

# Seeberger Sustainability Report 2022/2023







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## “Because we believe in what we’re doing.”

Dear reader,

Every two years, our Sustainability Report is an opportunity for us to take a close look: what have we achieved with our work? We collate results, figures and effective examples, but also some examples that still require us to compromise. One thing is always clear: sustainability affects us all. It’s an ambition, motivation and struggle. But above all it’s vital for our company. Because whether it’s pecans from the USA, hazelnuts from Italy, mangos from Ghana or coffee beans from El Salvador: we want to make sure our outstanding natural products can still be farmed in the source countries for many generations to come.

*“Following 2022, 2023 was another crisis year for the global economy. Against this background, we can be satisfied with the results for both financial years.”*

What has happened over the two years? In brief: the lasting impact of the COVID-19 pandemic, geopolitical upheavals, economic crises, inflation, wars, climate change. The impact on our company is severe: extremely strained procurement logistics, limited availability of raw goods, extended delivery times. The fact that we have nevertheless been successful under the Seeberger umbrella, have even achieved growth, is ultimately down to our dedicated Seeberger team. We thank you all from the bottom of our hearts!

### Focuses of our sustainability work in 2022 and 2023

Climatic changes, sometimes bringing extreme weather conditions, are already affecting many of the countries where our products are produced. Droughts, floods, crop failures: how do we react and where can we effect change? The majority of our sustainability themes and measures are concentrated in four action fields. We report on our work in these areas on the following pages.

*“Our supply chains are highly complex, while the demands of our customers are growing.”*

**100 percent transparency:** that’s our vision for the **supply chain responsibility action field**. We already procure most of our products direct from the farmers in the source countries. This ensures we achieve very high transparency. We have established additional crucial direct contacts with suppliers in the reporting period. Our transparency and risk analyses and increasingly sophisticated supplier monitoring are bringing us ever closer to our goal. We’ve also gained additional impetus from the requirements of the German Supply Chain Due Diligence Act (LkSG) – we’ve long been working on the human rights and environmental obligations covered by the Act. You’ll find all the information about our supply chain responsibility action field from page 22.

*“In our pursuit of sustainable packaging we’re guided by the principle of the circular economy.”*

**“We want to close loops”** is the vision for our circular economy action field. Almost everything revolves around the issue of packaging here. Less, recyclable, reusable – those are our core issues. “No food waste” is our second focus in this action field.



With food waste at less than one percent in production we're doing very well already. The chapter on the circular economy from page 12 explains how the concept of "no food waste" is being put into practice in our Seeberger Genusswelt.

*"The changing climate has an impact on the cultivation and harvesting of our products worldwide."*

Since 2013 we've been keeping a balance sheet of the emissions at our site in Ulm. The goal of our measures in the **climate protection action field** is to minimise emissions from our business activities. With our first product footprints, we're working to achieve greater transparency from now on over emissions from the source countries to our customers' homes. In addition to countless energy saving measures, we've invested heavily in the expansion of renewable energy at our site. An important step in achieving our climate targets. You'll find more on this theme and the results of the latest climate footprint from page 32.

*"Unspoilt nature with broad biodiversity is the foundation of our business model. Our goal is to encourage and protect biodiversity in the supply chain."*

An issue that hasn't been that well-publicised up to now has become a priority for us, however: biodiversity protection. In terms of planetary boundaries, they have already been exceeded here. Intact ecosystems are the basis of our existence. The exploitation of

agricultural land has a severe impact on its biodiversity. That's why we participated as a practical partner in the "BioVal" research project, for example. Read more on page 29.

*"Appreciation is the foundation of our interactions; it's our recipe for success. We come together as equals and can count on one another."*

Our **community action field** covers all issues relating to our Seeberger community. It is the foundation of our company. Our vision for the action field: "We want to be an attractive and sought-after partner." We're doing a lot to achieve this: with a wide range of benefits and a firm understanding of shared values, we want to respect and appreciate the people who work with us and attract more people to join us. Read from page 42 how we at Seeberger are all working on that together. Because we believe in what we're doing.

We're delighted that you want to learn more about our sustainability activities and hope you enjoy reading our Sustainability Report.

Clemens Keller  
Managing Partner

Ralph Beranek  
Managing Director

Raphael Steinberg  
Managing Director  
Seeberger Professional GmbH

Gerald Lindinger-Pesendorfer  
CFO

# About us


Seeberger 



Seeberger 



“Healthy, natural snacks”

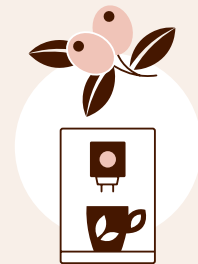
Seeberger 

GENUSS  
WELT



“Pleasure has a home here”

Seeberger   
PROFESSIONAL



“We deliver sustainable pleasure”

## The family company Seeberger

Seeberger is now the leading brand for nuts and dried fruits. Our broad range of natural snacks is successful in German and international food retail. Unmistakeable in their orange packaging, they provide lots of people with a little pleasurable timeout between meals – and naturally with equally unmistakable quality. For professional concept solutions from one place, there’s Seeberger Professional GmbH. Here we offer business customers, restaurants and cafés modern machine and vending solutions for our wide range of high-quality snacks and hot drinks.

Naturally, this includes our aromatic Seeberger premium coffee that we roast ourselves – Seeberger is actually one of the oldest coffee roasting businesses in Germany. Experience Seeberger live – now you can at the Seeberger Genusswelt at our company location in Ulm. Our Genussmarkt offers the full Seeberger range of snacks, nuts, dried fruits, ingredients and aromatic speciality coffees. We welcome our guests in our modern, cosy café and restaurant, the cookery and barista school or in our conference and event spaces. Info: [www.seeberger-gruppe.de](http://www.seeberger-gruppe.de)

## At a glance: Seeberger in a nutshell


Since 1844 –  
**180**  
 years  
 of company history



Over  
**1,000**  
 employees



Turnover  
 of € **314**  
 million  
 in the 2023  
 financial year



Over  
**200**  
 products



Over  
**60**  
 producing  
 countries  
 worldwide



**67**  
 export  
 countries  
 worldwide



»Goldener  
 Zuckerhut«  
 2022



Seeberger  
 Professional is  
 »ahgz Best Brand  
 2022«:  
 Quality & image  
 1st place,  
 service 3rd place



Top brand  
 2023  
 Seeberger  
 Luxury Nut and  
 Raisin Mix



### Audits and certificates

In both reporting years 2022 & 2023

- IFS Food Standard Certification (Version 7)
- Organic certification for selected products from the product categories coffee (GREEN range), cacao, tea, dried fruits, nuts, grains, seeds, skimmed milk powder, sugar, syrup, milk
- Fairtrade certification for coffee (GREEN range)

### Sustainability ratings

Awarded Bronze Medal 2023  
 Ecovadis Sustainability Ranking



Proud outlook:  
 Silver Medal 2024



## Guidelines, standards & memberships

### UN Global Compact:

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

### ILO Conventions:

International UN labour and social standards for decent work. 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 our Seeberger Conditions of Purchase.

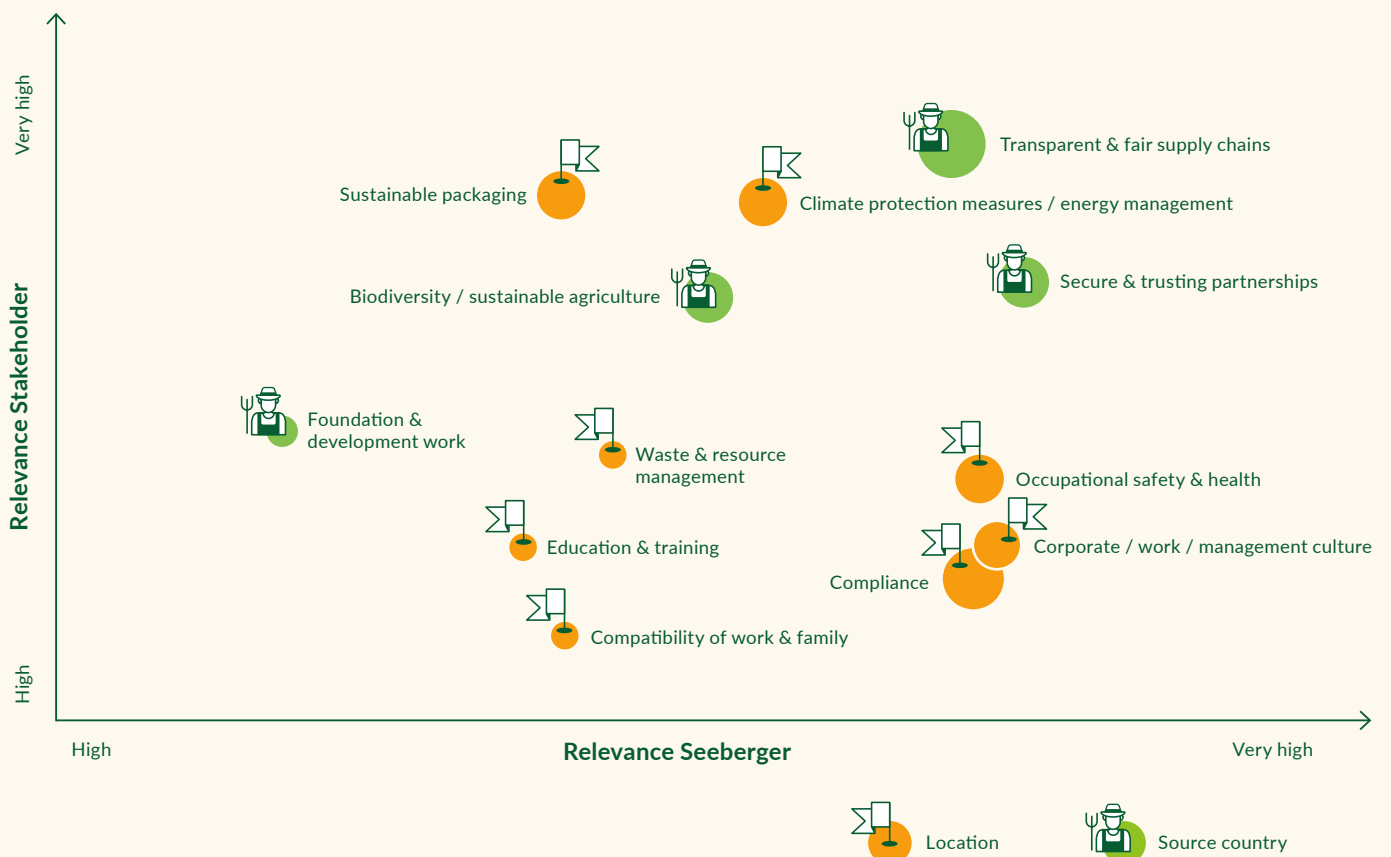
### GRI Global Reporting Initiative (GRI):

The GRI supports organisations and companies worldwide with their sustainability reporting. Seeberger has been reporting on the basis of the GRI standards and guidelines (GRI Sustainability Guidelines) since 2013.

### UN Sustainability Goals (SDGs):

The United Nations 17 sustainable development goals are intended to secure sustainable development on an economic, ecological and social level. Seeberger has been reporting on the basis of the UN SDGs since 2016/2017.

## Our Sustainability Strategy – The Materiality Matrix 2022/2023





## “Above all together!”

*Isabell Schäfer, Seeberger Sustainability Officer*

*As an ecotrophologist, Isabell Schäfer is remaining true to her passion for the food industry at Seeberger. After completing her master's in the bioeconomy, she's driving our sustainability themes forwards. She's the central point of contact for this at Seeberger.*

I've been working at Seeberger as a Sustainability Officer since 2023. What thrills me about my work is the huge variety. I particularly enjoy the many intersections with other departments, such as Purchasing, Technology or Product Management. This gives me the chance to work actively with different teams on shaping a more sustainable future at Seeberger. Finding the right solutions and approaches and realising them is a process. We're working on this together, because that's the only way to shape change processes successfully and anchor them long-term. What particularly inspires me is the patience and tenacity with which people in our divisions are continually working on sustainable working processes – even when it demands a lot of time and comes with challenges.

### **Our themes: are diverse and challenging**

My work is exciting and varied. There are so many interlinked facets: from ecological issues and social themes to regulations like the Germany Supply Chain Due Diligence Act (LkSG) or the forthcoming Corporate Sustainability Reporting Directive (CSRD). No day is like any other; we're continually facing new challenges. We gather ideas for more sustainability all over the place. We test requirements, specifications, feasibility and, if possible, implement them. We measure and refine our sustainability measures on a continual basis to improve their results. In the field of renewable energies, for example: we've made significant progress at our location in Ulm by expanding the photovoltaic systems.

We're also much closer to our goal of “100 percent recyclable packaging by 2025”. One of my highlights was our participation in the “BioVal” research project relating to biodiversity. Preserving biodiversity is hugely significant for the food industry. With BioVal we've been able to integrate relevant approaches for protecting biodiversity into our sustainability management.

### **Our plan? It's ambitious**

We're also increasing our sustainability ambitions. By joining the Science Based Targets initiative (SBTi), we're committing to science-based climate protection goals and intensifying our involvement in climate protection. We're also currently concentrating on preparing for the demanding CSRD reporting and the strategic development of our sustainability activities. These steps are also bringing many new challenges that we'll overcome decisively together. I'm looking forward to it!

### **CSRD? – Seeberger and the Corporate Sustainability Reporting Directive**

The sustainability reporting requirements for companies are changing on the regulatory level. From the 2025 financial year, we'll be reporting in accordance with the EU Corporate Sustainability Reporting Directive (CSRD) and will publish our reports based on the new requirements for 2026. This Directive is part of the European Green Deal, which is part of the EU's efforts to achieve a sustainable and climate-neutral economy.



# The four action fields of our sustainability strategy



## Circular economy

**Our vision**  
We want to close loops

Our strategy	→	<b>Sustainable packaging</b>		<b>No Food Waste</b>	
		<b>Use recyclable materials</b>	<b>Reduce material</b>	<b>Use alternative materials</b>	<b>Prevent food loss</b>
Our goals by 2025	→	<ul style="list-style-type: none"> <li>100 percent of Seeberger packaging in the range is recyclable</li> </ul>	<ul style="list-style-type: none"> <li>Reduce fossil fuels by 20 percent across the whole product lifecycle</li> </ul>	<ul style="list-style-type: none"> <li>Alternative packaging materials without compromising product protection</li> </ul>	<ul style="list-style-type: none"> <li>Keep food waste in the production process below one percent</li> <li>Identify and exploit the potential for reducing food waste in the Genusswelt</li> </ul>



## Supply chain responsibility

**Our vision**  
We want 100 percent transparency in the supply chain

Our strategy	→	<b>Ensure transparency</b>	<b>Create commitment</b>	<b>Expand partnerships</b>
		<ul style="list-style-type: none"> <li>Introduce transparency analysis and carry out annually</li> <li>Set up risk analysis and carry out annually</li> <li>Introduce public complaint system</li> </ul>	<ul style="list-style-type: none"> <li>Revise and update the Conditions of Purchase</li> </ul>	<ul style="list-style-type: none"> <li>Increase number of direct contacts</li> <li>Increase added value in the source countries</li> </ul>
Our goals by 2025	→			



## Climate protection

### Our vision

We want to achieve net zero by 2050 with science-based reduction targets (SBTi)

Our strategy



#### Measure emissions

- Create an annual climate footprint for the company
- Create three example product footprints

#### Reduce emissions

- Reorient climate strategy with science-based reduction targets (SBTi) by 2050

Our goals by 2025



## Community

### Our vision

We want to be an attractive and sought-after partner

Our strategy



#### Strengthen our binding corporate culture and values

- Establish the "ONE Seeberger" project to strengthen our sense of community. Project goal: expand the "Seeberger Family" employee programme incl. employee participation model
- Establish a uniform management culture
- Encourage and require achievement, in order to be successful together

#### Create attractive work environments

- Devise and adopt the "Mobile Working" company agreement
- Establish a transparent and motivating salary structure
- Establish the "New Work" working group to focus on networking and cooperation

Our goals by 2025



# Circular economy

## Our vision

We want to close loops

Our strategy  
2022/2023



### 1 Sustainable packaging

- Use recyclable materials
- Reduce material
- Use alternative materials



### 2 No Food Waste

- Prevent food loss

Our goals by  
2025

### 1 Sustainable packaging

- Use recyclable materials
  - 100 percent of Seeberger packaging in the range is recyclable
- Reduce material
  - Reduce fossil fuels by 20 percent across the whole product lifecycle
- Use alternative materials
  - Alternative packaging materials without compromising product protection

### 2 No Food Waste

- No food waste
  - Keep food waste in the production process below one percent
  - Identify and exploit the potential for reducing food waste in the Genusswelt

We are guided by the following SDGs:



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## Close loops, using nature as a model

Natural resources are the most important foundation for our high-quality products. We want to use them so efficiently and sparingly that many generations to come are able to use them and live on them. Our main model? Nature and the principle of the circular economy derived from it. This means: nothing is wasted. Raw

materials – for our packaging, for example – we want to keep them in a loop of production, use and recycling for as long as possible. We want to reduce food waste to an absolute minimum. Our vision: we want to close loops. That’s why we’re focusing on our core themes “sustainable packaging” and “no food waste”.

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### Circular economy: Our highlights 2022 and 2023

- 69 percent of our snack range is packaged in recyclable plastic film. Of which, since 2022, ten products have been in monocomposite packaging with a recycle content of 30 percent (ISCC certificate)
- Design for recycling: switch to recyclable film for our coffee packaging
- Saving of 34 tonnes of cardboard packaging per year by optimising the boxes we use most for outer packaging. Additional effect: reduced CO<sub>2</sub> emissions thanks to optimal use of transport pallets and thus lower transport weight
- “Popcorn power in paper packaging”: start of the process for switching to paper packaging for popcorn maize
- Less than one percent of the supplied raw goods lost in the production process
- Minimal loss of food in the Seeberger Genusswelt thanks to “no-food-waste meal concepts”

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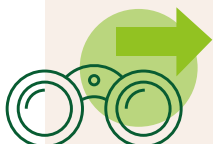
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### Outlook to 2025

- Our Doypack and Doy-style packaging (upright bags) are being converted to recyclable film. We’re getting closer to our goal of being able to offer 100 percent recyclable packaging for the range
- Testing of other alternative packaging materials and types
- Start of pilot project: reusable packaging for selected products

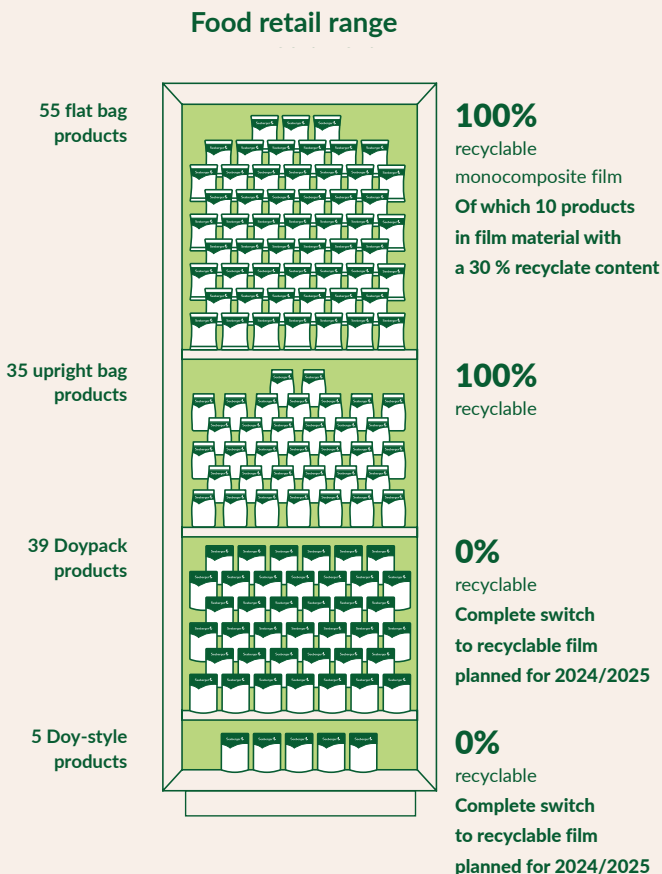


Why do we need really good packaging? Because it guarantees shelf life and preserves the natural aroma and unique quality of our natural products. Many of them are only harvested once a year, for example. However, the packaging not only protects our products, but also the environment, as around 10 percent of the greenhouse gas emissions caused by people

worldwide come from the loss and waste of food (source: IPCC Special Report on Climate Change and Land). In Germany alone, around 11 million tonnes of food is thrown away every year, 60 percent of which occurs in private homes (source: BMEL / German Federal Office of Statistics).

## What have we achieved to date in the Snacks division?

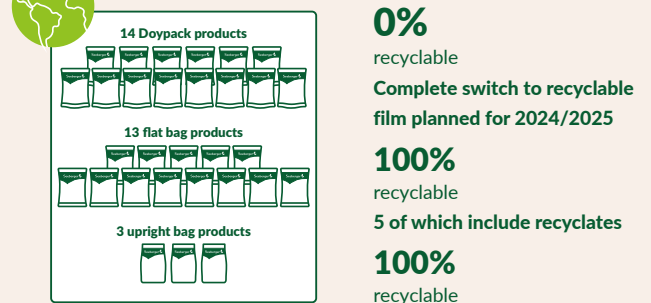
**69%** of our entire snack range is packaged in recyclable film! (without country variants)



### Also available exclusively in the Seeberger online shop:



### Also available in country variants:



### Also small packs for sampling + seasonal business:

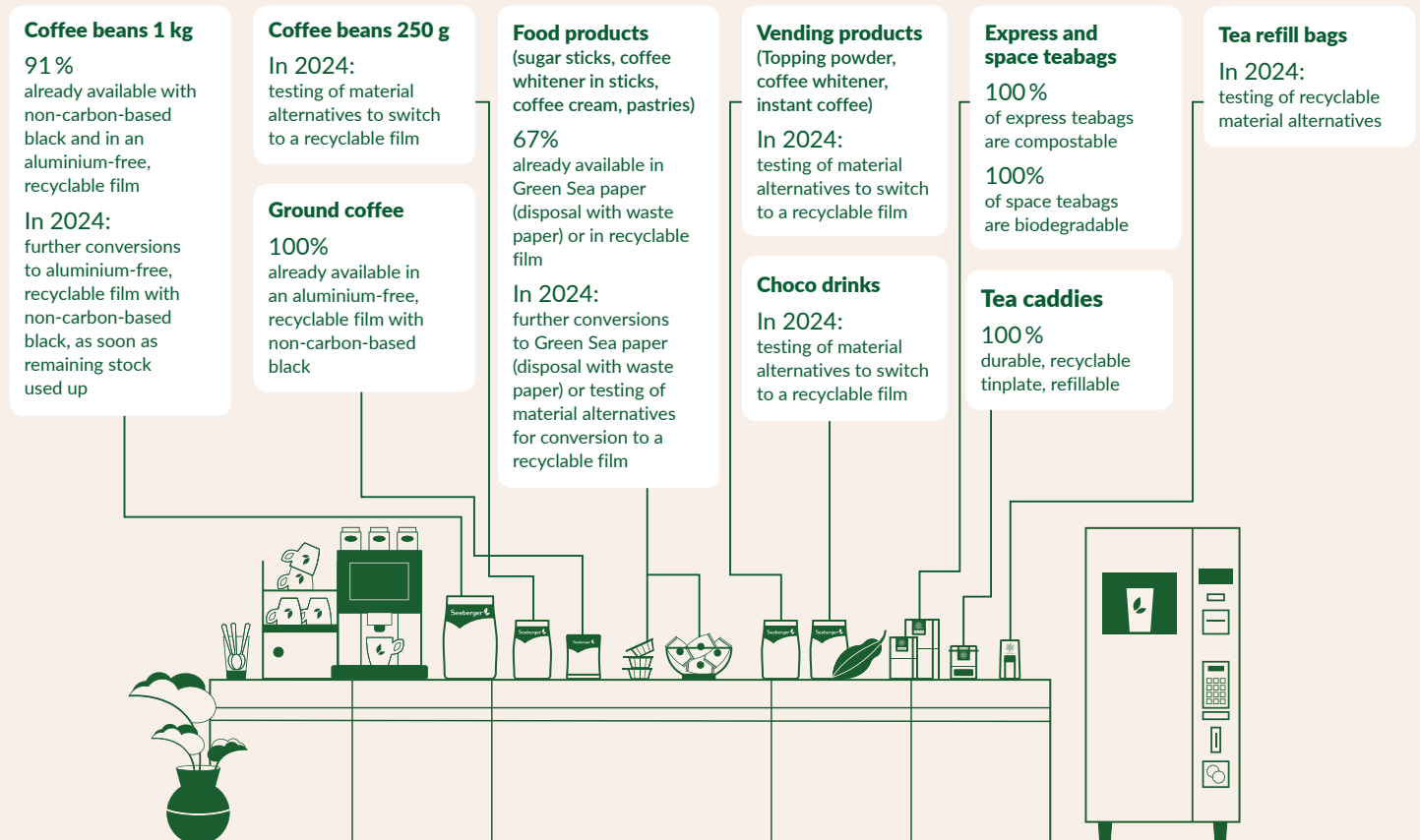


## Our concept: optimal product protection with the greatest possible sustainability

Our packaging includes information about important product features, is practical and looks good. We've been working on making our product packaging more sustainable for many years: whether with recyclable packaging material, reduced film use or alternative materials. The challenge is in finding sustainable alternatives that also guarantee optimal product protection. We're constantly monitoring the market, testing packaging innovations, balancing diverse requirements and looking for the best solutions.

## What have we achieved to date in the Professional division?

**67%** of all our coffee, tea & chocolate drink packs and food products are already available in recyclable packaging!



## Our strategy



## Use recyclable materials

### Recyclable sales packaging: basic principle recycle

100 percent of our snack range in flat bags has already been converted to recyclable monocomposite film (55 products). Monocomposite film is recyclable because it only comprises film layers from the same plastic material. And the next step? Whether nuts, almonds or ginger: since 2022 we've been packaging ten products of our range in monocomposite film with a recycle content of 30 percent (according to mass balance). This means new plastic products are being made from previously recycled plastic (secondary material). We're helping to save fossil fuels like crude oil and getting that bit closer to our target of closing loops.



Recyclates are produced during the reprocessing of waste plastics. These are, for example, plastic products that consumers have used and then correctly separated. They are processed into recyclates at recycling plants. Recyclates can be reused instead of new raw materials, such as oil (primary raw material), as so-called secondary material for the production of new plastic products.

### More sustainability? Conflict and compromise

Elegant packaging fits perfectly with our aromatic "Black Label" coffee range. Printing inks affect the recyclability of packaging, however. We used to use a carbon-based black ink and metallisation for the impressive packaging look. This meant the coffee packaging was visually perfect, but not recyclable. It was not identified, sorted and burnt at the waste sorting plant. Our solution: "design for recycling". Today we use recyclable black printing inks, but with one small disadvantage: they have a slightly blue tinge. This compromise was necessary for their recyclability. So the packaging can now be recycled – and is still impressive.



Do we have to make compromises?





## Raw goods packaging and additional packaging material

How can we influence the sustainability of the packaging for our raw goods? In 2022 we introduced a sorting system to dispose of pure PE packaging, such as stretch film for load securing, separately from other packaging material, so that it can be used to produce high-quality PE recycle.

### Pilot project loop: Second chance for date boxes from Tunisia

Most of our raw goods are supplied in boxes. After unpacking, they are recycled as waste paper and reused. Reusing the boxes would be far more sustainable, however. Can used delivery boxes be reused as multi-use boxes? As part of our project work, we looked into that more closely using the example of our date boxes from Tunisia. We tested various solutions, such as reusing the boxes in the

Seeberger online shop. The evaluation of the solutions included comparing the saving in CO<sub>2</sub> emissions and the incurred costs. Our conclusion: we now know the relevant processes, premises and evaluation parameters for realising a box reuse system. In the next step, we're testing whether the different solutions actually work in practice too.

## “HolyGrail 2.0” Initiative

Can digital technologies help to improve the sorting and recycling of used plastic packaging and thus facilitate a more circular economy? That's what 120 companies want to come together to find out in the international “HolyGrail 2.0” Initiative. We've been supporting the initiative with our membership since 2020.



#### The idea:

Develop digital watermarks and sorting plants that can precisely sort the packaging marked with the watermarks.



#### The status:

Current testing phase in the industrial environment by Q1 2025.



#### The goal:

Separate packaging material into individual groups to enable recycling with as little loss as possible. This means it can be reused to make new packaging and thus close the loop.



#### The outlook:

Roll-out of the two-year market launch test of the HolyGrail technology from Q2 2025. [www.digitalwatermarks.eu](http://www.digitalwatermarks.eu)



## Our strategy



## Reduce materials

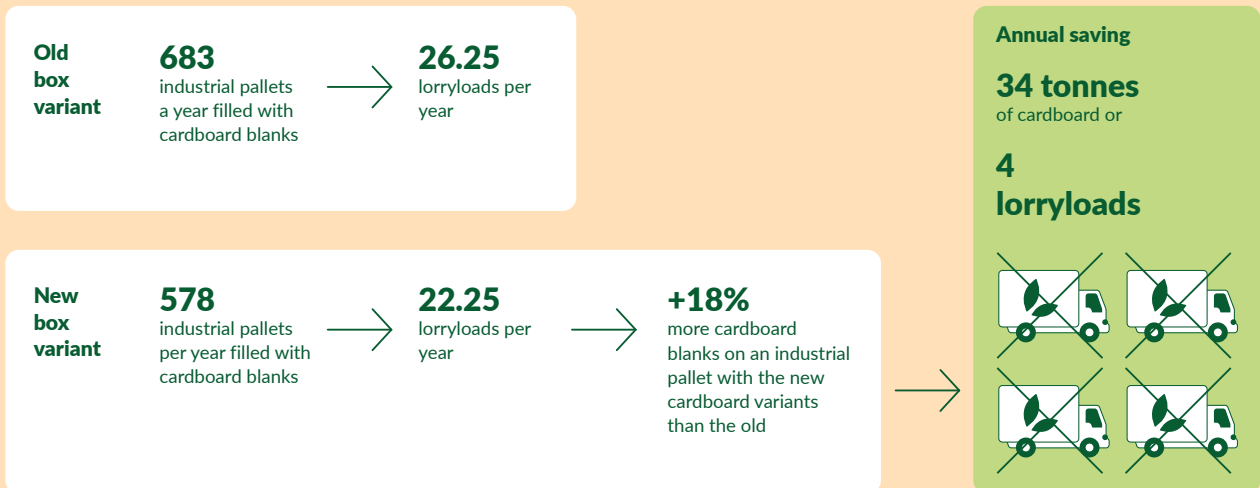
### Smaller, thinner, less – and yet better?

Could we make the packaging for our Luxury Nut and Raisin Mix, for example, even smaller? The material slightly thinner? Can we get rid of more elements of the packaging? These are the questions we're thinking about when we consider reducing packaging materials. And we're coming up with good solutions: since 2022 we've removed the resealing zip on six packs with low grammage, for example. This is saving two tonnes of material a year.



### Our most popular box – how we're saving here!

Even our Seeberger Product Management team is tinkering with ideas for sustainable packaging. Our departments work together to develop, test and implement them if successful. Thanks to technical changes and optimised paper composition, since 2023 we've been saving 34 tonnes of cardboard every year on our most popular box. Positive side-effect: by adjusting the box format we also need fewer transport pallets, thus achieving lower transport weights and reducing CO<sub>2</sub> emissions.



## Our strategy



## Use alternative materials

### Packaging alternatives: Which material is really suitable?

Polystyrene chips or bubble wrap? Not at Seeberger. In our shipping packaging, we use recyclable crumpled paper, cardboard with a high content of recycled paper and, if possible, FSC-certified or carbon-neutral paper for print and marketing materials. Naturally, we're always looking for alternative packaging materials for the packaging for our range. The most important requirement remains: optimal product protection. Bio-based plastics are only an alternative if they are not produced in competition with food.

### Popcorn power in paper packaging!

Paper packaging rather than plastic: not all of our products can simply be packaged in paper. But our popcorn maize can. After an intensive development and production phase and ultimately successful internal testing, our 500-gram popcorn maize has been marketed in paper packaging since May 2024. It's not wholly without risk because we are the market leader in popcorn maize. What if end consumers don't accept the new paper packaging? We're working closely with retailers to monitor how the new packaging is received by customers. If our testing phase also proves successful in retail stores, we'll add the new paper packaging to the range permanently.



### Development of new paper packaging for Seeberger popcorn maize

What are our themes?	Who's involved?	Key parameters	Process phases
Define requirements, perform tests and realise improvements for the entire product lifecycle from manufacture to recycling.	<ul style="list-style-type: none"> <li>Product Management</li> <li>Quality Assurance</li> <li>Process Development</li> <li>Packing</li> <li>Purchasing</li> <li>Film supplier</li> <li>Packaging machine manufacturer</li> </ul>	<ul style="list-style-type: none"> <li>Food law provisions</li> <li>Recyclability of the paper film and printing inks</li> <li>Flexibility of the paper</li> <li>Printability of the paper</li> <li>Impermeability of the finished bag</li> <li>Suitability of the packing machines</li> <li>Specific training for employees</li> </ul>	<ul style="list-style-type: none"> <li>Development phase</li> <li>Internal test phase</li> <li>Quality inspections</li> <li>Packing tests</li> <li>Qualification of fully automated production processes</li> <li>Production</li> <li>Test phase in food retail</li> </ul>

## Paper instead of plastic: It's all in the new popcorn packaging!



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### We protect every nut and every fruit

We're really proud of this: our food losses in the production process are less than one percent! That's down to optimal machine settings and the people who handle our products so carefully. Broken goods that aren't suitable for sale go to our Genusswelt as separate products. Our suppliers are also finding alternative usage opportunities in the source countries: fruits and peel are turned into humus, for example, while berry stems are processed into animal feed, or almond flowers are worked back into the ground as CO<sub>2</sub> stores at the end of their life.

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## No food waste

*Interview with Dennis Wachter and Michael Locher (Kitchen Managers Genusswelt)*

“Where pleasure has a home”: That’s the motto of our Seeberger Genusswelt in Ulm. Dennis Wachter and Michael Locher work here in our restaurants and in the café, taking care of our guests and employees. One of our culinary core themes is “no food waste”. Which aspects of sustainable cooking are important to them? And: how do they implement these in their kitchen? We asked them that in the interview.

**Dear Mr Wachter, dear Mr Locher, you’ve been part of the Seeberger Genusswelt almost from the beginning. As kitchen managers you are responsible for the café, restaurants and also the catering for our employees. For you what is it that makes the Genusswelt so special?**

**Michael Locher:** *The Genusswelt represents down-to-earth and yet creative cuisine from the region. Quality is always the top priority.*

**Dennis Wachter:** *When the Genusswelt opened three years ago, we couldn’t start it off like we wanted because of the coronavirus. So it’s all the more wonderful now to come into the café or the restaurants and see that our guests are behind the concept.*

**Sustainability is becoming ever more important. How do you integrate that into your everyday cooking?**

**Dennis Wachter:** *Our task is to work so that we don’t waste any food. It starts with planning the menus, depends on current availabilities with our suppliers and extends right up to the view from the window: because a hot soup doesn’t go with bright sunshine.*

**Michael Locher:** *That’s true: it’s always a big challenge to foresee what our guests will want. And that depends on many factors. The better we know our kitchen – and also our guests – the more targeted we can be with our cooking. This is also then reflected in less food waste.*

**What concrete steps do you take in the kitchen?**

**Michael Locher:** *When it comes to “no food waste”, the entire process has to be thought through: which components do we already have on our menu? Where can we reincorporate them? This enables us to use ingredients variably without wasting anything. If we prepare well and are smart in our thinking, there isn’t much left over.*

**Dennis Wachter:**

*What also helps are our flexible suppliers. Whether butchers or vegetable farms: because we work very closely with our regional suppliers and order several times a week, we can react far better if there’s a shortage of something and we don’t have to stock up in advance.*

**Michael Locher:** *Experience is important too. We two have spent a lot of time on the topic of food waste over the last few years and have repeatedly optimised our cooking.*

*As a kitchen crew we pull together: everyone has to think about identifying improvement potentials and respond accordingly.*

**Keywords creativity and artisanal cooking skills. What does that have to do with a sustainable kitchen?**

**Michael Locher:** *Our aim is to make a delicious dish out of the ingredients we have to hand. This means the ingredients tell us what we’re cooking. So one determines the other: we make a vegetable stock using the peelings from the carrots that were previously served as a glazed side dish. Beef stock is made from the bones left over when we prepare joints. It’s important to understand where the dishes actually come from. And when you cook with this traditional knowledge, hardly anything is left over.*

**Dennis Wachter:** *We also try new things that we’ve never thought about before: we’ve made vegetable powder from celery and vegetable peelings. In this way, we’re using the whole vegetable and also get more flavour in our sauces. We also incorporate Seeberger products into our meal planning. Broken goods or incorrectly packed products can still be used. We also make our fruit spreads from Seeberger dried fruits, for example.*

**What role does the quality of the ingredients play?**

**Dennis Wachter:** *Ultimately, it comes down to good quality whether it’s even possible to reuse ingredients or raw materials so that nothing is left over. And quality is always the first priority for us – our guests appreciate that too.*

**Michael Locher:** *This respectful understanding of food really is something very special in our Seeberger Genusswelt.*



# Supply chain responsibility

## Our vision

We want 100 percent transparency in the supply chain



We are guided by the following SDGs:



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## What significance does supply chain responsibility have for you?










The answer is simple: a very high one. Respect for human rights, fair partnerships with our suppliers and an ecologically sustainable understanding of farming are a matter of course for us. They are central values of our corporate philosophy. Our standard is high. That's what our comprehensive supplier monitoring is for: we've been refining and developing it for many years

in line with national and international standards. We know: transparency in the supply chain, binding Conditions of Purchase and direct contact with our suppliers are the key factors if we're going to take responsibility in the supply chain. We're working hard on that and setting ambitious targets for ourselves.

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### Supply chain responsibility: Our highlights 2022 and 2023

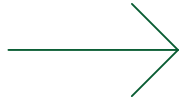
- Improved traceability with annual transparency analyses  Page 26
- Introducing a comprehensive risk analysis  Page 27
- Establishing an anonymous complaint system within the Seeberger Compliance Management System (CMS)  Page 27
- Developing a concept to meet the legal requirements under the LkSG  Page 29
- Additional Sustainability Officer strengthens Purchasing team  Page 29
- Central findings of the "BioVal" research project to protect and maintain biodiversity in the source countries  Page 29
- Integrating aspects of climate change and biodiversity into the Conditions of Purchase and supplier questionnaire  Page 28
- Expanding partnerships: total of twelve purchasing trips to producing/ source countries  Page 30
- Milestone expansion direct contacts: in 2022 we found reliable production partners for cashews in Africa  Page 31



### Outlook to 2025

- Expanding the risk analysis concept to all business areas
- Concept development / implementing the new legal requirements to avoid deforestation along our supply chain (EUDR)
- Specific training for suppliers, expanding knowledge transfer
- Planned trips to source countries, incl. USA, Algeria, France
- Developing Seeberger supplier monitoring and moving ever closer to our vision of "100 percent transparency in the supply chain"

Our strategy



**1** Ensure transparency

*"We're increasingly receiving enquiries about our supply chains through our customer service or direct from consumers. People are interested above all in how a product is cultivated and processed, what resources are used and the conditions under which the people employed in the supply chain are working."*

*Christian Liebsch, Head of Purchasing Food*



### Transparency is progress

Each of our products tells its story. That also applies to its supply chain. Our vision is to get to know them as well as possible. In other words:

we want  
**100 %**  
supply chain  
transparency.

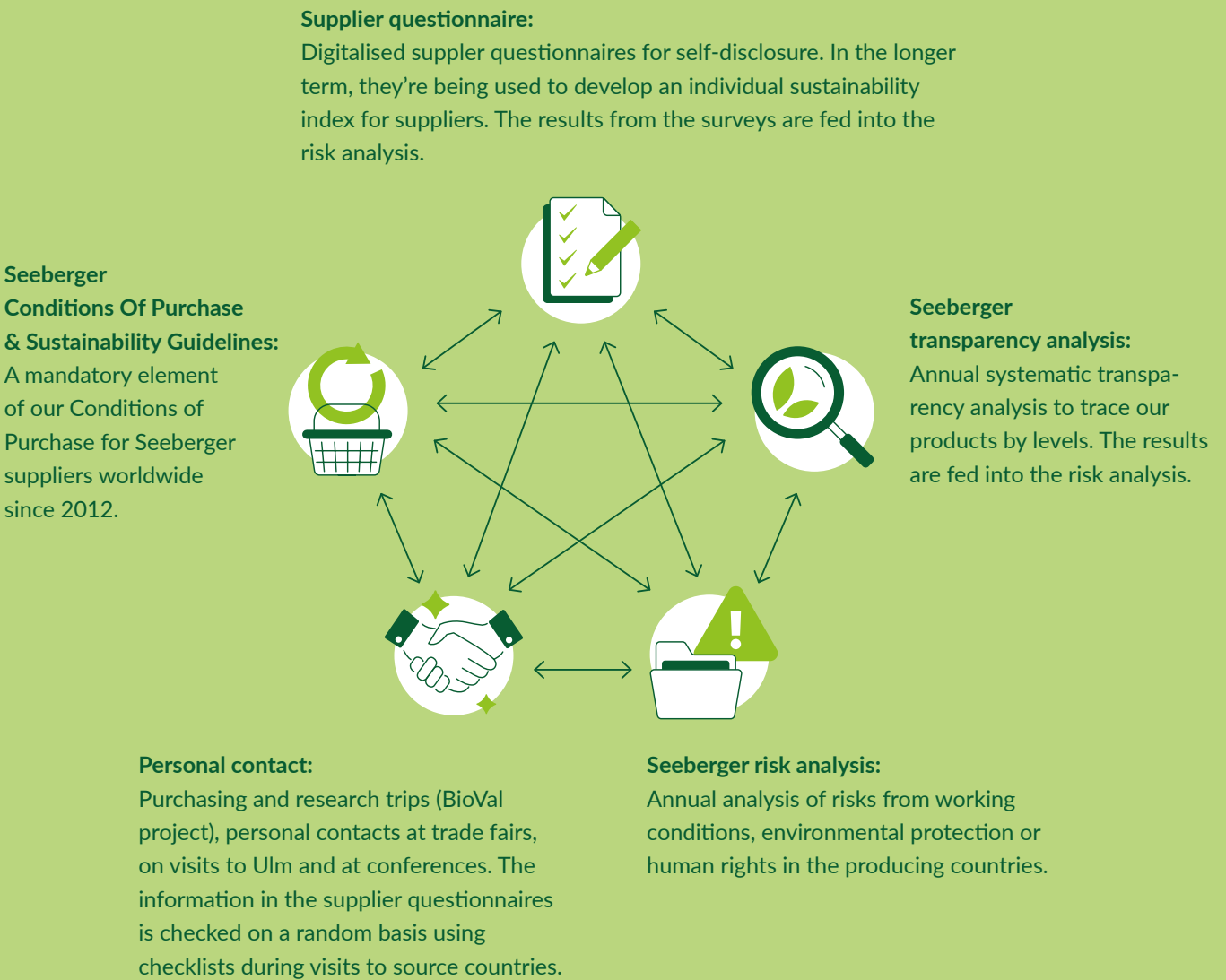
It's clear that the closer to production we buy, the better we know our suppliers, the more transparency we get. The possibilities for this are as varied as our products, however. For many years, we've been working on establishing the best possible transparency of their production conditions. Transparency is the prerequisite for change. It facilitates progress and means security – for us, our suppliers and customers. That's what our Seeberger supplier monitoring is for.



## Seeberger supplier monitoring

Our supplier monitoring is an analysis and monitoring process we've developed ourselves. It's a system of complementary components. The components, or process steps, are based on the latest internationally and nationally recognised standards. They often go beyond legal regulations. The most important ingredients for us: our 180 years of valuable company experience and our unique partnerships.

### Modules of Seeberger supplier monitoring



#### Orientation standards and guidelines for the Seeberger supplier monitoring

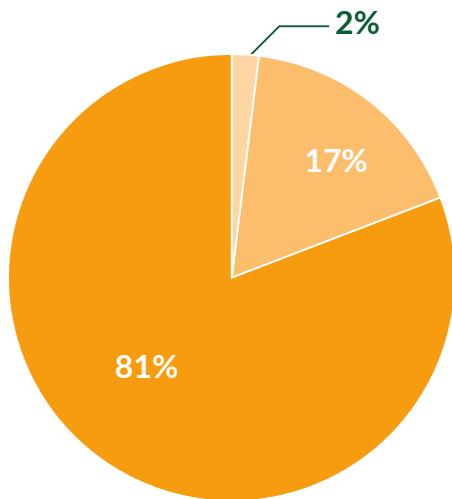
- UN Global Compact
- ILO Conventions
- 17 UN Sustainable Development Goals (SDGs)
- German Supply Chain Due Diligence Act (LkSG)



### The Seeberger transparency analysis

How much transparency do we have in our supply chains? Our annual transparency analysis introduced in 2020 answers that question. It enables us to see at a glance how close we're buying to the source of supply for our products. An example: in 2023 we were able to trace 81 percent of our nuts and dried fruits back to the producer/producer group. Based on the transparency levels of our analysis, that's a level 5: highest transparency. However, the transparency analysis also shows us where we still have more to do.

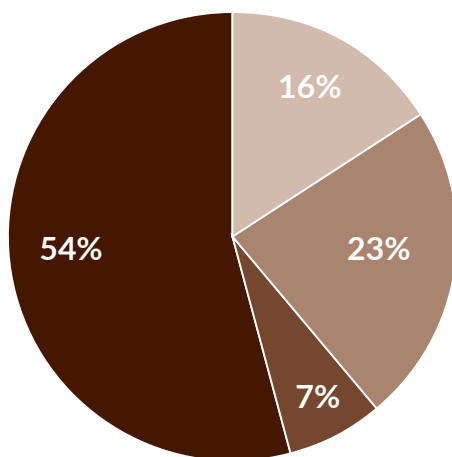
#### Transparency analysis Nuts and dried fruits 2023



**Summary:** in 2023 we were able to trace 81 percent of our nuts and dried fruits back to the producer/producer group. A very good result. We're another six percentage points closer in the reporting period to our goal of "100 percent transparency in the supply chain".

- Trader/importer/packer in D/EU
- Trader/exporter in the source country
- Processor/packer/cooperative in the source country
- Commodity trader in the source country
- Producer/producer group

#### Transparency analysis Coffee 2023



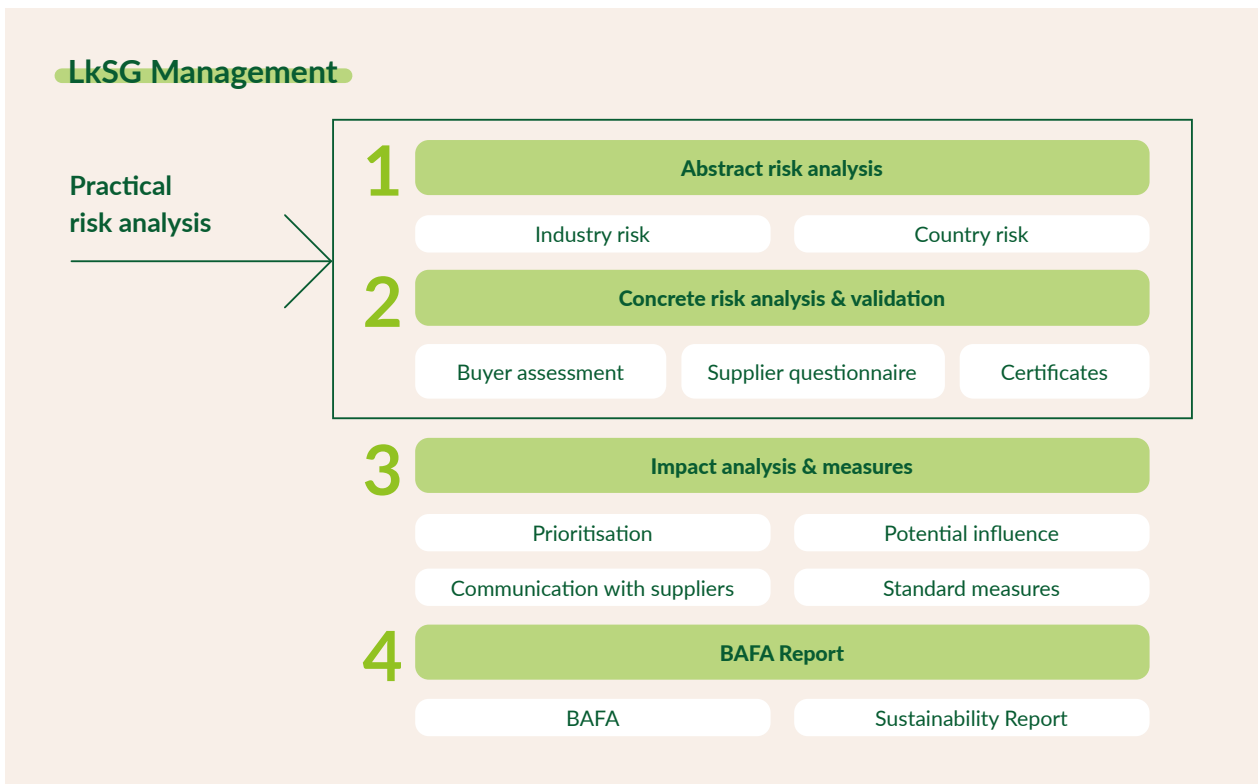
**Summary:** at 84 percent, we're already achieving a high transparency and can trace coffee back at least to the cooperative. For 54 percent of our coffee, we've even achieved the highest transparency level. We know the producer or producer group. At the same time, we're working intensively to keep improving transparency for the remaining 16 percent of exporters.

- Importer
- Exporter
- Cooperative
- Processor
- Producer/producer group



## The Seeberger risk analysis

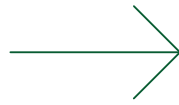
The aim of our risk analysis is to foresee environmental and human rights risks and to avoid them or be able to respond to them in a timely and appropriate manner at the latest in an emergency. Our risk analysis comprises all the ecological and social risks that are significant for us in two stages of analysis. Since it was introduced in 2020, we've established it at almost every production level for nuts and dried fruits. We're working on expanding it for the Seeberger Genusswelt, Professional, Non-Food and Logistics divisions. One major advance of both the last two years is that we have been able to delve even deeper into individual risk situations at suppliers thanks to our supplier questionnaire.



## Seeberger whistle-blower system (complaint system)

Naturally: for us, acting responsibly means complying with laws and guidelines and creating an atmosphere of trust. Our Compliance Management System (CMS) helps us to apply these principles. It's important to us to identify and resolve potential rule or compliance violations promptly. That's why we added a whistle-blower system to our CMS.

Employees, customers, suppliers or consumers can use this system to report misconduct and rule violations anonymously on our website / on the intranet. By setting up this whistle-blower system, we're safeguarding integrity and reliability and meeting the requirements of the German Supply Chain Due Diligence Act (LkSG).



## 2 Create commitment

### We're committed!

Commitment and responsibility – for us they go together. We're committed, to promises of high quality and flavour. We're clear in our expectations. And we're reliable in our partnerships. Responsibility without commitment? It's not possible in our experience. That's why Seeberger has formalised Conditions of Purchase for its supplier relationships. Our Sustainability Guidelines have been part of that since 2012.

They are applied in our supply partnerships, and we check their implementation regularly with our supplier questionnaire and on purchasing trips. Like all components of our monitoring, we're continually working to improve them. Our focus in 2022/2023: expand our focus themes climate change and biodiversity in the Conditions of Purchase and supplier questionnaire.

### Seeberger Sustainability Guidelines & Seeberger Supplier Questionnaire

#### Social themes: Human rights obligations

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

#### Sustainable agriculture: Environmental responsibilities

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



#### Require and encourage biodiversity

We want to encourage measures to preserve or increase biodiversity in our source countries. To do so, we have to understand exactly what's happening locally. That's why we've added questions about biodiversity to our supplier questionnaire. Our most important finding to date: Besides the facts and information we've gathered, dialogue is the key to success. Accordingly, in the future we want to discuss the information collected through the questionnaire with our suppliers. Once it's evaluated, we can then work together on measures to improve biodiversity.

## Greater biodiversity with BioVal

Interview with Nadine Kellner  
(Assistant to the Purchasing Manager  
and Sustainability Officer for Purchasing)

Dear Ms Kellner, you work at Seeberger as Assistant to the Purchasing Manager and are also responsible for sustainability issues relating to Purchasing. Why did Seeberger get involved in biodiversity?

**Nadine Kellner:** As a food company, biodiversity is one of the most important sustainability issues for us and we bear great responsibility for it. That's why it's essential for us to work on new solutions to reduce biodiversity loss along the entire supply chain. In food cultivation and the production of our products we have the opportunity to effect something ourselves and help our suppliers to do so. In BioVal we've found a project that enables us to develop and test new ways of doing things.

**What is BioVal? What is the research project all about?**

**Nadine Kellner:** BioVal stands for Biodiversity Valuing & Valuation. As members of the project group, we're working to improve our understanding of the impact of corporate and production processes on biodiversity along the value chain. One thing we've developed is a calculation method to record the various agricultural parameters. It enables us to measure the influence our suppliers have on biodiversity. This means that biodiversity can be specifically integrated into company management in future and can be taken into account in decisions.

**Seeberger is acting as a real-world lab for BioVal. What does that actually mean?**

**Nadine Kellner:** As a real-world lab, we're testing solutions developed by the participating research institutes. To make the methods even more practical, we've worked with some of our suppliers to implement test runs. One example is the BVI method. This involves recording the various agricultural parameters, such as the use of fertiliser and water consumption. Based on the gathered data, we can calculate the impact of agriculture on biodiversity.



**What is Seeberger's aim with the project?**

**Nadine Kellner:** We've already defined sustainability guidelines in our Conditions of Purchase and also taken biodiversity into account in our supplier management. By taking these measurements, we're making biodiversity more tangible, which enables us to take a more targeted approach when choosing our suppliers. We can work with them to develop measures to preserve and encourage biodiversity. Our local suppliers are the actual experts here. We want to come together within the framework of BioVal to talk and learn from one another what we can do better. It's not just we at Seeberger who will benefit from these experiences, but rather all our suppliers.

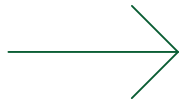
**The BioVal project will soon be over. What were the main findings from implementing it?**

**Nadine Kellner:** A major finding for us was seeing that many suppliers are much further on in their actions against biodiversity loss than we had thought. Our supplier in Spain is running its own sustainability programme, for example. On one plantation, they're testing measures like species diversity or irrigation. This includes flower strips, insect hotels and specific plants that attract insects. By talking to people locally, we have a better understanding of how we can integrate biodiversity factors into our supplier management. This shows us how important it is to gather and also to share knowledge in the supply chain.

**Let's take a look into the future: Is the research project going to continue?**

**Nadine Kellner:** We'll continue to incorporate the findings and experiences from the project as we shape our sustainability strategy. It's important to us to keep expanding our role as a multiplier and also to encourage a constructive exchange along the value chain in the future. Whether BioVal will have a second round, is currently still up in the air.





### 3 Expand partnerships

#### Long and opaque supply chains? We want to avoid that.

Wherever possible, we insist on direct contact with our local partners in the source countries. Not only so that we can ensure quality and sustainability in direct contact: we're also helping to add value in the countries where our products are produced.

#### Increase number of direct contacts

##### Purchasing trips in the countries where our products are cultivated 2022/2023





## How we create added value locally with direct business

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*Ralph Beranek (Seeberger Managing Director) about his purchasing trip for cashews in 2022, Ivory Coast (Côte d'Ivoire)*

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**Many of our raw ingredients are cultivated and processed in Africa. This includes macadamias and dried fruits from South Africa, dates and peanuts from North Africa, as well as cashews, mangos, coffee and other products from Central and West Africa. We have a special connection to this continent.**

And thus a particular responsibility, which is something we're always keenly aware of at Seeberger. The aim of our social commitment is to help improve living conditions for people in Africa, thus helping them to create future prospects for themselves and their children.



Ralph Beranek and Andreas Heigele (Purchasing) visiting a cashew supplier in Ivory Coast

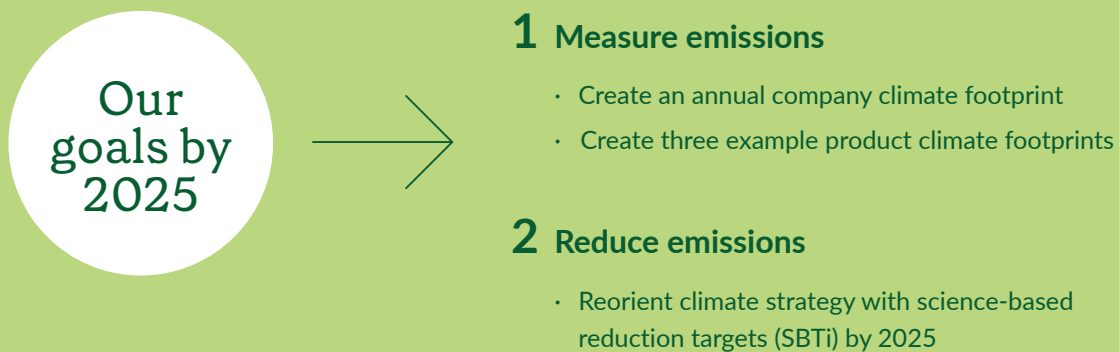
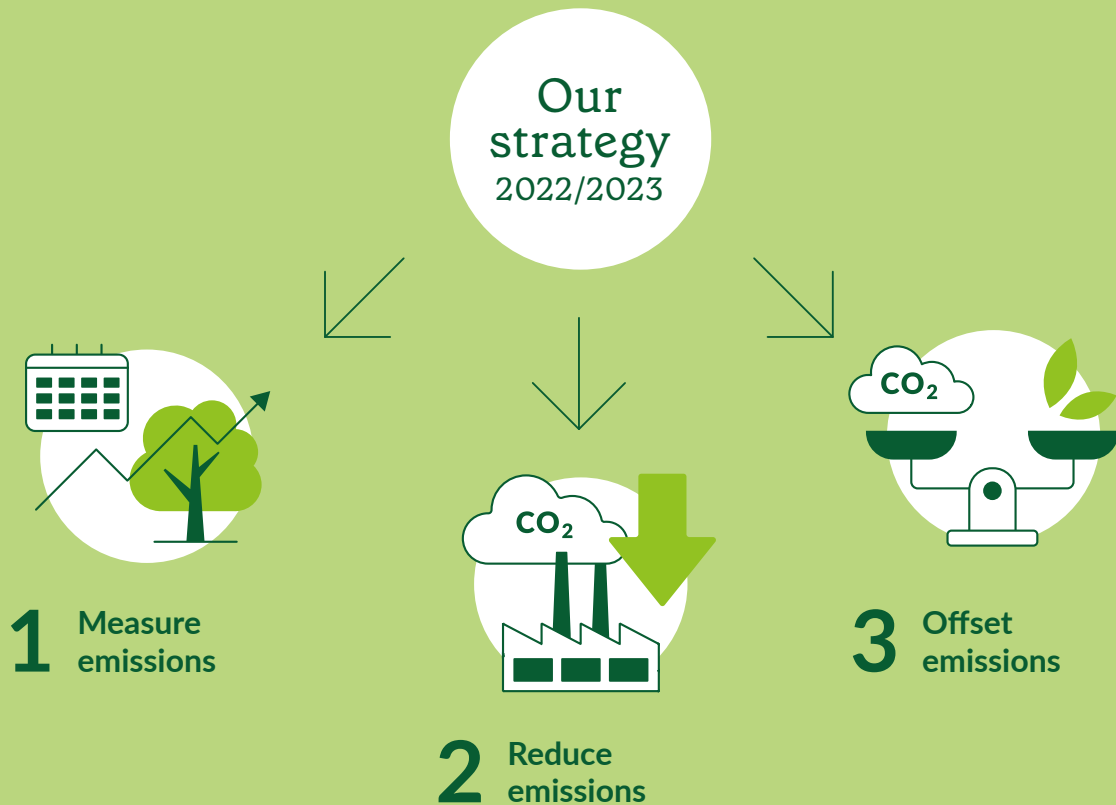
We achieved a major success in 2022: we've long been on the search for a suitable production partner in Africa for cashews. Ivory Coast (Côte d'Ivoire) is home to the world's largest crop of raw cashews. From there, however, the raw nuts are mainly shipped to India and Vietnam via commodity traders. The majority of the added value is thus generated in Asia, not in Africa. We want to avoid unnecessary harmful transports from Africa to Asia and back and create the added value in Africa. Many attempts failed initially.

We have been a reliable partner for many years, but we also demand reliability from our partners. A lack of continuity, quality, availability and timing were the main reasons for this failure. But we didn't give up and we have now succeeded in finding several reliable production partners for cashews in Ivory Coast. Certified production operations there only process raw cashews from the same country. Thanks to our partnership, the workers also have a secure job year round. The wages are fair and there are services like safe shuttles to work for shift workers or childcare. We are very proud of this partnership. It shows how we can make a significant contribution to the transformation of West Africa through lasting direct business.

# Climate protection

## Our vision

We want to achieve net zero by 2050 with science-based reduction targets (SBTi)



We are guided by the following SDGs:





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## Understanding and reducing emissions: The Seeberger climate protection strategy

What does climate change mean for Seeberger? Our natural products grow on farmland, fields and plantations around the world. Climate change has already had a serious impact on the cultivation of our products and not only in far-off producing countries. Whether hazelnuts from Italy or walnuts from Chile: extreme weather events like droughts or floods cause crop

losses or even crop failures. What can we do? We created our first climate footprint in 2013 and based our climate protection strategy on it. Thus, climate protection is an integral part of our strategic decisions and daily workflows. We can detect with increasing sophistication where the climate-relevant emissions occur in our supply chains – and can take action accordingly.

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### Climate protection: Our highlights 2022 and 2023

- Since 2022 we've been creating an annual company climate footprint in preparation for CSRD reporting for 2025
- Since 2022 we've expanded the "Scope 3" categories for the complete view in line with the GHG (Greenhouse Gas Protocol)
- Start of data collection for three example product climate footprints in the categories of dried fruits, nuts and coffee
- Expansion of energy-saving measures
- Expansion of our own energy production with photovoltaic systems at the site in Ulm
- Investment in climate protection project in Indonesia

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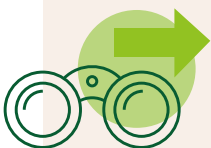
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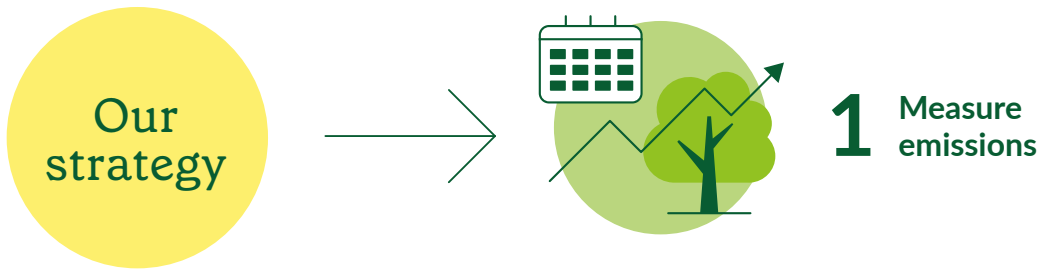
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### Outlook to 2025

- Results of example product climate footprints for nuts, dried fruits and coffee covering climate, water, biodiversity
- Photovoltaic expansion. Goal: self-sufficiency level of 25 percent by 2025
- Other energy efficiency measures: facade insulation, replace windows and install energy meters
- Introduce energy management system in line with ISO 50001 on the basis of the German Energy Efficiency Act – EnEfG – (by 2026)
- Reorient climate strategy: science-based development of our emission reduction targets consistent with the 1.5-degree target of the Paris Convention



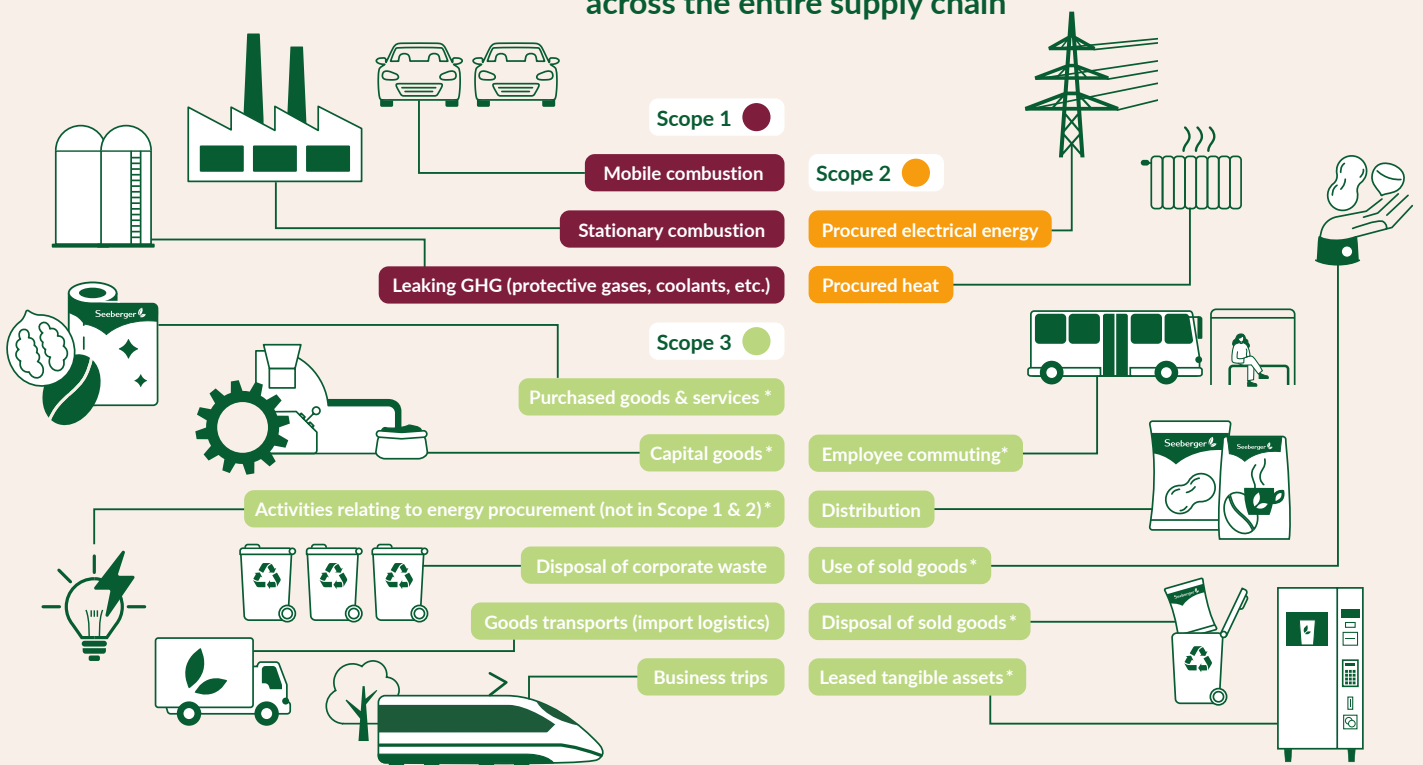
### The Seeberger climate footprint: New framework, new targets

What level of CO<sub>2</sub> emissions do we cause and where do they occur? Our climate footprint has been showing us that every two years since 2013. In the 2022 reporting year, we started with annual climate footprint reporting in preparation for the Corporate Sustainability Reporting Directive (CSRD). At the same time, we're establishing an expanded reporting framework for our CO<sub>2</sub> emissions with new system limits for the first time. The basis of our climate footprint is the Greenhouse Gas Protocol (GHG Protocol). The GHG Protocol is an internationally recognised standard for company footprints and reporting of greenhouse gas emissions. Its standards are used to calculate and disclose CO<sub>2</sub> emissions; they are used as a reference by the CSRD, for example. Seeberger is required to report under the CSRD from the 2025 financial year; our first report in accordance with the new EU Directive will be published in 2026 – so we're well-prepared.

### Seeberger and the "Scopes": Where do CO<sub>2</sub> emissions occur?

The GHG Protocol is used to identify and calculate CO<sub>2</sub> emissions in three areas, the "Scopes". Greenhouse gases are assigned to the respective scope and defined based on their type and source. For the first time, we're expanding the calculation of emissions in "Scope 3" to all categories relevant for Seeberger in the GHG Protocol as part of the new climate footprint reporting. Scope 3 covers all emissions that arise from activities outside our company. These "indirect emissions" from upstream and downstream supply chains occur, for example, when we buy goods or services, from transports, business trips or disposal of waste.

#### Emission sources across the entire supply chain

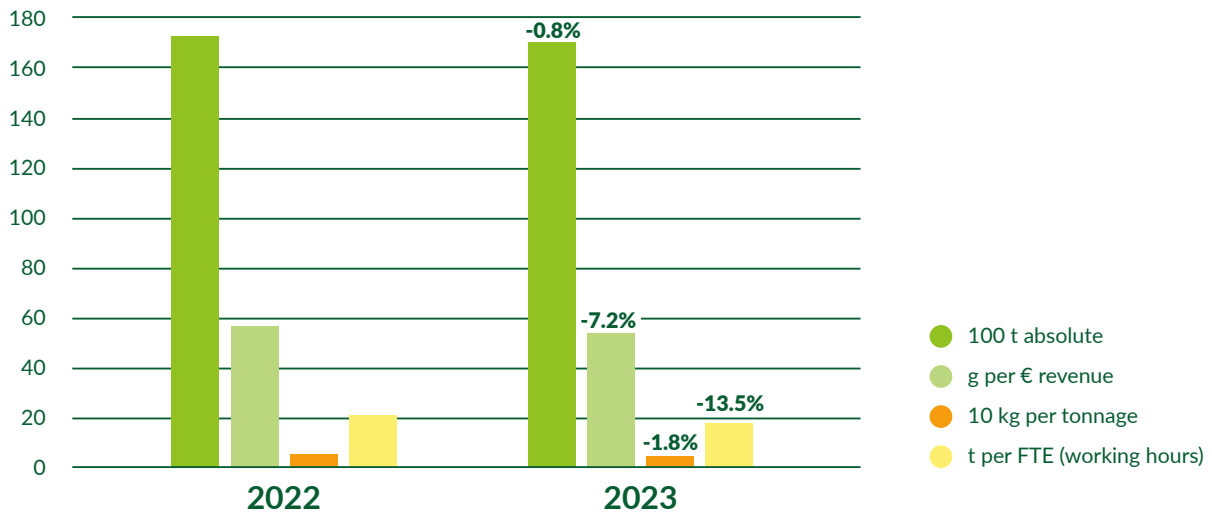


\* Expanded categories in Scope 3

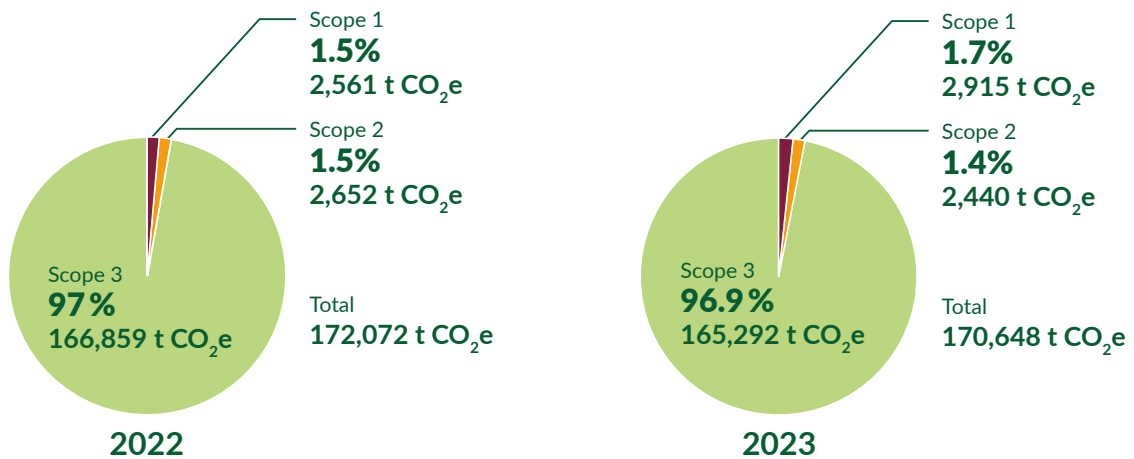
## Top data availability: Our best route to the target

On the basis of comprehensive data collection, we've achieved a full picture of our greenhouse gas emissions in the second reporting year of the new climate footprint. It's the starting point for our future climate footprints – and our ambitious climate targets. Our absolute greenhouse gas emissions are used to evaluate and adjust our reduction measures: emissions have dropped slightly overall compared to 2022 and 2023. To maintain and increase this trend, we want to know precisely where our current future emission sources and hotspots are – including against the background of our corporate growth – so we can work on specific solutions.

## The Seeberger climate footprints 2022 and 2023



## CO<sub>2</sub> emissions in accordance with GHG Scopes 1-3



## Influencing factors for changing CO<sub>2</sub> emissions under Scopes

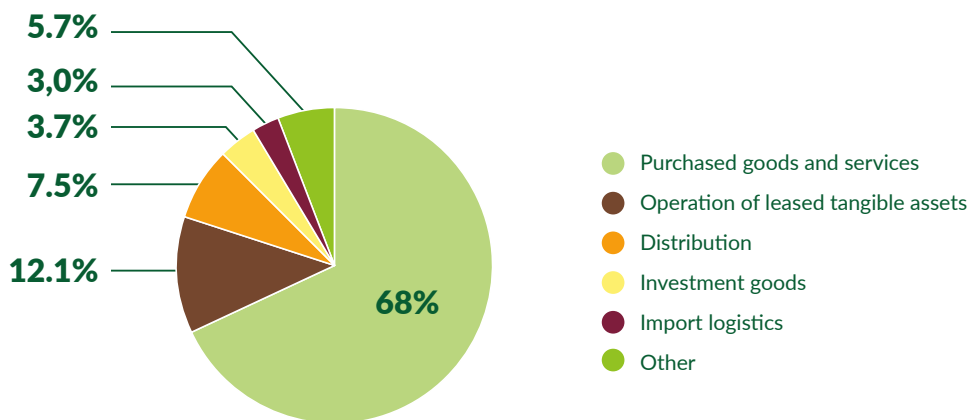
The climate footprint shows that we were able to reduce our greenhouse gas emissions slightly overall from 2022 to 2023. That's a positive result against the background of our corporate growth. However: it's determined by many influencing factors. A nuanced look at the Scopes makes clear where there is actual change – and whether and which measures we should tackle to achieve further changes.

For example, CO<sub>2</sub> emissions have risen slightly in Scope 1. The main reason for this is that our business activity started to grow again very rapidly after the COVID-19 pandemic, which meant an increase in business trips and customer visits. Emissions fell slightly in Scope 2. This is especially due to procuring less power, which was facilitated by the expansion of the photovoltaic systems, less use of storage capacities and successful implementation of energy efficiency measures. Our emissions also fell slightly overall in Scope 3. Goods distribution has increased, but fewer goods were purchased.

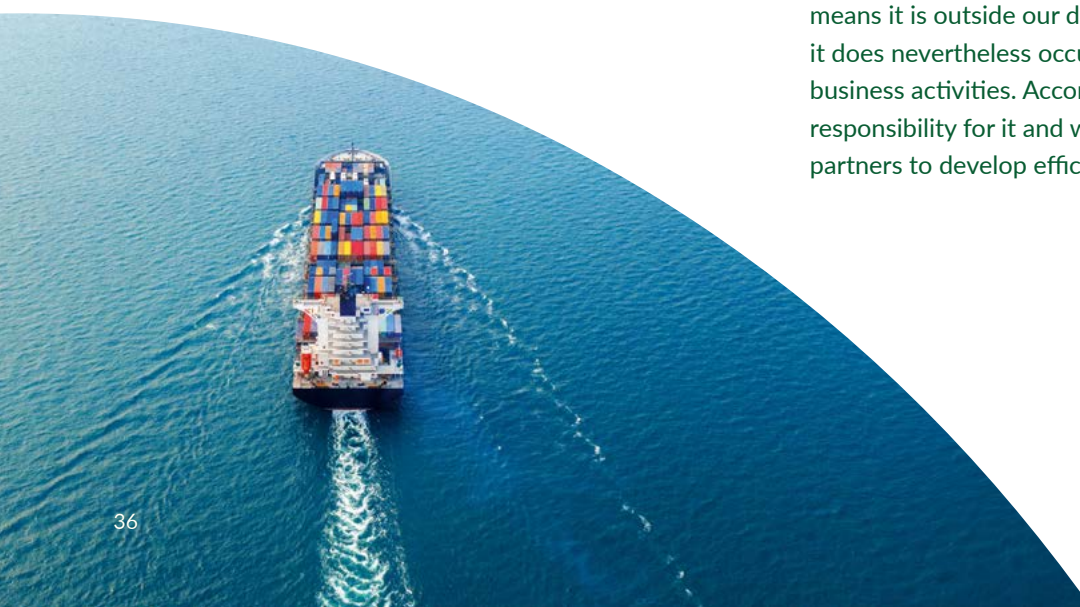
### Seeberger & Scope 3: Identifying emission sources, taking responsibility

The figures show it at first glance: around 97 percent of our CO<sub>2</sub> emissions occur in Scope 3 – they determine the picture of our climate footprint. 68 percent of these come from purchased goods and services alone. Not bad, considering we buy our raw goods from over 60 countries around the world. The operation of leased

tangible assets, i.e. the coffee and vending machines we rent, follows at 12.1 percent. At 7.5 percent, the distribution of our products plays a major role, followed by investment goods (3.7 percent) and import logistics (3 percent).

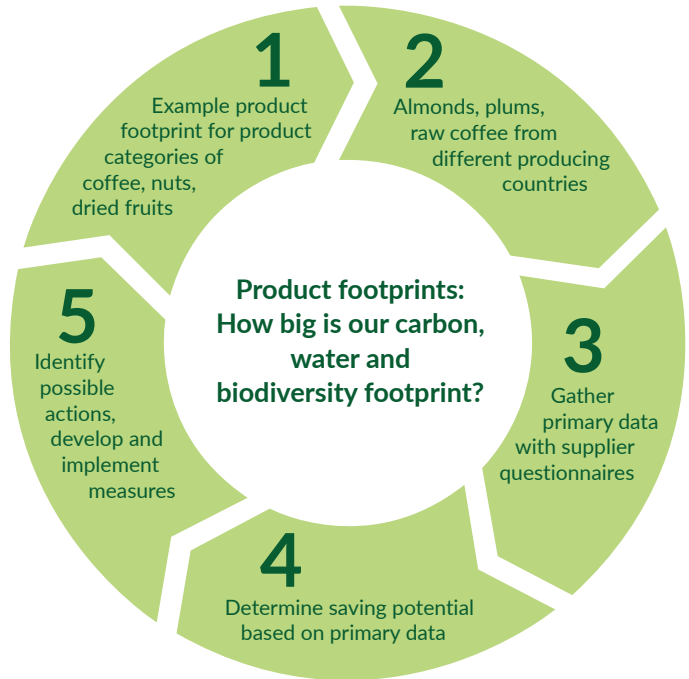


Thus, the majority of our carbon footprint is caused in value chains outside our company. Although this means it is outside our direct sphere of influence, it does nevertheless occur in connection with our business activities. Accordingly, we want to take responsibility for it and work with our business partners to develop efficient reduction measures.

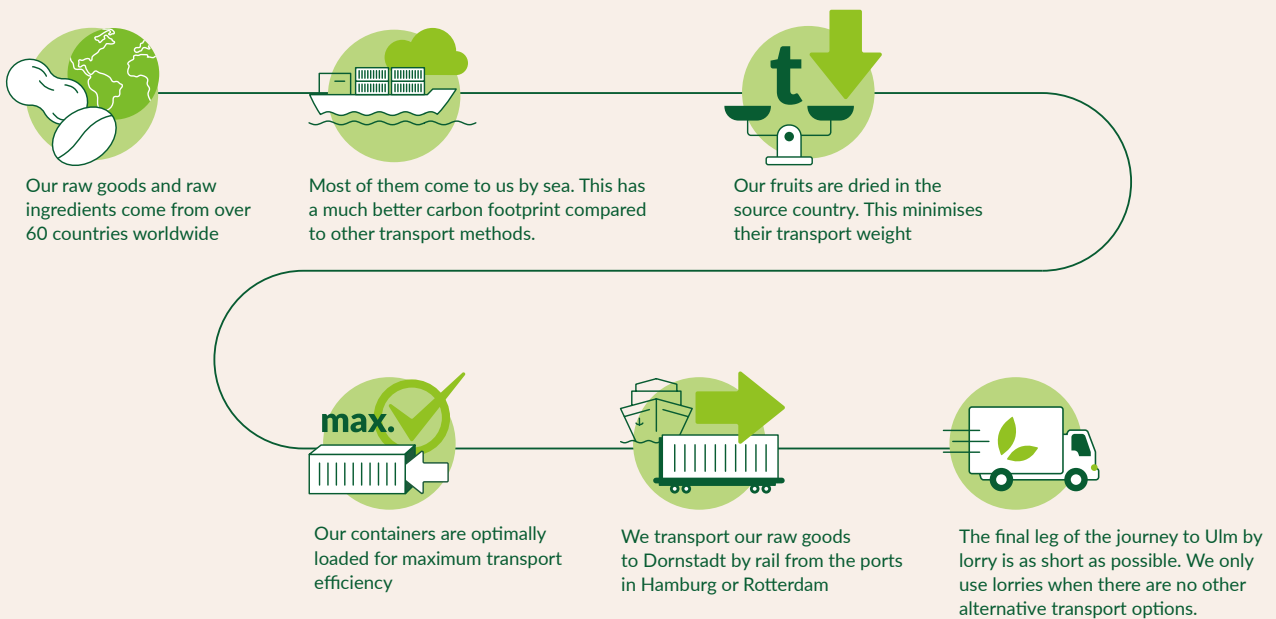


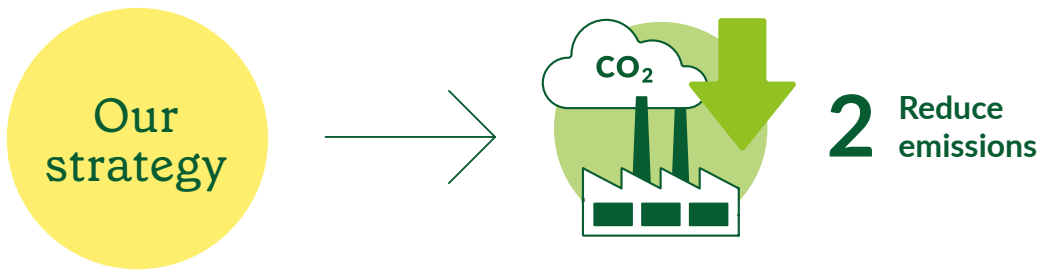
## What is the carbon footprint of our products?

Our climate footprint tells us where the CO<sub>2</sub> hotspots are in our supply chain. But how high is the carbon footprint of our product categories or even of individual products? We wanted exact information about that: since the end of 2023, we've been gathering primary data for three example product footprints for our categories of nuts, dried fruits and coffee. Where are greenhouse gas emissions occurring in the product lifecycle for our plums, almonds or coffee beans? And if we look closely: what impact do these products have on biodiversity or water consumption? To ensure a more integrated approach to sustainability, we've expanded our data gathering for our product footprints to include these two themes. We want a better understanding of processes and effects from production up to the Seeberger factory gate to improve sustainability in the agricultural supply chain.



## What we're already doing





### Save energy and produce energy: How we're reducing our carbon footprint

Every tonne of CO<sub>2</sub> that we save, every kilowatt hour of power that we produce from renewable energy, reduces our carbon footprint. We can directly influence the climate-relevant emissions that are produced in our company. We're working on that. We're continually increasing our energy efficiency through systematic energy management, reducing our energy consumption and thereby reducing our greenhouse gas emissions.

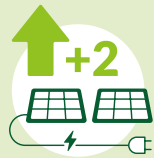
### How we save energy

#### Selected measures 2022/2023



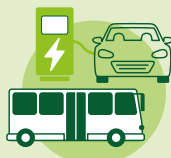
#### Management and communication

- Standardised energy data management
- Identify saving potential, develop solutions together and implement
- Continually train employees and raise awareness of energy saving potentials for machinery / dealing with machinery



#### Building technology

- Optimise heat regulation in different building areas / production areas adjusted for times of year and external temperatures
- Install additional energy meters
- Optimise high-bay warehouse refrigeration
- Optimise energy consumption in soft production
- Replace more windows (triple-glazed, aluminium windows) in various building sections
- Expand LED lighting
- Upgrade roof areas for improved insulation
- Additional building facade insulation heat/cold



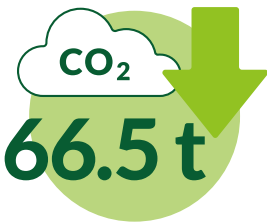
#### Mobility

- Continue to expand climate-friendly mobility concepts
- Mobility options for employees: free annual travel card for public transport, individual dream bike through JobBike programme
- Nine percent e-cars in the Seeberger fleet
- Currently 20 e-charging points on the Seeberger site
- Refuel with green electricity: two fast charging stations for visitors to the Seeberger Genusswelt with green electricity and electricity generated by Seeberger photovoltaic systems



### With digitalisation and teamwork

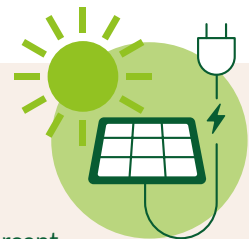
We use digital services for continual monitoring of the energy performance of the equipment in our high-bay warehouse 4. The system actively reports inefficient behaviour of the equipment, so that we can improve processes directly. Is constant cooling even necessary when the temperature is cold outside, for example? Or do we actually need four cooling zones? After testing and adjustment, we've amalgamated two of the previously four cooling zones, increased the ventilation temperature from 5 °C to 7 °C and thus saved energy for cooling.



### Optimisation of individual process steps

By optimising just one process step in our soft fruits production, we've substantially reduced the energy consumption needed to process them. With no loss in quality, we've saved 180,660 kWh of power over the year (corresponding to approx. 66.5 tonnes of CO<sub>2</sub>e). (Base year for the calculation: 2023).

## CO<sub>2</sub> reduction by purchasing green electricity



### How much CO<sub>2</sub> we save with 100 percent green electricity

Since 2014 we've been reducing our greenhouse gas emissions by purchasing 100 percent green electricity. Our climate footprint shows the volume of greenhouse gas emissions we're saving (market-based approach): in 2023 we saved around 80 percent of our greenhouse gas emissions by buying 100 percent green electricity.

#### Climate footprint 2023

**Total volume of electrical energy:**  
**5,071 megawatt hours**  
 (Scope 2, category 1)

**Greenhouse gas emissions**  
 location-based approach  
 (German power mix):  
**1,981 t CO<sub>2</sub>e**  
 (incl. upstream chain)

**Greenhouse gas emissions**  
 market-based approach  
 (actually bought power):  
**48.2 t CO<sub>2</sub>e**  
 (incl. upstream chain)

**Saving** of around  
**1,933 t CO<sub>2</sub>e**  
 by buying green electricity (recorded outside the balance sheet)

### How we produce our own energy

There is a lot of space on the roofs and facades of our buildings: we make optimal use of this to expand our own power generation. We're already able to produce some of our energy requirement from sustainable energy sources at our location. Energy that we use, for example, to produce our dried fruits, roast our coffees or supply our e-charging stations.



## Climate protection at the site in Ulm

Interview with: Markus Hiller  
(Project Manager Photovoltaic Systems)

**Dear Mr Hiller, you've been with Seeberger for 24 years and as a project manager your responsibilities include the expansion of our photovoltaic systems. Why is Seeberger building its own systems to generate electricity from renewable sources? What's the motivation behind this?**

**Markus Hiller:** Our goal is to reduce emissions. For us, that not only means reducing electricity consumption, but also actively generating electricity ourselves. Since 2014 we've been using 100 percent green electricity. We can already generate some of that from our own photovoltaic systems. Energy costs play a role too of course. More sustainable management is then possible, if we're keeping an eye on this and can also save both costs and emissions long term thanks to our commitment to renewable energies. So the motivation is multifaceted: it comes from the conviction that we as a company bear responsibility for a sustainable future.

**How much electricity is Seeberger already producing today with solar panels?**

**Markus Hiller:** Since we started investing in photovoltaic systems, we've steadily been expanding and optimising them. We started in 2015 with a capacity of 80 kW, which we added to in 2020 with a 60 kW system on the production buildings.



Photovoltaic panels on the high-bay warehouse

Since 2022 we've expanded that even further: a total of 710 kW is now produced on the high-bay warehouse, the Genusswelt and the connecting building between production and administration. This results in an annual output of 660,000 kWh – that amount of electricity could supply 1,200 four-person homes.

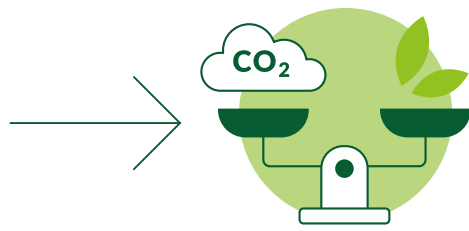
**What proportion of the energy supply comes from the company's photovoltaic systems?**

**Markus Hiller:** At the moment, we're only producing power for our own needs with the solar panels. The system generates so much energy that it can cover 13 percent of our consumption. This amounts to a yearly saving of almost 400 tonnes of emissions.

**What does the future look like for our own electricity production? Are further systems planned?**

**Markus Hiller:** Our strategy in relation to our own electricity production is clearly defined: we still intend to expand renewable energies. In the course of the year we're already planning to complete a new solar plant with a capacity of 700 kW on the production hall and high-bay warehouse. This plant will be a key part of our energy supply and provide electricity for production and for two additional high-bay warehouses. The new high-bay warehouse that is currently being planned will also be equipped with a facade photovoltaic system, so as to produce additional energy and increase our self-sufficiency. Our goal is to continue making our energy supply sustainable and efficient. This not only includes expanding our photovoltaic systems, but also testing other possibilities for the use of renewable energies and optimising energy management at the site.





**3** Offset emissions

### Offset the emissions that we're not yet able to save

Our goal is to minimise emissions. We're doing better little by little. Nevertheless, emissions that we cannot avoid are being produced. By investing in selected climate protection projects, we thus want to make a contribution to climate protection somewhere else. In 2022 and 2023, we offset emissions at our location

in Ulm (Scope 1 & 2) with certified climate protection projects. We're supporting the development of sustainable technologies and improved living conditions in the project regions. From 2024, we're trying something new and focusing more heavily on climate protection measures for emission reduction.

### Forest protection is climate protection

Forests are among the most important CO<sub>2</sub> stores on the planet. They are a habitat with high biodiversity and the basis of life of all people. Forest areas have been heavily depleted worldwide over the last few decades. With the forest protection project we're supporting in Indonesia, we not only want to work with many other sponsors and supporters to ensure that forests are preserved in the long term. We also want to help preserve the biodiversity that is important to us.

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Project partner: ClimatePartner Impact  
Project standards: Verified Carbon Standard (VCS) and the Climate, Community and Biodiversity Standards (CCBS Gold Level).

SD VISTA Standard: the project has been verified as contributing to all 17 SDGs of the United Nations, verified by AENOR INTERNACIONAL S.A.U

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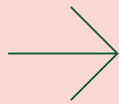
# Community

## Our vision

We want to be an attractive and sought-after partner



## Our goals by 2025



### 1 Strengthen our unifying corporate culture and values

- Establish “ONE Seeberger” project to strengthen our sense of community. Project goal: expand the “Seeberger Family” programme incl. employee participation model
- Establish a uniform management culture
- Encourage and require achievement, in order to be successful together

### 2 Create attractive working environments

- Devise and adopt the “Mobile Working” company agreement
- Establish a transparent and motivating salary structure
- Establish the “New Work” working group to focus on networking and cooperation

We are guided by the following SDGs:



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## How do we live “community”?

When we talk about community, we mean all the people who work with and for Seeberger. Without them and their very particular “Seeberger spirit”, our success would not be possible. What unites us, aside from our uncompromising understanding of quality for our unique natural products, is our value-based cooperation.

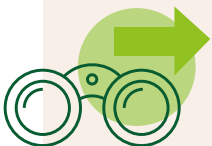
That is our tradition and our future at Seeberger. All the more so, because our community is growing fast and we also have to overcome turbulent times together. To achieve this, we rely on common goals and a framework that appreciates the great importance of our Seeberger community and is worthy of it.

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### Community: Our highlights 2022 and 2023

- Strong community of values: adopt new corporate values  Page 45
- New Leadership: establish our modern approach to leadership  Page 46
- “ONE Seeberger”: uniform benefits for the entire Seeberger community. Establish work-life balance services for all Seeberger staff in the “Seeberger Family” employee programme regardless of location.  Page 47
- Live and experience community: celebratory opening of the “Seeberger Genusswelt” as the future experience centre for the Seeberger community and their guests  Page 49
- Adopt the “Mobile Working” company agreement  Page 50
- “New Work” working group: establish internal communication platforms and forums to exchange knowledge and network across departments  Page 51



### Outlook to 2025

- Establish a uniform management and responsibility culture
- Strengthen interdisciplinary cooperation in the company by changing the organisational structure
- Regular welcome days to introduce new employees to the company
- “New corporate culture” initiative

## Working at Seeberger in numbers

	2022	2023
Length of service Ø years	9.6	9.0
Average age	42.6	42.7
Number of nationalities	35	33
Total number of women	41.7%	42.0%
Total number of men	58.3%	58.0%
Training and study courses	13	13
<i>Illness rate % (per 250 working days)</i>	7.97%	7.49%
Illness rate days	19.9	18,7
Women on executive board	17%	17%
Women at 1st reporting level	35.59%	34%
Women with management responsibility	26.53%	30%
Fluctuation overall	10.23%	12.24%
Fluctuation without natural fluctuation	8.63%	10.92%



Men		
Full time	557	580
Part time	30	33
Permanent	535	545
Temporary	22	41
Trainees	30	27
<b>Total</b>	<b>587</b>	<b>613</b>



Women		
Full time	275	290
Part time	145	153
Permanent	391	387
Temporary	19	45
Trainees	10	11
<b>Total</b>	<b>420</b>	<b>443</b>

<b>Total number of</b>	<b>1007</b>	<b>1056</b>
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### Increased fluctuation – what are the reasons?

Since 2021 our employee fluctuation has increased from 6.3 to 10.6 percent. Grounds for concern? Let's look at the causes: when calculating the rate since 2021, we looked at all the GmbHs for the first time, i.e. our companies Seeberger Genusswelt and Seeberger Professional in addition to Seeberger itself. On the one hand, the higher rate reflects the higher fluctuation in the catering trade. In addition, regional factors have affected the calculations for the first time, because we're not just looking at employees in Ulm, but also throughout Germany. What can we do? We want to be an attractive employer: that's why we're working together to shape Seeberger as a value-oriented, modern and attractive company regardless of these actual influencing factors.



# 1 Strengthen our unifying corporate culture and values

## Strong values for a strong community

The figures clearly show: Seeberger is growing. However, we can only grow successfully as an entire company if we do it together. Working in the Seeberger community means supportive, humane and responsible interactions. We shape our working environment together with commitment and appreciation across the three Seeberger companies. Our corporate values and convictions are our compass and guide in this. They are the safe and reliable basis for precisely the adaptability and flexibility that we need today if we're to keep evolving.

## The new Seeberger corporate values

### Quality awareness



#### Best quality for best taste

The quality of our products and services is what distinguishes us. From the cultivation of our raw goods to their transport and processing, we guarantee that only the very best product makes it into the shopping basket. This special Seeberger quality fills us with pride. It drives us and sets us apart.

### Responsibility



#### For people and nature

The duty to act responsibly is deeply rooted in our company. We take responsibility for sustainable cultivation and for the living and working conditions of the people in the source countries of our natural products. We are committed to using natural resources sparingly and to the well-being of our employees. That's how we're helping to preserve the Earth for future generations.

### Appreciation



#### For respectful interactions

Appreciation is the foundation of our interactions. It is our recipe for success. We meet as equals and can count on one another. The dedication and knowledge of everyone at Seeberger are crucial. This also applies to our partners in over 40 countries. We treat them with tolerance and openness because we know: close and trusting cooperation with people who have different perspectives is what makes our company and our products even better.

### Energy



#### Facing the future with optimism

We at Seeberger are facing the tasks of the future with energy. We are moving forward and looking to the future with optimism. We never lose sight of our roots and values – on the contrary, they guide us. Our history is shaped by pioneers and their courageous decisions. By those who see change as an opportunity. We are and are looking for people who are curious. Those who dare to question the status quo and think differently. Knuckling down and caring, decisively pushing forward with themes and ideas – that is at the heart of our identity.



## Future-oriented, respectful, innovative

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*Interview with Sabrina Ring (Seeberger HR Manager) about "New Leadership" at Seeberger*

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Sabrina Ring has been working in the HR department (Human Resources / Personnel) at Seeberger for 14 years. She has a degree in Social Management and a Master of Business Administration (MBA). She has also expanded her soft skills by qualifying as a "systemic coach & process consultant". As HR Manager she passionately believes that employees are the heart of the company. Her goal and her biggest motivation is to make them co-creators in a constantly changing working environment.

**Dear Ms Ring, you've already been working in HR at Seeberger for 14 years. What do you think the corporate culture amounts to?**

**Sabrina Ring:** *Our goal was always to create a culture in which all employees feel valued and supported. We ensure that each individual has the opportunity to play an active role and help shape the company. This creates an environment in which ideas are welcome and everyone can contribute to success.*

**The "New Leadership" project has developed from this corporate culture. What is the vision behind the new approach?**

**Sabrina Ring:** *"New Leadership" is a modern approach to management that goes beyond the traditional hierarchies. It's about creating a culture of continual learning and thus also space for development. This also includes seeing mistakes as opportunities for improvement and not as setbacks. We are firmly convinced that this approach creates the best conditions for creating an atmosphere of trust and appreciation. By relinquishing responsibility and empowering employees to make decisions independently for themselves, we are encouraging innovations and a future-oriented work environment.*

**How will New Leadership be put into practice at Seeberger in the future?**

**Sabrina Ring:** *We're relying on interactive and cooperative workshops, which our managers actively help to shape. It's important that we work with real scenarios from our daily working life, so that we can offer practical and relevant learning experiences. That's not just theoretical, but hands-on.*

**What are the challenges of the leadership approach?**

**Sabrina Ring:** *"New Leadership" demands a lot of agility and flexibility on an internal and external level. We have to react quickly to changing market conditions and customer needs. That's why we proactively adjust our processes and structures on a regular basis. Flexible working models like working from home and part time help us to support our employees' work-life balance.*

**What is the role of managers here?**

**Sabrina Ring:** *Our aspiration is to overcome rigid hierarchical structures and foster a network of self-regulating teams. Our managers act as catalysts in this, encouraging transparency and cooperation across the entire company. They strengthen the work in the team and meet employees as equals.*

**How does sustainability fit into New Leadership?**

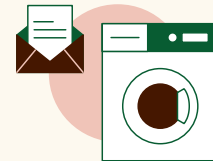
**Sabrina Ring:** *Sustainability is not just a keyword at Seeberger but is firmly anchored in our corporate strategy. Decisions are made with regard to a long-term balance of commercial performance, social justice and environmental responsibility. Our "New Leadership" approach helps to encourage a corporate culture that is future-oriented, respectful and innovative and that values our employees and the environment. Our managers have to set an example in this. Because sustainability not only plays a major role in our products, but also in our management principles: environmental and social aspects are part of all our decisions. At Seeberger, "New Leadership" and sustainability go hand in hand.*



## Making the community strong: “Seeberger Family” and “ONE Seeberger”

We offer our community a lot. For example, our “Seeberger Family” programme, a broad package of benefits with numerous health services, work-life balance and development opportunities. Within the framework of our “ONE Seeberger” project we have expanded this and many other options so that all employees from the three Seeberger companies can join in and participate from each location. “ONE Seeberger” comprises our internal process of bringing together all the employees of the three GmbHs under the umbrella of the Seeberger community. In addition to expanding the Seeberger Family, this also includes opportunities for organisation of working time, personal development and the harmonisation of rate and salary structures.

## Benefits at Seeberger: Expanding “Seeberger Family”



### That's new:

Chance to use over 6,000 sport and wellness facilities across Germany

Cooperation with national network for development and work-life balance services like:

- Team building and management seminars
- Lifelong coaching from independent experts for personal challenges, conflicts and issues
- Online provision of individual childcare and parental advice
- Carer advice and provision
- Comprehensive knowledge portal covering topics of balance, health, caring and much more

### Seeberger benefits: Other examples

Individual mobility options

Mental health & healthcare: psychosomatic consultations with professional support for mental crises

Cleaning and post service

And of course our Genusswelt staff restaurant with freshly prepared, regional cooking, our café bars with free speciality coffees and teas and our Seeberger Genussmarkt with staff discounts.



More information on our website at <https://gruppe.seeberger.de/de/karriere/>



## “A place to meet”: The Seeberger Genusswelt

Chat with Yvonne Doll and Joachim Mann  
(Managers Seeberger Genusswelt)



Yvonne Doll and Joachim Mann



Popular and fresh: the menu in the Seeberger Genusswelt

**Dear Ms Doll, dear Mr Mann, you’ve been working at Seeberger for over 20 years and in that time you’ve got to know different areas of the company. Now you’re both part of the Seeberger Genusswelt management team. What do you think is so special about this place?**

**Yvonne Doll:** *Creating the Genusswelt was a process that took many years with an intensive planning phase. Bit by bit, the offices were moved, the shop and the café opened and finally the restaurants. We wanted to create a very special place to meet – for our employees and for interested visitors from outside.*

**Joachim Mann:** *Our motivation was to create a place that fits with Seeberger, matches our values and that gives a positive impression of the company. We didn’t want an anonymous brand temple, but rather a genuine meeting place. The Genusswelt is not just a central gathering place with café and restaurants, but also a popular event and conference space.*

**Yvonne Doll:** *The special thing about the Genusswelt is that it’s a meeting place for the most diverse people. From the sales rep spending his lunch break in the restaurant,*

*to cyclists taking a quick breather with us and families from the region meeting up over a delicious cappuccino. Events like the “Mother’s Day Brunch” or the “Valentine’s Day Dinner” have also proved very popular. This shows how deeply rooted Seeberger is in the region.*

**Joachim Mann:** *We’re especially proud that the Seeberger Genusswelt is also a place for our employees to relax and catch up with one another. The teams from our various divisions have a suitable space here for internal events like workshops, for New Work, for example, or departmental events like cooking courses in our cookery school. Like the entire Genusswelt, our employee restaurant offers a range of high-quality dishes made fresh on site every day with meat and vegetarian options using regional products. You can see how happy everyone feels here!*

**Yvonne Doll:** *It’s important to us that the Genusswelt reflects our commitment to sustainability and social responsibility. Just as in the whole company, we also use 100 percent green electricity in the Genusswelt. Our supplier companies like bakers, butchers, vegetable farms and dairies are small family companies from the surrounding area within a maximum of 30 km. Naturally,*



we keep food losses to an absolute minimum. We insist on regional and fairly traded products and ensure that we minimise our environmental footprint, through short delivery routes, for example. Our local partnerships are important to us. All these factors go hand in hand.

**Joachim Mann:** In the future, we want to offer even more to our visitors. There will be more in-depth tours so that all interested visitors can immerse themselves even more intensively in the Seeberger world. The Erlebnis-

welt, in which our guests can get to know our Seeberger values, for example, is also being extended. We also want to keep expanding our event space: conferences, internal events, cooking courses and coffee seminars are already proving very popular, and our team have lots more ideas.

**Yvonne Doll:** The Genusswelt should be a place where you can meet, chat and come together – always in harmony with the Seeberger values and with a strong focus on sustainability and social responsibility.

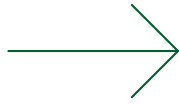


Seeberger Erlebniswelt: Experience and understand our values.

## Summer party for the opening of the Seeberger Genusswelt



We had to postpone the long-planned, large celebrations for the opening of the new Seeberger Genusswelt because of the COVID-19 pandemic. We made up for it in 2022 with a fantastic summer party, when we explored the Seeberger Genusswelt and finally enjoyed a wonderful time with our colleagues.



## 2 Create attractive working environments



Our community is diverse. And our workplaces and tasks vary widely too. They vary as much as our expectations and standards for attractive working environments. So how do we create attractive working environments for all Seeberger employees? Alongside modern, inspiring and secure working environments, we believe that personal responsibility, creativity and self-determination are key factors in optimal working conditions. We want to create the best conditions for this at every work location. Because we know: each and every one of us makes a significant contribution to our joint Seeberger success story.

### Adopted: Our “Mobile Working” company agreement



Mobile working is current practice at Seeberger. With our new company agreement, we’re giving form and an official framework to this practice. It applies to all Seeberger GmbHs, and the intention is to improve the compatibility of professional and private life. With this agreement, we’re guaranteeing flexibility, balance and transparency in work structure. We’re regulating the basics, but also exceptional situations such as times of crisis. Mobile working does not necessarily have to happen at home; it is voluntary and there is no claim to implementation. This also means that our employees are entitled to a workstation on the company premises.



The NewWork core team:  
Isabell Kiecke, Christian Thieme,  
Benjamin Hänle, Sabine Bernsau,  
Julia Herrmann and Katrin Sanna

## New Work@Seeberger? A place where good work is fun

Digitalisation, high development speeds, new values: we too are aware of the almost daily change in the working environment. That's precisely where we jump in with our New Work@Seeberger team. Because who is better equipped to improve attractive Seeberger working environments than we ourselves?

Our themes are varied. It's about internal communication, about flexible work, about networking and, above all, about getting colleagues excited about our company and securing their loyalty to us.

We know: attractive conditions like flexibility and the chance to make a meaningful and effective contribution are vital. With the support of management and the various company divisions, we're tackling projects of varying size and scope step by step. Our most important tools? Networking, dialogue, transparency. We regularly meet up with colleagues from different divisions and departments at after-work events or for lunch, which helps us to look beyond the limits of our team.

A significant finding: the individuality of each team and the strengths of each and every employee are important. For example, flexible working looks very different in administration to how it looks in the commercial divisions. We're pushing ahead with transparent and digital communication, such as using information and working platforms like Microsoft Teams. Our goal: we want to play an active role in shaping change, ensuring our teams are enthusiastic about the new working environment and the opportunities that come with it.

## Industry “Oscar” – “Goldener Zuckerhut” prize for Julia Herrmann

Just ten up-and-coming talents from the food industry receive the prize each year from the “Goldener Zuckerhut” foundation. The award honours the winners’ special commitment to the food industry. Julia Herrmann was awarded one of the coveted “Goldener Zuckerhut” prizes in 2023. Julia is a HR Business Partner at Seeberger. “Thanks to the prize money, I’ve already been able to realise my long-planned training as a systemic organisational developer. Seeberger is a dynamic company; it must keep evolving. I want to support these change processes professionally.”



Photo: Julia Herrmann

## ONE Seeberger: Transparent and motivating salary structure

We have completed our comprehensive “re-evaluation and classification” project as part of “ONE Seeberger”. We have assigned all existing job clusters within Seeberger Professional GmbH and Seeberger Genusswelt GmbH to the wage and salary groups of the Baden-Württemberg collective agreement for wholesale and foreign trade. This means all employees can benefit uniformly from tariff adjustments and special payments for the first time, and we have created company-wide classification transparency.



### The Seeberger foundation “STERNSCHNUPPEN FÜR KINDER”

STIFTUNG  
STERNSCHNUPPEN FÜR KINDER

It’s a crucial part of our community: our private Seeberger foundation “Sternschnuppen für Kinder” (“shooting stars for children”) has been helping children and young people in need all over the world since 2014. Our funding projects focus on agriculture, nutrition and education. Financial aid and targeted support that helps people to help themselves is intended to equip people to improve their own living conditions in the long term. All projects are carefully selected and realised with established local project partners.

## Current Sternschnuppen projects



Photo: José David Zelada

Many Mayan families in the highlands of Sololá are raising their children under difficult conditions. 66 percent of indigenous children are chronically malnourished and fewer than 75 percent attend a pre-school. The aims of the project are training for health personnel and village midwives, parent education and nutrition counselling.

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**Our project partner for Guatemala:**  
Vivamos Mejor, Asunción Vivamos Mejor, Panajachel



Photo: David Schöll

Our project partner “Uppahar” started the Uppahar Student Care Centre (USCC) in Odisha in 2018. Children whose parents are not able to provide for them properly are given regular healthcare, education support and a daily hot meal here. Uppahar helps with school supplies, school uniforms and bus tickets. This gives children the chance to have a school education and escape the vicious circle of poverty.

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**Our project partner for India:**  
“UPPAHAR” welfare organisation



Photo: Light for the World

Inclusive education in poor areas: in Burkina Faso the likelihood of not going to school is more than twice as high for a child with a disability than for a child with no disability. We're supporting the international non-profit organisation “Light for the World” here. Our project enables children with a disability in Kossi Province in north-western Burkina Faso to access a high-quality education, have an autonomous life and go to school with their siblings and friends.

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**Our project partner for Burkina Faso:**  
„Light for the World“

All projects and other information:  
[www.sternschnuppenfuerkinder.de](http://www.sternschnuppenfuerkinder.de)

## GRI Index Seeberger Sustainability Report 2022/2023

This Sustainability Report has been prepared in accordance with the GRI Standards 2016. The decision was made to continue using the GRI Standards 2016 to ensure comparability with data from previous reporting years. This enables us to present our progress and developments consistently in the sustainability field. We will be reporting using the framework of the Corporate Sustainability Reporting Directive (CSRD) from the next reporting cycle onwards. This necessitates a comprehensive restructuring of our reporting process to satisfy the new requirements.

GRI NO.	GRI SHORT DESCRIPTION	PAGE	CONTENT, NOTES AND ADDITIONS
<b>GRI 102 - GENERAL DISCLOSURES</b>			
<b>Organisational profile</b>			
102-1	Name of the organisation		Seeberger GmbH
102-2	Activities, brands, products and services	6	About us. More information: <a href="http://www.seeberger-gruppe.de">www.seeberger-gruppe.de</a>
102-3	Location of headquarters		Hans-Lorenser-Straße 36, 89079 Ulm
102-4	Location of operations		Headquarters in Germany. Sales offices in France (Paris) and the Baltic States (Riga).
102-5	Ownership and legal form		The parent company owns 100 % of the Seeberger companies and is family-owned.
102-6	Markets served	7	Seeberger in a nutshell, Seeberger markets (P. 11 Sustainability Report 2020/21)
102-7	Scale of the organisation	7	About us: Seeberger in a nutshell  Total number of business locations: main location / Seeberger GmbH: Hans-Lorenser-Str. 36, Ulm Seeberger Professional: Klein-Kollenburg-Straße 42, 47877 Willich Seeberger GenussWelt GmbH, Hans-Lorenser-Str. 20, 89079 Ulm  Total capital: no details on total capitalisation  No details on volume of supplied products and services for competitive reasons.
102-8	Information on employees	44	Community, working at Seeberger in numbers
102-9	Organisational supply chain	22 ff.	Supply chain responsibility
102-10	Significant changes to the organisation and its supply chain		None
102-11	Precautionary principle or approach	7	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 also been reporting on the basis of the UN Sustainable Development Goals (SDGs) since 2016/2017. We have participated in the Global Compact since 2015, the UN global initiative for responsible business management. Involvement in the sustainability field: BioVal research project and HolyGrail Initiative
102-13	Membership of associations		Main memberships in which Seeberger holds a position on the governance body, participates in projects or committees, or views its membership as strategic: - Food Federation Germany (Bund für Lebensmittelrecht und Lebensmittelkunde e.V.) - Ulm Chamber of Industry and Commerce (IHK) - Association for quality products from Baden-Württemberg (Förderungsgemeinschaft B-W) - Hamburg import trade association (Waren-Verein) - SA2 GS1 Germany - Federation of German Wholesale, Foreign Trade and Services (BGA) - German Association for Employee Participation (AGP) - BDSI Bundesverband der deutschen Süßwarenindustrie e.V. and German Sweets

GRI NO.	GRI SHORT DESCRIPTION	PAGE	CONTENT, NOTES AND ADDITIONS
<b>Strategy</b>			
102-14	Statement from a senior decision-maker	4-5	Foreword
<b>Ethics and integrity</b>			
102-16	Values, principles, standards, and norms of behaviour	8	Our sustainability strategy
<b>Governance</b>			
102-18	Governance structure		<p>Managing Directors:</p> <ul style="list-style-type: none"> <li>- Clemens Keller: responsible for Production and Administration</li> <li>- Ralph Beranek: responsible for Goods Management</li> <li>- Raphael Steinberg: responsible for Seeberger Professional</li> <li>- Gerald Lindinger: responsible for Finances and IT</li> <li>- Yvonne Doll &amp; Joachim Mann: responsible for the Seeberger Genusswelt</li> </ul> <p>Sustainability has been firmly established in the corporate goals since 2015. Sustainability department since 2022</p>
<b>Stakeholder engagement</b>			
102-40	List of stakeholder groups		Our stakeholder groups: employees, customers, consumers, suppliers, society, policy maker, associations and initiatives
102-42	Identifying and selecting stakeholders		The basis for identifying and selecting stakeholders has not changed. It is described in the Sustainability Report 2013.
102-43	Approach to stakeholder engagement		The approach to stakeholder engagement has not changed. It is described in the Sustainability Report 2013.
102-44	Key issues and concerns raised	8	Materiality Matrix
<b>Reporting practice</b>			
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	8	Our sustainability strategy
102-47	List of material issues	8	Our sustainability strategy
102-48	Restatements of information	10-11	Our action fields within the sustainability strategy
102-49	Changes in reporting	8	Continuation of the materiality process see Materiality Matrix
102-50	Reporting period		01/01/2022 to 31/12/2023
102-51	Date of most recent report		10/10/2022
102-52	Reporting cycle		Every 2 years
102-53	Contact point for questions regarding the report		Isabell Schäfer, Sustainability Officer, nachhaltigkeit@seeberger.de
102-54	Claims of reporting in accordance with the GRI Standards		This report has been prepared in accordance with the GRI Standards 2016
102-56	External assurance		External creation of climate footprint, without creation of test report
<b>GRI 103 MANAGEMENT APPROACH</b>			
103-1-3	Explanation of the material issue and its boundary	10-11	Our four action fields
<b>GRI 200 ECONOMIC</b>			
201-1	Direct economic value generated and distributed	6	About us
205-1	Operations assessed for risks related to corruption		All
205-2	Communication and training about anti-corruption policies and procedures		As part of the Compliance Management System
205-3	Confirmed incidents of corruption and actions taken		None
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices		None

GRI NO.	GRI SHORT DESCRIPTION	PAGE	CONTENT, NOTES AND ADDITIONS
<b>GRI 300 ENVIRONMENTAL</b>			
<b>Materials</b>			
301-1	Materials used by weight or volume		No data available
<b>Energy</b>			
302-1	Energy consumption within the organisation	32-41	See climate protection
302-3	Energy intensity	32-41	See climate protection
302-4	Reduction of energy consumption	32-41	See climate protection
302-5	Reductions in energy requirements of products and services	32-41	See climate protection
<b>Water and effluents</b>			
303-1			Total volume of water withdrawal: 100 % from municipal network No withdrawal of infiltration water No water treatment or use of grey water
<b>Protected areas</b>			
304-1	Operational sites owned, leased, managed in, or adjacent to protected areas		None
<b>Emissions</b>			
305-1	Direct (Scope 1) GHG emissions	34-35	See climate protection, measure emissions
305-2	Energy indirect (Scope 2) GHG emissions	34-35	See climate protection, measure emissions
305-3	Other indirect (Scope 3) GHG emissions	34-35	See climate protection, measure emissions
305-4	GHG emissions intensity	34-35	See climate protection, measure emissions
305-5	Reduction of GHG emissions	34-35	See climate protection, measure emissions, reduce emissions
<b>Waste</b>			
306-2	Waste by type and disposal method		No waste statistics
306-3	Significant spills		None
306-4	Transport of hazardous waste		None
<b>Environmental compliance</b>			
307-1	Non-compliance with environmental laws and regulations		No fines were imposed for non-compliance with environmental laws and regulations
<b>Supplier environmental assessment</b>			
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	25	See supply chain responsibility: Seeberger supplier monitoring
<b>GRI 400 SOCIAL</b>			
<b>Profession</b>			
401-1	New employee hires and employee turnover	44	Community: working at Seeberger in numbers
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		Company benefits are also provided to part-time employees
<b>Labour/management relations</b>			
402-1	Minimum notice periods regarding operational changes		As needed in acc. with the German Works Constitution Act (BetrVG)
<b>Occupational health and safety</b>			
403-1	Occupational health and safety management system		ASA occupational safety committee comprising 30 (2023) people from management, Works Council, company doctor, safety engineer, department head of the operational area and internal safety officer. Seeberger Family health services.



GRI NO.	GRI SHORT DESCRIPTION	PAGE	CONTENT, NOTES AND ADDITIONS
403-3	Occupational health services		Company doctor
403-4	Worker participation, consultation, and communication on occupational health and safety		Works Council and ASA (occupational safety committee) and occupational safety officer (external)
403-5	Worker training on occupational health and safety		Conducted regularly
403-6	Promotion of worker health		"Seeberger Family" employee programme
403-9	Work-related injuries		No deaths.
403-10	Work-related ill health		No work-related illnesses
<b>Education and training</b>			
404-2	Programmes for upgrading employee skills		Training on the job, development programme PEP@Seeberger, training in seminars and workshops
<b>Diversity and equal opportunity</b>			
405-1	Diversity of governance bodies and employees	44	Working at Seeberger in numbers
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.
<b>Non-discrimination</b>			
406-1	Incidents of discrimination and corrective actions taken		None
<b>Freedom of association and collective bargaining</b>			
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
<b>Child and forced labour</b>			
408-1	Operations and suppliers at significant risk for incidents of child labour		Is questioned as part of supplier monitoring and checked during local visits
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour		Is questioned as part of supplier monitoring and checked during local visits
<b>Human rights</b>			
412-1	Operations that have been subject to human rights reviews or impact assessments		Event-driven inspection as part of supplier monitoring
<b>Supplier social assessment</b>			
414-1	New suppliers that were screened using social criteria		100%
414-2	Negative social impacts in the supply chain and actions taken		Supplier monitoring, development of sustainability index for food suppliers
<b>Political influence</b>			
415-1	Political contributions		None
<b>Customer health and safety</b>			
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		None
417-2	Incidents of non-compliance concerning product and service information and labelling		None
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		None
<b>Socioeconomic compliance</b>			
419-1	Non-compliance with laws and regulations in the social and economic area		None



## Contact

We welcome your thoughts  
and a constructive dialogue.  
You can reach us by email at:  
**nachhaltigkeit@seeberger.de**

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