

Sustainability
**SUSTAIN
ABILITY
REPORT**
Report

2018 / 2019

Foreword

Dear reader,

We have had Seeberger Nature Ambassadors since 2014. They are an agile team of Seeberger employees of all ages and from all divisions. They keep an eye, in fact two, on the issue of sustainability at Seeberger.

They identify potentials in their areas, drive ideas forward and encourage even more sustainability. Through steps big and small.

They get a chance to speak throughout our Sustainability Report, including here at the beginning. They reflect the tasks, but also the opinions and voices of our teams on sustainability from the perspective of their departments. That's important because we can only achieve sustainability if we encourage others to join us on our journey. You will of course hear from our management as well. Feel free to scroll further. We hope you enjoy the read and are inspired!

Verena Schädler,

Seeberger Sustainability Officer



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— About Us —

Sustainability and the Seeberger Nature Ambassadors

What significance does sustainability have for you?

Sustainability was and is the reason I am at Seeberger. The company's philosophy was always sustainable and traditional. Today, sustainability has re-emerged as a new value.

Sustainability is extremely significant, especially in the working environment. I believe we have a responsibility to the generations after us.

It has become an important part of my personal attitude.

I try to integrate sustainability into my life as often as possible.

Our Nature Ambassadors: Jürgen Nüssle, Valeria Schneider, Margit Locher, Barbara Blaha-Radlinger, Verena Schädler, Erlande Hagenbusch, Franz Schmid, Joachim Mann, Lisa Obmann, Antonie Köhler

For me, sustainability means handling resources responsibly. Our customers also ask what Seeberger is doing for sustainability. As a supplier of top-quality dried fruits, coffee and nuts, people expect us to be proactive.

Can companies like Seeberger help to raise awareness of sustainability in the industry?

Definitely! It's important to draw attention to this issue and to help shape a sustainable future.

Naturally. Interested parties can easily see that we live sustainability. Our Sustainability Reports are a valuable tool for our public image and to raise awareness among our colleagues.

The major retail chains we work with learn from our projects. So Seeberger is helping to raise awareness in the industry. As a leading brand in the dried fruit and nut sector, we are defined as the benchmark. This applies not only to our products, but also to our actions and the positions we take on sustainability.

Definitely, by setting an example for industry colleagues, by acting as a driving force, by sticking to our principles in business and being a beacon for consumers.

Sustainability and the Seeberger Nature Ambassadors

How can you help at Seeberger to make your company more sustainable?



Sustainability has become a substantial part of my work. Ecological aspects play a major role in our auxiliary materials, such as packaging and advertising materials, as well as social aspects of our business in communication.

Always being willing to listen to questions about sustainability. I want to raise awareness and promote sustainable thought processes. It's certainly a laborious learning process, but absolutely essential in my view.



I hope I can pass on my interest in sustainability to other colleagues.

All employees can save resources. A simple example: closing blinds in the summer to make it easier for the air conditioning.

By always questioning processes and exchanging ideas with like-minded colleagues.

Sustainability factors should guide our actions. I constantly put forward this view: in my teams and with colleagues. Even though it is sometimes difficult and meets with resistance. Unfortunately, when customers often only want to see a cheaper price in the short-term, the long-term goal of a world for tomorrow in which we all can live sometimes goes out the window.



Sustainability and the Seeberger Nature Ambassadors

What do you wish for the future?



I would like raw materials to be available in suitable quality and at reasonable cost. For them to be processed sustainably and yet still facilitate an economic result. The Earth is a sphere – and sadly it forgets nothing.

That decision-makers in politics, retail and industry become aware of their role and responsibility and act sustainably, rather than just issuing effective sustainability platitudes via their communication channels. We need actions, not just words.



I would like opportunities to be recognised and utilised to build on sustainability.

A better and more conservative approach to our resources. That people are more open to sustainability and also live it.



That we continue to work on commonplace, sustainable solutions.



Sustainability for me is an important step in the preservation of flora and fauna, so that our descendants can still enjoy the natural world in many years to come. If everyone just made a small step in the right direction, it would be a giant leap forward as a whole.





– Tradition and Future –

“It is also a question of conviction. It is only with conviction that we can survive on the global market, by producing sustainably”

Winfried Kretschmann,
Minister-President of Baden-Württemberg,
in his speech for Seeberger's jubilee celebrations on 5 July 2019



Discover a world full of pleasure

Seeberger celebrated its 175th anniversary in 2019. 175 – that is just a number. 175 years of Seeberger: that is a history. A history of how our expectations of food have changed over the course of so many years. And how we as a company have met these expectations to this day with consistency and a little spirit of adventure. Even more: always wanting to exceed them a little. Today we call that: “Discover a world full of pleasure”.

175 years of Seeberger – that is also the story of brave entrepreneurs, dedicated farmers, open-minded logisticians, resourceful engineers, meticulous flavour seekers, ingenious product inventors and many more. Their inventiveness, their dedication and their loyalty make Seeberger possible – then as now.

“Seeberger is a traditional company that has managed to preserve its home and tradition over many decades and yet is always forging ahead through innovation.”

Gunter Czisch,
Lord Mayor of Ulm,
in his speech for Seeberger's jubilee celebrations on 5 July 2019



Interview with Dr Julius Rohm, Seeberger shareholder and Managing Director 1975 – 2003

“Seeberger’s gone crazy again”

Dear Dr Rohm,

Seeberger has been on a growth trajectory for many years. A pretty bold one and even the industry has thought that now and again. In the company film you explain that some thought: “Seeberger’s gone crazy again”. Do you think a company has to be daring to achieve success?

» *“Seeberger’s gone crazy again” was something said by Hamburg importers, when Seeberger set up its own food-chemical lab. That was very unusual at the time, but even then it was because of Seeberger’s quality standard. The boldness has to be contained, you have to act conservatively rather than speculatively. By conservatively I mean sustainably, in the sense of thinking and acting long-term. This also means not taking unnecessary risks, because we are responsible for a lot of jobs.*

Management for future generations too: sustainability is a tradition at Seeberger. You joined the Seeberger management in 1975. How important was sustainability at the time and how were you able to implement sustainable processes?

» *The term sustainability was not well-known or common back then. But its elements were already being practised consistently. It was something we did as a matter of course without explicitly calling it that. My father had maintained real relationships with Seeberger suppliers. Business relations were characterised by a great deal of mutual trust. Seeberger has a strong culture shaped by Christian values, which persists to this day.*

As Managing Director of Seeberger you introduced the employee-participation model, which was a real innovation at the time. What motivated you and what do you think about it now?

» *As a student, I had discussed it 10 years earlier with my father. What is a reasonable ratio between the owner’s salary and a manager’s salary? My conclusion was: the owner’s salary can be shared between the manager and the employees. Years later, we made contact with the German Association for Employee Participation (AGP). The first model calculations were performed in 1982/83 and a profit-participation model was devised. I remain convinced: short-term profit-sharing does not compare to capital participation, such as a participation right. One is a bonus, the other means identification with the company.*

In socio-political terms, my concern today is that employees should have a share in the capital and not just the success of the company. Workers’ real income has stagnated or

even fallen at times over the last 20 years. The gap between rich and poor is widening. Over time, this leads to tensions in society.

What do you see as the challenges for Seeberger when it comes to sustainability?

» *No major ones in all honesty. We just have to do what we think is right.*

What do you wish for Seeberger for the future?

» *Continuity and success.*

Dr Rohm, thank you so much for talking to us.



What does it actually mean:

Fit for the Future?

The competition has become quite intense and the stakes are often high. Our challenges: in food retail we are competing with cheap retail brands and with exciting food start-ups. On the global raw material markets we are competing for the best harvests of our dried fruits, nuts and coffees, also due to climate change. Trade barriers and politically motivated exchange rate management have also slowed us down to some extent. Are we well-prepared for this? Absolutely! We have been training really hard over the last few years under the motto "Fit for the Future".

From trends we make:

Good products!

A healthy diet, unrefined, high-quality food and preferably everywhere? That is totally Seeberger. Our customers are on the go – and we are with them. We are profiting from the rising "out-of-home" trend. Retail stores are opening their own restaurants, and system and premium catering are growing. Even the coronavirus pandemic of 2020 has only slowed this trend rather than stopped it – we are convinced of that. More and more people want to eat a healthy and natural diet, of products produced under fair conditions. Transparency is the keyword here. We supply that too: since 2013 we have been openly reporting how sustainable we are in our Sustainability Reports and explaining how we want to become more sustainable.

Experience a world full of pleasure?

The new "Seeberger Genusswelt"

What is actually happening right now: "Experience a world full of pleasure"? We are opening the "Seeberger Genusswelt" in winter 2020/21. Anyone taking a journey of discovery through our new flavour experience in Ulm will discover exactly what we have stood for in our 175-year history: delicious natural products, which now come from 40 countries around the world. You can see the passion with which our partners in the producing countries cultivate high-quality fruits, nuts and coffees. And how important fair and trusting partnerships with them are to us. This shows that our success is founded on natural variety and respectful and careful use of the

valuable resources of people and nature. That is precisely why sustainability has been both tradition and future at Seeberger for 175 years.



Good technology –

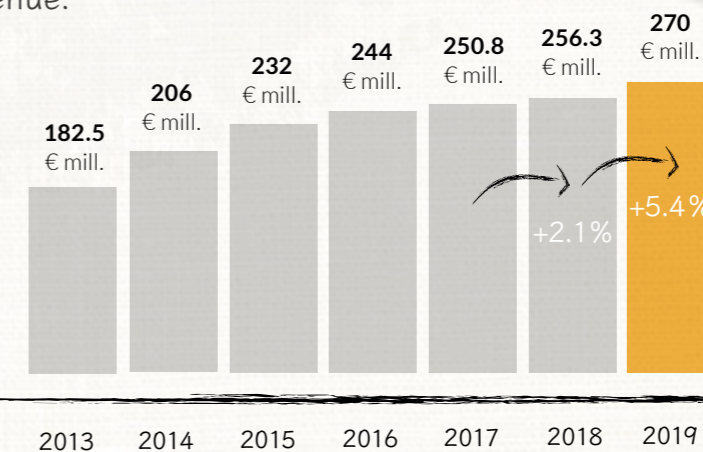
For good teams Hello Millennials!

Fitness of course also means good technology and digitisation, for example. There is not a single employee at Seeberger whose job hasn't changed over the last two years: lean organisational structures, digital transformation in data processing, highly complex packaging technology. This results in transparent, efficient processes and structures that help us to develop the precise products and services that our customers need. They also save us a lot of energy though. Our climate footprint in this Report also shows that we are still on the right path, e.g. in terms of our CO2 emissions.

We have been observing one thing very closely for 175 years: our customers. We know that our products taste good to people of any age. Some have been familiar with us for a very long time. Others not yet. We completely overhauled the way we present ourselves to them with a full brand relaunch in 2018. This took us back to our roots – to nature. Because even though the packaging is new and stylish, as always it still protects our "natural treasure" – unrefined, aromatic dried fruits and nuts and unique coffees. Our packaging has more than just a new look – it is also thinner. Because we are using less and less packaging material on more and more products.

Business figures

Revenue:





- The Seeberger Product Worlds -

A piece of nature in everyday life

Wherever our customers enjoy juicy Seeberger dried fruits, crunchy nuts or a fragrant cup of Seeberger coffee: each of our more than 100 natural products should bring a “piece of nature” into their everyday life. How can we do that? Objectively speaking, by simply doing the right thing. In particular, right means maintaining partnerships of respect and trust with the producers in the source country. Only they know the optimal conditions for cultivation and the best harvest time for our aromatic fruits, nuts and coffees, which need no additives to boost their natural flavour. And that is how a piece of nature gets into everyday life: in the flavour of sun-ripened apricots from the foot of the Taurus Mountains, in the earthy aroma of mild Brazil nuts harvested in the rainforests of Bolivia, or the floral aroma of coffee from the best growing regions in the world.



Our partner in Nicaragua harvests a special coffee variety on a very specific day, at a set time, in a specific micro-parcel of the plantation. The right preparation method is also determined on the same day. This has an unbelievably positive impact on the taste experience later on.

Tim Eggel, Purchasing Seeberger Coffee

Seeberger quality

We say: “The best of nature” is in every Seeberger bag. As a result, respecting it is an obvious dimension of our quality. In 2018 and 2019, Seeberger once again achieved top results in the Quality Audit certifications (IFS-International Featured Standard). Our products regularly receive the most important industry awards. We are proud of that, because these ratings are the

result of hard work. It goes hand-in-hand with challenges like climate change, which leads to droughts in our producing countries, for example. Or political tensions, which affect product prices on the world market. There is also the question of how the prices necessary for our high quality can be accepted by our customers in retail stores and in the out-of-home market.

An interview with Heidi Wöhrlin, Head of Seeberger Quality Management

Seeberger quality

Dear Heidi Wöhrlin,

You have been running the IFS Audits at Seeberger for over 10 years. Let's look at your favourite Seeberger product. How many quality checks does it go through before it can go in the bag?

» My favourite product is Seeberger Luxury Nut and Raisin Mix. Almonds, walnuts, cashews, grapes and hazelnuts come from different suppliers. We have agreed raw material specifications with our suppliers, i.e. specific parameters, so that we get products that meet the high Seeberger quality we want. These specifications include requirements on size, damage, moisture, but also microbiological and chemical parameters and sensory analysis, which are reviewed and documented for each raw product.

How do the products get to Ulm?

» A variety of tests are performed by our suppliers before produce is shipped. These include tests for foreign bodies, microbiology, chemical and pesticide analysis, and tests for aflatoxins or heavy metals. If all parameters are right, then the produce is shipped from the source country.

What happens when the products arrive in Ulm?

» As soon as the produce arrives in Ulm, it is checked in our own lab using risk-oriented test plans to check consistency with the specifications. These test plans are based on our HACCP concept and are different for each product. Almonds as an example: each batch that arrives is analysed for aflatoxins. Sensory analysis is also checked in the lab on arrival. The microbiology, pesticides and heavy metals are analysed at regular intervals. With Spanish almonds, for example, we also check whether bitter almonds have been included. Only produce that meets our requirements is released for production.



What happens next in the production of the Luxury Nut and Raisin Mix?

» We impose high standards on our products both in and during production. With Luxury Nut and Raisin Mix there are conditions for the packaging, as well as the correct mixing ratio. Are all sealed seams properly fused and does the printing on the bag, such as the best-before date, match the product? Is the reseal

function working? Are the bags absolutely sealed for long-lasting freshness? Of course, foreign body detection can't be neglected during production either. This is the only way to make sure that things that don't belong haven't got into the pack. Once all requirements are met, then the Luxury Nut and Raisin Mix can be sold.

Seeberger IFS Audits and certifications:

Audits 2018

- IFS 6.1: higher level
- Organic certification (GREEN coffee range, cacao, muesli, porridge, dried fruits, tea, raw sugar sticks)
- Fair trade for coffee

Audits 2019

- IFS 6.1: higher level
- Organic certification (additional to 2018: nuts, grain, seeds)
- Fair trade for coffee

Awards 2018 and 2019

- **Brand of the century 2019** for Seeberger Luxury Nut and Raisin Mix
- **"Sweetie 2019"** for chocolate-covered nuts and dried fruits (awarded by Rundschau für den Lebensmittelhandel)
- **"Top Brand 2019"** for Luxury Nut and Raisin Mix and Nut-Fruit Mixes (awarded by Lebensmittel)
- **"Hit 2019"** 2nd place for Roasted Almonds and Cashews (surveyed and awarded by Lebensmittelpraxis)
- **Ökotest 7/2019 "Very good"** for Seeberger Organic Raspberry Porridge



Interview with Miriam Pabst, Brand Management

Who actually finds the Seeberger “pleasure moments”?

We are on the road a great deal. At trade fairs, on purchasing trips to suppliers, in the food stores of our retail partners. We take inspiration for new Seeberger products from all over, because the Seeberger pleasure range needs to grow. As well, there is always something new to discover. But there are also reasons to change products or even remove them from the range. And there are reasons to really celebrate products, such as our Seeberger Luxury Nut and Raisin Mix.

Dear Miriam Pabst,

The Seeberger “Number 1”, the Luxury Nut and Raisin Mix was “THE” Seeberger jubilee product. Hazelnuts, almonds, cashews, walnuts and raisins have been a successful recipe for 70 years. Why is the “classic superfood” so successful?

» *Firstly: it simply tastes incredible. Consumers today are also really looking for product variations with natural ingredients. At the same time, the product has to impress in terms of taste.*

Crunchy and fruity – the ingredients come from many countries. What you don't see: which sustainability issues are packed into a bag of Seeberger Luxury Nut and Raisin Mix?

» *Sustainability is something I became familiar with at Seeberger as established practice from the start. It is practically in the company's genes. For purchasing, sustainability aspects are defined in the supplier conditions. Quite naturally, we*

take this mindset with us into product development and into our Concept Team.

How does sustainability factor into Seeberger product development?

» *With new ideas, the question for our team is always whether we are supporting the product sustainably, simply put, whether we can stand behind it in good conscience. For me, sustainability, the Seeberger brand and our product range are closely interlinked. This means that we also have to take a critical look at issues like how to avoid plastic. We also discuss sustainability issues from time to time in workshops with our Concept Team.*

Do social trends come into play in product development?



» *We monitor food trends and social developments constantly. I think it's important to differentiate between general mega trends and short-term “fads”. I would identify sustainability and the corresponding, ongoing health boom and desire for a healthy lifestyle that's as natural as possible as mega trends. They will be with us for a long time. And they usually cause profound changes in people's everyday lives. Our task is to draw logical conclusions for our existing range and in the development of new products.*

With that in mind: which products are right for Seeberger?

» *In the Concept Team we basically decide together whether a product idea has potential. Factors like feasibility and trend potential play a role in this. The “brand fit” is particularly important. We have defined a clear core brand for each division, a promise that we make to the customer with our products. For nuts and dried fruits, the most important things are the brand values of naturalness, pleasure and of course high product quality.*

And who invents a product, such as the new Seeberger Fruit Balls?



» *Our Concept Team includes employees from different departments, such as Purchasing, Sales, Field Staff or IT. This ensures the broadest and most diverse possible range of opinions. We want to hear different opinions and value the experience the team members bring from their departments. We regularly taste, evaluate and select product ideas together that have been gathered from the whole company: from trade fairs, from our suppliers in the source countries or even ideas created in the team. This also results in new ideas that have a chance at product development and ultimately a retail launch. Such as the Fruit Balls.*



Our range for food retail

Crunchy nuts and seeds

- Nuts & seeds pure and with shells
- Nut and fruit combinations
- Refined nuts, nut mixes

Breakfast, bars, etc.

- Porridge, fruit and oat bars
- Popcorn

Chocolate-coated products

Aromatic dried fruits

- Pure fruits and soft fruits
- Fruit mixes

Cooking and baking ingredients

- Pulses & grains
- Baking ingredients & toppings

Coffee

- 250 g speciality coffee for home



“Who puts the coffee on?”

Seeberger for business customers



Nothing against the multitude of hard-working coffee machines that provide their steaming service from morning onwards in offices and cafés. But you only understand what an exceptionally brewed morning coffee does for your mood once you've tried it. We offer the following: Seeberger speciality coffees are carefully and gently produced in our roasting plant from the best raw coffee 100 % using slow drum roasting.

The accompanying service packages for restaurants and employee catering make out-of-home supply not only easy and uncomplicated, but also efficient and economical: with innovative telemetry technology and the consulting expertise of our full-operation customer service. And of course we also have tea in the best organic quality from samova and drinking chocolate!

Our range for business customers



Concepts for restaurants	Coffee and vending concepts	Products from the Seeberger range
<ul style="list-style-type: none"> • Individual hire, leasing and financing concepts for coffee machines • Personal all-round service and consultation on modern technology and trend concepts • Stylish accessories 	<ul style="list-style-type: none"> • Needs-based automated solutions with coffee, snacks and cold drinks • Individual service and full-operation packages • Service network throughout Germany 	<ul style="list-style-type: none"> • Speciality coffees and teas • Chocolate drinks & drink powders • Muesli & toppings • Nut/fruit snacks • Cold drinks • Accessories
<p>Seeberger Competence Center</p> <ul style="list-style-type: none"> • Coffee sensory analysis and barista seminars and workshops 		

Interview with Esin Rager, CEO and founder of samova

Seeberger and the modern tea culture of “samova”

Dear Esin Rager,

In 2002 you founded your company “samova” for “modern tea culture made in Germany”. Seeberger and samova have been partners since 2017. The Seeberger coffee world and samova’s modern tea culture – why do they go together so well?

» We are thrilled to have an experienced sales partner like Seeberger on our side. Seeberger’s corporate culture is built on the same basic pillars as ours: quality, innovation, trust and responsibility.

Over 25 samova teas, herbs and fruits, plus the ingredients for the tea recipes come almost exclusively from certified organic cultivation. All varieties are available as refill packs; the packaging is sustainable – some even garden-compostable. Was sustainability a reason for the collaboration?

» My vision is a modern society in which pleasure and fun are in harmony with cultural diversity and ecological balance. I entered into a partnership with Seeberger to bundle our strengths to realise this goal. Most consumers know Seeberger as a premium brand of nuts and dried fruits, but the company also has its own roasting plant in Ulm with fair trade organic coffee in the range. The owner family has set up a children’s foundation in the countries where the raw materials are sourced. We are now working together on a sustainable form of management.



Seeberger “Green - Label”, interview with Lisa Obmann, Seeberger Marketing

Sustainability meets safety

Dear Lisa Obmann,

Seeberger offers a range of certified-organic and fair-trade coffee varieties under the name “GREEN Label”. Can you give us a couple of examples of sustainability issues in the producing countries?

» Seeberger GREEN coffees come 100 percent from controlled organic cultivation and fair trade. The EU organic logo identifies products grown under organic conditions and whose producers or processors meet the criteria for organic farming under EU law. Fair trade identifies goods whose production complies with certain social, environmental and economic criteria. The fair trade logo ensures more stable prices and long-term trading relationships for small farming cooperatives. Farmers and employees on plantations receive an additional fair trade bonus for community projects. The standards also include criteria for democratic organisational structures, environmental protection and safe working conditions. For consumers, on the other hand, the logos reflect their own convictions, giving them a sense of security and a “good feeling”. We expanded the Green Label range in 2017 due to the very positive development of the organic and fair-trade products and the growing demand for certified coffees.

Which other aspects of sustainability are incorporated into the Green Label programme?

» Issues like mobility, environmental protection and multiple-use systems have a direct influence on the Seeberger portfolio. We offered a biodegradable coffee to-go cup for the first time under the GREEN Label at the start of 2018. The green concept in terms of roasted coffee is deliberately limited to sensible, necessary materials – less is more. Accessories like table displays, posters or brochures are produced using FSC material and climate-neutral printing whenever possible. And for Seeberger, acting sustainably also means using up materials and films, rather than disposing of them unnecessarily. Waste prevention virtually on the raw materials’ own doorstep.

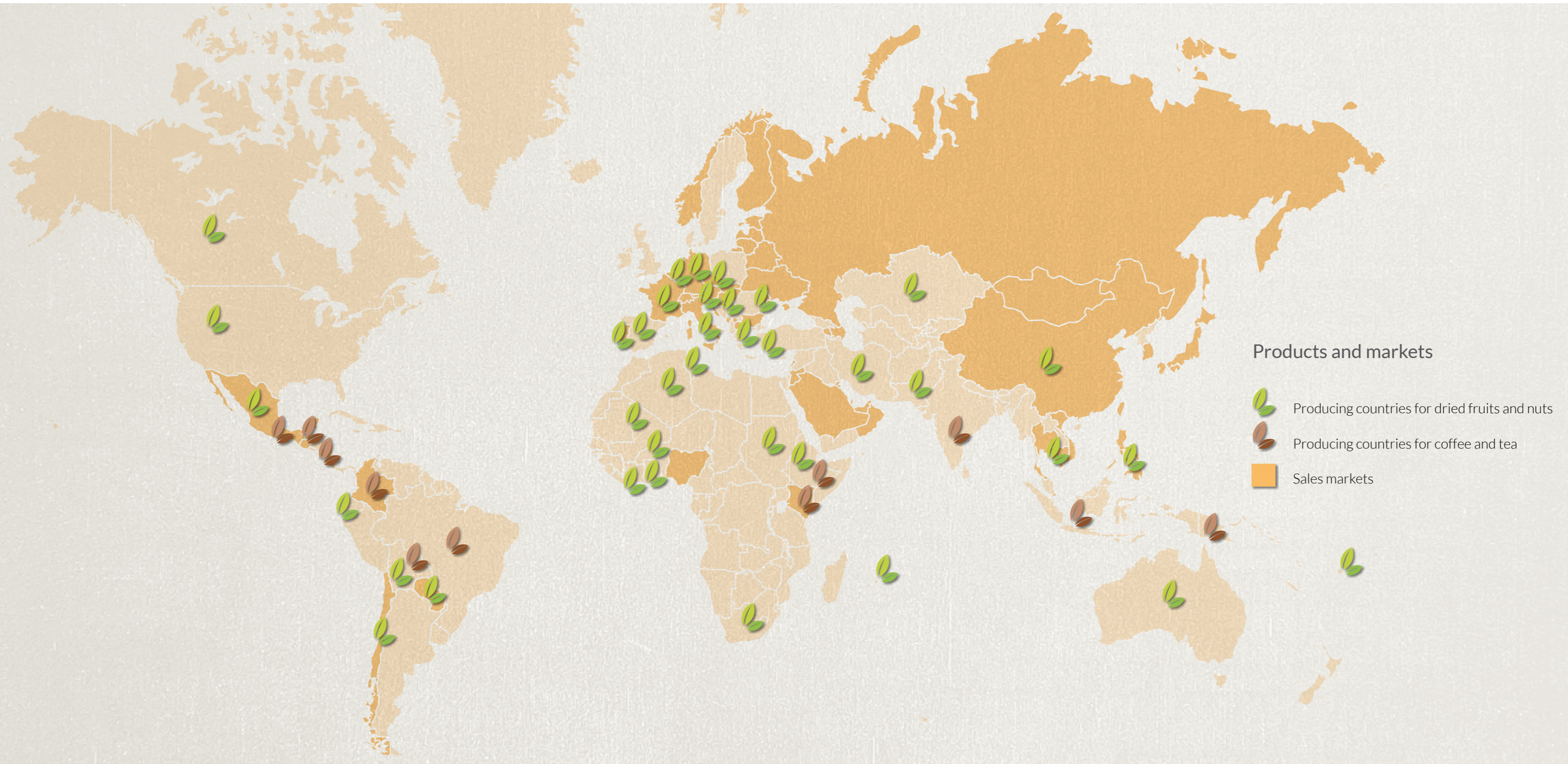
What role does sustainability play in the rest of the Seeberger coffee range?

» At Seeberger, the principle of acting sustainably and the obligation to do so are not limited to a logo. Our pricing, for example, is based on necessary production costs and not on speculative global market prices. That’s how we support the direct and long-term development of living and working conditions in the source country. This principle also applies to all our roasted coffee.



Lisa Obmann, Marketing Professional

Producing countries & sales markets



— Our Stakeholders —

Everything in balance -

Stakeholder dialogue

Our actions have implications and consequences. They affect people, groups of people or organisations with whom we have a relationship: customers, suppliers, employees and many more. We identified our stakeholders and their concerns when we created the first Sustainability Report (see www.seeberger.de/Verantwortung/Nachhaltigkeitsbericht2013 pages 22/23). These

relationships also come with expectations. How do we find the balance between our stakeholders' differing expectations? How does that all fit into our corporate growth? There is no final answer to that. Everything in motion: the underlying social, political and environmental conditions are changing. Our response to this: for good solutions we keep talking!



Expectations and issues:

Materiality Matrix

We speak to our stakeholders regularly to determine which sustainability issues are relevant. We record and evaluate the relevance and impact, i.e. the effect of our (joint) work in various dimensions. Issues in our source countries, for example, are the subject of our ongoing monitoring process (see section on working and living conditions). New issues of particular significance also evolve and are defined here over time, our focus issues. Our Materiality Matrix shows the status quo.



- Issues in source country
- Issues at Ulm location

Stakeholder – issues

Issues in source country (food suppliers)

WORKING AND LIVING CONDITIONS

- Supply chain transparency
- Secure and trusting partnerships
- Health
- Education
- Child labour
- **Seasonal work***

SUSTAINABLE AGRICULTURE

- Water
- **Biodiversity***
- Fertiliser and crop protection

Issues at Ulm location

EFFICIENCY

- **Climate footprint***
- **Sustainable packaging & recycling***
- Resources
- Waste / no food waste

EMPLOYEES AND EQUALITY

- Value-based corporate, work and management culture
- Compliance
- Compatibility of work & family
- Occupational safety and health
- Social commitment
- Sustainability knowledge management
- Education and training

FOUNDATION / DEVELOPMENT WORK

* Focus issues



– Our Mission Statement for
Sustainability –



On responsibility and duty

For Seeberger, sustainability is the future – and always has been. The reasons for this are obvious, because eco-friendly cultivation in the source country is the long-term basis for reliable, high-quality harvests. This means: a Seeberger product tastes fresh, crisp and natural. It has an aromatic smell, looks good and feels good. Perhaps better than any of our competitors' products.

THE COMMERCIAL SUCCESS OF OUR COMPANY
IS DOWN TO THE PERFORMANCE, COMMITMENT
AND LOYALTY OF OUR EMPLOYEES AND SUPPLIERS.

They deserve appreciation, recognition and of course good working and living conditions. We are also grateful to our customers, who rely on our brand and quality promise. We bear responsibility for that.

Management statement

Dear reader,

We have been reporting on our sustainability issues and their progress every two years since 2013. At the beginning of the reporting process, we applied the Guidelines of the Global Reporting Initiative (GRI) like a template across our divisions and realised: sustainability performance we had been undertaking as a matter of course suddenly became visible. Now, however, we were able to name and evaluate it and set ourselves goals for the future.

This process developed its own valuable dynamic. Since our last Sustainability Report, we have also been following the 17 Sustainability Goals of the United Nations. We want to play an active role in realising these goals. Our Sustainability Reports ensure that our achievements, the tasks we are currently working on and the goals we have set for ourselves are transparent and public. This makes it binding. Today our approach to sustainability is holistic. It is a brand value intensively applied in all divisions and in the supply chain.

Sustainability is a daily challenge. At our location in Ulm it is not just a standalone department: we

want it entrenched across the entire company. In our source countries we don't just leave it to our suppliers: we talk to them, make suggestions and tackle it together. We achieve the transparency this requires with our sophisticated supplier monitoring, for example. But not that alone: we also make sure for ourselves on purchasing trips in the source countries. Each and every Seeberger employee returns excited and inspired by these places and the people there.

One issue has occupied us greatly over the last couple of years: Seeberger packaging. How can we make it lighter, kinder to the environment and help to reduce plastic waste? How can we achieve that without jeopardising its most important task of safely protecting our "natural treasure"? Significant progress has been made: in 2020 we are gradually switching around 90 percent of our products in flat bags to a packaging film that is up to 20 % thinner and 100 % recyclable. Our customers can see this progress thanks to the "For A Better Planet" label on the packaging. That is a promise we are working on with our partners.



Against a background of social developments and increasing global climate change, "For A Better Planet" means that we not only have a responsibility to use natural resources carefully. It means this is also our duty.

We are setting ourselves specific goals for the next few years in the areas that have a crucial impact on the success of our business: preserving biodiversity, good working and living conditions for our employees, water conservation and climate

protection. We know from past years that we can count on the support and commitment of our Seeberger teams and our suppliers. We are incredibly grateful for this.

We are looking forward to working together and to the challenges that often truly are "a hard nut" for us to crack. You can read more about this on the following pages. And we are looking forward, dear readers, to hearing your ideas and questions. Please get in touch with us.

We hope you enjoy the read,

Clemens Keller, Ralph Beranek, Gerald Lindinger, Raphael Steinberg



FOR A BETTER
PLANET!

“Naturwelt” – an enduring mission statement

Seeberger is a family company. Admittedly, with around 850 employees we are now a very large family. What connects us are the values that have guided us and brought us security for 175 years. Loyalty and fairness – we insist on that in relationships with suppliers and in the Seeberger community. Courage and open-mindedness –

when it comes to agility, digitisation and global social change. Values are also the basis of our mission statement for sustainability “Naturwelt”. Sustainability is a process. We give it a structure, with action fields, measures and goals. We can only achieve it in appreciative and respectful dialogue with all involved.

NaturWelt
Für unsere Zukunft

About this Report

Sustainability reporting is also a process. We follow internationally recognised standards in creating our reports. We started with the Global Reporting Initiative (GRI), which still provides the framework for our reporting process (see annex). The 17 UN Sustainable Development Goals, (SDGs) with their targets are closer to practice and are more tangible for us. Seeberger actively supports implementation of the 17 SDGs on a business level. In the last Report, we also graded our sustainability activities and redefined our action fields for sustainability.

However, comparability is also important to us on a national level. The Council for Sustainable Development has also drafted a recommendation for politicians and businesses in Germany, the German Sustainability Code (DNK). It covers 20 criteria, which were selected from existing indicator systems, including the GRI. Thanks to the declaration of compliance with the DNK, our sustainability performance will also be more transparent and comparable on this level in future.

– “Naturwelt” –
Our Sustainability Strategy –

Sustainability standards, partnerships and memberships

- **United Nations Global Compact:** the United Nations' global sustainability initiative. By participating in the UN Global Compact, Seeberger is supporting the ten universal principles on human rights, labour standards, environmental protection and fighting corruption.
- **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 has been reporting on the basis of the SDGs since 2016/2017.
- **Global Reporting Initiative (GRI):** basis of Seeberger reporting since 2013.
- **German Sustainability Code (DNK):** greater transparency and comparability for Seeberger sustainability activities at national level.

Seeberger action fields

Our action fields describe where our sustainability tasks are in the divisions of the company and in the supply chain. We are also guided by the corresponding Sustainable Development Goals (SDGs). We refer to these in the relevant section of the Report. We also clarify which goals we have set ourselves in the context of the SDGs for each action field. Have we achieved these goals? To answer this, we come to an appropriate conclusion that is geared towards action.

Food suppliers



- Working and living conditions
- Sustainable agriculture

Ulm location



- Efficiency and climate footprint
- Employees and equality

Seeberger foundations



- Projects

The Seeberger supply chain – SDG allocation





– Action Fields –
Food Suppliers –

Action field working and living conditions



Our goal: 100 percent transparency in the supply chain

When and wherever Seeberger packaging is opened: our customers find products of top quality and best flavour. To ensure this, we have established a sophisticated monitoring system of Conditions of Purchase, audits, checks and con-

trols along the supply chain. This is supported by a cooperative dialogue. This dialogue not only guarantees our quality, but also allows us to shape the framework for sustainability. For us, sustainability and quality are inextricably linked.

Seeberger monitoring as the basis for sustainability

Our Conditions of Purchase include all guidelines for cooperation with suppliers. The Seeberger Sustainable Guidelines have been an integral part of the Conditions of Purchase since 2014. They are the result of a continual, dialogue-based development process. Our potential influence depends on individual factors: are we in direct contact with the producers in the source country? Political, social and ecological structures in developing and newly industrialising countries sometimes develop at a different speed to economic ones. Whether we are sourcing almonds from California or Spain has an impact on our ability to influence things. For example, cultivation conditions vary widely by region. Our experience shows: we need an individual monitoring process to evaluate the respective local conditions and to enable us to influence things.



“We are not only developing our suppliers, our suppliers are also developing us!”

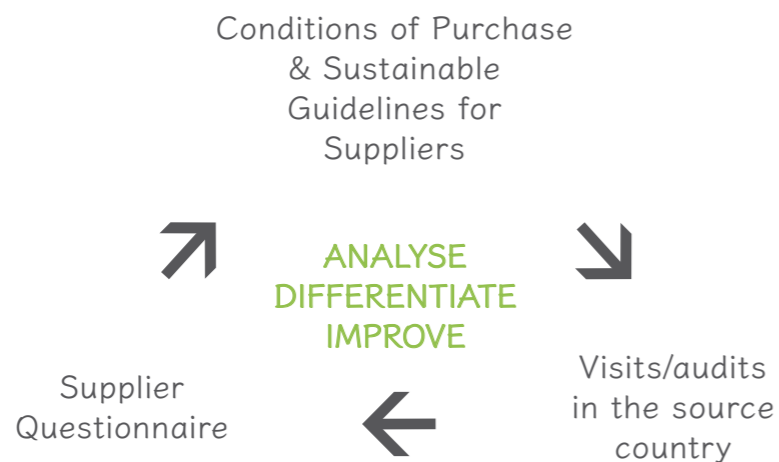
Verena Schädler,
Seeberger Sustainability Officer

The modules of Seeberger monitoring

- SEEBERGER CONDITIONS OF PURCHASE:** written agreement with suppliers covering all aspects of cooperation.
- SUSTAINABLE GUIDELINES FOR SUPPLIERS:** sustainability guidelines for environmental, economic and social issues.
- SEEBERGER IN THE SOURCE COUNTRY:** personal check of standards and framework conditions by Seeberger through visits to suppliers in the source country. We maintain high transparency on these audits and are able to modify the Supplier Questionnaire for future surveys.
- SUPPLIER QUESTIONNAIRE:** digitised questionnaire for suppliers for self-reporting every two years. All questions must be answered. The questions are individually adjusted, e.g. on the basis of local visits. This enables us to track a supplier's individual development process over time and to give appropriate encouragement.



Seeberger cycle monitoring for sustainability



A sustainability index for suppliers

All suppliers complete our Supplier Questionnaire every two years. Previous analysis ensures that a supplier is able to give meaningful answers to the questions. The type of operation, for example, is crucial to understanding the questionnaire and whether the questions have been answered correctly. Is this a farm, a processing plant or an intermediary? What are the specific local conditions? A continuous cycle is established for each supplier, consisting of controls, questionnaire monitoring, local visits, then modification of the questionnaire and the Seeberger Conditions of Purchase as appropriate. The aim of this process is to develop an individual sustainability index for each supplier over time and to tackle sustainability tasks together.

DEVELOPMENT OF SUPPLIER MONITORING FOR SUSTAINABILITY



Transparency comes from trust

Why are openness and flexibility so important to us in the monitoring process? Because they correspond to our values. We respect that the underlying social, natural and cultural conditions for the production of high-quality food are very different around the world and that they may differ from

our expectations. And we know that suppliers appreciate this attitude and that it reinforces our credibility with partners. Appreciation and credibility are the basis on which we offer and maintain fair partnerships as equals. They are the basis of a trust that allows transparency.

Example Ghana

How do sustainability and quality go together?

We source dried mangos from Ghana. We had to reject a delivery in the past due to quality deficiencies. It only became apparent during a visit the following year that income for the entire region had been severely affected for three months because of this complaint. We were made acutely aware of how a decision in Germany can have a direct impact on the people and the entire region in the source country.

As a customer we place a lot of

importance on our quality requirements being met. However, we definitely want to avoid such an incident

in future in the interest of our suppliers as well. As part of our continual improvement process, we then asked our consultant microbiologist Dr Rolf Bäuerle for support with quality assurance at another operation in Ghana. The reason for this was our more extensive cooperation with this supplier, which is now of growing economic importance for the whole region.



Interview with microbiologist Dr Rolf Bäuerle

Dr Bäuerle, you have been advising us as a microbiologist with your team for many years. In this context, you have also conducted visits and consultations in source countries. How were you able to help in Ghana?

» *I learnt about the project in 2016 through Seeberger. The production site is in the middle of farmland, near the town of Adeiso, next to palm trees and mud huts. A motivated team of more than 700 people process fresh fruit into dried varieties here. For me, it was about advice and optimising the production process with a special focus on hygiene and microbiology.*

Did your advice also have an impact on sustainability?

» *I was able to offer important tips on handling and processing these products, which help to reduce complaints. That has a direct impact on the issue of "food waste" and helps with conservation and efficient use of resources locally. In addition, they are now able to avoid quality deficiencies leading to complaints, which can mean financial hardship for the region.*



Dr. Rolf Bäuerle in Ghana

You are very attached to the country and to the people. What do you wish for the people there?

» *Working with producers I have seen how I can help with my knowledge. I've continued to support the project for three years as a "microbiologist without borders". I would like us as consumers to recognise and value these people's efforts. At the same time, I would like Seeberger to keep supporting the company, the project and thus the entire region through partnership.*

Many thanks Dr Bäuerle

Processes that have a (continued) impact

Audits and consultation in Ghana have helped to create more understanding of the partnership on both sides. We have a better understanding of critical steps in the production process. Our supplier and its employees now have a clear understanding of the European market and thus the standards for our quality. True of both sides: we have become closer.



THIS EXPERIENCE HAS TAUGHT US TWO ADDITIONAL FACTORS IN RELATION TO PARTNERSHIPS WITH ALL SUPPLIERS IN SOURCE COUNTRIES:

1. We cannot buy a supplier's entire harvest. This ensures the supplier is not economically dependent on us. Knowing that, we are also able to make decisions freely, sticking to our specifications and quality standards.
2. There must be clarity about the quality we expect in the source country. Conditions of Purchase and specifications not only ensure transparency, but also security for both sides.

Conditions of Purchase: minimum requirements of the Seeberger Sustainable Guidelines

- Occupational safety in the supply chain
- Social standards along the supply chain
- Compliance with work and legal regulations in the supply chain
- Fair pay
- Basic social security for illness, holidays, maternity leave, retirement
- Health and safety in the workplace
- No forced labour
- No exploitative child labour
- Gender equality in the supply chain
- No physical, verbal or financial discrimination based on ethnicity, national origin, religion or gender
- Compliance: no bribery, no corruption

National Action Plan (NAP)

With the National Action Plan for Business and Human Rights, the German Federal Government is insisting on protection for human rights in global supply chains. A corresponding supply chain law is being discussed. A supply chain law would also affect agricultural products like nuts, fruits and coffee and thus our industry and our company as well. We took part in a survey (monitoring for the National Action Plan for Business and Human Rights) conducted by the Federal Government for the NAP and found that we already meet almost all future legal requirements.

"We think it is right that there are clear regulations stipulating that companies in Germany purchasing raw materials and primary products must take responsibility for how the raw material is cultivated or how the product is manufactured. As a company we are convinced that we can only survive in the future on the basis of fair purchasing on equal terms with our raw material partners around the world."

Ralph Beranek,
Managing Director





Action field working and living conditions



SDG 1 NO POVERTY

1.1 End extreme poverty by 2030

Seeberger aspects

- Seeberger Conditions of Purchase, Sustainable Guidelines, Supplier Questionnaire
- ILO Conventions
- Fair prices based on production costs
- Fair, living wages locally
- Long-term, reliable partnerships
- Annual contracts with fixed guaranteed quantities, as few intermediaries as possible
- Added value remains in the source country

1.3 Social protection systems and measures

Seeberger aspects

- Seeberger Conditions of Purchase, Sustainable Guidelines, Supplier Questionnaire
- ILO Conventions
- Transparency over our expectations, ensured by product specifications, monitoring process and Conditions of Purchase
- Advice, knowledge transfer and social commitment in the source country

Monitoring Supplier Questionnaire

"The countries minimum legal wage is paid and the wage is sufficient to cover the cost of living?"



of questioned suppliers stated that they pay the minimum wage AND that the wage is sufficient to cover basic living costs / basic needs.



SDG 3 GOOD HEALTH AND WELL-BEING FOR ALL

3.9 Reduce the risk from hazardous chemicals and air, water and soil pollution and contamination

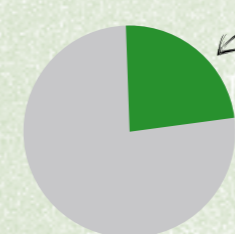
Seeberger aspects

- Seeberger Conditions of Purchase, Sustainable Guidelines, Supplier Questionnaire
- Pesticide monitoring
- Negative List of pesticides for suppliers
- Water monitoring
- Occupational safety in the supply chain

Monitoring Supplier Questionnaire

"Are pesticides (fungicides, herbicides) used? If yes, do you have a system in place to address pesticides usage or a pesticides management system?"

The Conditions of Purchase require all suppliers to avoid the pesticides on our Negative List. We have expanded this list in the reporting period to include the most frequently used bee poisons.



of questioned farmers stated that they also do not use any other pesticides. The farmers that do use pesticides stated that they have a pesticides management system.



SDG 5 GENDER EQUALITY

5.1 End all forms of discrimination against all women and girls everywhere

Seeberger aspects

- No discrimination
- Equal pay for equal work

Monitoring Supplier Questionnaire

"Do you provide equal opportunities for women and men?"



of questioned suppliers (farmers and distributors) stated that they offer the same opportunities to men and women.

6 CLEAN WATER AND SANITATION

SDG 6 CLEAN WATER AND SANITATION

6.1 Access to clean drinking water for all
6.2 Access to sanitation and hygiene
6.4 Increase water-use efficiency

Seeberger aspects

- Establish quality and hygiene standards in the source country
- Water management, monitoring, irrigation schemes
- Water / well-building projects in the source country

Monitoring Supplier Questionnaire
"Are actions taken to reduce the water consumption or do you have a wastewater management system?"

75.8 %

of questioned farmers stated that they have taken steps to reduce water consumption or that they have a wastewater management system.

6

8 DECENT WORK AND ECONOMIC GROWTH

SDG 8 DECENT WORK AND ECONOMIC GROWTH

8.7 Eradicate forced labour and child labour
8.8 Protect labour rights and promote safe and secure working environments

Seeberger aspects

- No forced labour
- No exploitative child labour, ILO
- Participate in the National Action Plan on Human Rights (NAP)

Monitoring Supplier Questionnaire
"Do you have a system or indications to ensure occupational safety?"

97.6 %

of questioned suppliers (farmers and traders) stated that they have a system or steps to ensure occupational safety.

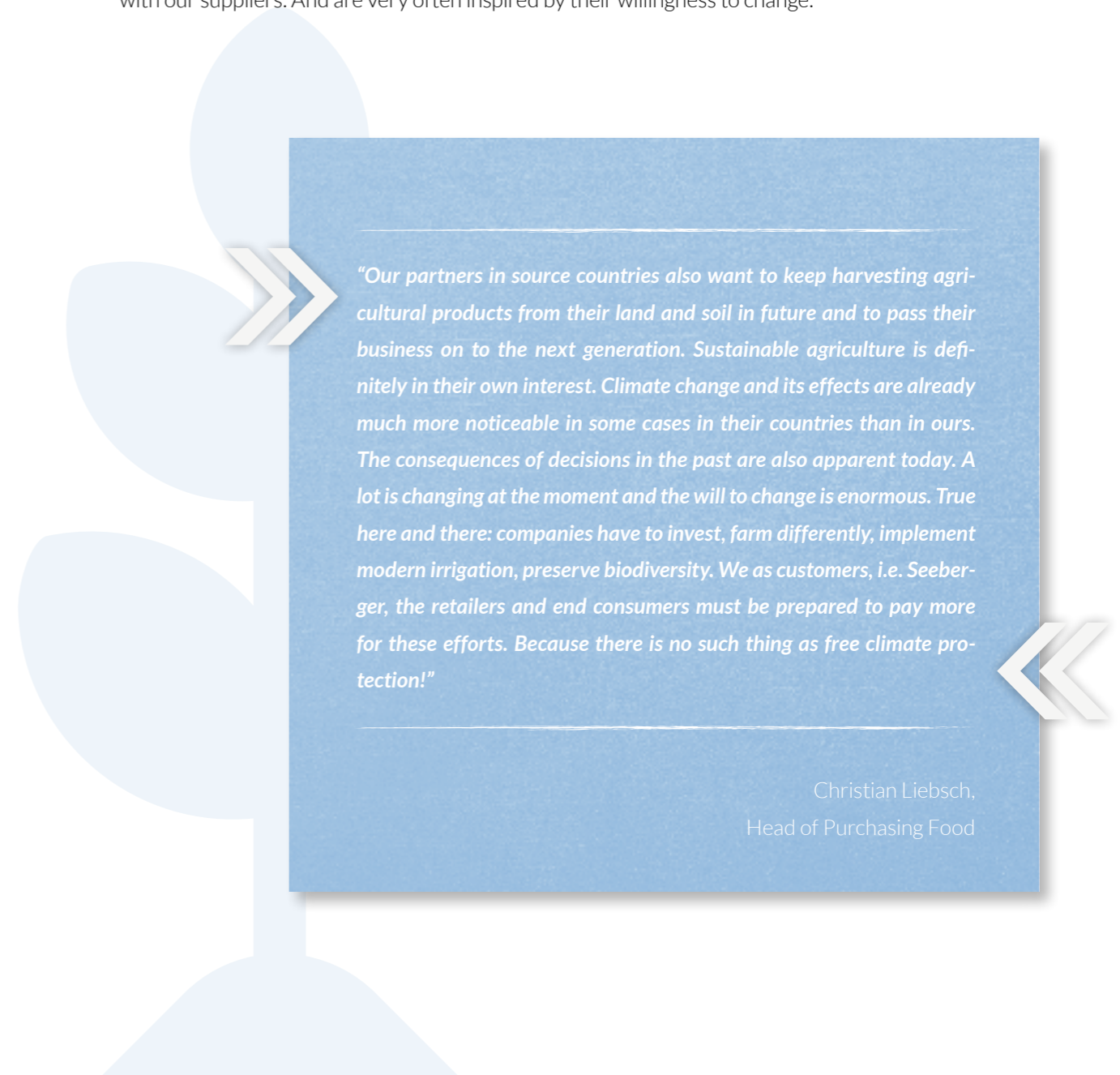
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Agriculture for generations

Action field sustainable agriculture



We are a family company. We pass our values, both ethical and economic, from generation to generation. We show our partners in the producing countries that this also applies to them. With loyal partnership, which also endures thanks to conformity with these values. Naturally, it's not just in our interest for future generations to be able to farm successfully in the producing countries on the basis of sustainable agriculture that conserves resources. And we know that the underlying natural, political and social conditions for sustainable agriculture are vastly different from country to country. We respect this in the partnership with our suppliers. And are very often inspired by their willingness to change.



"Our partners in source countries also want to keep harvesting agricultural products from their land and soil in future and to pass their business on to the next generation. Sustainable agriculture is definitely in their own interest. Climate change and its effects are already much more noticeable in some cases in their countries than in ours. The consequences of decisions in the past are also apparent today. A lot is changing at the moment and the will to change is enormous. True here and there: companies have to invest, farm differently, implement modern irrigation, preserve biodiversity. We as customers, i.e. Seeberger, the retailers and end consumers must be prepared to pay more for these efforts. Because there is no such thing as free climate protection!"

Christian Liebsch,
Head of Purchasing Food

Conditions of Purchase: minimum requirements of the Seeberger Sustainable Guidelines

- Careful management of plantations for best product quality
- As little environmental impact as possible
- Responsible handling of natural resources water, soil, energy
- Irrigation management
- Pesticide & fertiliser management: use of pesticides/fertilisers only as strictly necessary
- Negative list for plant protection products and insecticides, including the most frequently used bee poisons, i.e. insecticides that can harm bees
- No genetic engineering
- Avoid monocultures
- Maintain and encourage biodiversity
- Reduce food losses
- Energy management / emissions
- Waste management
- Develop and use alternatives to plastic packaging for produce that is packed for transport in the source country

Organic and Seeberger

Organic farming is a sustainable form of agriculture that conserves resources. However, to date there are fewer organic products available than conventional ones on the world's markets. And only some of those meet Seeberger quality specifications. We offer a small range of organic muesli and organic porridge for the organic market. As regards coffee, with "Green Label" we sell certified-organic coffee and a sustainable range of accessories. The trend in these ranges: demand is rising. Collaboration with our tea partner "samova" is also proving successful. samova teas are certified-organic, and their packaging is sustainable and biodegradable.

We are watching very closely to see how our organic ranges perform in stores. Seeberger already offers a broad range of organic products. Retailers and consumers want organic and are prepared to pay more for organic quality. We have the same fair and cooperative partnerships with our organic suppliers as we do with all Seeberger suppliers. We also want to buy agreed quantities. Organic produce of the quality we want is only available in limited quantities on the market. This means we can only plan other organic ranges if demand, purchase volumes and product quality all match.





Action field sustainable agriculture

2



SDG 2 ZERO HUNGER

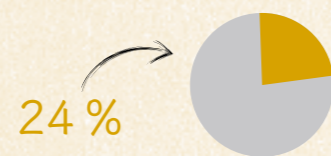
2.4 Ensure sustainable food production systems, maintain ecosystems

Seeberger aspects

- Pesticide and fertiliser monitoring
- Maintain and protect nature reserves
- More organic farming
- Range completely free of palm oil by 2019

Monitoring Supplier Questionnaire

"Does your plantation/production/company border on an integral nature reserve?"



of questioned farmers stated that their plantations border a nature reserve. The important factor for us: that the work of our suppliers has no negative impact on the reserve.

2.5 Maintain genetic diversity

Seeberger aspects

- Encourage and require biodiversity
- Pesticide management, Negative List of insecticides
- No monocultures
- No genetic engineering

Monitoring Supplier Questionnaire

"GMOS and products derived from or produced by GMOS are not used as food, processing aids, pesticides, fertilizers, soil improvers, seeds, vegetative propagating material, micro-organisms or animals in production. No GMOS are processed or stored (contamination with goods for Seeberger is not possible)."



of questioned suppliers use no GMOS (genetically modified organisms) in accordance with the statement above.



SDG 6 CLEAN WATER AND SANITATION

6.3 Improve water quality

6.4 Increase water-use efficiency

Seeberger aspects

- Water management: irrigation schemes are part of sustainability monitoring
- Efficient, economical water use, wastewater management systems

Monitoring Supplier Questionnaire

"What kind of irrigation scheme is used for farming? Drip irrigation, sprinklers, etc."

"What kind of water is used for farming/production? Rain, recycled, ground, drinking water, etc."



of questioned suppliers responded to these questions by referring to their own water management. Thus, we have excellent overall transparency on this issue, even though specific implementation is very different from country to country and region to region.



SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

12.2: Achieve the sustainable management and efficient use of natural resources

Seeberger aspects

- Use of biowaste to generate power in the source country. Example: nutshells are used to heat greenhouses
- Use of renewable energy for the production process in the source country. Example: figs are dried in the sun in drying fields

12.3 Reduce food waste

Seeberger aspects

- Transparency over the produce quality requirement to avoid food waste
- Guaranteed acceptance of ordered produce
- Secondary exploitation. Examples: rejected grape stems are processed into animal feed, rejected sultanas are used to make vinegar

12.5 Substantially reduce waste generation

Seeberger aspects

- Incentives and suggestions; develop alternatives to plastic packaging in the source country

Monitoring Supplier Questionnaire

"Do you have implementations to reduce the use of plastic, or do you use sustainable alternatives for plastic?"



of questioned suppliers stated that they have taken steps to reduce plastic consumption or use alternatives to plastic.

15 LIFE ON LAND

SDG 15 LIFE ON LAND

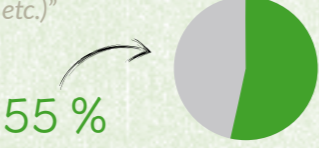
15.5 Reduce the degradation of natural habitats, halt the loss of biodiversity

Seeberger aspects

- Biodiversity is encouraged and required wherever possible
- Rejection of monocultures
- Pesticides and fertilisers only to the extent absolutely necessary

Monitoring Supplier Questionnaire

“Do you have measures to increase the species richness at the plantation (e.g. special or traditional varieties, hedges and/or tree groups, endemic species, etc.)”



55 %

of questioned farmers confirmed this.

15

How have our goals developed in the reporting period?

GOALS FROM 2016/2017 REPORT

By 2019 we will develop a supplier questionnaire for coffee

Challenge: complex supply chains and coffee recipes of different blends from different producers. Transparency is much harder to achieve than with dried fruits and nuts, as the coffee goes through many intermediaries and cooperatives. We have developed a comprehensive questionnaire, but the response has varied widely and ultimately has not been informative enough.



Outlook: we have already been to all the cultivating regions for our coffee in the source countries. But we want even greater transparency. That's why we're looking for partners who give us transparency and/or working with our current suppliers on greater transparency in the supply chain.

Best practice: our “Jubilee Coffee 1844”, limited product line for the 175th anniversary. With this coffee we have transparency in the supply chain right to the “Finca Verona” plantation in Matagalpa, Nicaragua. Our goal is to increase the share of coffees like this.

By 2020 we will procure 90 percent of our products direct in the source country and know the local suppliers and plantations

Challenge: in the industry you often only know the importer or the processing operation for a product. Our standard: transparency in the supply chain right to the plantation. This is the only way to check and evaluate all parameters of our Conditions of Purchase for the producing location. We have now achieved our goal. However, as soon as we introduce a new product or have to change a supplier, the process in the monitoring cycle starts again from the beginning.

Outlook: our monitoring questionnaire must “reach” the respective producer or processor in the source country. We are sticking to this goal and continue to work on it. Our monitoring, and thus our efforts for greater sustainability in the supply chain, will only work if we maintain this transparency level in the source country. Only by doing this will we be able to identify tasks in the supply chain and work on action to be taken.

Best practice: Finca Verona, Nicaragua, and its coffee, including as part of blends, has been in use for several years. Many of the dried fruit and nut suppliers, e.g. cranberries (Canada), grapes (South Africa / Turkey), apricots and figs (Turkey), dates (Tunisia), or organic soya from Germany.



By 2020 know and evaluate the social and environmental impact at over 80 percent of our suppliers on the basis of our Supplier Questionnaire

Challenge: our evaluation is based on responses from the Supplier Questionnaire. However, these are from the perspective of the responding suppliers. The covered issues are perceived differently depending on the level (e.g. farmer or dealer) in the supply chain or location of the supplier (country/region). As a result, we often find that we have to adjust the questionnaire individually: improved clarity, awareness of the sustainability issue reflected in the question. We review the status quo during our local audits. We are aware that this only represents a random snapshot. That's why we have to trust that questions are being answered truthfully and also represent actual practice.

Outlook: we learn from the responses to our questionnaires. We work continually to improve them so that suppliers can answer them as specifically as possible. The aim of supplier monitoring is not to compare suppliers with one another. It is far more important to us to see how an individual supplier has developed compared to the previous year. We can use this to work on progress individually.

Best practice: the best case for us is an honest response to the questionnaire, including the critical questions. We question, learn and understand better. This creates loyalty and trust and the willingness to change.

Example: with regard to almonds, California is a hotspot for biodiversity in the context of irrigation and bee issues. Our initial reaction: modify the questionnaire and adjust (expand) the negative list of pesticides. Next step: how can sustainability be implemented even on large plantations? Visit of "Sustainability Tour California" in February 2020 by

Managing Director Ralph Beranek. The local challenges are well-known. There is a need for urgent action, including due to public criticism. Corresponding sustainability programmes are being devised, with scientific support.



By 2020 we will identify individual action fields in the source country and develop individual development profiles for our suppliers

Challenge and conclusion: our impression from the first returns in the current questionnaire cycle is that: we want to learn more about the issues of seasonal workers and biodiversity from our suppliers.

New focus issues biodiversity and seasonal workers: for us, biodiversity first of all means avoiding monocultures. Mixed cultures are better for biodiversity, because they offer more food sources for different living organisms in the soil. This can also include so-called "beneficial creatures", which eat plant pests. Mixed cultures are also an advantage economically, because the entire harvest isn't lost if one crop fails. With seasonal workers it is important to us that they are housed and paid appropriately. We have identified biodiversity and seasonal workers as focus issues for the future, because we see a need for action and development opportunities here.

Outlook: first step: we have modified our questionnaire to accommodate the new focus issues biodiversity and seasonal workers. We expect responses with the returns in the next cycle in 2021. Then we will learn more about these issues and can focus our work on them.

Goals in the next reporting period

- **FOCUS ISSUE seasonal workers:** by 2023 we will establish conditions for the employment of seasonal workers by suppliers
- **FOCUS ISSUE biodiversity:** by 2023 we will increase the biodiversity index for suppliers with an identified need for action on the average value from 2019
- Create a sustainability index for suppliers using the questionnaire for self-reporting every two years (2019; 2021; 2023; 2025; ff)
- By 2025 we will increase the sustainability index overall by 10 percent
- By 2025 we will offer a Seeberger Sustainability Award as a reward to our suppliers



- Action Fields -
Ulm Location -

Efficiency and focus

Action field efficiency and climate footprint



Efficiency has many dimensions for us. That we operate efficiently goes without saying: using resources and energy systematically and effectively is in our economic interest. We have identified

two areas of particular relevance to us over the last few years: our focus issues climate and packaging.

Focus issue packaging

Sustainability and product protection

We have been looking at the challenge of sustainable packaging solutions for some time. Pollution of the world's oceans and our ecosystem with plastic is becoming ever more pressing. This means we have to act. We are not alone in this regard, as many companies are confronting similar questions. And yet we have to find our own path. The solution must meet our high standard of product quality and thus our customers' expectations.

Consumers are increasingly concerned about eco-friendly and recyclable packaging. They also want to reduce or even completely avoid plastic waste. As the interface between manufacturers and consumers, food retailers are striving to take the lead on the issue of sustainable consumption. We are doing the same. Sustainable packaging is right at the top of our agenda.



Focus issue packaging – our goals

- By 2021 we will analyse our waste with the producers and seek alternative sorting systems, so that we can reuse this waste in a circular system
- By the end of 2021 we will convert almost all Seeberger packaging to alternative, more sustainable packaging solutions.

The task for Seeberger packaging

Seeberger packaging must offer optimal protection. Our partners worldwide cultivate dried fruits, nuts and coffees for us in the best quality. Their flavour is natural, aromatic, unique. The packaging must protect its precious contents from light and oxygen. This is the only way to preserve the complex aromas and natural flavours on the long journey from the source country to our customers.

Framework conditions in the search for sustainable packaging:

1. Not all packaging materials or alternatives offer the necessary protection
2. Sustainable packaging solutions have to be considered holistically
3. The packaging must provide individual protection for each product

We are currently pursuing two solutions:

Material savings of up to 20 percent on all our plastic packaging

Conversion to 100 percent recyclable monocomposite film ("cradle-to-cradle" approach)

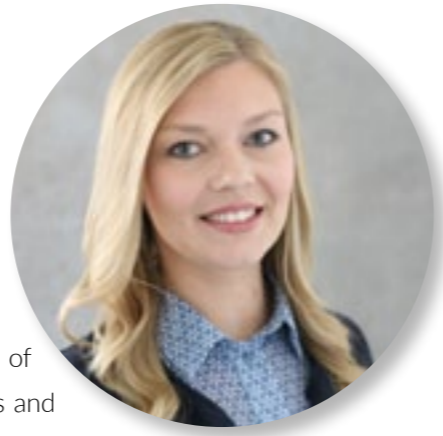
What have we achieved so far

- **First milestone in the reduction of packaging material.** Since spring 2020, we have introduced a new and thinner generation of films for the flat bag format for retail products. The result: 20 percent less packaging material with the same product protection.
- **Sustainable creasing:** we have been using up to 100 percent recyclable creased paper for our cardboard and outer packaging since January 2020. It protects our products during shipping by post.
- **Use of more recyclable material for outer packaging:** we are currently using 2/3 fresh fibre, 1/3 recycled material. A good compromise for stable and thus secure transport packaging.
- **Successful pilots for coffee and tea:** our "Green-Label" coffee range now uses film that is nine percent thinner. We are using up existing film stocks first, however, rather than throwing them away. Our goal here is also to introduce a monocomposite film that is up to 100 percent recyclable without metal or metallisation by the end of 2021.
- **Also a possibility for us?** We are monitoring good alternatives close-by: our partner samova uses garden-compostable films for packaging, which rot away within about 50 days.
- **We have saved up to 20 percent in material on our flat bags thanks to previous modifications.** This has other positive effects on sustainability: we are reducing our ecological footprint. At the same time, the maintained perfect shelf life prevents food being thrown away unnecessarily.
- **Less packaging material:** we are reducing the height of our bags where technically feasible, substantially reducing the amount of packaging material. Twelve Seeberger products in zip-close stand-up bags have already been reduced by two centimetres. This equates to a material saving of around five percent. We saved 4,250 kilograms of material in this way in the first nine months of 2020.



Interview with Christina Kirschner, Product Manager

Interview on sustainable packaging



Dear Christina Kirschner,

You have set yourself a complex task since 2019 with the "More Sustainable Packaging" project team. What do you want to find?

» *We are looking for a packaging strategy for Seeberger that uses the least amount of resources overall, is sustainable long-term and has as little environmental impact as possible. The challenge is to do this without compromising on quality, product protection, machinability and shelf life.*

How is it going?

» *Plastic is so ubiquitous that there is no universal miracle weapon to deal with it. The solution requires a holistic approach. Our packaging vision is based on the zero-waste principle: refuse, reduce, reuse, recycle, both at the start of the lifecycle and at the end. This means we want to focus on packaging that is kinder to the environment even during production. We want to minimise the plastic material we do have to use and use a monocomposite film that is up to 100 percent recyclable. It can be processed into a new product or secondary raw material at the end of the lifecycle.*

What was the outcome of your weighing of the pros and cons of current potential solutions?

» *We are not looking at plastics from renewable raw materials, such as bio-based or biodegradable, at the moment. This is because we have not yet found a definitive satisfactory solution to the key requirements of shelf life, availability, machinability, price and circular economy. We are keeping an eye on developments in this area. We are currently concentrating on reducing plastic material and on using eco-friendly, recyclable monomaterials. Seeberger has already achieved a lot here. We are of course staying on the ball and constantly looking at new approaches and suggestions.*

Many thanks Ms Kirschner

Our experts in efficiency? Are right there on the ground

Who has a better idea where potentials are hiding, how to make processes leaner, save more energy, material or time than our experts at their workplaces? The best ideas for making structures and workflows more efficient and thus more sustainable come from our different departments. These

can be supposedly small steps, such as changing a plant's production sequence, new ideas about the "7 types of waste" from the Seeberger ideas workshop or larger investments, such as a highly efficient compressed air system.

Our goals

- **By 2019:** improve data quality by installing electricity meters in individual areas. We can now identify wastage better and devise targeted measures to reduce energy consumption.
- **2018 to 2022:** setting up our food waste project: optimisation in the production processes to reduce food waste still further. The rate of food waste is currently less than one percent in relation to overall tonnage. By 2022 we want to reduce food waste by 10 percent compared to the base year 2018.

Focus issue climate

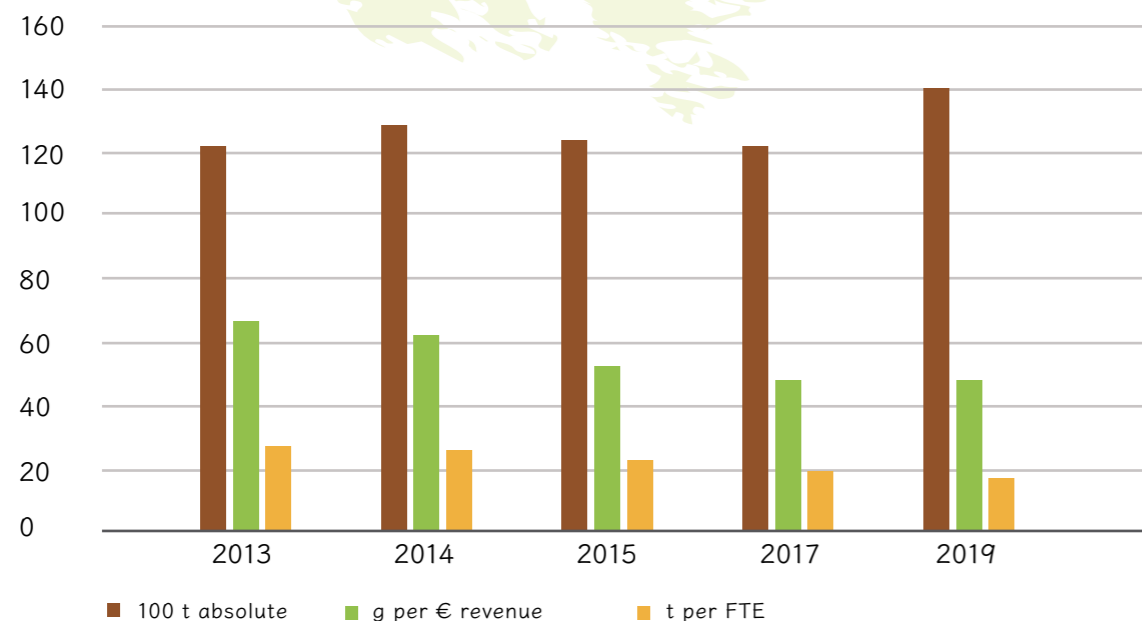
The Seeberger climate protection strategy

We have been creating a climate footprint every two years since 2012. Our first climate footprint in 2013 defined the base year, i.e. the reference values for comparison of our greenhouse gas emissions in the following years, especially in relation to our goals. The first balance sheet of our emission values in report form in 2013 also marked the start of our sustainability reporting. Our goal at the time: 10 percent reduction in CO₂ emissions by 2018. The evaluations for 2017 were thus a milestone for us. And the result? We exceeded our goal of 10 percent in the period

2013 to 2018, actually reducing our absolute greenhouse gas emissions by 21 percent. We are proud of that, because climate protection is extremely important to us:

- changes to the global climate interfere with the production of our products
- as a control instrument, our climate footprint also shows the basic levers for change and corresponding tasks, in addition to the savings achieved
- we have excellent creative possibilities for this in Ulm

Development of GHG emissions



Our climate protection strategy: new base year 2019

In 2017 we more than achieved our goal from the base year 2013. Thus, we have reached a milestone in our climate protection strategy and completed the 2013 to 2018 review period. Not without setting ourselves a new ambitious goal, however:

Focus issue climate – our goal

By 2025: reduce greenhouse gas emissions by a further **ten percent**.

Our starting point is the new base year 2019.

The new base year 2019 marks the successfully completed review period for our climate protection strategy up to 2018. But not just that: for a solid comparative basis for future climate footprints, we had to take into account that the company and thus the starting point for evaluations have changed a lot. For 2019 the previous reporting boundaries have significantly expanded due to:

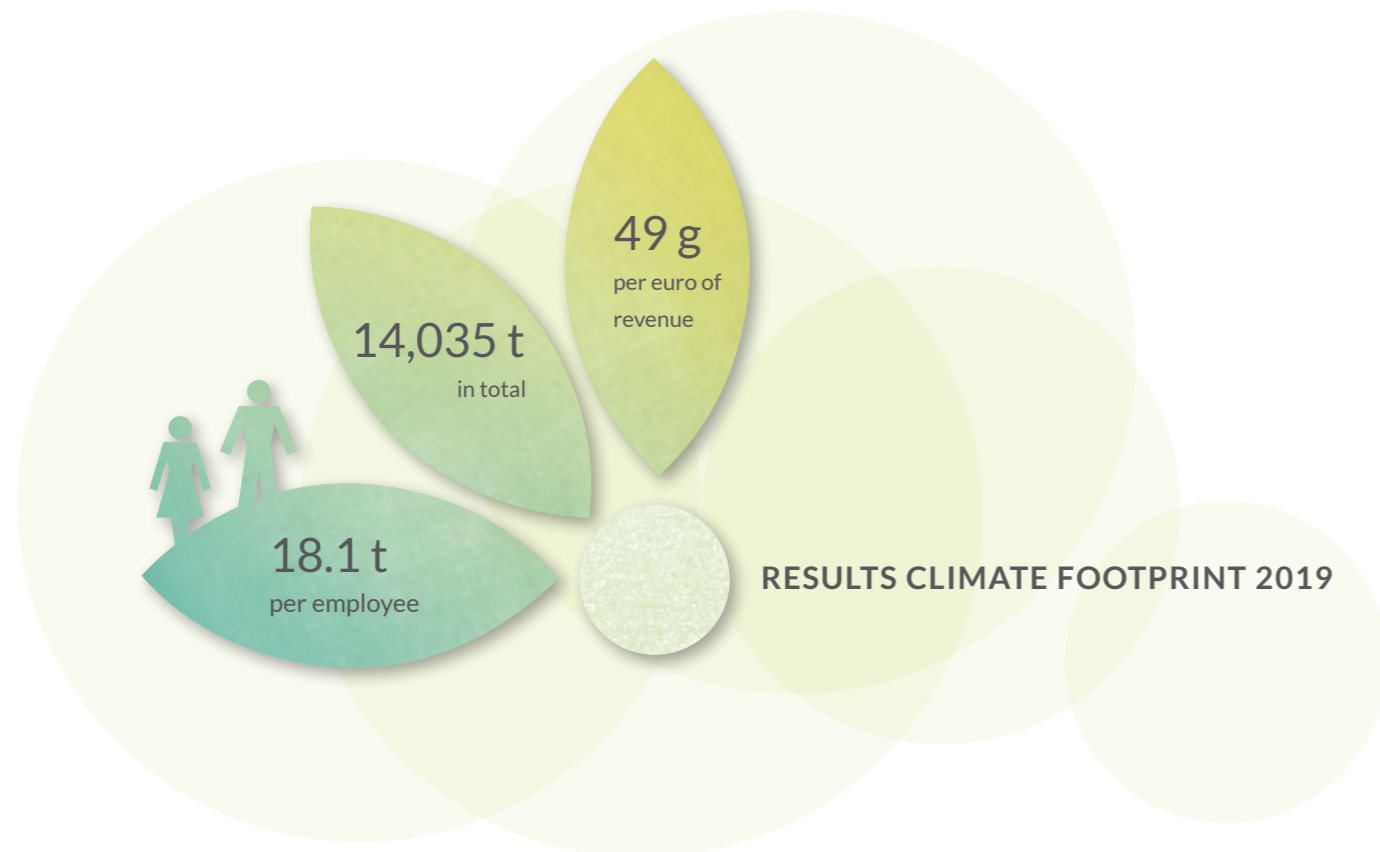
- the Professional division
- construction of the new Seeberger-Genusswelt (building phase)
- other company acquisitions
- reorganisation of our business units in Ulm: Seeberger-Genusswelt, Seeberger-Professional and the new branches

with a corresponding impact on the climate footprint 2019. They are the new benchmark for comparison over the next few years to 2025.

The results of our climate footprint 2019

We report our greenhouse gas emissions in accordance with the standards of the Greenhouse Gas Protocol (GHG). This takes into account energy consumption, process heat, refrigerants and protective gases, heat energy, water and wastewater, vehicle fleet, business travel, distribution and import logistics. Seeberger GmbH emitted a total of 14,035 tonnes of greenhouse gases in 2019. This corresponds to 49 grams of CO₂ per euro of revenue or 18.1 tonnes of CO₂ per employee. This rise is due to the aforementioned growth and new reporting boundaries

as a result of it. However, although greenhouse gas emissions did rise overall, they have reduced per employee. Within the framework of the modified reporting boundaries, our goal of reducing greenhouse gas emissions by ten percent by 2025 is ambitious. Based on available values, we see a particular potential for reduction in the Professional and Retail division for the vehicle fleet (e.g. electromobility) and in our own power production using a photovoltaic system on the roof of the Seeberger-Genusswelt.



Action field efficiency and climate protection



SDG 7 AFFORDABLE AND CLEAN ENERGY

7.2 Increase the share of renewable energy by 2030

Seeberger aspects

- 100 percent renewable energy, buying green energy since 2014
- Own green energy from solar system, 80,000 kWh per year

7.3 Double the rate of improvement in energy efficiency by 2030

Seeberger aspects

- Climate footprint and consumption monitoring
- Strategic objective of resource efficiency in all departments
- Focus issues with monitoring and goal



SDG 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

9.4 Upgrade infrastructure to make it sustainable

Seeberger aspects

- New build "Seeberger-Genusswelt" completion winter 2020: photovoltaic and district heating, regional rather than tropical timber, local or European building materials whenever possible, services from companies in the region based on long-term partnerships. Central water treatment (fewer water filters), wet waste disposal for biowaste (fewer transports and suitable for biogas plant)
- Waste heat concepts, monitoring of energy consumption per building: no more overall recording, improved traceability of energy consumption, ongoing review of optimisation potential
- Modern and energy-efficient high-bay warehouse, energy-efficient refrigeration plants

- Seeberger Professional: energy-efficient coffee and snack vending machines for customers, digitisation such as telemetry, electronic data transfer for maintenance of customers' coffee and snack vending machines, fewer inspection visits
- New compressed air system: "Many of our packaging and logistics systems are operated by compressed air. The ageing air compressors no longer met quality and safety requirements. For the new purchase, we chose an innovative concept from Fresenius, a certified system that has won the Bavarian Innovation Award, with an oil-free screw compressor and high energy efficiency. We received a grant for energy efficiency from the Ministry of Economics for the conversion. Our chosen concept impressed in terms of quality, cost and environment." Team Leader Building Services, Wolfgang Beck





SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

12.2 Achieve the sustainable management and efficient use of natural resources

Seeberger aspects

Mobility, services and transport logistics

- Transport by sea rather than air, full utilisation of containers
- "GoGreen" postage for parcels and letters
- Employee mobility: offer "Twogo" app as digital platform in association with three nearby companies for carpools to and from work in the Donautal, free bus tickets, "Job Bike" for employees – Seeberger pays monthly allowance

- Video conferences instead of meetings and more train travel for business trips
- E-charging station for company cars, from 2021 also for customers. Planned: e-bike charging point, more e-charging stations, complete solution for company fleet including charging stations for home use.
- Employee catering / Seeberger canteen: regional suppliers, traditional suppliers preferred (butchers that slaughter their own meat, bakeries that bake in-house), seasonal produce

Seeberger employee initiatives (examples)

Departmental initiatives: example of "introduction of a sieving station for dried fruit packing": *"Salt deposits, product dust and damaged produce lead to rejection during packing. There is good, usable produce among them, though. We borrowed the sieving station from another production area to test whether good produce can be returned to the packing process. We're actually now saving eight to ten kilos from disposal. Daily! And now we have our own sieving station."* Martin Simmendinger, Production System Setter



Seeberger ideas workshop: 39 ideas workshop managers are tackling optimisation in the workplace, such as avoiding waste, for example. Example "make workflows efficient: CIP or the art of making something difficult into something easy".

- **Internal auditors:** evaluate, discuss and improve the quality of processes and workflows with the Seeberger teams in the departments.
- **Seeberger planning groups:** example "Retail Planning Group" and "Coffee Planning Group". Meetings to optimise processes, secure delivery capability, avoid overstocking.
- **Seeberger Nature Ambassadors:** Seeberger employee initiative aimed at optimising processes across the company using "guerilla" tactics. For example: use the search engine ecosia instead of Google, standardise printer settings throughout the company, donate old mobiles and laptops, themed days on sustainability, sustainability projects, dialogue, communication, action proposals and incentives in all departments.

12.3 Reduce food losses at the retail and consumer levels and along production and supply chains

Seeberger aspects

- Minimum shelf life information, packaging sizes, consumption information and tips.
- Food Waste project 2018 - 2022

12.4 Environmentally sound management of chemicals and all wastes

Seeberger aspects

- Operational waste management: key figures, regular reporting
- Standardised disposal structure for waste sorting and recycling
- Raise awareness of all employees in all areas (colour systems, communication)

12.5. Reduce waste generation through prevention, reduction, recycling and reuse

Seeberger aspects

- Focus issue sustainable packaging

- Save paper whenever possible, e.g. for correspondence, invoicing



SDG 13 CLIMATE ACTION

13.2. Integrate climate change measures into strategies and planning

Seeberger aspects

- Climate protection strategy and climate footprint since 2013
- Sustainability Officer reporting directly to management (Management Assistant)
- Dialogue and communication initiative "Seeberger Nature Ambassadors", Sustainability Reports, employee magazines and website
- Education and training

Working together at Seeberger

Action field employees and equality



Seeberger employs around 850 people. We work together to ensure our products can be delivered in top quality to some 65 countries. To ensure they are safe and reach customers in that state. Around 100,000,000 Seeberger packs are loaded per year on 260 working days. Each day,

around 400,000 Seeberger products leave our premises in the best possible condition. We think this is only possible, because we all believe in one thing: that our products achieve what we promise as a brand.

How we shape Seeberger together

“The future is only possible through continual change” – a statement from our business report. That sounds self-evident and simple. Yet we also know: change means effort, flexibility, courage and it takes a lot of time. The last two years of the reporting period have once again shown us: change at Seeberger is possible, because our teams play an active part in shaping it. This is demonstrated by the high number of working groups and initiatives for process optimisation and quality assurance. Or the willingness to develop, to engage with something new and to think about better workflows at every workstation. Our employees shape the change and “make” the future. And our commercial success is also theirs: in 2019 we were once again able to share the company profits with them via employee participation (for more on this read our interview with Dr Julius Rohm, page 15/16).



Working at Seeberger in numbers:

2013 employees at Seeberger in total

	Full-time / Part-time			Temporary / Permanent / Trainees			
	Full-time	Part-time	Total	Temporary	Permanent	Trainees	Total
Men	230	7	237	20	202	15	237
Women	161	83	244	35	196	13	244
			481				481

2014 employees at Seeberger in total

	Full-time / Part-time			Temporary / Permanent / Trainees			
	Full-time	Part-time	Total	Temporary	Permanent	Trainees	Total
Men	256	10	266	27	228	11	266
Women	191	79	270	34	227	9	270
			536				536

2015 employees at Seeberger in total

	Full-time / Part-time			Temporary / Permanent / Trainees			
	Full-time	Part-time	Total	Temporary	Permanent	Trainees	Total
Men	289	8	297	31	247	19	297
Women	201	77	278	30	230	18	278
			575				575

2016 employees at Seeberger in total

	Full-time / Part-time			Temporary / Permanent / Trainees			
	Full-time	Part-time	Total	Temporary	Permanent	Trainees	Total
Men	323	9	332	37	274	20	331
Women	214	82	295	25	250	21	296
			627				627

2017 employees at Seeberger in total

	Full-time / Part-time			Temporary / Permanent / Trainees			
	Full-time	Part-time	Total	Temporary	Permanent	Trainees	Total
Men	347	9	354	35	295	23	353
Women	224	80	304	27	260	18	305
			658				658

2018 employees at Seeberger in total

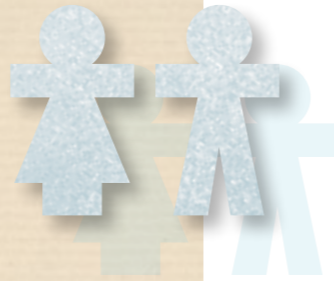
	Full-time / Part-time			Temporary / Permanent / Trainees			
	Full-time	Part-time	Total	Temporary	Permanent	Trainees	Total
Men	479	8	487	19	447	21	487
Women	255	98	353	23	316	14	353
			840				840

2019 employees at Seeberger in total

	Full-time / Part-time			Temporary / Permanent / Trainees			
	Full-time	Part-time	Total	Temporary	Permanent	Trainees	Total
Men	485	12	497	35	441	21	497
Women	254	99	353	28	313	12	353
			850				850

Knowledge management & team spirit

- **Our knowledge culture:** or also “training on the job”. We encourage and support the exchange of knowledge, experience and expertise across all areas, teams, hierarchies and generations. This also applies to experience and expertise relating to sustainability.
- **Training:** we provide further training, with external and internal seminars and workshops on themes like smart business, knowledge management and digitisation. We have also developed a modern e-learning platform, which employees can use to take online courses individually. We support careers with our development programme PEP@Seeberger. We also work in partnership with the Neu-Ulm University of Applied Sciences (HNU), offering practical semesters and the possibility of bachelor degrees combined with practical work.
- **Processes and initiatives for cooperation:** for example, our Seeberger ideas workshop with many suggestions for improving workflows, the working groups in the departments or our “EVA” process for autonomous work. Employees in production are trained to review processes independently. The effect: sustainable quality improvement, fast delivery capability and much shorter approval processes.
- **Organisation and individual development:** we support an open and participatory work and conversation culture. Everyone at Seeberger contributes to an appreciative and respectful working environment. Team and personal career development are part of HR development and of training for, e.g. feedback meetings and performance reviews.
- We encourage **team spirit** and also support it outside work, e.g. through sport: with dedicated Seeberger teams in dragon boat racing, Ulm’s “Frauenlauf” women’s race, the AOK company race or an obstacle course. Once a year, we go on an exciting excursion with all our trainees and we celebrate the Christmas period together every year.



Sustainability knowledge:

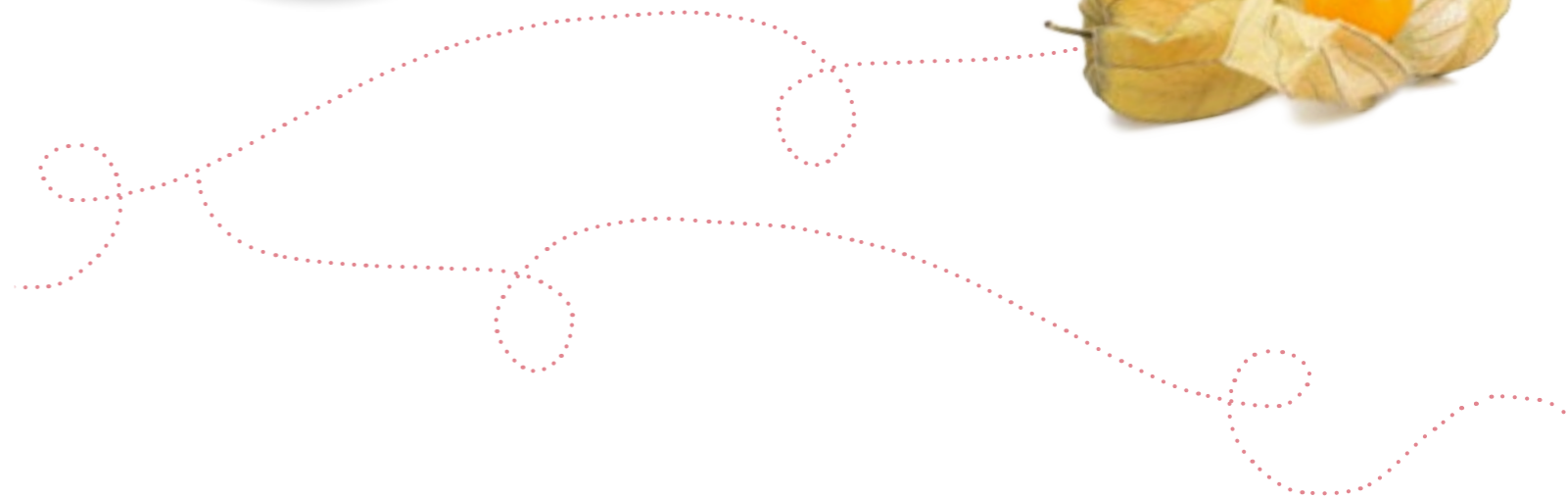
Knowledge for greater sustainability

Take the physalis. You find the little orange berries in our Trail Mix or Berry and Nut Mix. They actually come from Ecuador and Columbia. They are grown there by over a thousand small growers in the Andean highlands at up to 3,000 metres above sea level. Physalis flourishes all year and is a secure, non-seasonal source of income for the producers. This is also because it is a good alternative to the environmentally harmful cultivation of cut flowers or of maize or potatoes. We



pay fair prices for the labour-intensive cultivation of physalis, which the producers can use to plan and invest for the long-term.

This information does not travel to Germany with the little fruits automatically. But it is vital for a good understanding of sustainable effects on production in the source country. That’s why we make it part of our employee communication, e.g. in employee magazines or on our website. Our employee initiative for internal sustainability projects, the “Nature Ambassadors”, also relies on communication in internal media. Every two years, we communicate how we are developing with our Sustainability Report and our climate footprint. We start an internal trainee project on a sustainability issue each year. We are supporting the “Energy Scouts” trainee project at the Ulm Chamber of Industry and Commerce: our Energy Scouts are trained to find energy wastage in the company, to suggest and implement improvements.



Balance for work and life

Not only but also because we remain a family company despite all the change and growth, people are the main focus for us. It is important to us that we interact fairly and respectfully. That's why we work with transparent, flat and participative structures. We also encourage good interaction through an array of activities outside the working day. Our "Seeberger family" programme offers lots of services for a personal work-life balance.

Healthy and safe working environments

A Seeberger Health Day? Highly recommended according to Karin Gutte, HR Business Partner at Seeberger:

» *"Get exercise, prevent stress, ergonomic advice: there is so much you can do to stay fit and healthy. Our Health Day with advice, health checks and tests is a fantastic motivator to get people started or, if necessary, to slow down a bit."*



Occupational safety and health are important issues for us. We implemented our "Zero Accidents" programme several years ago, for example. The result is more than just the low number of accidents. Contributions to the employer's liability insurance association have also been much lower. They are determined by the costs we incur due to occupational accidents in proportion to those of other companies. What else do we offer in everyday working life? Occasional massages for relaxation, stress prevention, Job Bike and, twice a month, our in-house doctor's surgery.



Seeberger family

We believe in good work. And that it is particularly good if people have the right work-life balance. We help our employees

<p>to balance work & family:</p> <hr/> <p>nursery on site, parental leave and part-time work for both parents, flexible working hours, childcare for school children, contact programme for parental leave</p>	<p>with our lighthouse project Job & Caring:</p> <hr/> <p>partner project for the organisation of everyday care services with information events, "care pilots" to guide people through the process of finding a daycare place, prompt arrangement of a daycare place</p>	<p>through health, sport and leisure:</p> <hr/> <p>running training, fitness studio cooperation, cleaning, mail and tailoring service, employee shopping, financial advice, reduced entry (Legoland, ski day passes, basketball)</p>
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We are once again one of the Top 3 best employer brands in the region

That's the result of the Employer Branding Study conducted by Neu-Ulm University of Applied Sciences (HNU). We received the Employer Branding Award in 2018 and 2019. It is based on a survey of 1,000 students on the recognition, appeal and likeability of the 30 companies with the highest turnover with head office in the Ulm region.





Action field employees and equality

4



SDG 4 QUALITY EDUCATION

4.4 Increase the number of youth and adults who have technical and vocational skills for decent jobs and entrepreneurship.

Seeberger aspects

Education and training, career development programme, cooperation with the Chamber of Industry and Commerce (IHK) and the University of Applied Sciences Neu-Ulm (HNU), junior staff development PEP, management development, "Quality in Management" and internships

4.5 Eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable

Seeberger aspects

Girls' Day, education and training for women

4

4.7 Ensure that all learners acquire the knowledge and skills needed to promote sustainable development

Seeberger aspects

Informing and raising awareness among all employees, training on the job, Nature Ambassador initiative, trainee projects, customer and employee magazines, Sustainability Reports,

integration in the "Quality in Management" programme and in onboarding info for new employees "Welcome@Seeberger", volunteering at Seeberger (first aiders, fire safety officers)

5



SDG 5 GENDER EQUALITY

5.1 End all forms of discrimination

Seeberger aspects

Equality of opportunity in all company divisions, Works Council, "Seeberger family" employee programme, various measures to help with compatibility of work and family and work and caring.

5.5 Ensure women's full participation in leadership roles

Seeberger aspects

Goal: increase proportion of women in managerial positions. (Current status in management, 1st management level: 4 men; 2nd management level: 5 men, 3 women)

5

10



SDG 10 REDUCED INEQUALITIES

10.2 Empower and promote the social, economic and political inclusion of all

Seeberger aspects

Equality of opportunity in all company divisions, Works Council, disability representation, addiction officer, integration of refugees: we have had

a trainee from Somalia since autumn 2019. A trainee from Pakistan has successfully completed his training.

10





SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

12.6 Encourage companies to adopt sustainable practices and to integrate sustainability information into their reporting cycle

Seeberger aspects

Sustainability Reports since 2013, customer and employee magazine, website and digital communication

12.8 Ensure that people everywhere have the relevant information and awareness for sustainable development

Seeberger aspects

Consumers: "For A Better Planet" packaging communication on all channels with extensive details on website, raising awareness of all employees, Nature Ambassador initiative, social and environmental commitment, trainee projects, Seeberger foundations



SDG 13 CLIMATE ACTION

13.3 Improve education, awareness-raising and institutional capacity on climate change mitigation and early warning

Seeberger aspects

Sustainability communication with reports and website, climate protection strategy, participation in SME initiatives, projects with IHK "Energy Scouts", employee programmes (bike to work, free public transport)



SDG 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

16.5 Substantially reduce corruption and bribery in all their forms

Seeberger aspects

Compliance Management System (certification), Code of Conduct, value-based corporate philosophy



Our goals

Goals to 2019 in the reporting period:



Code of Conduct

Create a binding Code of Conduct: finalised and issued in 2020

Job & Caring

Create a concept for the compatibility of work and caring: completed and with corresponding services offered in the employee programme

Compliance Management System

"Seeberger family" integrated expansion of the Compliance Management System to include corruption and whistleblowing completed

Goals 2020/2021



Leadership competence

Additional support for leadership competence through workshops: 100 percent of the divisional and departmental managers receive an individual potential assessment to support their leadership competence

PEP

40 percent of PEP@ Seeberger participants should undertake an advanced role

Compliance Management System

Certification of the Compliance Management System



— The Foundations —



Sternschnuppen für Kinder –

The foundation of the owner family

Seeberger shareholder Clemens Keller and his wife Alexandra set up the private and independent foundation “Sternschnuppen für Kinder” (“shooting stars for children”) in 2014. The foundation is financed by Seeberger GmbH, but decisions about its projects are made entirely without reference to economic interests. This independence is important to us. The foundation helps children and young people in difficult circumstances in the countries where our products are produced. We

are realising projects in our source countries under the principle of “self-help” capacity building, alongside experienced project partners like the certified aid organisation “Vivamos mejor” (projects in Latin America). These projects, as well as our further financial assistance, enable people to create better living conditions for themselves in the long term. Our focus is on agriculture and diet, our Seeberger core issues.

The “Sternschnuppen für Kinder” projects

It is important to us that our project measures have a lasting effect. Accordingly, they should continue after the project comes to an end. Because of this, municipal and local organisations and institutions have to be incorporated into the projects. This means the village communities can themselves continue the changes and progress successfully introduced during the project period.

We only end a project once our objective is achieved. Our project partners then visit the village communities regularly to evaluate whether the measures are having a lasting impact and whether the desired effects have been maintained (capacity building). We actively request reports about the visits from our partner organisations.

Completed projects:

- Mayan children learning for the future (2015-2017)
- Small farmers improving their income with honey & coffee (2015-2017)
- Balanced nutrition for Mayan children (2017-2018)
- Promising start to school life (2015-2017)



Current projects

Guatemala – A successful start to life (2019-2021)

Mayan families in the highlands of the Guatemalan department of Sololá bring up their children under difficult conditions. They live in simple accommodation and provide for themselves through occasional work and growing their own food. Many cannot meet their children's basic

needs in terms of hygiene, enough to eat and decent development opportunities. Strict parenting methods are widespread. Studies show that 89 percent of Mayan children start kindergarten with developmental delays, while over 60 percent are chronically malnourished.

The project goals:

Holistic development in focus

The project team advances children's cognitive, emotional and motor skills through an integrated approach, starting with the parents.

Advice on nutrition and children's rights

A participative household survey showed that indigenous mothers know little about infant food. Specialists therefore advise the mothers on breastfeeding and an age-appropriate diet. They raise awareness of the signs of malnutrition

and also motivate mothers to have their children weighed and measured regularly at the health centre. Pregnant women are made aware of the importance of preliminary examinations and encouraged to have

their children vaccinated.

Training and house visits are conducted in indigenous languages and with respect for local cultural values.

Promotion of children's rights

Violence is a widespread means of punishment. As a result, indigenous social workers raise awareness among families of child protection and children's rights and encourage positive parenting practices.

From birth to school enrolment

The project complements a current commitment relating to bilingual preschool education. It focuses on the early years of life, which are particularly important for a child's development.



Project partner and lead: Vivamos Mejor.

Other partners: Asociación Vivamos Mejor, Panajachel, Guatemala

Pakistan – Targeted aid and improved protection against natural disasters (2017 - ongoing)*

Heavy monsoon rains and flooding are the result of climate change. The people in Pakistan's Rajanpur District are repeatedly subjected to the consequences of natural disasters. Large-scale flooding destroys houses, irrigation systems, fields and the basic requirements of livestock farming. Poor management also contributes to the high losses. They also have to cope with poverty, missed education and inadequate healthcare ser-

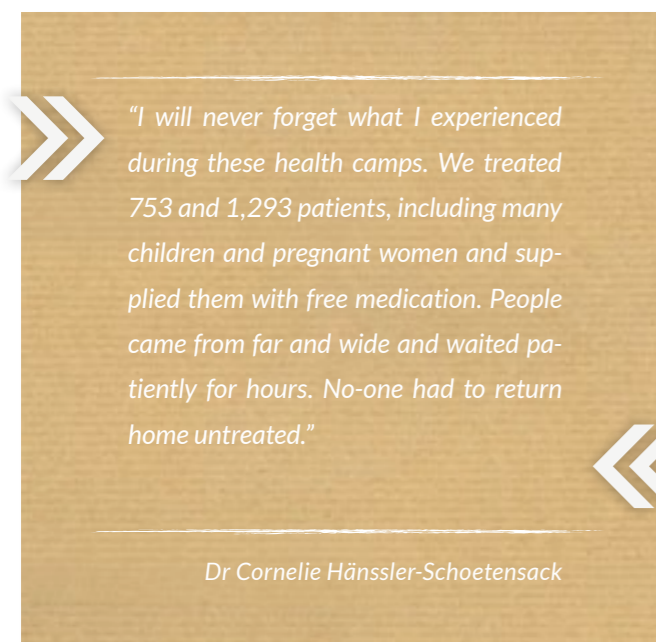
vices. Thanks to structural measures for irrigation and the supply of drinking water and seeds, as well as information and education, we are helping to ensure that the forty village communities in the administrative area of Jampur are in a position to withstand such catastrophes. This provides them with significant and long-term improvement to their livelihoods.



Project partners: humedica and Pak Mission Society (PAK)

India – Medical care through health camps (2017 - ongoing)*

People in remote areas and villages in India have no access to medicine and medical care. Our company doctor, Dr Cornelia Hänssler-Schoetensack, has been supporting the UPPAHAR organisation for many years and has also visited them locally. UPPAHAR offers regular one-day health camps in remote regions. Two health camps were held during the reporting period, treating many hundreds of people in the process. Financing for the health camps, the medication and the medical staff for the camps was secured with our support.



STIFTUNG
STERNSCHNUPPEN FÜR KINDER

You can find more information about the foundation at www.sternschnuppenfuerkinder.de

* Project end date open, as dependent on next report from the project partner.

Local, location-based commitment

We have also been supporting local projects in the Ulm region for many years. These include:

- The "Julius Rohm-Stiftung", which works to preserve the historic main church buildings in Neu-Ulm and Ulm. It was founded in 2007 by Dr Julius Rohm in honour of his father Julius Rohm.
- The Förderkreis für Tumor- und Leukämiekrankte Kinder Ulm e.V. (childhood cancer charity), which we support using money from creative employee fundraising projects.



26th Rainbow Tour 2018 of the German Childhood Cancer Foundation
Adult tour participants, who all had cancer during childhood or adolescence. They visit young patients and their families in hospitals to encourage them to be brave and stay optimistic during the stressful treatment.



Trainee tree planting event 2018



Cycling for a good cause.
Sport initiative for Ulm's childhood cancer charity, Förderkreis für Tumor- und Leukämiekrankte Kinder, by Seeberger team Martin Gräter and Luca Stöhr: 1,920 kilometres in 17 days. Amount donated: 2,500.00 euros.



Fundraising for the "Coffee Day" for the Sternschnuppen für Kinder foundation.

GRI Index

GRI no.	GRI short description	Page	Content, notes and additions
GRI 102 - GENERAL DISCLOSURES			
Organisational profile			
102-1	Name of the organisation		Seeberger GmbH
102-2	Activities, brands, products and services	17	The Seeberger Product Worlds
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		Seeberger Familien KG owns 100 percent of Seeberger GmbH
102-6	Markets served	26	Overview of producing countries and sales markets
102-7	Scale of the organisation	73	Total number of employees: 2018: 796.72 (full-time equivalent) 2019: 804.97 (full-time equivalent) Total number of business locations: Main business location: Hans-Lorenser-Str. 36, Ulm. Subsidiary Seeberger Professional, Klein-Kollenburg-Straße 42, 47877 Willich Net turnover 2018: €256.3 mill. Net turnover 2019: €270.8 mill. Total capital: no details on total capitalisation No details on volume of supplied products and services for competitive reasons.
102-8	Information on employees	73	Working at Seeberger in numbers (tables)
102-9	Supply chain	39	Seeberger supply chain
102-10	Significant changes to the organisation and its supply chain		New build of Genusswelt (completion 2020), takeover of Maas German customer base, samova cooperation
102-11	Precautionary principle or approach	19	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. Use of the German Sustainability Code since 2020. Compliance Statement from 2021.
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) - Economic Senate (until 2016) - 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	33	Our Mission Statement for Sustainability – "For A Better Planet"
Ethics and integrity			
102-16	Values, principles, standards, and norms of behaviour	11	Tradition and Future Our Mission Statement for Sustainability
Governance			
102-18	Governance structure		4 Managing Directors (Ralph Beranek: responsible for Goods Management, Clemens Keller: responsible for Production and Administration, Raphael Steinberg: responsible for Seeberger Professional, Gerald Lindinger: responsible for Finances and IT) Sustainability has been firmly established in the corporate goals since 2015.
Stakeholder engagement			
102-40	List of stakeholder groups	29	Our stakeholders
102-41	Percentage of employees covered by collective bargaining agreements		
102-42	Identifying and selecting stakeholders	29	The basis for identifying and selecting stakeholders has not changed. It is described in the Sustainability Report 2013.
102-43	Approach to stakeholder engagement	29	The approach to stakeholder engagement has not changed. It is described in the Sustainability Report 2013.
102-44	Key issues and concerns raised	30	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	37	"Naturwelt" - Our Sustainability Strategy
102-47	List of material issues	38	Action fields
102-48	Restatements of information		No significant changes
102-49	Changes in reporting		Continuation of the materiality process See Materiality Matrix. For new calculation basis for climate footprint see focus issue climate strategy
102-50	Reporting period		01/01/2018 to 31/12/2019
102-51	Date of most recent report		01/09/2018
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	38	"Naturwelt" - Our Sustainability Strategy: about this Report; Seeberger action fields
GRI 200 ECONOMIC			
201-1	Direct economic value generated and distributed	15	Business figures
204-1	Proportion of spending on local suppliers		International purchasing
205-1	Operations assessed for risks related to corruption		All
205-2	Communication and training about anti-corruption policies and procedures		None
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 no.	GRI short description	Page	Content, notes and additions
GRI 300 ENVIRONMENTAL			
Materials			
301-1	Materials used by weight or volume		No data available
Energy			
302-1	Energy consumption within the organisation		See climate footprint
302-3	Energy intensity		See climate footprint
302-4	Reduction of energy consumption		See climate footprint
302-5	Reductions in energy requirements of products and services		See climate footprint
Water and effluents			
303-1	Interactions with water as a shared resource		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, protected areas		None
Emissions			
305-1	Direct (Scope 1) GHG emissions		See climate footprint
305-2	Energy indirect (Scope 2) GHG emissions		See climate footprint
305-3	Other indirect (Scope 3) GHG emissions		See climate footprint
305-4	GHG emissions intensity		See climate footprint
305-5	Reduction of GHG emissions		See climate footprint
Waste			
306-2	Waste by type and disposal method	61	Focus issue packaging
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	43	See supplier monitoring, development of sustainability index for suppliers
GRI 400 SOCIAL			
Employment			
401-1	New employee hires and employee turnover		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		Staff on parental leave 2018: Staff on parental leave 2019: if nec. rate of return:
Labour/management relations			
402-1	Minimum notice periods regarding operational change		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 22 (2019) 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 and occupational safety officer (external)
403-5	Worker training on occupational health and safety		Conducted regularly
403-6	Promotion of worker health	76	Seeberger family
403-9	Work-related injuries		No deaths
403-10	Work-related ill health		No work-related illnesses
Education and training			
404-1	Average hours of training per year per employee		
404-2	Programmes for upgrading employee skills		
404-3	Percentage of employees receiving regular performance and career development reviews		
Diversity and equal opportunity			
405-1	Diversity of governance bodies and employees		Current status in management, 1st management level: 4 men; 2nd management level: 5 men, 3 women)
405-2	Ratio of basic salary and remuneration of women to men		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		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		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		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		keine
Socioeconomic compliance			
419-1	Non-compliance with laws and regulations in the social and economic area		None

Contact



Verena Schädler
Sustainability Officer



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

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