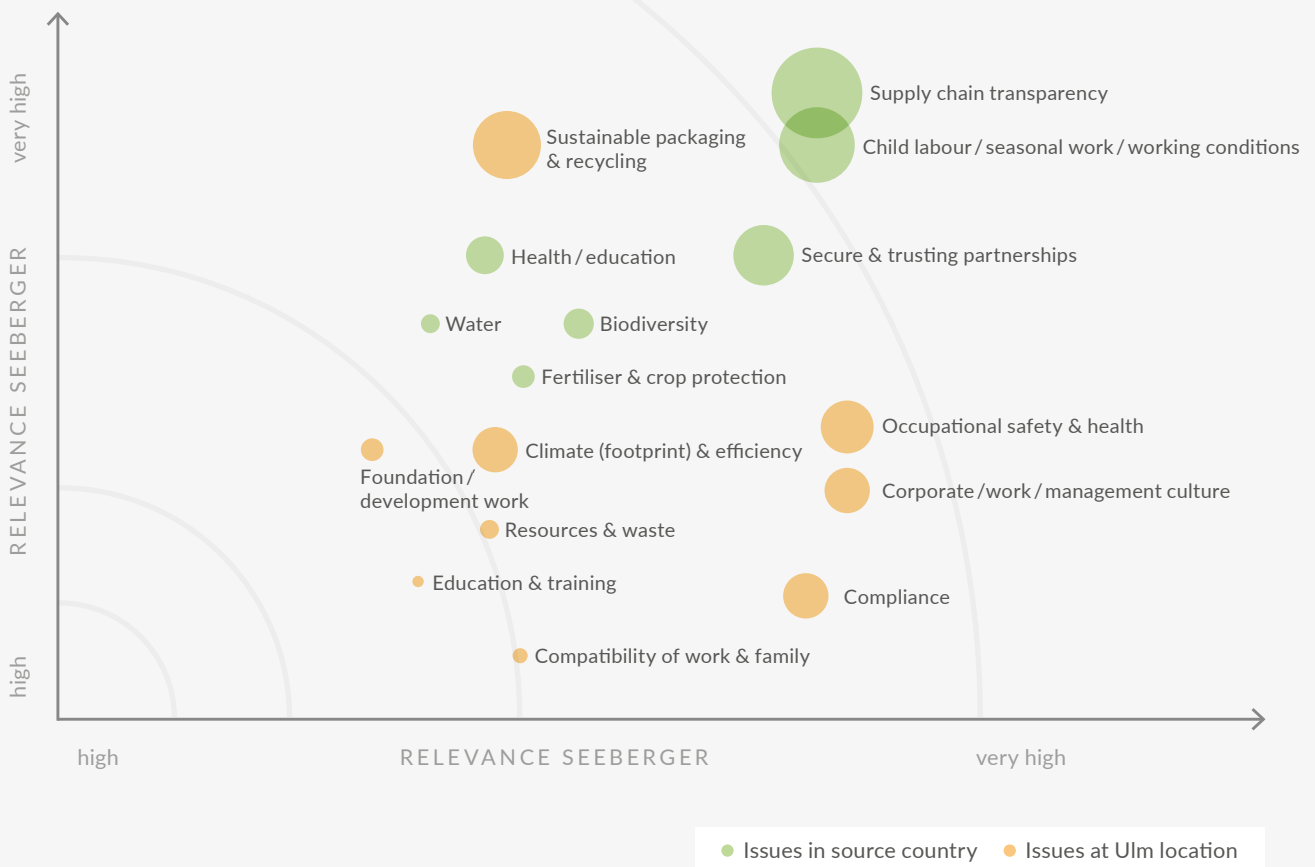


ASSOCIATIONS & INITIATIVES

What issues are important to our stakeholders? We check regularly by talking to our stakeholder groups. Where do they expect solutions and involvement from us? Our Materiality Matrix makes that clear. We derive

our focus issues for the sustainability strategy from the matrix. We align our sustainability activities relating to the stakeholder issues with the Sustainable Development Goals of the United Nations (SDGs).

Our Materiality Matrix



NaturWelt – our sustainability strategy

Our planning for how we want to become more sustainable takes place under the umbrella of “NaturWelt”. We used to organise our sustainability issues into the geographic action fields of “Ulm location” and “Food suppliers in source countries”. However, it is now obvious, not just because of the pandemic but also due to the tangible impact of climate change: sustainability has no limits. For this reason, we will be organising our strategy into overriding themed action fields from now on. All previous reporting standards and of course our goals continue to apply.

THE PREVIOUS GEOGRAPHIC ACTION FIELDS

FOOD SUPPLIERS
IN SOURCE COUNTRIES

ACTION FIELDS
ULM LOCATION



HAVE BECOME FOUR NEW THEMED ACTION FIELDS

CIRCULAR ECONOMY

SUPPLY CHAIN RESPONSIBILITY

CLIMATE PROTECTION

COMMUNITY

The Seeberger sustainability strategy

OUR FOUR ACTION FIELDS

CIRCULAR ECONOMY



VISION → WE WANT TO CLOSE LOOPS

	SUSTAINABLE PACKAGING			NO FOOD WASTE
Our strategy	// USE RECYCLABLE MATERIALS	// REDUCE MATERIAL	// USE ALTERNATIVE MATERIALS	// NO FOOD WASTE
Our goals by 2025	100 % of Seeberger packaging in the range is recyclable	Reduce fossil fuels by 20 % across the whole product lifecycle	Alternative packaging materials without compromising product protection	Keep food waste in the production process below one percent

>>> "HolyGrail" Initiative



SUPPLY CHAIN RESPONSIBILITY

VISION → WE WANT 100 % TRANSPARENCY IN THE SUPPLY CHAIN

Our strategy	// ENSURE TRANSPARENCY	// CREATE COMMITMENT	// EXPAND PARTNERSHIPS
Our goals by 2025	Introduce transparency analysis and carry out annually Set up risk analysis in accordance with LkSG and carry out annually Introduce public complaint system	Revise and update the Conditions of Purchase	Increase number of direct contacts Create added value locally

>>> "BioVal" Initiative

>>> Foundation of the owner family "Sternschnuppen für Kinder"



CLIMATE PROTECTION

VISION → WE WANT A CLIMATE-NEUTRAL SUPPLY CHAIN

Our strategy

// MEASURE EMISSIONS

// REDUCE EMISSIONS

// OFFSET UNAVOIDABLE EMISSIONS

Our goals by 2025

Create an annual climate footprint for the company

Create three product climate footprints as an example

Reduce CO₂ emissions by 10 % compared to the base year 2019

Make the company climate-neutral from 2022



COMMUNITY

VISION → WE WANT TO BE AN ATTRACTIVE AND SOUGHT-AFTER PARTNER

Our strategy

// STRENGTHEN OUR BINDING CORPORATE CULTURE AND VALUES

// CREATE ATTRACTIVE WORK ENVIRONMENTS

Our goals by 2025

Establish the "ONE SEEBERGER" project to strengthen our sense of community. Project goal: expand the "Seeberger Family" employee programme across the whole Seeberger Group

Establish a uniform management culture for the whole Seeberger Group

Expand and adapt employee participation across the whole Seeberger Group

Encourage and require achievement, in order to be successful together

Devise and adopt the "Mobile Working" company agreement

Establish a transparent and motivating salary structure

Establish the "New Work" working group to focus on networking and cooperation

CIRCULAR ECONOMY

VISION →

WE WANT TO CLOSE LOOPS



>>> SUSTAINABLE PACKAGING

>>> NO FOOD WASTE

TECHNICAL CYCLE

BIOLOGICAL CYCLE

Our strategy



USE RECYCLABLE MATERIALS



REDUCE MATERIAL



USE ALTERNATIVE MATERIALS



NO FOOD WASTE



Our goals by 2025

100 % of Seeberger packaging in the range is recyclable

Reduce fossil fuels by 20 % across the whole product lifecycle

Alternative packaging materials without compromising product protection

Keep food waste in the production process below one percent



>>> "HolyGrail" Initiative

We are guided by the following SDG



Promote circular economy

The principle of the circular economy is based on the example of nature. This is where what we live by as a company is created: high-quality natural products. Our responsibility to use natural resources carefully thus applies wherever our products are grown, processed, packed and shipped.

Our standard is “cradle to cradle” or: the perfect circular economy

In the perfect circular economy there is no waste. Products are manufactured in such a way that they can become new raw materials and products again with no loss of quality. The circular economy conserves resources, reduces harmful greenhouse gases and could solve the global waste problem. This process functions in two systems:



TECHNICAL CYCLE

Once they can no longer be used, consumer goods are broken down into technical nutrients, which are then used to produce new consumer goods.



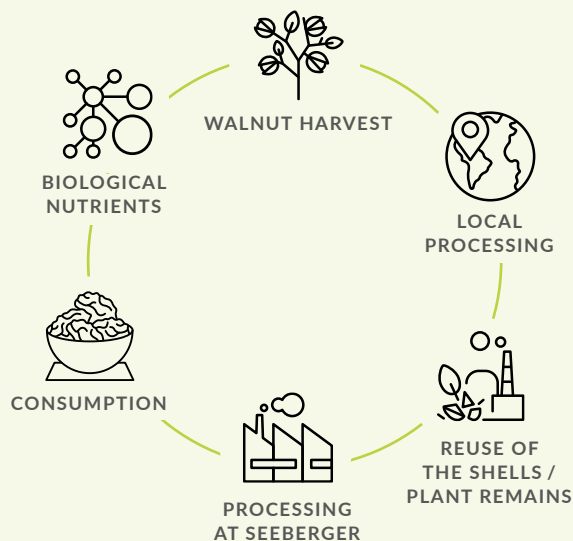
Seeberger packaging

Our premium natural products have to reach customers safely and in the best quality. This requires excellent packaging. This also applies increasingly to its sustainability. In our pursuit of sustainable packaging we are guided by the principle of the circular economy. Our goal is for our packaging to be 100 % recycled and reused as recyclate wherever possible.



BIOLOGICAL CYCLE

The raw materials used for consumer products biodegrade into biological nutrients after use. They are used to support plant growth of renewable raw materials for new products, for example.



Seeberger natural products

Food like our natural products is already part of the biological cycle from its production and use to its decomposition.

VISION →

WE WANT TO CLOSE LOOPS

We want to achieve a circular economy precisely where we are using and influencing resources, the environment or climate. And where we can effect the most change: with the Seeberger packaging and the production processes for our natural products from the source country to the packaging. We are working hard on this. And with success. For example: we have already converted 94 percent of our flat bag packaging to recyclable monocomposite film. Additionally: we currently lose less than one percent of the supplied raw product across the entire production process.

Our goals are ambitious. We keep a close eye on what developments we can use. This applies to promising solutions wherever we use packaging. That means from the production and packaging of raw products in the source countries, to processing and repacking for retail or catering and, finally, each Seeberger pack opened by our customers for that moment of Seeberger pleasure.



HOW DO WE DO THAT?

>>> SUSTAINABLE PACKAGING

>>> NO FOOD WASTE

Our strategy

TECHNICAL CYCLE



USE
RECYCLABLE
MATERIALS



REDUCE
MATERIAL



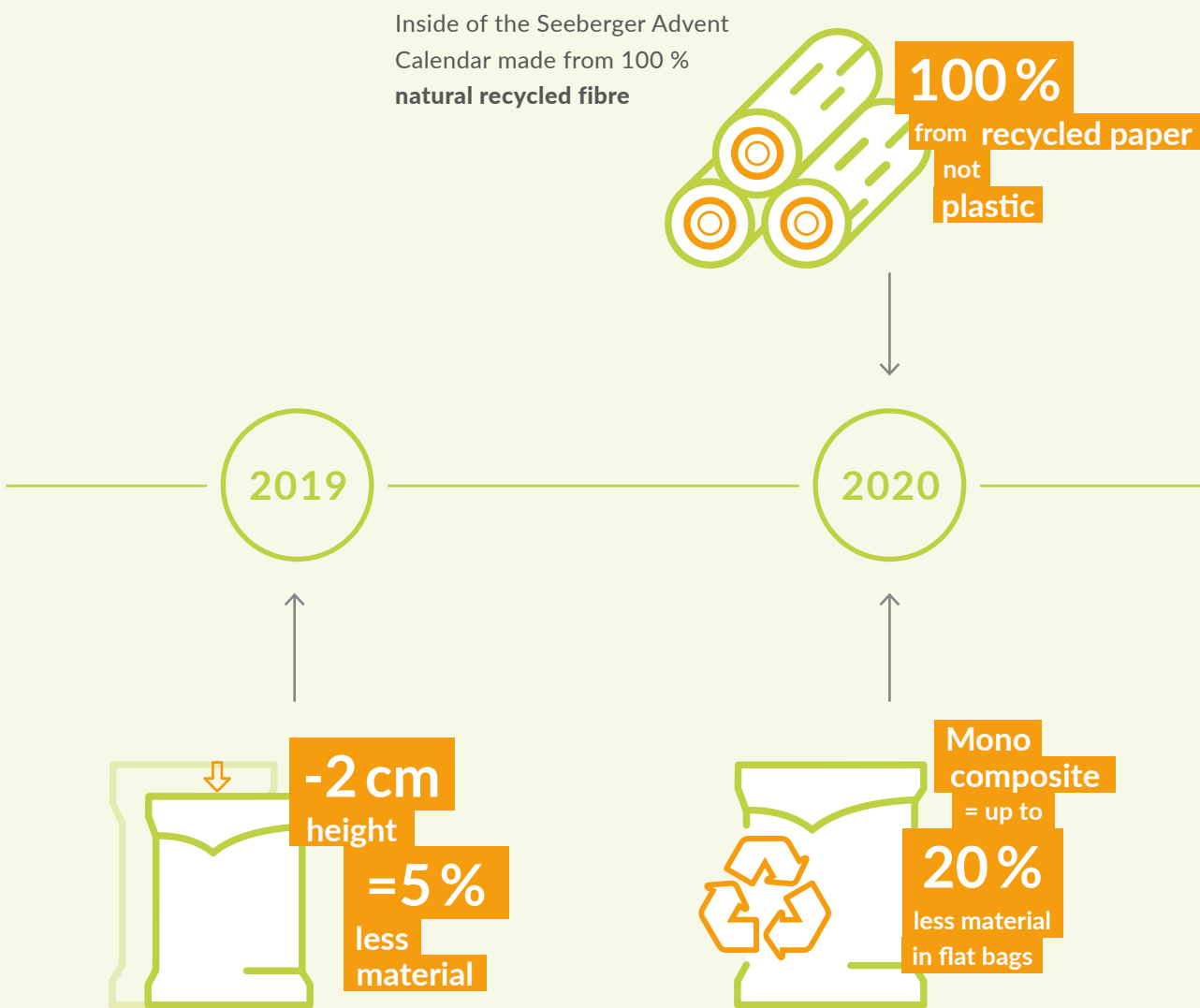
USE
ALTERNATIVE
MATERIALS

BIOLOGICAL CYCLE



NO FOOD
WASTE

What have we achieved so far?
Our milestones on the road to circular economy -
in our Retail division

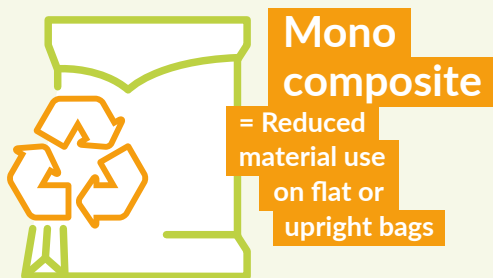


Material reduced on 13 of our so-called doypacks – the zip-close packaging (e.g. Luxury Nut and Raisin Mix 150 g). The bag height was reduced by 2 cm, which equates to a material saving of around 5 %.

Around 90% of products in **flat bags** switched to a **recyclable monocomposite film**, which also reduced material use by up to 20 %.



Six of our zip-close bags with low grammage will be produced without the zip from spring 2022. This will enable us to **save 2 tonnes of material** a year.



Other products in **flat and upright bags** switched to **recyclable monocomposite film**, while also reducing material use.

>>> SUSTAINABLE PACKAGING

How does the circular economy work here?

A soft apricot, a crunchy cashew nut: Seeberger packaging has to provide maximum protection for our unique natural products. Preserve aromas, protect against harmful germs and ensure optimal shelf life – those are our key tasks.

Can more sustainable packaging materials achieve that? Can we use less and thinner material, for example? Are there feasible alternatives made from renewable materials? How do we reduce material losses in the production process to conserve resources better? What if

a sustainable, eco-friendly film cannot withstand technical processing, for example? A classic conflict of goals, because production must continue without delays and with the usual quality.

These are questions that have to be resolved by our Development team for more sustainable Seeberger packaging. That's why we are working across departments and on an interdisciplinary basis, looking at ideas for better, more sustainable packaging. And together they are agreeing ambitious, but realistic goals along the way.

>>> SUSTAINABLE PACKAGING

Our strategy



1

USE
RECYCLABLE
MATERIALS



2

REDUCE
MATERIAL



3

USE
ALTERNATIVE
MATERIALS

Stages in the product lifecycle of a walnut





1

USE RECYCLABLE MATERIALS



HOW DO WE DO THAT?

Our goal by 2025

100 % of Seeberger packaging in the range is recyclable

→ PREMISE: OPTIMAL PRODUCT PROTECTION FOR TASTE, AROMA AND SHELF LIFE EVEN FOR LONG PERIODS



Sales packaging

We avoid plastic combinations in sales packaging to increase recyclability. Just one polymer type should be used for all the packaging if functionally feasible. We want to use composite packaging, i.e. combinations of plastic and other material types (paper, cardboard, metal), as little as possible. Especially if they cannot be separated easily by consumers for disposal. We are also checking what proportion of recycle we can use to manufacture our sales packaging. This includes packaging made from reused household, industrial or commercial waste, for example.



Raw product packaging

We are working with producers and suppliers in the source countries on sustainable solutions for raw product packaging. Our raw products come to Ulm in a variety of packaging. We also want to design this packaging to comply with the principles of the circular economy. But that is no easy task. We are working with different suppliers, whose customers in turn have individual requirements. In 2022 we also started a project: we want to increase the amount of monocomposite film in raw product packaging. Monocomposite films are highly recyclable, which makes them ideal for reuse. Because of this, we are developing a sorting system that will enable us to identify them safely and dispose of them separately when unpacking in the production process. Then we want to expand the amount of monocomposite film being used by our suppliers and convert deliveries accordingly.



Outer packaging

We are optimising our outer packaging for retail and catering. We are increasing the amount of recycled paper in cardboard packaging and only using fresh fibre to the extent necessary to ensure box stability. We determined in a transport test: boxes become unstable if the proportion of recycled paper is too high. In 2022 we began a project to check the feasibility of using our high-quality boxes in a returnable system.



Other packaging material

We are also looking critically at the supplementary material we use for packaging: can we use more sustainable sleeves, labels, zips? The best option is to use the same substance for the packaging and supplementary material, as this increases recyclability. We are working on it.



Waste management

We want to continue optimising the sorting and disposal of packaging and working materials in the production process and at locations. In logistics we endeavour to sell transport pallets we can no longer use as a food manufacturer.



Recycling loop for water filters

We have established a new process in our Business Customer division, where filter cartridges are used for water dispensers: the cartridges for common manufacturers are now collected in boxes at our locations and taken back by the manufacturer. They thus enter the recycling loop, and waste is avoided.

We are pleased that the cartridge manufacturers offer this option, enabling us to be part of the circular economy.



2

REDUCE MATERIAL



HOW DO WE DO THAT?

Our goal by 2025

Reduce fossil fuels by 20 % across the whole product lifecycle

→ PREMISE: MONOCOMPOSITE FILM PREFERRED. IF THAT'S NOT POSSIBLE, WE TRY TO USE THINNER FILMS.



Sales packaging

- » We check whether packaging elements can be replaced or removed, such as zips up to a certain bag size, for example.
- » We reduce packaging thickness with new, thinner generations of film. Our films are produced in Europe; most films and bags come directly from Germany or Austria. This keeps transport routes short – reducing emissions of climate-damaging greenhouse gases.
- » Good ratio: we check the ideal bag height in relation to the ideal fill level. The bag height or size for a product can be reduced depending on the amount of air or size of the product and the technical requirements for the packaging.
- » On the packaging we've switched to monocomposite film, we've saved up to 20 percent of the packaging material we previously used. 94 percent of our flat bags are currently made from monocomposite film.
- » No losses: we are working on minimising material losses in the production process. Our goal is to keep film loss on the packaging machines below one percent.



Raw product packaging

- » We communicate regularly with our producers and suppliers in source countries – including about raw product packaging.
- » Our sustainability requirements in terms of packaging material are also part of the Sustainability Guidelines for suppliers in our Conditions of Purchase.
- » In 2022/2023 we want to analyse the current raw product packaging, separate/sort it accordingly and switch as much raw product packaging as possible to mono-material.



Outer packaging

- » We use optimised secondary packaging, e.g. cardboard that is produced as thinly as possible.
- » Thanks to a new stretch film for pallets and optimised machine settings, we have reduced our annual film use of around 20 tonnes by 45 percent.
- » We are reducing the amount of glue used to seal the boxes. Our goal: to save 20 percent of the glue while retaining the same quality.
- » Does it still make sense to have scanner strips on displays? We are dropping them in national retail stores from 2022, saving 5 tonnes of plastic a year in the process.

Sustainable packaging: classic conflict of goals

By removing the zip from small packs (60–80 grams), we can save 13 percent of the material per pack. That equates to two tonnes of plastic a year. Removing the reseal stickers would also help to save material and increase recyclability. Getting rid of small packs altogether would also be more sustainable in principle. Cons: our customers want healthy, aromatic products in practical, resealable and also small pack sizes.





3

USE ALTERNATIVE MATERIALS



HOW DO WE DO THAT?

Our goal by 2025

Alternative packaging materials without compromising product protection

→ PREMISE: OPTIMAL PRODUCT PROTECTION IS STILL GUARANTEED.

Paper as an alternative renewable raw material

We are looking into useful applications of renewable materials such as wood and testing the use of paper instead of plastic. For example, we use recyclable crumpled paper for packing, rather than bubble wrap, polystyrene chips or moulded polystyrene. Our cardboard packaging is made from a high percentage of recycled paper. Where possible, we also use FSC and carbon-neutral paper for print material and sustainable materials for our advertising. We prefer regional suppliers for their production.

Paper is an excellent material for our highly technical packing plants. Nevertheless, we are also testing the use of paper for product packaging. Our previous feasibility testing on our packing plants looked at various types of paper packaging. Unsuccessful so far unfortunately. This is because paper is intrinsically highly sensitive and requires very special handling. In addition to a paper that has a certain strength, but does not tear, we need a solution we can seal securely (= impermeable packaging), thus guaranteeing flawless product protection. This means that alternative paper versions still have to be developed and tested for us. This in turn takes time.

How can we use alternative materials?

Glass, paper or bio-based plastics: which sustainable packaging alternatives can we use? After all: all our natural products have different properties and thus requirements for their packaging. This means: not every alternative to the usual packaging is suitable for the product or offers the necessary product protection. We have already tested various alternatives – and rejected them. For this reason, our packaging specialists are on the road, listening and investigating to find new solutions that are right for us.



Example of bio-based packaging

There already are many solutions for bio-based and biodegradable plastics made from renewable raw materials, e.g. made from maize or sugar cane. We haven't yet found any bio-based packaging that can provide optimal and secure protection for our products against the effects of light and oxygen for extended periods on the shelf.

Bio-based packaging: how it works

Inspiring partnership: “No waste, only taste!” is the motto of our partner Samova for premium organic teas in our Seeberger Professional division. Samova uses NatureFlex™ for the teabag envelopes, which is 100 percent marine and garden-compostable. NatureFlex is a packaging film made from sustainably produced cellulose, which breaks down completely in the compost in around six weeks.

Sounds good: why don't we do that for other packaging? Bio-based plastics are only an option for us if they are not cultivated on farmland in competition with food. This means they must be produced from waste or a by-product of food production, for example. Additionally, bio-based packaging has its own BBD and does not meet our requirements for an oxygen barrier.

The “unpacked” concept

Is no packaging the best packaging? We have tested that in food retail. And determined: there are some unresolved challenges for us. As yet there is no standardised filling system in food retail for unpacked food. It creates a lot of work for staff in the store, such as

cleaning the filling station. In our experience, the requirements of shelf life, product safety and hygiene are not yet guaranteed either. We are currently working on industry-wide projects to find a standardised concept for “unpacked”.

Where do we stand in terms of sustainable packaging? In our Retail division

52%

of our healthy natural snacks are already available in sustainable packaging.



69%

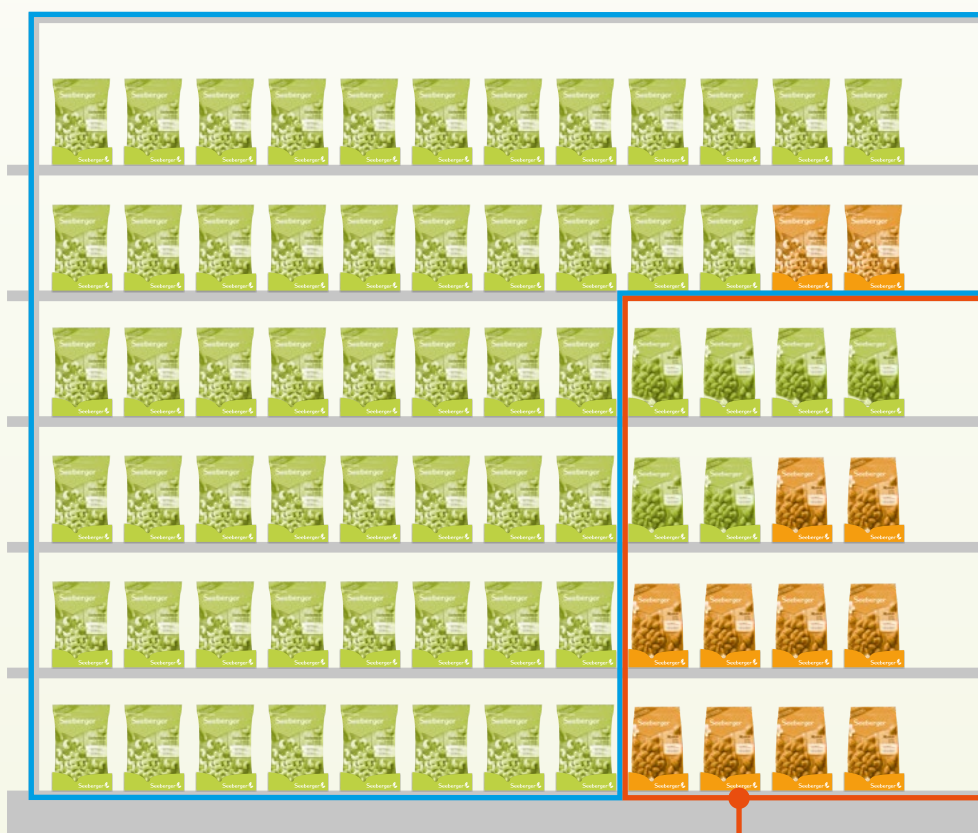
will be by approx. the end of 2022.



Available in sustainable packaging



Switch to sustainable packaging underway



STAND-UP POUCH

✓ 32% already available in a **recyclable monocomposite film**

🕒 94% will be available in a **recyclable monocomposite film** in 2022

🕒 Testing material alternatives with **perforation resistance** for two products with pointy edges

🗑️ Testing **paper packaging**, which can be disposed of with paper waste

FLAT BAG PACKAGING

✓ 94%
already available
in a **recyclable
monocomposite film**

🕒 In 2022:
testing material alternatives
with **perforation resistance**
for roasted products with
pointy edges

🔍 10
of our snacks will be packed
in film material containing
30 % recycle

ZIP PACKAGING

✓ In 2022:
zips removed from six products
with low grammage

🕒 Poss. in 2023:
testing of material alternatives
to switch to a **recyclable
monocomposite film**

BARS & FRUIT BALLS

✓ 100%
of our 2go range is available in a
recyclable monocomposite film

SOFT FRUITS

🕒 In 2022:
material reduction by switching
to matt **film material**

🕒 Poss. 2023/24:
testing of material alternatives
to switch to a **recyclable
monocomposite film**

MICROWAVE POPCORN

🕒 In 2022/2023:
switching to **recyclable
monocomposite film**

Where do we stand in terms of sustainable packaging? In our Professional division

Previously
1 tonne

material saved by switching
to matt **film material**.



62%

of the pictured product groups
will be available in sustainable packaging
by the end of 2022.

COFFEE BEANS 1 KG

✓ 15%
were switched to **matt film material** in 2020 = 10% less material

🕒 In 2022:
85% will be available with **non-carbon-based black** and in an **aluminium-free, recyclable monocomposite film**

🕒 Prob. in 2023:
more switched to **aluminium-free, recyclable monocomposite film**, as soon as remaining stock used up



COFFEE BEANS 250 G

🕒 In 2022/2023:
testing of material alternatives to switch to a **recyclable monocomposite film**

GROUND COFFEE

🕒 In 2022:
97% will be available in an **aluminium-free recyclable monocomposite film**

🕒 Prob. in 2023:
more switched to **aluminium-free, recyclable monocomposite film**

**VENDING PRODUCTS
(TOPPING POWDER,
COFFEE WHITENER)**

🕒 In 2022/2023:
testing of material
alternatives to switch
to a **recyclable
monocomposite film**

CHOCO DRINKS

🕒 In 2023:
testing of material
alternatives to switch
to a **recyclable
monocomposite film**

**EXPRESS AND
SPACE TEABAGS**

- ✔️ 100 %
of express teabags
are **compostable**
- ✔️ 100 %
of space teabags
are **biodegradable**

TEA CADDIES

- ✔️ 100 %
durable, **recyclable**
tinplate, refillable

TEA REFILL BAGS

- 🕒 In 2022:
testing of **recyclable**
material alternatives

FOOD PRODUCTS (SUGAR, COFFEE CREAM & WHITENER, PASTRIES, INSTANT COFFEE)

- ✔️ 40 %
are available in **Green Seal
paper** (disposal as waste paper)

- 🕒 In 2022:
a further 20 % switched to
Green Seal paper (disposal
as waste paper)

- 🕒 In 2022/2023:
testing of material alternatives
to switch to a **recyclable
monocomposite film** or to
Green Seal paper



“HOLYGRAIL” INITIATIVE

Interview

Is innovative digital technology the solution for the circular economy of packaging? 160 companies and institutions across Europe have come together to tackle this question in the “HolyGrail” Initiative – we are part of it. Our goal: to make the circular economy for packaging possible together. Our expert Christina Köhn explains how in the interview.



160 companies are working together on a solution for perfect recycling. Why is Seeberger supporting the “HolyGrail” Initiative?

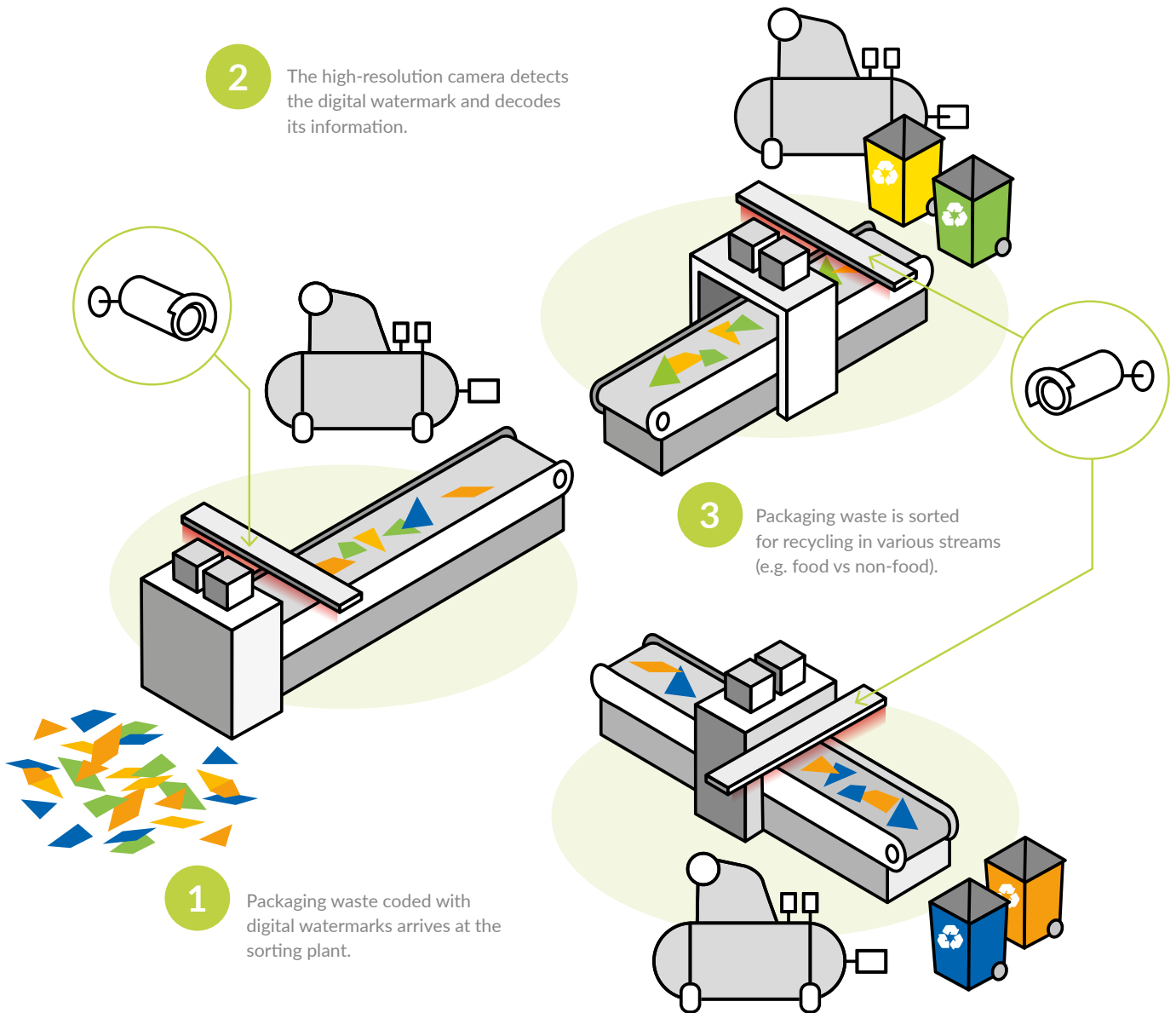
The question is: how can we design packaging so that it can be completely reused? We are not tackling this question alone: it affects companies along the entire packaging added-value chain worldwide. Indeed, the challenges of large-scale packaging waste require solutions on a grand scale. The aim of the initiative is to establish an efficient circular economy for packaging. We are playing an active role by supporting the development process financially and contributing knowledge, requests and questions. Efficient, high-quality recycling is an important goal both in terms of environmental policy and from a commercial perspective. In the ideal cycle we would simply reuse our recycled packaging as a secondary raw material for new packaging. These raw materials are too valuable simply to throw away.

What might this solution look like?

The prerequisite for optimal recycling is that packaging can be sorted efficiently at the sorting plant. This is precisely where “HolyGrail” focuses. A digital watermark on packaging will facilitate exact sorting of different types of plastic. Lots of other information could also be stored. Waste sorting plants could identify Seeberger packaging from the watermark, for example, and read that this was used for walnuts and is made from monocomposite material. The sorting plants can then place it correctly in the right material section. Unmixed waste can be used to produce very high-quality recyclate, which is then fed back into the cycle. This is not possible yet with current technology.

Can Seeberger packaging be tagged with the digital watermark?

That is already technically feasible. It was already successfully tested in the “HolyGrail 1.0” phase. Current tests with watermarks on packaging in circulation will be completed and evaluated by the end of 2022. We are very excited about the results.



>>> NO FOOD WASTE

No losses: that is a matter of course for us!

Customers don't just find well-protected, delicious products in our packaging. Hard work, resources, energy and genuine passion are also in there. Naturally we don't want to lose this valuable food during the production process.

"No Food Waste!": that's not just an economic necessity, but also a question of respect and appreciation. The packaging is an important part of the solution: it protects our product perfectly down to the last nut or apricot. And what else can we do?

>>> NO FOOD WASTE

Our strategy



NO FOOD WASTE



HOW DO WE DO THAT?

Our goal by 2025

Keep food waste in the production process below one percent

Produce food – without losses

Keep food and resource losses as low as possible: that is part of our Conditions of Purchase for producers and suppliers in source countries. However, they themselves are very interested in avoiding food losses. Rejects or waste are used with resource conservation in mind. Nut shells are used to heat greenhouses, for example, while grape stalks are used for animal feed and rejected sultanas are used to make vinegar. We also use our sustainability questionnaires for suppliers to find out whether there is composting or a biogas plant for natural waste, for example.



Recycling of almond trees

Almond trees usually live for 25 years. At the end of their productive life, whole almond trees are shredded and worked back into the soil. This ensures fixed carbon is stored in the ground in the longer term. This also helps to counter climate change. 2.4 tonnes of carbon can be fixed per hectare in this way, which corresponds to living without a car for a year. This also improves soil health incidentally, which is reflected in better water storage capacity and higher yields.

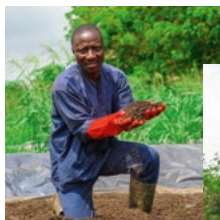
Process food carefully

Where do food losses occur in the current production system and what is causing this? Our current set-up is very good: our current losses in the production process are less than one percent of the total tonnage of supplied raw product. To ensure this remains the case, we are vigilant about potential causes:

- » we are analysing the causes of raw product breakage and reducing this with appropriate countermeasures. We are optimising our machine settings, for example.
- » if broken goods are still top quality, but not suitable for sale, they are packed as separate items for the Seeberger Genusswelt.
- » only broken goods that are not suitable for consumption are disposed of as biowaste.

Optimising food waste from Cashew Nuts roasted & salted

With our old screening technique, salt and broken cashews were screened out together. Because the screened product contained a lot of salt dust, it had to be disposed of. Thanks to changes in our screening technique, we are now able to screen out broken cashews and salt separately, which means we can sell the broken cashews in our Genussmarkt.



Mango waste recycling

The fruit and the ground waste (mango stones, fruit skin and coconut husks) are composted into organic fertiliser. The fertiliser is worked into the ground to improve fruit and soil quality.

SUPPLY CHAIN RESPONSIBILITY

VISION →

WE WANT 100 % TRANSPARENCY IN THE SUPPLY CHAIN



Our strategy



**ENSURE
TRANSPARENCY**



**CREATE
COMMITMENT**



**EXPAND
PARTNERSHIPS**



Our goals by 2025

Introduce transparency analysis and carry out annually

Set up risk analysis in accordance with LkSG and carry out annually

Introduce public complaint system

Revise and update the Conditions of Purchase

Increase number of direct contacts

Create added value locally



>>> “BioVal” Initiative

>>> Foundation of the owner family “Sternschnuppen für Kinder”

We are guided by the following SDGs



Corporate due diligence: for more than 175 Years

In 2016 the German Federal Government published its National Action Plan (NAP), in which it defined its expectation that all companies should: introduce the process of corporate due diligence in a manner commensurate with their size, the sector in which they operate, and their position in supply and value chains”.

At Seeberger, corporate due diligence respecting human rights and the environment has a tradition stretching

back more than 175 years. Fair supply partnerships and respect for people and nature in the countries where we source our products are a matter of course for us. They are part of our corporate values and they are the basis of our history and our success. In 2020 the Federal Government reviewed implementation of the NAP with German-wide monitoring. We took part in that. The result? We fulfil nearly all of the five central pillars of the NAP process.

Milestone – German Supply Chain Due Diligence Act (LkSG)

From 2023 the LkSG will apply to all companies with more than 3,000 employees located in Germany. We support the LkSG. And it challenges us, because it substantially exceeds the requirements of the National Action Plan. The LkSG also requires companies to act with appropriate due diligence in respect of human rights and the environment. Admittedly, the LkSG does not apply to us as a company because of our size: nevertheless, it is our ambition to implement the due diligence required by the LkSG in full.

This Act will help to improve protection for human rights along global supply chains. It is about preventing child and forced labour, supporting fair trade and paying fair wages, for example. Agricultural supply chains should be encouraged to ban substances that are harmful to people and the environment. Compliance with this due diligence is covered by the Conditions of Purchase agreed with our suppliers.

Opportunities of risk analysis: example of child labour

Child labour is strictly forbidden in Seeberger suppliers by the Conditions of Purchase. We are currently testing the following procedure in the monitoring cycle: internal monitoring is triggered if the risk analysis for a country or region has identified this issue. Does a Seeberger supplier work there? The Seeberger transparency analysis shows the level of our supplier contacts. In the next step, we compare this with the Supplier Questionnaires for the relevant suppliers. A supplier can use the questionnaire to prove that there is no child labour in its

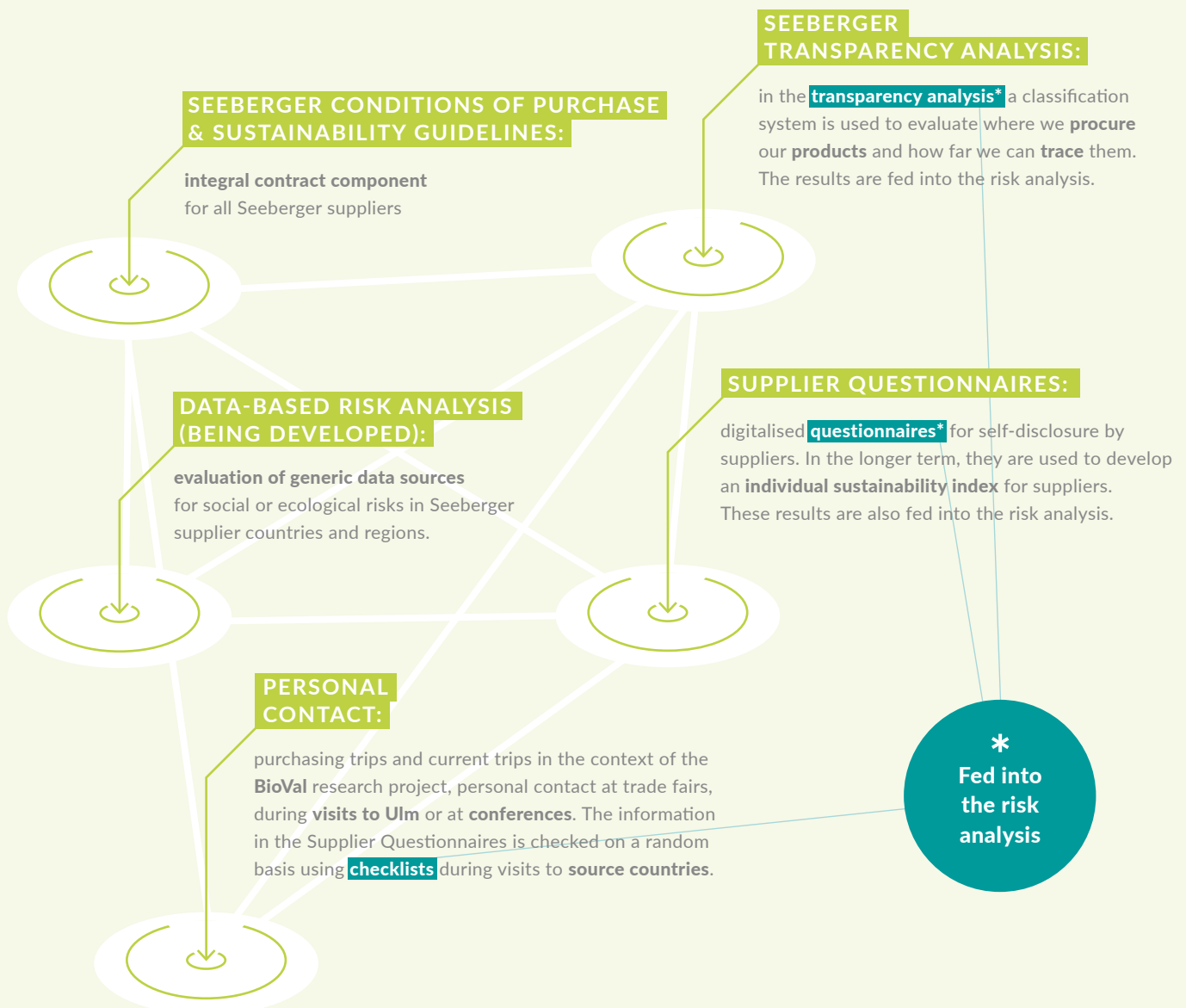
operation despite the high risk shown for the region in the risk analysis. On the next site visit, our Seeberger buyers check whether the information fits with their personal impression. They sit down with the Seeberger Sustainability team to prepare before visiting the source country and are given a detailed checklist. They look for solutions together if their conclusion is negative.

Seeberger supplier monitoring

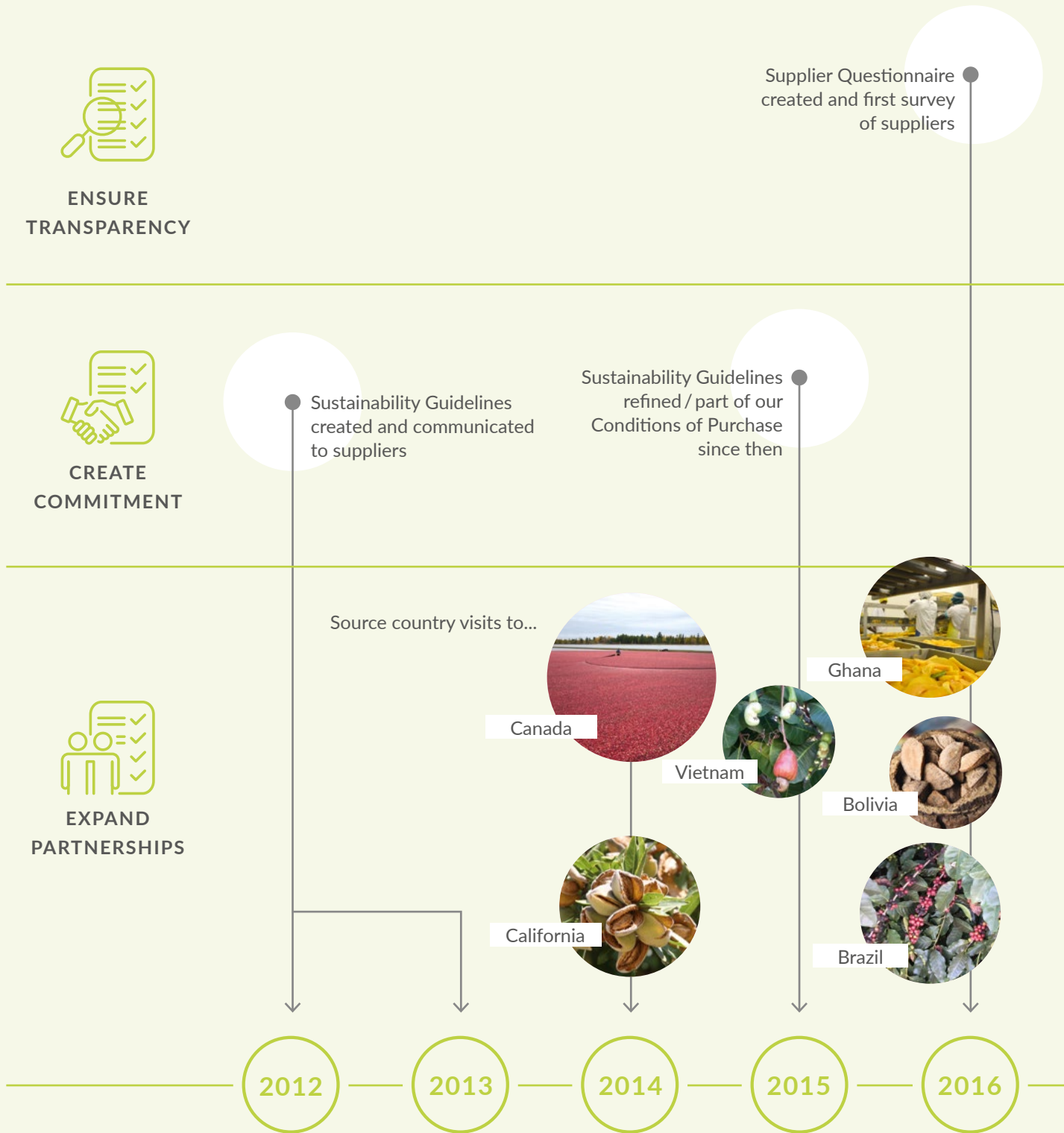
The Seeberger Sustainability Guidelines have been an integral part of our Conditions of Purchase since 2012. We use Seeberger supplier monitoring to check whether and how they are being complied with. The point of this is not just to check compliance with our Conditions of Purchase and Sustainability Guidelines. It helps us to develop and improve processes and management and to demonstrate that we are performing our due diligence.

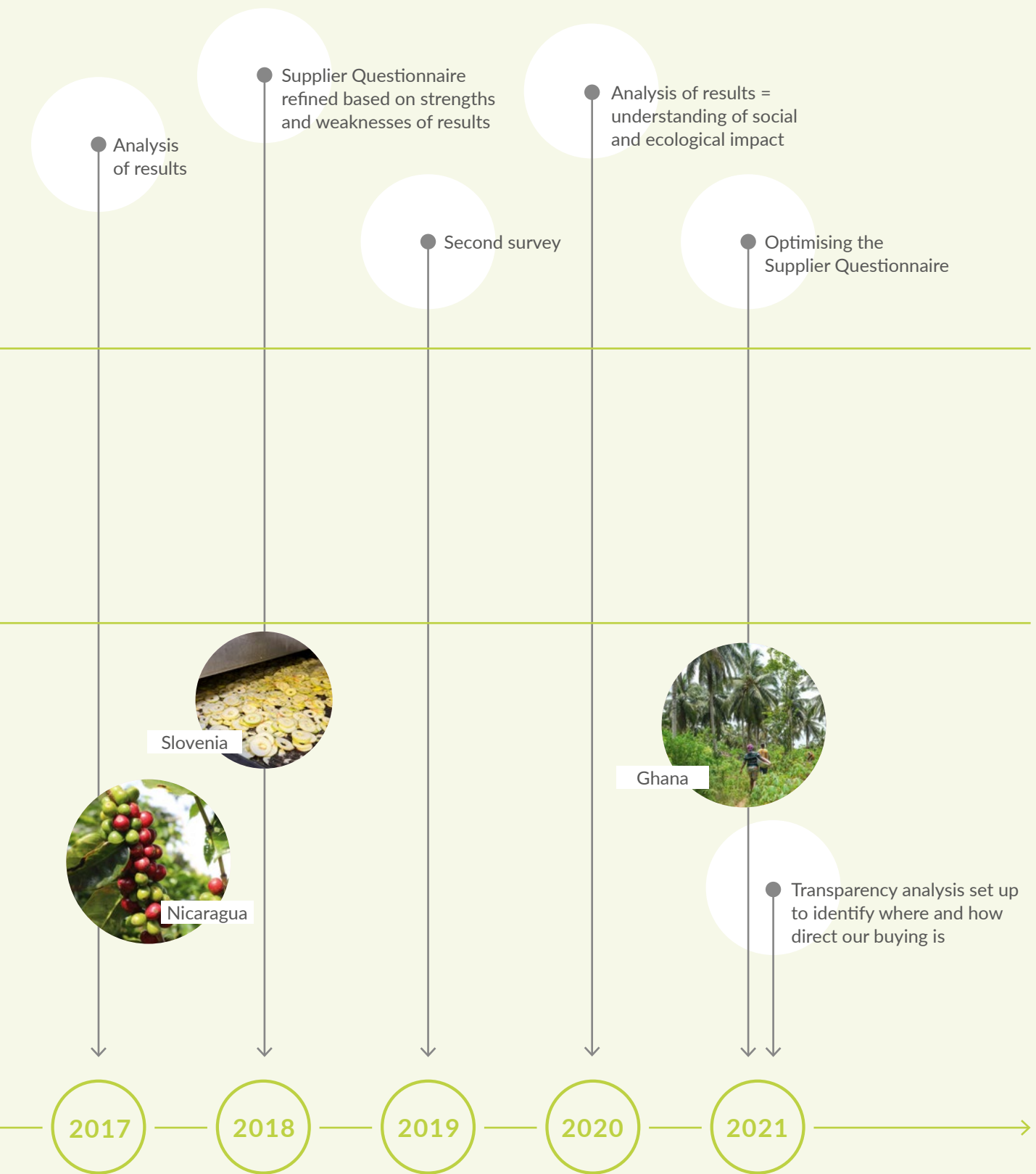
Our supplier monitoring comprises complementary test modules. The modules are designed so that each one in the process helps to improve the others on an ongoing basis. This is essential for our working life: we identify risks quicker and can react appropriately. We gather important information that we can use to differentiate our Supplier Questionnaires. This improves how they are understood and answered. The Sustainability Guidelines are also part of the cycle. By continuing to adapt and differentiate our supplier monitoring, we ensure the high quality of our natural products and promote sustainability during production.

Modules of Seeberger supplier monitoring



What have we achieved so far?





VISION →

WE WANT 100 % TRANSPARENCY IN THE SUPPLY CHAIN

Our strategy



1

ENSURE
TRANSPARENCY



2

CREATE
COMMITMENT



3

EXPAND
PARTNERSHIPS



1

ENSURE
TRANSPARENCY



HOW DO WE DO THAT?

Our goals by 2025

Introduce transparency
analysis and carry
out annually

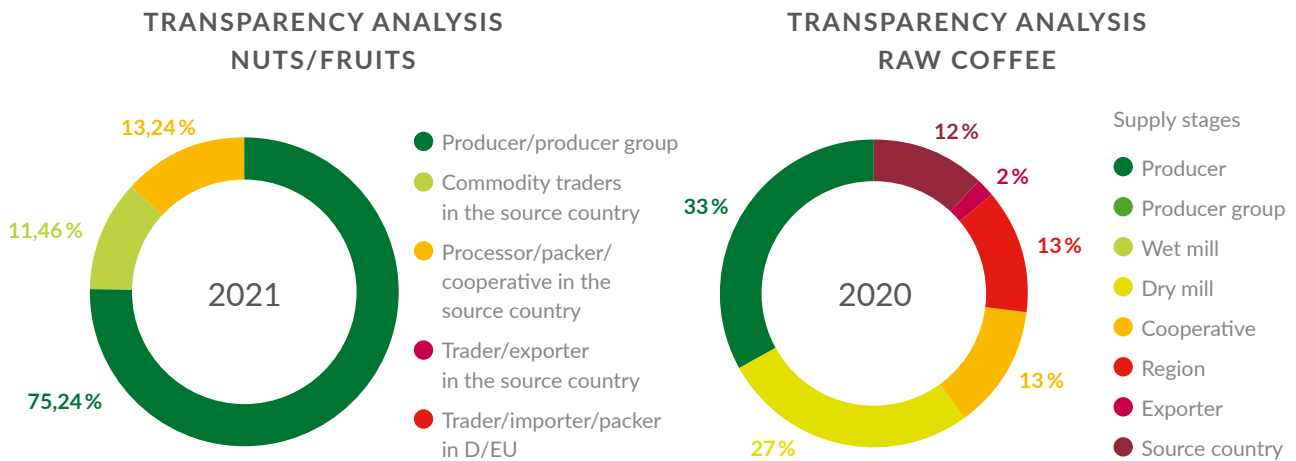
Set up risk analysis
in accordance with LkSG
and carry out annually

Introduce public
complaint system

Die Seeberger-Transparenzanalyse

Transparency is the prerequisite for change. Yet our supply chains are complex. We do not source all products direct from the producing operations. The importance and value of sustainability issues also vary widely for our suppliers. This is demonstrated by their answers in our Supplier Questionnaires. In our questionnaire analysis in 2021 we identified that understanding of the questions varies, which means that there are gaps in the answers at times. As a result, we don't always achieve the desired transparency and cannot have the same influence over sustainability issues everywhere.

Our Supplier Questionnaires should provide a picture of the local reality. How is that possible though if the supplier is not a farm in the source country, but an importer in Germany? How specific are the answers and how much do they help us to achieve greater transparency? We want to find out how "close to the field" we are getting with our suppliers. We have been creating a transparency analysis for this purpose since 2020. It shows us how close to production our suppliers work in product categories arranged by delivery stages. The "closer" they are, the more possibilities we have of working together on sustainability issues.



We have very high transparency and can trace the majority of our products back to the producer. At the same time, we also identify areas that require attention and take steps to rectify this.

We have very high transparency for 73 % of our coffee. For the remaining 27 % and especially the 12 % for which we only know the source country, we are actively working to improve transparency.

Greater transparency using Supplier Questionnaires?

Our experience shows: yes! And: no! This is because our Supplier Questionnaires are answered subjectively. There is a difference whether an almond comes from the USA or a walnut comes from Chile.

Our conclusion after many years of evaluating Supplier Questionnaires: they are unavoidable, because they definitely show us whether and where we need to take action. And they make it clear to our suppliers how important local sustainability issues are to us.

Learning and improving together

To derive specific measures from the Supplier Questionnaires, they have to be customised and meaningful. Our current partner and research project "BioVal" is helping with our advanced questionnaire quality update. We will make our Supplier Questionnaires more distinct and

efficient for all issues using a methodology developed jointly for the research topic "Valuing biodiversity in the product lifecycle". Our goal: to learn from one another in this process with expert partners and suppliers and thus improve.



Seeberger and the Orang Utan Coffee Project

Seeberger is one of the oldest coffee roasting businesses in Germany. Outstanding aromatic coffees are at the heart of our range for catering and business customers. With the “Orang Utan Coffee Project” we are taking responsibility for transparent, fair and sustainable coffee production from the plantation to the roasting plant. Orang Utan Coffee is produced by smallholders on the Indonesian island of Sumatra. Around 350 families run their small coffee farms in accordance with strict “Orang Utan Coffee” guidelines. These set out requirements for organic cultivation and nature conservation. This also includes a ban on logging in the primary forest. It is also forbidden to hunt, trap, keep or trade protected animal species. The families are committed to protecting the rainforest, its animals and plants. They receive a bonus for this of €0.50 per kg raw coffee. An additional €0.50 goes to the Sumatran Orangutan Conservation Programme (SOCP). The SOCP works to preserve Sumatra’s dwindling lowland rainforest. It operates four research stations and runs extensive environmental education programmes.



2

**CREATE
COMMITMENT**



HOW DO WE DO THAT?

Our goal by 2025

Revise and update the Conditions of Purchase

What exactly does “commitment” mean to us?

Commitment: for us an obligation to cooperate in an open, friendly and respectful manner with everyone we encounter at Seeberger. Above all, however, it means: reliability. We trust our supply partners; they trust us. Transparency is also the basis of these often long-term partnerships.

What we expect is clearly expressed in our Conditions of Purchase. This also applies to sustainability issues. Our Sustainability Guidelines are an integral part of the Conditions of Purchase and thus a contract component.

The Seeberger Sustainability Guidelines & Supplier Questionnaire



SOCIAL ISSUES: HUMAN RIGHTS OBLIGATIONS

- »» Guaranteeing occupational safety and health protection
- »» Maintaining social standards
- »» Fair pay
- »» Basic social security for illness, holidays, maternity leave and retirement
- »» No forced labour
- »» No exploitative child labour: the employment of minors must not involve any physically difficult or dangerous work or restrict school attendance
- »» No physical, verbal or financial discrimination based on ethnicity and national origin, religion or gender
- »» No bribery or corruption
- »» There is freedom of assembly and association

SUSTAINABLE AGRICULTURE: ENVIRONMENTAL OBLIGATIONS

- »» Responsible handling of natural resources like water, soil, energy
- »» Careful management of plantations for the best product quality, with as little environmental impact as possible
- »» Use of pesticides and fertilisers only as strictly necessary
- »» No genetic engineering
- »» Avoid monocultures
- »» Preserve and promote biodiversity

Two years of pandemic: aspiration and reality

2020: our supply chains are strained. Covid is also causing problems for us. Staff shortages, travel restrictions – Purchasing is under a lot of pressure. Development of our sustainability issues is not possible in the way we had planned. Consequently: there is a lot of discussion. Not least because the LkSG is now an aspiration for us.

We are also noticing that consumers expect more from us. More perhaps than is possible at the moment when we can only achieve varying levels of transparency on the ground. What we are pleased about? The pandemic has clearly increased public awareness of sustainability issues.

Top issue for corporate planning: sustainability in Purchasing

In 2021 the LkSG is one of the top issues in Purchasing at Seeberger. Thus, sustainability is firmly established in the corporate goals. Purchasing trips to source countries? Only after internal consultation including checklist on sustainability issues. We are increasing sustainability

awareness in Purchasing with more training. And there's a boost for our Purchasing team: from 2022 an assistant and a temporary intern for Purchasing Management and Supply Chain.



3

EXPAND
PARTNERSHIPS



HOW DO WE DO THAT?

Our goals by 2025

Increase number of direct contacts

Create added value locally

Purchasing trips: communication on the ground

Relationships with our suppliers – for us this has always been a case of communicating as equals. Nothing helps us to understand our supplier partners more than a purchasing trip to the source country. And vice versa. They are the foundation of trusting cooperation. They enable

us to swap our experiences and learn from one another. We understand the local issues better, can convey the knowledge we bring more specifically and personally. After almost three years with just a few trips to source countries, in 2022 we are keen to get back on the road.

Not being there but still maintaining partnerships

Communication – we've always had that: every purchase and every Seeberger product delivery involves intensive email, virtual or telephone contact. This also happens if we are developing new products with suppliers

or producers and when there is feedback or complaints. Trade fairs are an important place for meetings: in 2021 we used the Anuga intensively again for personal meetings and to maintain partnership connections.



First mangos, then coconut chips – an important partner for 10 years

Our new Coconut Chips have been on sale since July 2021. More than any other product they represent a close and successful partnership with producers in the source country. This not only goes for the high quality of the fruitily crisp chips, but also for sustainability and transparency. The coconuts grow in near-natural palm forests. Production residues are made into organic fertiliser, which ensures the ground is fertile for the next generation of coconuts. We have been working with our partner operation in Ghana since 2012. It is one of the biggest employers in this region of Ghana, offering a year-round, secure income to more than 1,000 workers. More than 1,000 small farms in the region also supply the fresh coconuts. Workers have access to free food in the canteen, transport to work and a company preschool on site for their children. There is also an opportunity for professional development.



“BIOVAL” RESEARCH PROJECT INITIATIVE – BIODIVERSITY VALUING & VALUATION

Interview

Seeberger is a practical partner in the “BioVal” research project. How can companies contribute to greater biodiversity in the product lifecycle? The question is at the heart of the research team’s work. With concrete examples for practical application and implementation, the project develops recommendations for company management and communication, for how biodiversity can be protected, promoted and communicated. Verena Schädler, Sustainability Officer at Seeberger, is supervising the project.



VERENA SCHÄDLER
SEEBERGER
SUSTAINABILITY OFFICER

What is the “BioVal” research project?

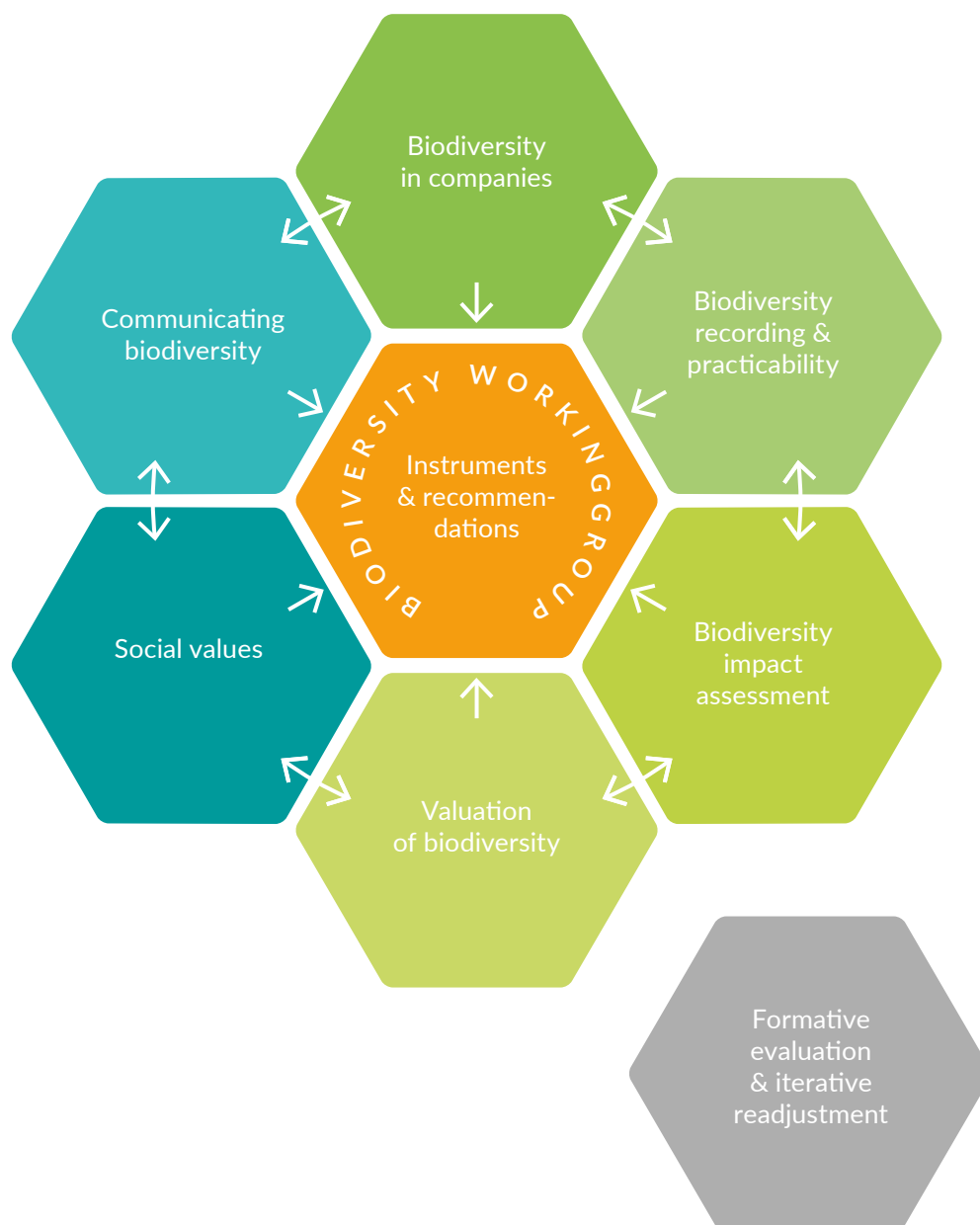
Scientists are working with practical partners in the BioVal research project, i.e. companies from the food industry, to investigate how we can reduce the negative impact of production and food consumption on biodiversity. We also want to find out how consumers can be made aware of the significance of biodiversity, so that they pay more attention to that when choosing their products.

Why is that important?

The diversity of ecosystems is one of the most important foundations of life on Earth. Genetic diversity of animals and plants ensures our survival. And they are disappearing now faster than ever before. We see the preservation of biodiversity as the essential task of the future.

What role does Seeberger play in the project?

The BioVal practical partners are investigating specific biodiversity issues in the product lifecycle in “real labs”. Our issue: cultivation, as the first part of the supply chain. We want to learn how our impact on biodiversity in source countries can be measured and evaluated. So the aim of the Seeberger “real lab” is to show how preserving and encouraging biodiversity can be integrated into supplier management. BioVal will play a significant role for us in future in supplier monitoring – not just for the biodiversity aspect. The joint research findings and results are fed into our supplier management.





STIFTUNG
STERNSCHNUPPEN FÜR KINDER

The foundation of the owner family “Sternschnuppen für Kinder”

The private foundation “Sternschnuppen für Kinder” (“shooting stars for children”) of Seeberger owner Clemens Keller and his wife Alexandra provides lasting help to children and young people in need all over the world. The funding projects focus in part on agriculture

and nutrition. In addition to financial aid, the aim is to help people help themselves, ensuring they are equipped to improve their own living conditions in the long term. All projects are carefully selected and are implemented with established local project partners.

The Sternschnuppen projects

Guatemala: “Protect Nature – Support Farming Families” *Sustainable land use (2021–2023)*

70 percent of farming families in the indigenous rural population in the Sololá highlands are poor. They are overexploiting their natural resources of water, forest and soil to support themselves. There is no regulated land use. Many farmers are burning sections of forest because harvest yields are declining. The cleared sections only provide good yields for a few years, however. Valuable farming land is being lost to streams due to soil erosion, while water quality is deteriorating. Farmers are also fighting increasing drought caused by climate change. This project helps to raise awareness of environmental and resource protection through workshops and to establish additional sources of agricultural income. A new weather station, a climate network and reforestation of lost forest will help to improve evaluation of the local climate situation and help the people react to the consequences of climate change.





Burkina Faso, West Africa: “One Class for All” *Inclusive education in poor areas (2020–2023)*

In Burkina Faso a child with a disability is more than twice as likely to miss out on school than a child with no disability. The foundation is supporting the international non-profit organisation “Light for the World”. It has been working for the rights and social inclusion of people with disabilities in poor regions of the Earth for more than 30 years. This project helps children with a disability in Kossi Province in north-western Burkina Faso to exercise their right to education and an autonomous life. To achieve this, “Light For The World” is building a sustainable supportive learning environment in collaboration with local partners.



Nandapur, West India: Uppahar Student Care Centre *Child education and health (since 2017)*

More than 20,000 people of various tribes, castes and religions live in Nandapur block in the district of Koraput in Odisha. Our project partner “Uppahar” started the Uppahar Student Care Centre (USCC) here back in 2018. The centre provides regular healthcare, education support and a daily hot meal to children from poor families whose parents are not able to provide for them properly. Uppahar motivates the children to take an interest in their education and encourages the parents to give their children a good education.

Current projects

GUATEMALA

“More than Maize for Mayan Children” (2020–2022)

Nutritional education, food security, improving cultivation methods, sustainable management and land use, hygiene training, building trust for the use of local health centres. Goal: prevent malnutrition and increase nutritional competence.

INDIA

“Uppahar”: child education projects (since 2017)

Supporting the “Uppahar” child welfare organisation. Help with basic medical supplies with one-day “Uppahar health camps” for destitute families in surrounding villages. Help for various child education projects: providing children from poor families (caste system) with school materials, uniforms, bus tickets, enabling them to go to school. Supporting the Uppahar centres so that school-leaving qualifications and food security can be achieved.

Completed projects

GUATEMALA

“A Successful Start to Life” (2019–2021)

Preschool support, parent education and community organisation in 16 Mayan communities in the Atilán highlands. Goal: successful school careers, educational support and poverty prevention.

Smallholders in Guatemala

Income and food security for smallholdings in the Guatemalan highlands. Establishing expertise and community structures: field schools to establish mixed cultivation, preventing dependence on just one crop. Knowledge of sustainable and eco-friendly cultivation. Expansion of crops, e.g. bananas, honey (beekeeping), coffee.

>> View all projects:

www.sternschnuppenfuerkinder.de

>> Our project partners: Guatemala: *Vivamos Mejor, Asunción Vivamos Mejor, Panajachel*
India: *“UPPAHAR” welfare organisation*
Burkina Faso, West Africa: *“Light For The World”*

CLIMATE PROTECTION

VISION →

WE WANT A CLIMATE-NEUTRAL SUPPLY CHAIN



Our strategy



MEASURE EMISSIONS



REDUCE EMISSIONS



OFFSET UNAVOIDABLE EMISSIONS



Our goals by 2025

Create an annual climate footprint for the company

Create three product climate footprints as an example

Reduce CO₂ emissions by 10 % compared to the base year 2019

Make the company climate-neutral

We are guided by the following SDGs



Climate protection at Seeberger

Record temperatures, drought, flooding – the impact of climate change is clearer than ever. And not just in remote producing countries. In Europe too, climate change is apparent with storms, melting glaciers, record heat, widespread fires and many other changes. What does that mean for us?

Our natural products are grown in many countries affected by climate change. Whether hazelnuts from Italy or walnuts from Chile: climate change has an im-

act on the cultivation and harvesting of our products around the world. Growth cycles are shifting, while harvests are smaller or non-existent due to flooding or late frosts. Climate protection is not just a political or social task then. For us it is – and will increasingly be – part of everyday workflows and far-reaching strategic decisions. That's because we not only promise our customers outstanding quality of natural products. We also want to ensure that they can be grown in the source country for generations to come.

No strategy without footprint: the Seeberger climate footprint

We've been creating our climate footprint since 2013. It is the starting point and, every two years since then, also the result of our climate protection strategy. The Seeberger climate footprint measures where CO₂ emissions occur at our location and in production and how much. How can we reduce these emissions? And what can we do if there are areas where this is not possible?

These are tasks of our climate protection strategy. Our climate footprint also shows the effectiveness of our climate protection measures. It shows that Seeberger colleagues in all areas of the company can do something for climate protection with good ideas, efficient measures, in big and small steps.

The next step: our road to climate neutrality

Our vision is a climate-neutral supply chain. We're expanding the climate protection action field to achieve this. We're saving energy wherever possible. We've been using 100 percent green energy since 2014 and more and more e-mobility. We produce energy ourselves using modern photovoltaic systems – and much more.

Our next milestone: a climate-neutral company using offsetting projects. In future we will offset the CO₂ emissions we are unable to eliminate ourselves through carefully selected, certified climate protection projects.

And what about the climate-neutral supply chain? First another footprint. From 2023 we will be creating an example product climate footprint for each of our product categories fruits, nuts and coffee. The results of this will help us achieve climate-neutral supply chains.



Swapping cardboard, film and rubbish compactors

Thanks to an optimised process, the containers are only collected if the fill level is reported as “full” by the system. This reduces our energy requirement and avoids unnecessary collection trips, thus reducing CO₂ emissions.



Window renovation in production

The windows in our production area have been replaced in two stages with triple-glazed aluminium windows. The new windows are energy-optimised and insulated.



Coffee roasting plant
“before” with old lighting



Coffee roasting plant
“after” with LEDs

Lighting changed to LEDs

The lights at our location are gradually being replaced with LED lighting. This will reduce CO₂ emissions by around 250 tonnes a year.

What have we achieved so far?





VISION →

WE WANT A CLIMATE-NEUTRAL SUPPLY CHAIN

Our strategy



1

MEASURE
EMISSIONS



2

REDUCE
EMISSIONS



3

OFFSET UNAVOIDABLE
EMISSIONS



1

MEASURE
EMISSIONS



HOW DO WE DO THAT?

Our goals by 2025

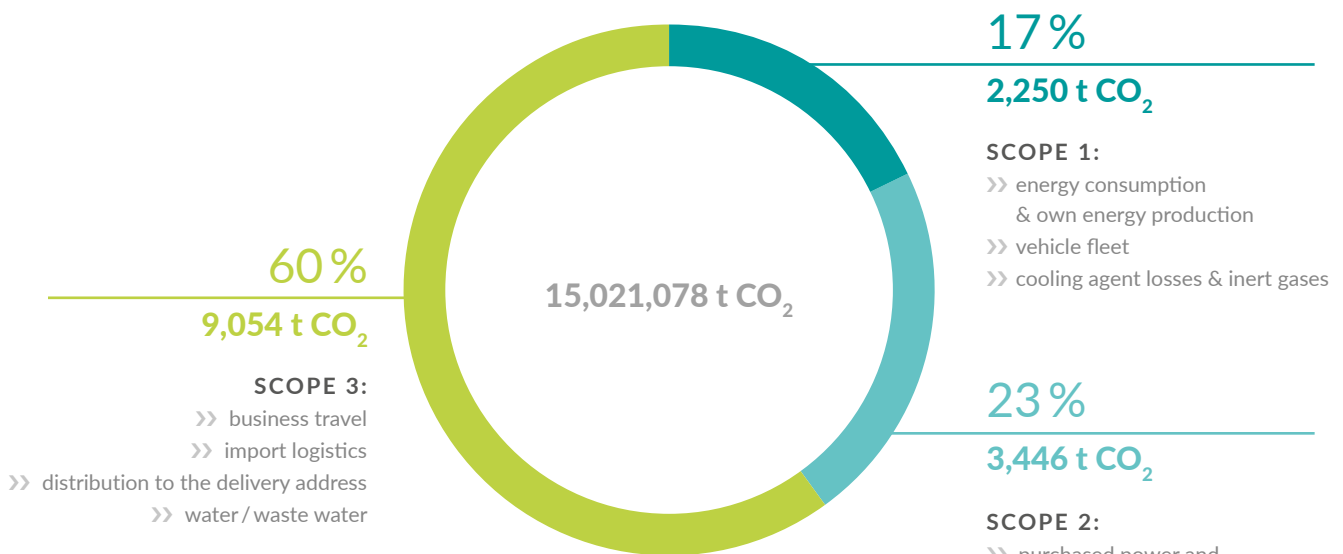
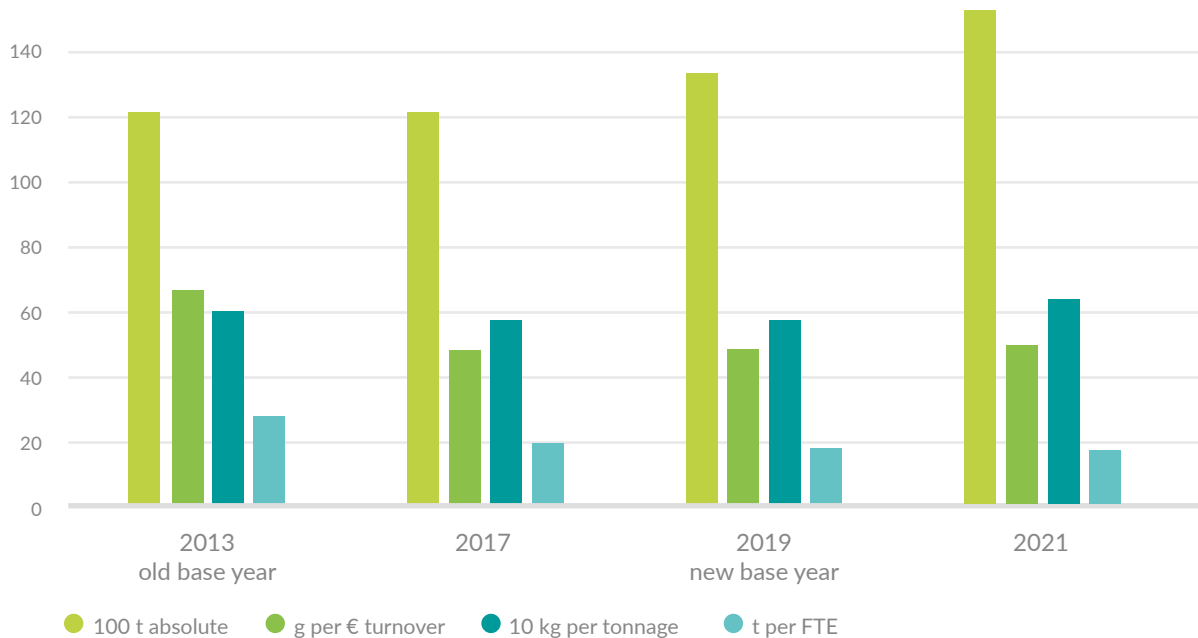
Create an annual climate footprint
for the company

Create three product climate footprints
as an example

The Seeberger climate footprint

Seeberger has grown thanks to the strong demand for nuts and fruits during the Covid pandemic – the logistics for the flows of commodities was also very challenging. Because of this growth and the challenges in logistics, our absolute emissions have also increased. In relative terms, our emissions per employee (FTE) or per € turnover have remained steady or dropped slightly,

however. We have only got a little closer to our goal of reducing by another 10 % by 2025 – but we are moving in the right direction. We want more exact information from 2022 onwards: we will be creating our company climate footprint annually and also want to calculate three product climate footprints as examples.



*CO₂ = includes other greenhouse gases besides carbon dioxide



2

REDUCE EMISSIONS



HOW DO WE DO THAT?

Our goal by 2025

Reduce CO₂ emissions by 10 % compared to the base year 2019

Reducing emissions means: saving energy or producing our own

How are we managing to reduce climate-damaging CO₂ emissions in order to protect the climate? We are saving energy. And we are producing our own – renewably of course. And have been doing so since 2016 by installing and expanding photovoltaic systems. We are modernising our operating areas and buying energy-efficient production machinery with the associated energy management.

Our cutting-edge high-bay warehouse: naturally cooled with groundwater. Our energy supply: 100 percent green energy since 2014. We have grouped many other measures together to reduce CO₂ emissions in areas in which they arise to a significant extent. And where people work who can play a part in continuing to reduce them. At Seeberger there are initiatives, training and a great deal of involvement.

Save energy: examples for greater climate protection

MOBILITY

- » Increase the number of electric vehicles in the fleet (currently 8 percent) and charging stations
- » Climate-friendly mobility concept for employees: offer free annual travel card for public transport and “JobBike”
- » Offer “Twogo” app for carpools with nearby companies





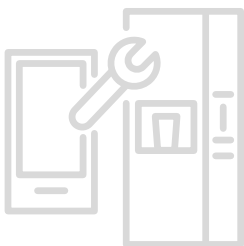
INFRASTRUCTURE

- » 100 percent green energy since 2014
- » Increase photovoltaics to 60 percent
- » Install more LED lighting
- » Buy new, energy-efficient machinery and plants
- » Energy-efficient building technology: refurbishment measures for the building envelope, e.g. insulated window glazing in production area
- » Energy-efficient cooling systems in the high-bay warehouse
- » Swapping cardboard, film and rubbish compactors for modern versions, which alert the disposal companies automatically that collection is required once the fill level is reached (previously a fixed schedule regardless of fill level)
- » Corridors and WCs with motion sensors for lighting



TRANSPORT LOGISTICS

- » Eco-friendly transport logistics for our raw products with ship transport (93 percent ship, 7 percent train/lorry)
- » Avoid transport by air freight
- » Containers as fully loaded as possible
- » Less transport weight: fruits are dried in the source country, often using the sun or renewable energy. This means less weight has to be transported compared to fresh products. So we save transport energy and CO₂.
- » Climate-neutral parcel shipping to customers with “Go Green”

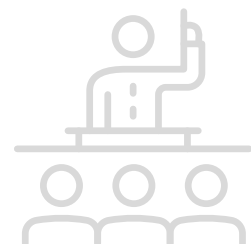


SERVICES

- » Energy-efficient coffee and snack vending machines for our corporate customers
- » Reducing monitoring visits by our field team: maintenance of snack machines for our corporate customers using electronic data transfer via telemetry

TRAINING & ENGAGEMENT

- » IHK training programme for our trainees: EnergieScouts
- » Employee initiatives for sustainability:
Seeberger Nature Ambassadors: and Seeberger Ideas Workshop



Natural products from all over the world – unavoidable?

We source our natural products from more than 40 countries worldwide. They are cultivated wherever the growing conditions are optimal.

We all understand that exotic natural products can't be grown just round the corner. But what about hazelnuts or apples, which are also grown in Germany? Couldn't Seeberger get them from Germany – much closer to the site in Ulm and without having to travel long distances?

Unfortunately, it doesn't quite work like that. On the one hand, this is because the quantities available are sadly far too small. On the other hand, not many varieties of a product are offered, so the quality we require just isn't available.

We know that the import logistics for our fruits, nuts and coffees – because they are often grown very far away – result in climate-damaging emissions.

Because of this, most of them are processed locally before they are shipped: fruits, e.g. mountain figs are dried in the growing region in Turkey – this means they weigh less for transport. Instead of energy-intensive drying in ovens, they can be dried there in the sun – that saves CO₂.

And even if it takes a bit longer, our natural products never travel by plane, but by ship and then by train and lorry.

Because we don't get our raw products delivered just in time, we pay more attention to fully loaded containers to minimise the number of journeys required.



MOUNTAIN FIGS
DRYING IN THE SUN



APRICOTS DRYING
IN THE SUN



3

OFFSET UNAVOIDABLE EMISSIONS



HOW DO WE DO THAT?

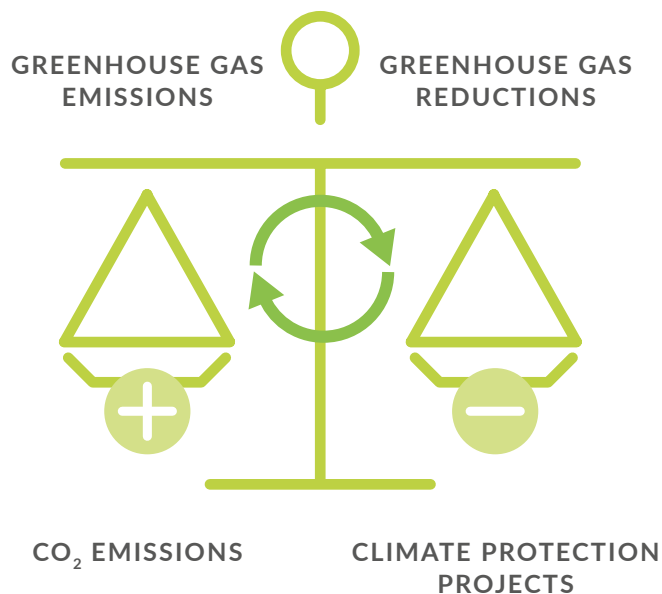
Our goal by 2025

Make the company climate-neutral from 2022

What does “climate-neutral company” mean?

We are reducing our climate-damaging CO₂ emissions with energy-saving measures and energy production from renewable sources. Yet there are some areas of the company where that is only partially possible or not at all. This includes the energy needed for roasting and packing coffee, nuts and fruits or to transport them.

Unavoidable CO₂ emissions like these can be offset, for example, by buying CO₂ certificates from climate protection projects. To achieve our goal of climate neutrality, we are offsetting with carefully selected and certified climate protection projects from 2022 onwards.



COMMUNITY

VISION →

WE WANT TO BE AN ATTRACTIVE AND SOUGHT-AFTER PARTNER



Our strategy



STRENGTHEN OUR BINDING CORPORATE CULTURE AND VALUES



CREATE ATTRACTIVE WORK ENVIRONMENTS



Our goals by 2025

Establish the “ONE SEEBERGER” project to strengthen our sense of community. Project goal: expand the “Seeberger Family” employee programme across the whole Seeberger Group

Establish a uniform management culture for the whole Seeberger Group

Expand and adapt employee participation across the whole Seeberger Group

Encourage and require achievement, in order to be successful together

Devise and adopt the “Mobile Working” company agreement

Establish a transparent and motivating salary structure

Establish the “New Work” working group to focus on networking and cooperation

We are guided by the following SDGs



The Seeberger community

Seeberger is growing. We have developed new customer groups and business areas over the last few years thanks to company acquisitions. And gained many new colleagues. An enrichment, as it brings exciting impetus and ideas for our common working life. And this common working life is working very well.

Yet there are some issues that just take time. These are very practical or structural tasks: we are designing more standardised salary structures and working conditions. How are we integrating IT systems? Just as important: how do we find common values and a

common corporate culture? How we work together as a growing, diverse and agile community is a process that we are shaping together.

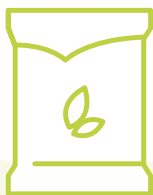
A process, however, which has had to tolerate a lot over the last two years because of changing Covid rules and health and safety regulations. What can we take away from this time? A lot of good too, because Covid led to a renewed push for digitisation and modernisation. And to a re-evaluation of issues like flexible and mobile working.

THE SEEBERGER GROUP

Seeberger 

SEEBERGER GMBH
Healthy, natural snacks

Target group: retailers and end consumers



Seeberger 

SEEBERGER PROFESSIONAL GMBH
Coffee, tea

Target group: catering industry
& corporate customers

› Many acquisitions
over the last 5 years

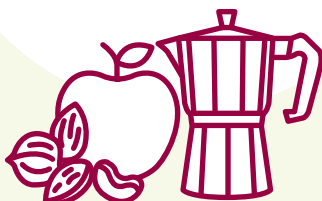


Seeberger 

**GENUSS
WELT**

SEEBERGER GENUSSWELT GMBH

Shop, café, experience, conference
rooms, events, employee restaurant



What have we achieved so far?



STRENGTHEN OUR BINDING CORPORATE CULTURE AND VALUES

● Concept for the compatibility of work and caring. The services are part of our "Seeberger Family" employee programme.

● Our Compliance Management System was expanded to include corruption and whistle-blowing.

● Code of Conduct: current version being reviewed for the new Seeberger structure including company acquisitions.

● Management expertise was (and will continue to be) expanded with workshops.

● 30 percent of PEP@SB-TN have taken on advanced roles. A further 50 percent of them have expanded their area of responsibility within their existing role/position.



CREATE ATTRACTIVE WORK ENVIRONMENTS

● "Business Team" organisation introduced. All Seeberger divisions have a Business Team. Business Team members are available as permanent points of contact for all departments for their issues and projects. They tackle them in their departments, coordinate or allocate tasks. Business Team members meet regularly and discuss the latest issues on an interdisciplinary basis.

● Certification of the Compliance Management System: two of the three stages of the certification process have been completed. The third stage is being implemented now.

2019

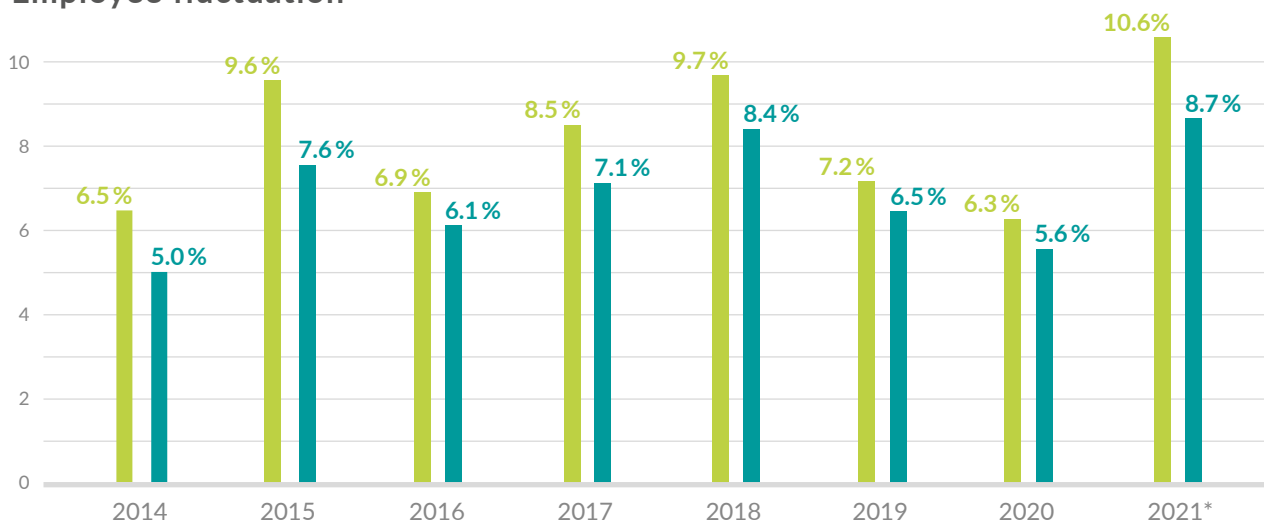
2020

2020
2021

Working at Seeberger in numbers



Employee fluctuation



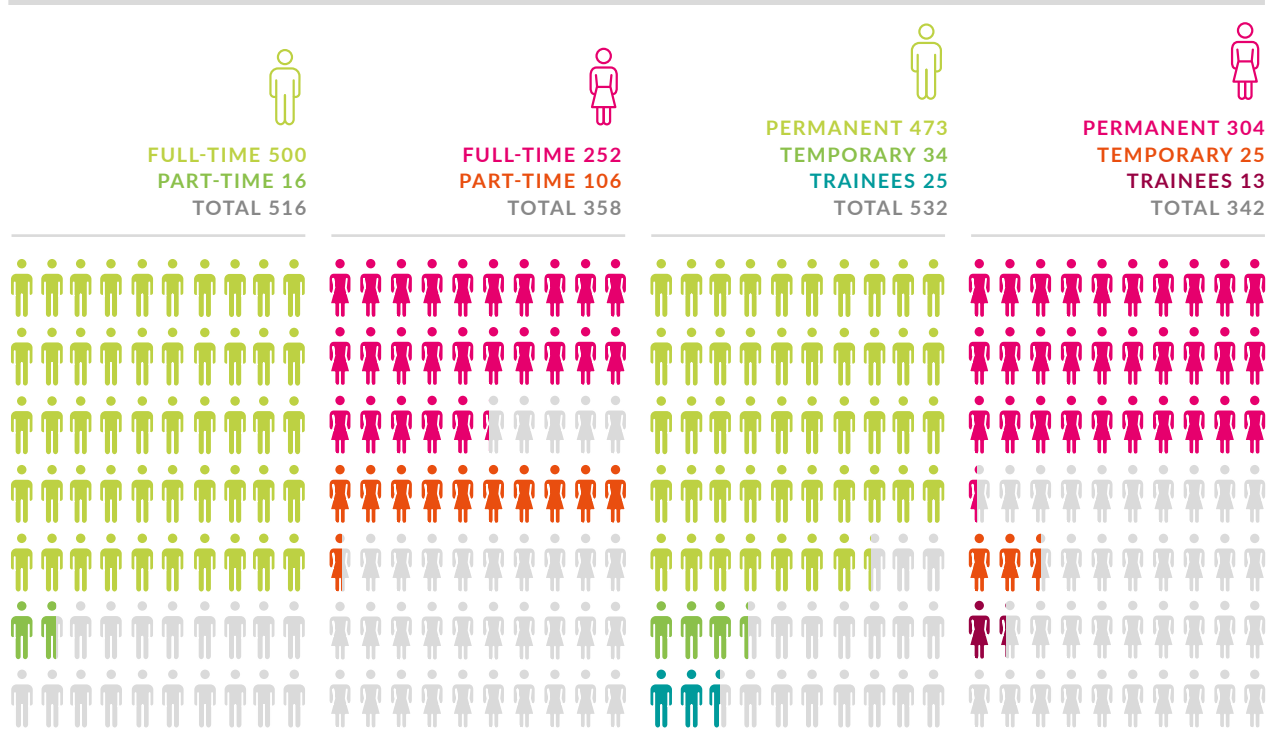
● Fluctuation total

● without natural fluctuation

*Data situation: by 2020 Seeberger GmbH, from 2021 Seeberger Group

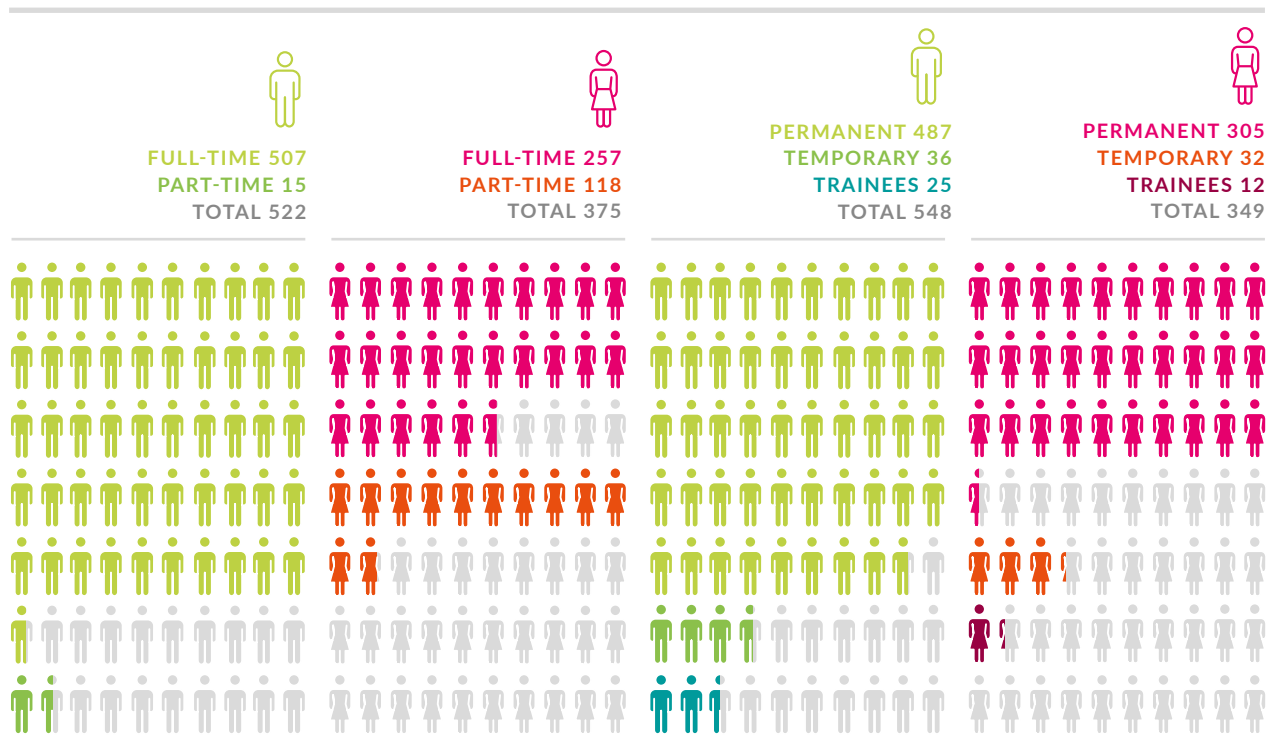
Employees at Seeberger

2020



EMPLOYEES IN TOTAL IN 2020: 874

2021



EMPLOYEES IN TOTAL IN 2021: 897

VISION →

WE WANT TO BE AN ATTRACTIVE AND SOUGHT-AFTER PARTNER

Our strategy



1

STRENGTHEN OUR
BINDING CORPORATE
CULTURE AND VALUES



2

CREATE ATTRACTIVE
WORK ENVIRONMENTS



1

STRENGTHEN OUR BINDING
CORPORATE CULTURE AND VALUES



HOW DO WE DO THAT?

Our goals by 2025

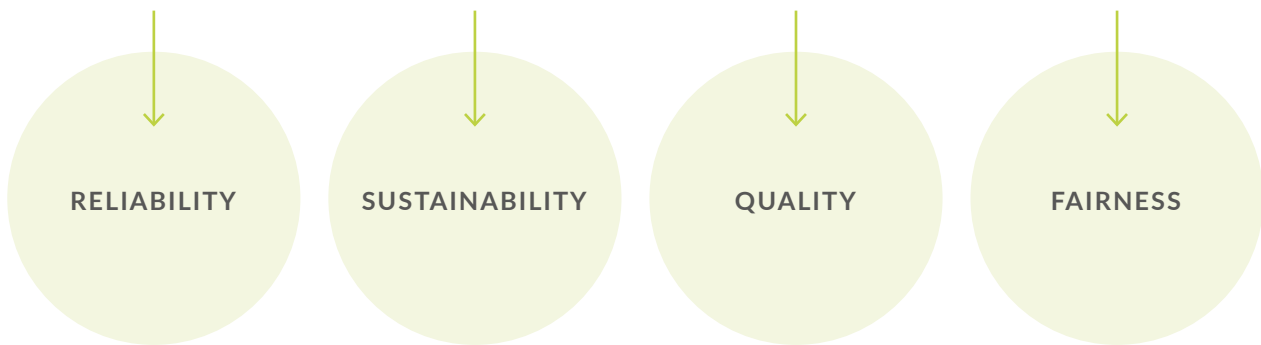
Establish the
“ONE SEEBERGER”
project to
strengthen our sense
of community.
Project goal: expand
the “Seeberger Family”
employee programme
across the whole
Seeberger Group

Establish a uniform
management culture
for the whole
Seeberger Group

Expand and adapt
employee participation
across the whole
Seeberger Group

Encourage and
require achievement,
in order to be
successful together

Seeberger Corporate Values



Our approach

For generations our company has been growing with just one raw material: natural products. Our company's success would not be possible without optimal growing conditions in source countries and the high dedication

of our employees and suppliers worldwide. We are responsible for that. Our corporate values ensure it. For generations they have determined who we are today and who we will be in the future.

The Seeberger Group: community in flux

Our corporate structure has become much more diverse over the last two to five years due to company acquisitions. The companies of the Seeberger Group differ in more ways than their organisational structure, however. Basic working conditions such as pay, working

hours, number of annual leave days or benefits, are also very different. In 2022 we are analysing the current performance structures of the Seeberger companies. We can then use the results to prioritise coordination tasks and devise appropriate measures together.

A common management culture

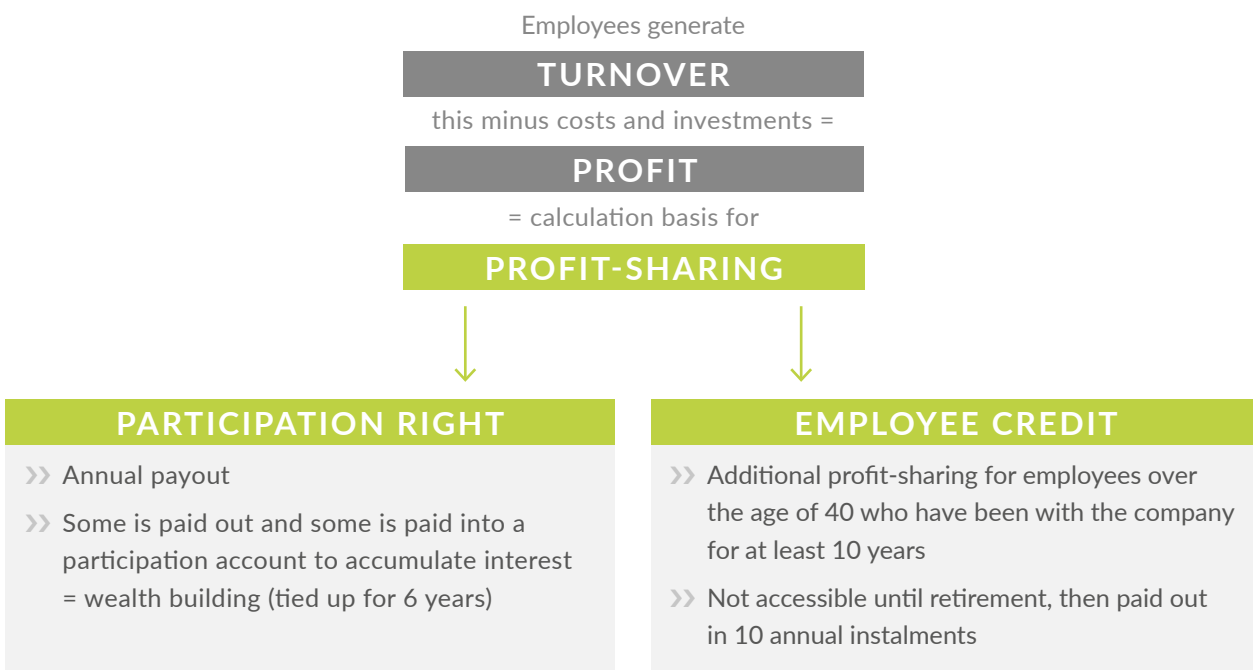
Good management is a success factor. A common understanding of management – no simple task. Because of this, we have created a standardised management programme for all the companies of the Seeberger Group. Under this programme we are training and strengthening the management expertise of our managers individually and collectively.

In addition to our programme, we train managers as needed too. We also support them day to day: a team of Business Partners work in our Human Resources department, who provide managers with department-specific advice on important decisions and management issues.

Seeberger employee participation

We involve employees in shaping our company – and in its success. Thanks to our two employee participation schemes, each year they receive a profit-based bonus and an attractive, profit-based rate of interest on their share of the company’s capital. This investment and the

interest on the capital support long-term wealth building. Our goal is to expand our employee participation across the entire Group in future on the basis of consolidated annual accounts, but nevertheless taking the performance of the respective company into account.



A Genusswelt for all

We would really have liked to open our “Seeberger Genusswelt” with a bang as an overall pleasure concept. Covid has also caused a lot of delays here unfortunately. But postponed does not mean abandoned: the bang is coming in 2022 with a summer party for the large Seeberger community.





2

CREATE ATTRACTIVE WORK ENVIRONMENTS



HOW DO WE DO THAT?

Our goals by 2025

Devise and adopt the “Mobile Working” company agreement

Establish a transparent and motivating salary structure

Establish the “New Work” working group to focus on networking and cooperation

“Mobile Working” company agreement

During the pandemic, mobile working became an integral part of our working world. We have since learned to combine the advantages of mobile working with those of the classic office life. There’s more: the framework conditions and a legal basis will be created for this by

2025 with a new “Mobile Working” company agreement. In our eventful working lives we find that: the right mix is what counts and we have to find the best way to combine the different ways of working.

Transparent and motivating salary structure

“Operating the teletypewriter”. That’s a job description, by way of example, from the salary grading plan for wholesale and foreign trade in Baden-Württemberg from 1995. As a company bound by collective bargaining agreements, this is what Seeberger uses to classify its employees. Because outdated tasks like these don’t fit with our job profiles and only a fraction of our tasks and competencies are covered by this plan, the

Works Council and Human Resources department have started the “Classification Re-Evaluation” project. Together with section heads from the departments, they are creating new job clusters with up-to-date, appropriate job descriptions. They will then use the new clusters to find a joint solution for appropriate re-evaluation and classification.

“New Work” working group

Naturally, “New Work” is also a current issue in a family company with more than 175 years of tradition. The Covid crisis has massively accelerated the digitisation of our working areas – this supports modern working structures. New Work means more than digitisation or reorganising though. We also want participative structures and greater individual responsibility for employees. We know there are a lot of people working

for us who are ready to try something new. Our new project group “New Work” is working on opening up our working structures for greater active participation. After all, don't the best ideas for the community come from the community? The “New Work” project group is currently focussed on the issues of internal networking and communication for more cooperation and less “silo thinking”.

A long-term success story: awards and initiatives

Talking of “New Work”: in 2020 and 2021 we were once again presented with the “Employer Branding Award” by the University of Applied Sciences Neu-Ulm (HNU). The award is the result of the Employer Branding Study: around 1,000 students from the Universities of Applied Sciences in Neu-Ulm and Ulm, the Ulm School of Communication and Design and Ulm University were asked about recognition, appeal, readiness to apply and likeability of the best-performing companies with at least 500 employees in the region.

The result: Seeberger is one of the top 3 employers. In the ‘Likeability’ category we are even number one. Perhaps that's also down to the creative video clips posted by our trainees on the new Seeberger TikTok channel (@seeberger_de). Our employee initiatives “Seeberger Ideas Workshop” and “Nature Ambassadors” also want to shape the community. Every year they realise numerous sustainability and efficiency projects in working life.

AWARD:
TOP EMPLOYER IN THE REGION
“EMPLOYER BRANDING AWARD”, 2020/2021:
3RD PLACE



HNU
TOP 20 ARBEITGEBER 2020/2021
 IM KREIS ULM, NEU-ULM, HEIDENHEIM, GÜNZBURG, DEM ALB-DONAU-KREIS UND DEM OSTALBKREIS

Die Employer Branding Studie wird von dem Kompetenzzentrum Wachstums- und Vertriebsstrategien der Hochschule Neu-Ulm durchgeführt.

FIRMA	MITTELWERT *	
1. Rattepharm GmbH	3,82	🟢🟢🟢🟢
2. Liebher-Werk Ehingen GmbH	3,74	🟢🟢🟢🟢
3. Seeberger GmbH	3,70	🟢🟢🟢🟢
4. GARDENA GmbH	3,58	🟢🟢🟢🟢
5. Aldi GmbH & Co. KG	3,57	🟢🟢🟡🟡
6. Carl Zeiss AG	3,51	🟢🟢🟢🟡
7. PERI GmbH	3,50	🟢🟢🟢🟡
8. Wieland-Werke AG	3,43	🟢🟢🟢🟡
9. Liqui Moly GmbH	3,39	🟢🟢🟢🟡
10. SWU Stadtwerke Ulm/Neu-Ulm GmbH	3,36	🟢🟢🟡🟡
11. Beurer GmbH	3,34	🟢🟢🟢🟡
12. Ineco Magnus AG	3,32	🟢🟢🟢🟡
13. TEVA GmbH	3,31	🟢🟢🟢🟡
14. Voith GmbH & Co. KGaA	3,30	🟢🟢🟢🟡
15. Müller Holding Ltd. & Co. KG	3,20	🟢🟢🟡🟡
16. Ulm Utz AG	3,18	🟢🟢🟢🟡
17. Paul Hartmann AG	3,06	🟢🟢🟡🟡
18. Leitz GmbH & Co. KG	3,02	🟢🟢🟡🟡
19. SCHWENK Zement KG	3,00	🟢🟢🟡🟡
20. VARTA AG	2,98	🟢🟢🟡🟡

* HNU, Bewerber werden in 40 verschiedenen Unternehmen der gesamten Landkreis- und Stadt-Ulm-gemeinschaft (Ulmer, Bielefeld, Bielefeld, Stadt des HNU) "Bewertung (Mittelwert) Bekanntheit + Mittelwert Sympathie + Mittelwert Attraktivität + Mittelwert Bewerberbegehrtheit (JG)

🟢 Mittelwert Bekanntheit 🟡 Mittelwert Sympathie 🟠 Mittelwert Attraktivität 🟤 Mittelwert Bewerberbegehrtheit

🟢 Green: Bewerber 🟡 Yellow: Bewerber 🟠 Orange: Bewerber 🟤 Red: Bewerber

GRI NO.	GRI SHORT DESCRIPTION	PAGE	CONTENT, NOTES AND ADDITIONS
GRI 102 – GENERAL DISCLOSURES			
Organisational profile			
102-1	Name of the organisation		Seeberger Group
102-2	Activities, brands, products and services	11	Our company, corporate figures
102-3	Location of headquarters		Hans-Lorenser-Straße 36, 89079 Ulm
102-4	Location of operations		Headquarters in Germany. Sales offices in China (Shanghai), France (Paris) and the Baltic States (Riga).
102-5	Ownership and legal form		The parent company owns 100 % of the Seeberger companies and is family-owned
102-6	Markets served	11	Our company, Seeberger markets
102-7	Scale of the organisation	11	Our company
			Total number of business locations: main location / Seeberger GmbH: Hans-Lorenser-Str. 36, Ulm Seeberger Professional, Klein-Kollenburg-Straße 42, 47877 Willich Seeberger GenussWelt GmbH, Hans-Lorenser-Str. 20, 89079 Ulm
			Total capital: no details on total capitalisation
			No details on volume of supplied products and services for competitive reasons.
102-8	Information on employees	72&73	Community, working at Seeberger in numbers
102-9	Organisational supply chain	40 ff.	Supply chain responsibility
102-10	Significant changes to the organisation and its supply chain		Genusswelt opening 2021
102-11	Precautionary principle or approach		Seeberger quality audits and certifications
102-12	External initiatives		Internationally recognised standards are used for reporting, such as the Greenhouse Gas Protocol and the Guidelines of the Global Reporting Initiative. We have participated in the Global Compact since 2015, the UN global initiative for responsible business management. Involvement in the sustainability field: BioVal research project and HolyGrail Initiative
102-13	Membership of associations		Main memberships in which Seeberger holds a position on the governance body, participates in projects or committees, or views its membership as strategic: - Food Federation Germany (Bund für Lebensmittelrecht und Lebensmittelkunde e.V.) - Ulm Chamber of Industry and Commerce (IHK) - Association for quality products from Baden-Württemberg (Fördergemeinschaft B-W) - Hamburg import trade association (Waren-Verein) - SA2 GS1 Germany - Federation of German Wholesale, Foreign Trade and Services (BGA) - German association of family businesses (ASU) - German Association for Employee Participation (AGP) - BDSI Bundesverband der deutschen Süßwarenindustrie e.V. and German Sweets
Strategy			
102-14	Statement from a senior decision-maker	6&7	Foreword
Ethics and integrity			
102-16	Values, principles, standards, and norms of behaviour	12 ff.	NaturWelt – our sustainability strategy
Governance			
102-18	Governance structure		4 Managing Directors (Clemens Keller: responsible for Production and Administration, Ralph Beranek: responsible for Goods Management, Raphael Steinberg: responsible for Seeberger Professional, Gerald Lindinger: responsible for Finances and IT) Sustainability has been firmly established in the corporate goals since 2015. Sustainability department since 2022
Stakeholder engagement			
102-40	List of stakeholder groups	14	Our stakeholders
102-42	Identifying and selecting stakeholders		The basis for identifying and selecting stakeholders has not changed. It is described in the Sustainability Report 2013.
102-43	Approach to stakeholder engagement		The approach to stakeholder engagement has not changed. It is described in the Sustainability Report 2013.
102-44	Key issues and concerns raised	15	Materiality Matrix
Reporting practice			
102-45	Entities included in the consolidated financial statements		The reporting includes the main location in Ulm and all subsidiaries registered in Germany.
102-46	Defining report content and issue boundaries		NaturWelt – our sustainability strategy
102-47	List of material issues		Our four focus themes
102-48	Restatements of information	12 ff.	NaturWelt – our sustainability strategy
102-49	Changes in reporting	15 ff.	Continuation of the materiality process see Materiality Matrix
102-50	Reporting period	12 ff.	01/01/2020 to 31/12/2021
102-51	Date of most recent report	15	December 2020
102-52	Reporting cycle		Every 2 years
102-53	Contact point for questions regarding the report		Verena Schädler, Sustainability Officer, naturwelt@seeberger.de
102-54	Claims of reporting in accordance with the GRI Standards		'This report has been prepared in accordance with the GRI Standards: Core option'.
102-56	External assurance		External creation of climate footprint, without creation of test report
GRI 103 MANAGEMENT APPROACH			
103-1-3	Explanation of the material issue and its boundary	16&17	Our four action fields
GRI 200 ECONOMIC			
201-1	Direct economic value generated and distributed	10	Business figures
205-1	Operations assessed for risks related to corruption		All
205-2	Communication and training about anti-corruption policies and procedures		As part of the Compliance Management System
205-3	Confirmed incidents of corruption and actions taken		None
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices		None
GRI 300 ENVIRONMENTAL			
Materials			
301-1	Materials used by weight or volume		No data available
Energy			
302-1	Energy consumption within the organisation	63	See climate footprint
302-3	Energy intensity	63	See climate footprint

GRI NO.	GRI SHORT DESCRIPTION	PAGE	CONTENT, NOTES AND ADDITIONS
GRI 300 ENVIRONMENTAL			
Energy			
302-4	Reduction of energy consumption	62 ff.	See climate footprint
302-5	Reductions in energy requirements of products and services	62 ff.	See climate footprint
Water and effluents			
303-1			Water withdrawal and consumption: 100 % from municipal network; no withdrawal of infiltration water, no water treatment or use of grey water
Protected areas			
304-1	Operational sites owned, leased, managed in, or adjacent to		None
Emissions			
305-1	Direct (Scope 1) GHG emissions	63	See climate footprint
305-2	Energy indirect (Scope 2) GHG emissions	63	See climate footprint
305-3	Other indirect (Scope 3) GHG emissions	63	See climate footprint
305-4	GHG emissions intensity	62 ff.	See climate footprint
305-5	Reduction of GHG emissions	62 ff.	See climate footprint
Waste			
306-2	Waste by type and disposal method	18 ff.	Focus issue circular economy
306-3	Significant spills		None
306-4	Transport of hazardous waste		None
Environmental compliance			
307-1	Non-compliance with environmental laws and regulations		No fines were imposed for non-compliance with environmental laws and regulations
Supplier environmental assessment			
308-1	Percentage of new suppliers that were screened using environmental criteria		100%
308-2	Negative environmental impacts in the supply chain and actions taken	40 ff.	See supply chain responsibility: Seeberger monitoring cycle
GRI 400 SOCIAL			
Profession			
401-1	New employee hires and employee turnover	72&73	Community: working at Seeberger in numbers
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		Company benefits are also provided to part-time employees
Labour/management relations			
402-1	Minimum notice periods regarding operational changes		As needed in acc. with the German Works Constitution Act (BetrVG)
Occupational health and safety			
403-1	Occupational health and safety management system		ASA occupational safety committee comprising 16 (2021) people from Works Council, Technology, Operations and Building Services Management, internal safety officer, external safety expert, company doctor). Seeberger Family health services
403-3	Occupational health services		Company doctor
403-4	Worker participation, consultation, and communication on occupational health and safety		Works Council and ASA (occupational safety committee) and occupational safety officer (external)
403-5	Worker training on occupational health and safety		Conducted regularly
403-6	Promotion of worker health		"Seeberger Family" employee programme
403-9	Work-related injuries		No deaths
403-10	Work-related ill health		No work-related illnesses
Education and training			
404-2	Programmes for upgrading employee skills		Training on the job, development programme PEP@Seeberger, training in seminars and workshops
Diversity and equal opportunity			
405-1	Diversity of governance bodies and employees	72	Current status of women on Executive Board: 0%, 1st management level: 25 %; department heads: 25 %, team leaders: 35 %; specialist roles with high responsibility: 56 %
405-2	Ratio of basic salary and remuneration of women to men	72	Basic salary and additional pay above the collectively agreed scale are dependent on employee category, role and number of years with company. Men and women are treated equally.
Non-discrimination			
406-1	Incidents of discrimination and corrective actions taken		None
Freedom of association and collective bargaining			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		Is questioned as part of supplier monitoring and checked during local visits
Child and forced labour			
408-1	Operations and suppliers at significant risk for incidents of child labour		Is questioned as part of supplier monitoring and checked during local visits
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour		Is questioned as part of supplier monitoring and checked during local visits
Human rights			
412-1	Operations that have been subject to human rights reviews or impact assessments		None
Supplier social assessment			
414-1	New suppliers that were screened using social criteria		100%
414-2	Negative social impacts in the supply chain and actions taken		Supplier monitoring, development of sustainability index for food suppliers
Political influence			
415-1	Political contributions		None
Customer health and safety			
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		None
417-2	Incidents of non-compliance concerning product and service information and labelling		None
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		None
Socioeconomic compliance			
419-1	Non-compliance with laws and regulations in the social and economic area		None

CONTACT

I welcome your thoughts and a constructive dialogue. You can contact me directly by email at:

NATURWELT@SEEBERGER.DE



VERENA SCHÄDLER
SEEBERGER
SUSTAINABILITY OFFICER

LEGAL NOTICE

Publisher:

Seeberger GmbH
Hans-Lorensen-Straße 36
D-89079 Ulm

Tel.: +49 (0)731 4093-0

Email: info@seeberger.de

www.seeberger-gruppe.de

Email: naturwelt@seeberger.de

Editors:

Verena Schädler, Seyda Keles,
Sabine Jörg, Bettina Stein

Layout:

Hanschur Gestaltung



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