



BERENTZEN-GRUPPE
Thirst for life



Sustainability Report
2021





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(1) Introduction

About this PDF report

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*Ladies and gentlemen,
dear readers,*

Today's global injustices encompass climate change, precarious working conditions, the pollution of ecosystems, species extinction, famines and racism – and the list goes on. There is no doubt that something needs to be done. Environmental and social sustainability has become a matter of survival for humanity, and that is why we – politicians, the private sector and society as a whole – must join forces and further step up our sustainability efforts. Political decision-makers have a range of initiatives at their disposal, at all levels, linked to the three pillars of sustainability – the economy, ecology and social affairs. The EU Taxonomy, the Corporate Sustainability Reporting Directive, the German Supply Chain Due Diligence Act and changes to the German Packaging Act are just a few examples of measures that impact our day-to-day operations as well as our own intrinsic commitment to sustainability. As a result of such binding regulations, the topic of sustainability – which plays an inherent role in how we see ourselves as a corporate group, with roots going back more than 260 years – is becoming increasingly important within our organisational set-up, our processes, our individual departments and our divisions.

To make a clear, visible statement of how overwhelmingly important the different aspects of sustainability are to us, we joined the United Nations Global Compact (UNGC) last year, the world's largest and most important initiative for responsible corporate governance. By joining this initiative, we have committed to the ten universal principles of the UNGC, based on aspects such as human rights, working standards, environmental protection and corruption.



Executive Board of the Berentzen Group (from left): **Ralf Brühöfner, Oliver Schwegmann**



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In our 2020 Sustainability Report, we presented our new sustainability strategy, in which we defined the following three material targets on the basis of three areas of activity (People – Planet – Products): “0 – Zero accidents and improved health”, “100 – Hundred percent resource efficiency”, “100 – One hundred sustainable products”. We have made decent progress towards achieving these objectives over the last year. For example, we have started to decentralise subtopics to specialist departments and project groups in order to ensure that they are implemented comprehensively with various measures developed on a continuous basis. To manage and coordinate the overall process, we have established a Sustainability Council with the relevant division heads.

These steps are just the start of our efforts. You can read about some of the measures we have already taken and our plans for the future in this Sustainability Report. Please feel free to contact us with any feedback on this matter or to discuss any other sustainability-related topics by sending an email to csr@berentzen.de. We would love to hear from you. Let’s continue to pursue our sustainability efforts together.

All the best,

Ralf Brühöfner

Oliver Schwegmann



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With a company history going back over 260 years, the Berentzen Group is one of the oldest producers of spirits in Germany. Berentzen-Gruppe Aktiengesellschaft, with its head office in Haselünne, Germany, is the highest-level company of the Berentzen Group, which consists of more than 20 national and international subsidiaries in addition to the parent company. In the 2021 financial year, the Group generated revenues of EUR 146.1 million (2020: EUR 154.6 million), employing a headcount of 489 (2020: 507) at seven locations in three countries as at the December 31, 2021 reporting date.

Our business activities essentially comprise the production and distribution of spirits and non-alcoholic beverages and the development and distribution of fresh juice systems. Accordingly, the business activities are divided into the following segments: *Spirits*, *Non-alcoholic Beverages* and *Fresh Juice Systems*. The marketing, distribution and sale of spirits are grouped together in the domestic branded spirits and the export and private-label sales units within the *Spirits* segment. The marketing, distribution and sale of non-alcoholic beverages are combined in the *Non-alcoholic Beverages* segment. Depending on the system component, the development, marketing, distribution and sale of fruit presses, oranges and filling containers are grouped together in the *Fresh Juice Systems* segment. The Other Segments essentially cover the tourist and event activities of the Berentzen Group and the business with spirits in Turkey that is served by a local group company.

We currently produce our spirits and non-alcoholic beverages at four locations in Germany. Spirits are manufactured in Minden and at the Berentzen Hof distillery in Haselünne, while non-alcoholic beverages are produced in Haselünne and Grüneberg.



In addition, the logistics centre of the corporate group for the distribution of spirits is operated by an external service provider and located in Stadthagen, Germany. The operating business in the *Fresh Juice Systems* segment is run and managed from the location in Linz (Austria).



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Brands, products and markets

Our long-established spirits brands and attractive private-label products make us a competent partner for the retail and hospitality trades. Our brand portfolio of spirits includes not only internationally renowned brands such as *Berentzen* and *Puschkin*, but also traditional German spirits such as *Strothmann*, *Doornkaat* and *Bommerlunder*.

With our subsidiary Vivaris Getränke GmbH & Co. KG (hereinafter referred to as Vivaris), we have been operating on the German soft drinks market for a number of decades. Within the assortment of proprietary brands, the beverages of the *Mio Mio* brand are distributed nationally. Regionally important proprietary brands include *Emsland Quelle* and *Märkisch Kristall*, with products in the segments of mineral waters, lemonades and fruit juice beverages. The range is rounded off by energy drinks. The second pillar of the Company is a franchise business that has been operating for over 50 years, under which the Company has been producing and distributing soft drinks for major German soft drinks brand *Sinalco* on the basis of a long-term agreement since January 2015. Furthermore, non-alcoholic branded products are bottled under service agreements with the *Sinalco* corporate group and other customers.

With our subsidiary Citrocasa GmbH (hereinafter referred to as Citrocasa), with its head office in Linz, Austria, we are active in the business involving fruit juice systems as a system provider. Alongside orange presses, the full range marketed under the *Citrocasa* brand encompasses juicy oranges under the *frutas naturales* brand that are not treated after harvesting and special bottles for freshly squeezed orange juice. These activities are increasingly being supplemented by sales of pomegranate presses. The key skills lie in ongoing system development and improvement, technical services and the delivery of fruits and bottles.

Thanks to this wide range of brands and products in the *Spirits*, *Non-alcoholic Beverages* and *Fresh Juice Systems* segments, we offer drinks at different price segments and for virtually every taste.

The main sales market for our spirits is traditionally in Germany, which is dominated on the demand side by a notably strong food retailing sector that is continuing to consolidate. With marketing centring on Europe, we are internationally present in around sixty countries around the world and in the duty-free business. Distribution in these places is carried out either by own subsidiaries that are also involved in the management and adaptation of regional sales measures or by distributors in certain focal points.

With its *Mio Mio* branded products, the *Non-alcoholic Beverages* segment has reached a national level in its distribution. Alongside this, the core sales area for the regionally important brands extends to the federal states of northern and eastern Germany, including Berlin together with parts of Hesse and North Rhine-Westphalia. The most important sales channels include the food retailing sector, beverage warehouses and the hospitality trades (via beverage wholesalers).

The core regions of Austria and Germany, which are looked after by internal sales teams, as well as the markets of France, the USA, the United Kingdom, Scandinavia and Eastern Europe, are the main sales areas for the products of the *Fresh Juice Systems* segment. Worldwide distribution of equipment outside of Austria and Germany is handled by local distributors in close to fifty countries. The main distribution channels are the food retailing sector, the out-of-home market, and the on-trade channel.

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	2021	2020	2019
People			
Headcount [number]	489	507	498
Turnover rate [%]	16.6	9.5	12.1
Part-time ratio [%]	15.3	15.8	15.9
Ratio of women [%]	34.6	35.1	35.9
Occupational accidents [number]	12	9	12
Illness ratio [%]	4.3	3.9	4.3
Planet			
Total emissions [t CO ₂ e] ¹⁾	6,703.2	5,285.4	5,972.2
Waste and reusable material produced [t]	3,669.4	4,076.4	3,725.4
Water consumption [in thousand m ³]	400.6	489.8	485.2
Waste water generated [in thousand m ³]	228.5	240.8	224.3
Energy consumption [GWh]	26.8	26.9	30.6
Electricity from renewable energy [%]	97.9	98.0	97.4
Products			
Climate-neutral products [number]	42	34	0
<i>Non-alcoholic Beverages</i>			
Finished product [million litres]	123.4	161.8	166.8
Fillings [million units]	161.6	191.1	192.8
Share of reusable containers [%]	86.7	69.3	69.1
Share of glass containers [%]	58.1	46.8	39.3
<i>Spirits</i>			
Finished product in [million litres]	51.2	56.6	56.8
Fillings [million units]	127.7	145.2	146.0
Share of glass containers [%]	99.3	98.7	99.0

¹⁾ The calculation of Scope 3 emissions was expanded in the 2021 financial year. The year-on-year comparison is therefore not representative.



(2) Principles

As a broad-based beverages group with a company history going back over 260 years, we have firmly embedded long-term thinking into our corporate culture. We consider ourselves, both now and in the future, to be a responsible employer and an integral part of society. As a manufacturing corporate group, we bear responsibility for our products and their consumers and are therefore increasingly focused on ensuring that our value added chain is sustainable and our range of products are enjoyed responsibly and/or are especially natural and healthy. At a time when environmental protection has become a key global challenge, we believe that safeguarding the natural foundations of life for future generations is part and parcel of our responsibility as a company.

In light of growing challenges related to climate change, increasing shortages of resources and growing stakeholder requirements, we have focused our sustainability strategy on the topic of sustainability in particular and are working to continuously enhance the way we manage sustainability.

(2.1) Sustainability strategy

Responsible corporate governance plays an essential role in ensuring the future success of our Company. The framework for this is provided by our sustainability strategy, comprising objectives to be implemented up to 2025 with effects expected up to then and beyond. The strategy is in line with our understanding of sustainability: achieving commercial success in the long term whilst taking responsibility for society and the environment.



Based on our three areas of activity People, Planet and Products – the topics that we classified as relevant in our materiality analysis – and taking into account the Sustainable Development Goals (SDGs) relevant to the Group, we have developed specific objectives, measures and action plans to make sustainable development within the corporate group measurable and controllable. With this, we are continuing to expand our sustainability activities, which have been systematically structured and continuously expanded over the last few years.

Our 2018-2020 sustainability targets contributed significantly to our previous successes. These sustainability targets were replaced by our sustainability strategy at the end of the 2020 financial year.

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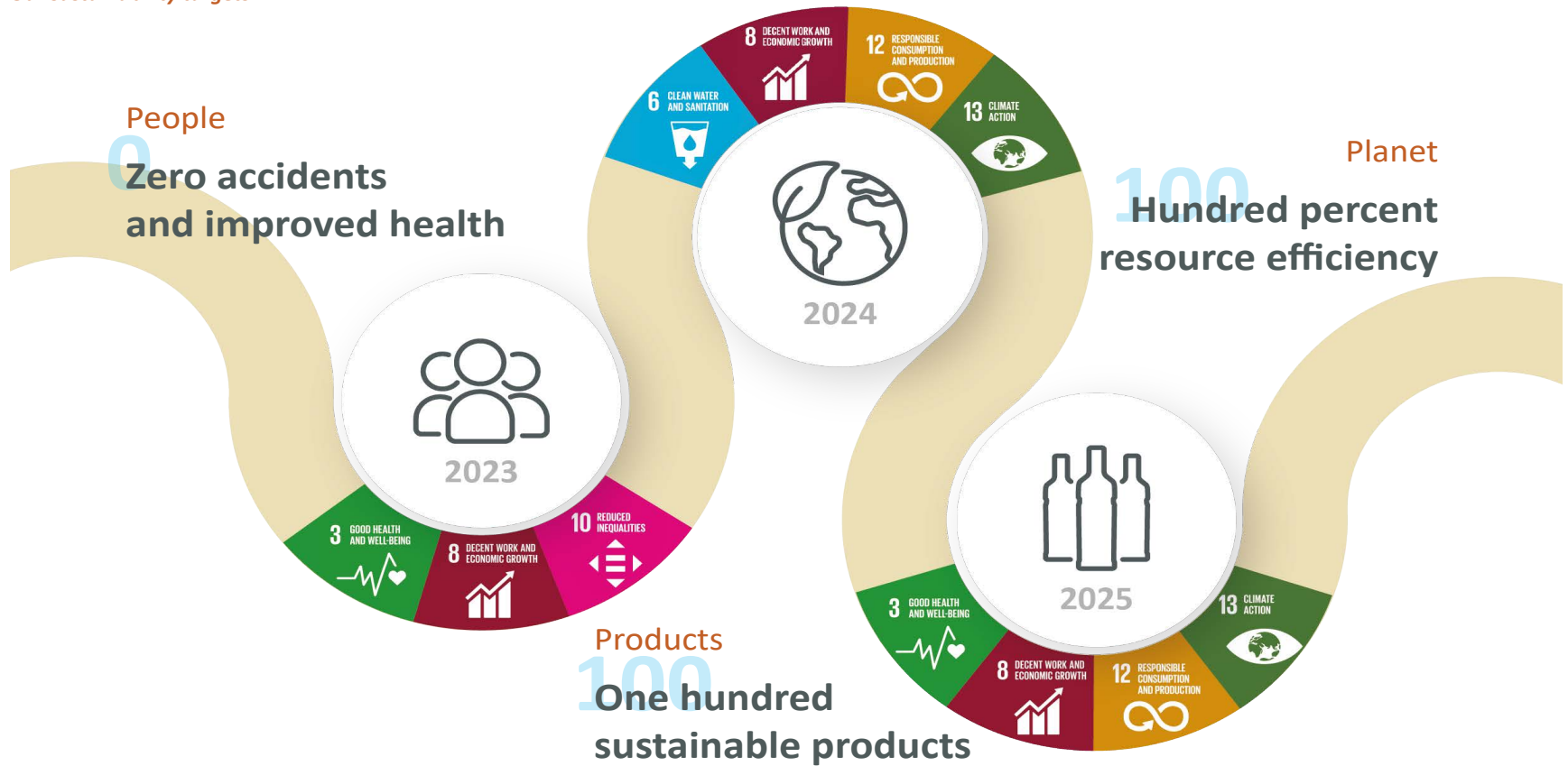
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Our sustainability strategy was developed in two stages. Firstly, we collected details of our stakeholders’ internal and external requirements relating to the Berentzen Group’s sustainability achievements and analysed current and future developments, challenges and trends related to sustainability management. In cooperation with our specialist departments, we determined the existing state of our current sustainability activities and identified areas within the corporate group with potential for improvement and those requiring action. The results of this analysis were used to derive different target dimensions and proposals. The targets proposed were then discussed, prioritised and fleshed out together with

the Executive Board and management during an internal workshop. At the end of the workshop, the finalised target proposals were compared with each other and an overarching sustainability target was adopted for each area of activity: People, Planet and Products.

Secondly, the individual sustainability targets were fleshed out in interdisciplinary working groups, with measures defined, action plans drawn up and deadlines and responsibilities determined.



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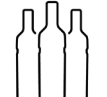




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Area of activity	Objective	SDGs	Key measures	Status	Deadline
 People	Zero accidents and improved health	  	Developing and implementing the new occupational health management plan	completed	2023
			Introducing an occupational health management steering committee	currently being implemented	
			Revising the system of key indicators, implementing a new monitoring system and defining performance indicators	currently being implemented	
			Drawing up an internal communication concept for the new occupational health management plan	currently being implemented	
			Continuing to implement the new company health programme "Citrofit" at Citrocasa	currently being implemented	
			Joining and implementing the occupational health and safety campaign "Vision Zero"		
			Updating the Code of Conduct	currently being implemented	
 Planet	Hundert percent resource efficiency	   	Setting up a digital system to monitor environmental indicators at the production locations on a monthly basis	currently being implemented	2024
			Defining performance indicators and setting target values in the Planet area of activity		
			Introducing an environmental management system pursuant to ISO 14001	currently being implemented	
			Deriving potential to improve efficiency and developing an efficiency strategy to optimise resource consumption	currently being implemented	
			Digitalising our fruit presses on an ongoing basis with a view to improving resource efficiency	currently being implemented	
Optimising the logistics processes at Citrocasa	currently being implemented				
 Products	One hundred sustainable products	   	Designing a catalogue of criteria for sustainable products	currently being implemented	2025
			Designing a road map to increase the share of more sustainable products		
			Developing guidelines for more environmentally friendly product packaging	currently being implemented	
			Reviewing and scoring product packaging based on the new guidelines for more environmentally friendly product packaging		
			Modifying selected product packaging		
			Developing a business partner screening concept		
Updating the Marketing Code of Conduct and the Supplier Code of Conduct					



Focused progress – our materiality approach

We consistently align our sustainability activities with the criterion of materiality, using our materiality analysis to identify topics for the Berentzen Group that are relevant to sustainability. 2019 saw us carry out our second materiality analysis.

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As a result of this process, the following topics were identified as material for Berentzen-Gruppe Aktiengesellschaft:

- compliance and transparency
- employer attractiveness and responsibility
- water
- use of resources
- sustainable products and packaging
- responsible sourcing

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Detailed information on the materiality process can be found in our  [2019 Sustainability Report](#).

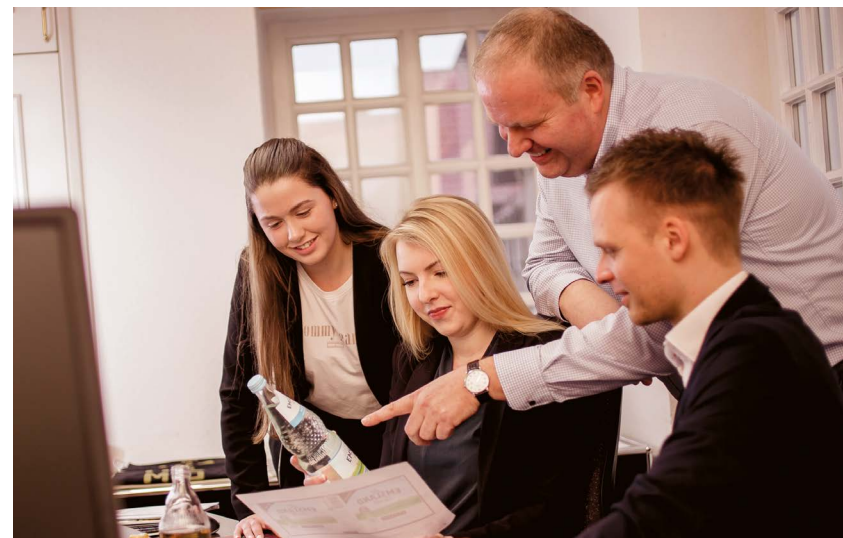
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To provide an overarching framework for the material topics, three areas of activity were defined: People – Planet – Products. They reflect our understanding of sustainability and focus our sustainability activities on three key areas. The topic of compliance and transparency plays an essential fundamental role in our responsible corporate activities. As such, it has not been assigned to a specific area of activity. Instead, we see it as an indispensable foundation for all of our sustainability activities.

The memorable new areas of activity are embedded into all sustainability communications and, as such, are structurally echoed in this Sustainability Report, in the Annual Report and on the corporate website of the Berentzen Group.



Sustainable Development Goals

As part of the materiality analysis process in 2019, we also paid very close attention to the  [Sustainable Development Goals](#) (SDGs). The 17 goals and their 169 sub-goals were developed and adopted by the United Nations as part of the 2030 Agenda for Sustainable Development. The aim of the SDGs is to ensure sustainable development at the economic, social and ecological level. For companies, they therefore provide a sound basis for gearing their business activities towards sustainable development.

To identify the SDGs which are most relevant to us, we looked at the individual SDGs and their sub-goals as part of an internal workshop. To take into consideration the relevance of the SDGs at the national level, we also looked at the German government's sustainability strategy, in which the government reports on its understanding of the SDGs, and its efforts and activities towards achieving sustainable development.



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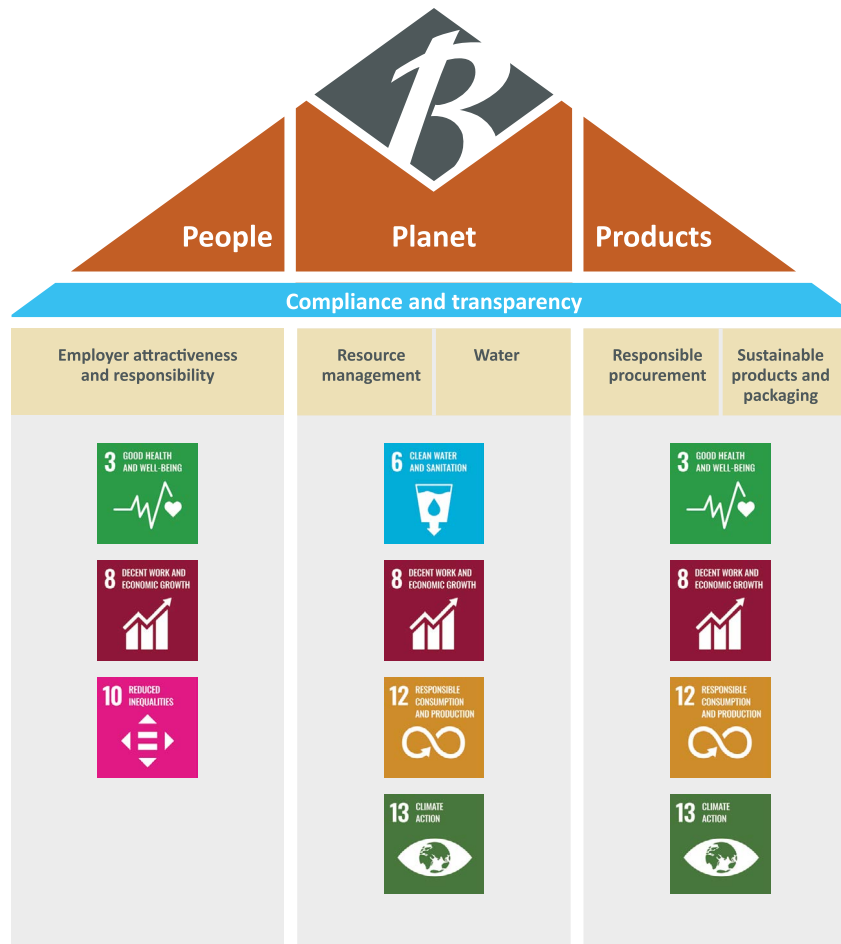
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We have reported on our commitment to the Group-relevant SDGs in the following chapters of this Sustainability Report. We also work continuously to do our part in contributing to the SDGs and the 2030 Agenda.

The following figure shows the interplay between our areas of activity, material topics and Sustainable Development Goals relevant to the Group.

Our areas of activity, material topics and Sustainable Development Goals relevant to the Group



(2.2) Sustainability management

Our corporate responsibility efforts are guided by nationally and internationally recognised standards, such as the core labour standards of the International Labour Organization and the OECD Guidelines for Multinational Enterprises. In April 2021, we also joined the world's largest initiative for responsible corporate governance: the United Nations Global Compact (UNGC). By signing up to its ten principles in the areas of human rights, labour, the environment and anti-corruption, we have pledged to implement the key principles of corporate sustainability. This commitment also sends out a clear message that we view responsible corporate governance as an essential part of how we as a company think and act.

The most important sustainability management tasks include systematically embedding sustainability into our structures and operational processes, and anchoring our understanding of sustainability and our sustainability strategy in the minds of our employees and external stakeholders.

Sustainability Council

We established a Sustainability Council in the 2021 financial year to improve our management of sustainability issues. The Council aims to decentralise sustainability topics, integrate them into specialist departments and company processes and continuously enhance the sustainability strategy.

The Executive Board, as the sponsor of the Sustainability Council, takes part in its meetings together with the heads of the relevant specialist departments and central Group functions. The composition of the Council underscores the fact that the entire management identifies with and is standing up for sustainability issues.



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Regular meetings of the Council also enable us to run the Company with environmental and social interests in mind and to balance this approach with our corporate interests.

As the central function, the Corporate Social Responsibility portfolio coordinates and drives forward the sustainability activities throughout the Group. At the same time, as a staff unit, it reports directly to the Chief Financial Officer and acts as a driving force. Relevant sustainability topics within and outside of the corporate group are discussed with the Executive Board and the respective portfolios and priorities set. The ultimate responsibility for strategic decision-making relating to sustainability and the monitoring of the objectives within the Group lies with the Executive Board. Implementation at an operating level is the responsibility of executives within the portfolios of Berentzen-Gruppe Aktiengesellschaft and their affiliated subsidiaries.



The Berentzen Codes

Our Berentzen Codes serve as a guide for integrating our understanding of sustainability into everyday business. They are based on applicable laws and other established standards and describe what the corporate group expects of its employees, suppliers, marketing and communication partners as well as third parties involved in the corporate group's value added chain.

Our  [Code of Conduct](#) provides all employees throughout the Group with guidelines setting out appropriate behaviour in the interests of responsible management, whilst ensuring the careful use of resources. In the light of our social responsibility, the  [Marketing Code of Conduct](#) contains specific guidelines for product-related communications and for the responsible consumption of our products. The  [Supplier Code of Conduct](#) serves to forge a common understanding of appropriate living and working conditions for employees and forms the basis for sustainable business relationships.

Complying with recognised corporate governance principles is another cornerstone of responsible corporate governance. We comply with the framework of rules laid down in the German Corporate Governance Code and its guiding principles. Consequently, we attach importance to ensuring close collaboration between the Executive Board and the Supervisory Board and taking into account the interests of our shareholders, employees and other stakeholders affiliated with the Company. We value open communication, responsible risk management and due and proper accounting and auditing.



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As an Aktiengesellschaft (equivalent to a stock corporation), we are subject to German stock corporation law and therefore have a dual management system in place consisting of an Executive Board and a Supervisory Board. As the management body, the Executive Board is committed to serving the Company's interests and obliged to take steps to increase the Company's value over the long term. Together, the members of the Executive Board are responsible for the overall management of the Company and decide on fundamental business policy and corporate strategy matters, as well as on annual and multi-annual plans. The Supervisory Board supervises the Executive Board and advises it on its management of the Company. The Supervisory Board regularly reports on the Company's business performance and planning, as well as its strategy and steps taken to implement it. Detailed information on the structure and tasks of the Executive Board and the Supervisory Board can be found in the  [Annual Report](#).

We respond to our stakeholders' growing interest in corporate sustainability by guaranteeing full transparency, continuously enhancing our sustainability reporting and in particular quantifying our sustainability performance.

A gold medal we are proud of!

In the 2021 financial year for the first time, we had our sustainability rated by EcoVadis in order to obtain an objective assessment of our sustainability performance. We were awarded 72 out of a possible 100 points for our activities in the area of sustainability, thus achieving a gold medal. This places us among the top 5% of all companies rated by EcoVadis.

EcoVadis is a global sustainability ratings provider that has rated over 75,000 companies to date. EcoVadis' methodology is built on international sustainability standards such as the Global Reporting Initiative, the United Nations Global Compact and ISO 26000, and looks at performance in four areas: the environment, labour and human rights, ethics, and sustainable procurement. The ratings are primarily based on the extent to which companies have incorporated sustainability principles into their business and management systems.



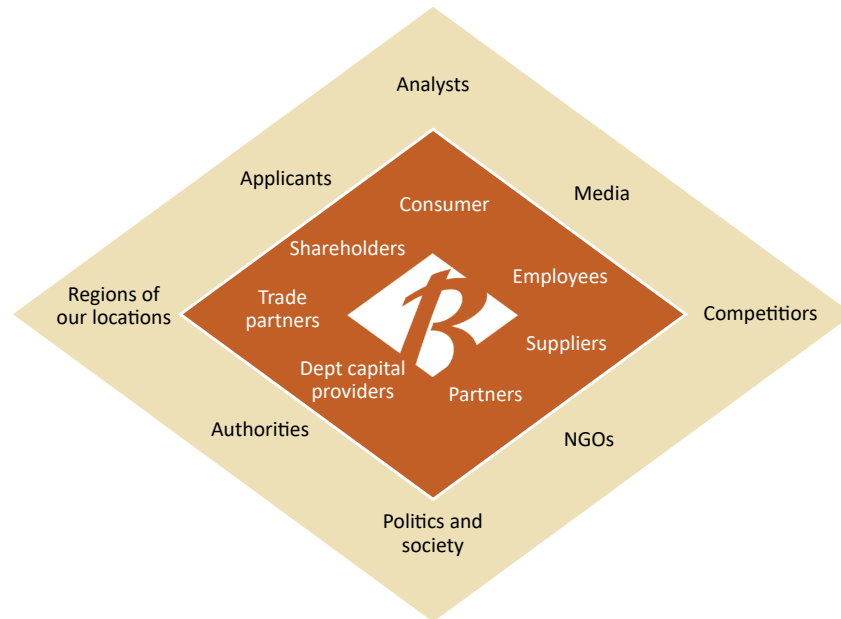


(2.3) Stakeholder engagement

Speaking to and exchanging information and ideas with our stakeholders is very important to us. We believe that only those who are prepared to listen and take suggestions and requirements seriously can operate successfully in the long term.

The following image shows our stakeholder universe. We view group representatives as strategically important stakeholders whose satisfaction is particularly important to our Company's success. These stakeholders are shown within the image. Checks were also made to ensure the stakeholder universe was up to date as part of the materiality analysis in the 2019 financial year.

Our stakeholder universe



We prefer to talk to our stakeholders in person and directly. Since this is only possible to a limited extent, we have already spent several years working intensively on developing different forms of dialogue and information sources. In the 2020 financial year, for example, we focused on relaunching our corporate website and in the reporting year also started to overhaul our subsidiaries' websites. We also developed a new social media strategy, which will enable us to communicate with and provide information to our stakeholders in a way more tailored to specific target groups. We began to implement this new strategy at the beginning of the 2022 financial year.

We communicate with our stakeholders openly and transparently. Suggestions and concerns voiced by stakeholder groups are recorded by Berentzen Group representatives and, through the different departments, are incorporated into our business operations and sustainability strategy.

Employees

Each and every employee is an ambassador of the Berentzen Group who carries the principles and values out into the world. The internal social intranet platform provides them with a wide range of internal information and daily updates on the development of the Company and enables them to exchange ideas and information on various topics across locations. Once a month, a press review is sent out to employees informing them of the reporting on the Berentzen Group. Members of the works council and management also report on current topics at the works meetings. Other forms of dialogue include company notices, team meetings and employee appraisals, as well as the annual, quarterly, half-yearly and sustainability reports.

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Trade partners and cooperation partners

We are in constant contact with trade partners and cooperation partners as part of our business relationships. Here, we attach particular importance to personal contact. Members of staff meet up with them as part of regular annual talks and at various trade fairs and industry events and exchange ideas and information about current topics and trends or present new products. Other forms of dialogue include specialised media and trade journals.

Consumers

Interaction with consumers takes place through a large number of channels: by post or e-mail through the customer service just as much as through social networks or at events. The vast majority of customer issues, such as general enquiries on matters such as ingredients, former products, sponsoring possibilities, sourcing, etc., are dealt with by Corporate Communications. The Berentzen Group's quality management function is responsible for processing incoming complaints. All consumers placing an enquiry receive a personal and individual reply. Other forms of dialogue include the brand and product websites and online and print media.

Suppliers

We maintain long-term business relationships with our suppliers based on mutual trust. Suppliers have the greatest influence on sustainability issues in the value added chain. There are supply and quality assurance agreements in place with important suppliers, also with regard to sustainability aspects. All of them are specifically requested to comply with the Supplier Code of Conduct. The adoption of this Code kicked off the process of intensifying the dialogue with suppliers on sustainability issues. Furthermore, we attach importance to personal contact and reciprocal on-site visits in our dialogue with suppliers.



Shareholders and debt providers

The annual general meeting of Berentzen-Gruppe Aktiengesellschaft is the most important platform for interaction with shareholders. As we have shares listed on the Regulated Market (General Standard) of the Frankfurt Stock Exchange, we are required to publish an annual financial report and a half-yearly financial report. The annual financial report for Berentzen-Gruppe Aktiengesellschaft is prepared in the form of an annual report. Furthermore, ad hoc announcements, managers' transactions and voting rights notifications have to be published. In order to create the highest possible degree of transparency towards shareholders, we have further made the decision to keep the capital markets informed on a voluntary basis within the framework of a Q1 and Q3 interim report.



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In addition, all relevant company news is published not only as a press release but also released in a targeted manner as corporate news for the capital market. Interested investors can make use of capital market conferences, roadshows and other discussion formats in which the members of the Executive Board of Berentzen-Gruppe Aktiengesellschaft take part in person to directly obtain information on the corporate group, its economic development and the future strategic direction. We held our first Investors Day in the reporting year with a view to increasing our interaction with capital market stakeholders. We plan to hold this event annually in the future. Regular dialogues also take place with our debt providers.

Membership in federations and associations

Membership in federations and associations facilitates the exchange of information and ideas with various groups of experts and supports the Berentzen Group in a large number of areas of work.

In the reporting year, we were members of the following organisations, federations and associations, among others:

- Arbeitgeberverband der Ernährungsindustrie Nordrhein-Westfalen (AEN)
- Gesellschaft der Freunde und Förderer der deutschen Mineralbrunnenindustrie e.V. (GFF)
- Förderverein des Haselünner Sportvereins
- Historischer Korn- und Hansemarkt Haselünne e.V.
- Markenverband e.V.
- MMM Club e.V.
- Schutzverband der Spirituosen-Industrie e.V.
- Science to Business GmbH of the Osnabrück University of Applied Sciences
- Verband der Ernährungswirtschaft e.V. (VdEW)
- Verband Deutscher Mineralbrunnen e.V. (VDM)
- Versuchs- und Lehranstalt für Brauerei in Berlin e.V. (VLB Berlin)
- Wachstumsregion Ems-Achse e.V.
- Wirtschaftsrat der CDU e.V.



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(2.4) Compliance and transparency

We are convinced that reliable and responsible corporate governance forms the basis for long-term financial success. For us, this means that compliance is about more than complying with the applicable national and international laws, internal company guidelines and industry standards. It also means acting in line with ethical principles, our voluntary commitments and recognised values.

Guidelines and guiding principles are required that demonstrate to employees the actions and attitudes expected of them to enable them to act in accordance with the law, in an ethical manner and in line with the principles of the corporate group. These fundamental principles are designed to ensure that, at work, employees act within the law and base their interactions on mutual respect and appreciation. For this purpose, the Berentzen Codes were established.

These Codes (the Code of Conduct, the Marketing Code of Conduct and the Supplier Code of Conduct) constitute the underlying compliance guidelines of the Berentzen Group and contain binding requirements on, for example, the prevention of corruption and money laundering, competition and antitrust laws, and avoiding conflicts of interest. They also provide information on the rights to which our employees and the employees of suppliers are entitled, on how to advertise the products of the corporate group in a responsible manner and which environmental standards have to be met. Management systems and audits ensure compliance with environmental, quality and social standards, which are reviewed on a regular basis by internal or external authorities. Social and cultural engagement, especially in the local environment, makes a contribution to the development of the regions of the locations and provides a boost to the regional attractiveness of the Company.

In addition to the Codes, other guidelines, instructions and preventive measures are in place to ensure compliance within the Berentzen Group. These rules cover both intercompany and intra-Group organisation – in particular as part of the rules of procedure, competence guidelines, authorisation concepts and the internal control system – as well as material contents, which are set out in handbooks, for example.

Responsible risk management

As a corporate group operating in the national and international food industry, we are subject to a number of legal regulations, which exposes us to legal and regulatory risks. These include, in particular, contractual and liability risks in connection with the respective national or international provisions governing express warranties and product liability, food laws, consumer protection laws, competition and antitrust laws, trademark and patent laws, environmental, construction and planning laws, labour laws and occupational health and safety laws, foreign trade and customs laws, tax laws as well as provisions related to purchasing activities and procurement.

As potential compliance-related risks may occur in all operating and administrative areas of the corporate group, the objective of the compliance guidelines and the guidelines, instructions and other preventive measures going beyond the same is to ensure compliance with national and international law and, at the same time, prevent breaches of the law, specifically corruption on the part of the Berentzen Group and its employees. This objective was achieved once again in the 2021 financial year as no cases of corruption or legal actions for anti-competitive behaviour, anti-trust or monopoly practices were recorded.



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We also address sustainability risks, which may lead to entrepreneurial risks, in our management approach. Here, the aim is not only to assess and avoid risks, but also to exploit opportunities. Identifying and assessing risks is a key part of our risk management approach. Detailed information on the risk management system can be found in the  [Annual Report](#).

Climate-related risks are becoming increasingly important for us, especially indirectly since we are primarily exposed to transition risks. In the short term, our day-to-day business operations will be impacted by the introduction of more stringent statutory requirements, regulations, standards and norms. To prepare for future requirements and regulations, we have voluntarily introduced an environmental management system and planned and implemented an efficiency strategy. The EU Taxonomy and the planned European Union extensions to non-financial reporting regulations (Corporate Sustainable Reporting Directive – CSRD) will result in extensive new reporting obligations that will also change sustainability reporting practices in the future.

The growing number of legal sustainability requirements for our products and business activities are quite challenging for us as a medium-sized company, but we prefer to see these requirements as an opportunity. Further information on how we address potential sustainability risks and a description of the preventative measures we take can be found in the individual chapters of this Sustainability Report.

Compliance organisation

Within the Berentzen Group, taking responsibility for the topic of compliance has, at an organisational level, in principle been centralised at Berentzen-Gruppe Aktiengesellschaft for the entire Berentzen Group. The Executive Board, as part of its overall responsibility for the management of the Company and the corporate group, is the body legally responsible for the topic of compliance at Berentzen-Gruppe Aktiengesellschaft, and therefore also within the Berentzen Group as a whole. Alongside the Executive Board, the Supervisory Board of Berentzen-Gruppe Aktiengesellschaft is, within the scope of its supervisory function, also responsible for compliance at Berentzen-Gruppe Aktiengesellschaft and therefore also within the Berentzen Group as a whole. The supervisory function of the Supervisory Board not only extends to the direct actions of the Executive Board but in particular also to whether the Executive Board fulfils its duty of ensuring compliance within the Company.

Beneath the organisational level of the Executive Board, responsibility for the topic of compliance has been transferred to the Compliance Committee set up centrally at Berentzen-Gruppe Aktiengesellschaft; it is headed by the Chief Compliance Officer. Other integral elements of compliance and risk management are the centrally organised Internal Audit Department of the corporate group and its internal control system.

Internal Audit is in particular charged with auditing important internal business processes, performing ad-hoc audits, and auditing the control mechanisms of the internal control system – either in connection with or separately from the other audits. Its process-integrated and process-independent control measures form the elements of the internal monitoring system.



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Another important component is the centralised external notification office (“Whistle Blower Hotline”), which employees, business partners and other external stakeholders can use to anonymously report possible breaches of the law or of our Codes. The tasks of the notification centre are carried out by an external, independent lawyer.

Employees of the corporate group will be informed of the existence and contact details of the external notification centre when they commence their employment. The contact details will also be available on the social intranet and published on the corporate website. No reports were made to the external notification centre in the 2021 financial year.

Increasing employee and executive awareness

Within the corporate organisation, executives are subject to special duties with regard to the topic of compliance as part of their management duties. This includes ensuring that the Codes are observed in their respective area of responsibility, informing employees of the content of the Codes and increasing their awareness of the same, and making every effort to assist them in acting in the correct way. As part of their supervisory duties, executives are also responsible for making sure that no breaches of applicable law or company guidelines happen in their area of responsibility.

We also address the risk of corruption by separating functions, implementing approval procedures and working according to the “dual control principle”, for example. Furthermore, the employees of the Berentzen Group usually receive instruction on compliance-related topics – particularly competition and antitrust laws – in classroom training courses that serve to raise awareness of compliance with all relevant legal requirements. If they have questions about lawful conduct or questions related to the understanding or interpretation of the Berentzen Group Codes, employees can turn to their supervising manager, the

Compliance Committee, or the Corporate Legal Department of Berentzen-Gruppe Aktiengesellschaft.

The Codes of the Berentzen Group, including the contact data of the external notification centre, are posted on the corporate website at www.berentzen-gruppe.de and are also available to employees on the corporate group’s social intranet, among other places.

Transparency

We view transparency as an important component of our corporate responsibility. Our key transparency instruments are Berentzen-Gruppe Aktiengesellschaft’s annual reports, half-yearly financial reports and annual financial statements, as well as the quarterly reports, which are published voluntarily. These instruments, in addition to other reports and information, are made publicly available on our corporate website.

Furthermore, we transparently report on ecological and social issues in this Sustainability Report. This serves not only as a record of our sustainability activities, but also as a benchmark by which we can measure our success, as transparency in sustainability reporting also means openly communicating any targets we have not met.

To increase the comparability of our sustainability achievements, our reporting is based on the criteria set out in [the German Sustainability Code \(DNK\)](#). The DNK is a cross-sector transparency standard for reporting corporate sustainability achievements and can be used by companies and organisations of different sizes and legal forms. The standard was developed on behalf of the federal government by the German Council for Sustainable Development together with business representatives.



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(3) People

A competent, capable and committed workforce forms the basis of our business success and the further development of our Group. As an employer in what tends to be rural areas, demographic change can sometimes be challenging for us. To continue to position ourselves as an attractive employer, we regularly scrutinise our products and respond to current labour market requirements.

To address challenges, we have established a personnel strategy derived from the Company’s central strategy as well as its corporate values and skills. The ongoing objective of the personnel strategy is to put us in a position to recruit the best people for the job in sufficient numbers, and keep them over the long term. The focus is on ensuring that the short-, medium- and long-term needs of employees are met in all areas of the Company.

The personnel strategy is shaped, put into practice and driven forward by the Human Resources and Organization portfolio. This area has been centralised at

Berentzen-Gruppe Aktiengesellschaft for the entire Berentzen Group. The head of the centralised area reports directly to and maintains close contact with the Chief Financial Officer.



Our contribution to achieving SDG 8 “Decent work and economic growth”: we offer our employees secure jobs, good working conditions and consistent praise.

In addition to our current and potential employees, the People area of activity also covers society. Contributing to society is an intrinsic part of our corporate culture and shared values. As such, we want to do our part to help achieve sustainable societal development. Further information can be found in the sub-chapter → [“Our commitment”](#).



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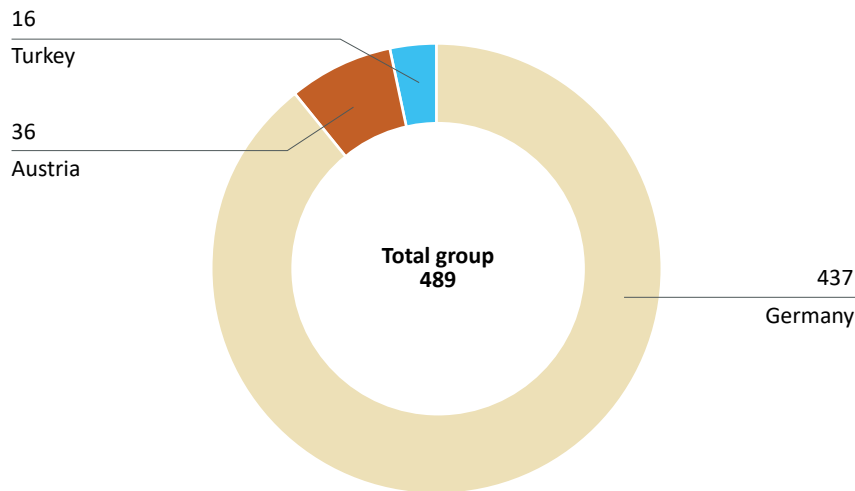
Employer attractiveness and responsibility

We continuously work on developing and improving our working conditions, as we want to proactively offer our employees an interesting working environment shaped by personal responsibility.

We view ourselves as an attractive and responsible employer, which makes it particularly important for us to take care of our employees' varying concerns and interests. We offer exciting tasks and an interesting work environment and attach importance to a good work/life balance, competitive remuneration and equal pay for equal work irrespective of gender as well as a good company atmosphere.

To ensure mutual success and a shared drive to succeed, we train our employees and promote their continuous development. This includes high-quality training for entry-level workers and actively supporting further training and skills development for our employees.

Employees by region



Employment structure

As at December 31, 2021, the corporate group had 489 employees in Germany, Austria and Turkey. This amounts to 18 employees fewer than in the previous year. The corporate group employed 493 staff on average over the year.

Headcount development

	2021	2020	2019
Headcount at the reporting date	489	507	498
Average headcount	493	503	497

As at the reporting date, 54.4% of our employees were employed in commercial and administrative positions, and 40.7% in production positions. Trainees and interns made up the remaining 4.9%. At 45.6%, most staff are employed at Berentzen-Gruppe Aktiengesellschaft, followed by 34.6% of staff at Vivaris Getränke GmbH & Co. KG, 10.0% at our sales companies and 7.4% at our Austrian subsidiary, Citrocasa GmbH.



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Distribution of headcount within the corporate group

Company	Salaried employees (total)	of which women	Waged employees (total)	of which women	Trainees/interns (total)	of which women	Total number of employees
Berentzen-Gruppe Aktiengesellschaft	131	67	75	15	17	8	223
of which in Haselünne	85	47	4	0	9	5	98
of which in Minden	41	17	71	15	8	3	120
of which in Stadthagen	5	3	0	0	0	0	5
Der Berentzen Hof GmbH	7	4	4	4	1	1	12
Berentzen-Vivaris Vertriebs GmbH	28	4	0	0	0	0	28
Berentzen Alkollü Ickiler Ticaret Limited Sirketi	16	4	0	0	0	0	16
Vivaris Getränke GmbH & Co. KG	43	20	120	24	6	1	169
of which in Haselünne	30	14	66	5	4	1	100
of which in Grüneberg	13	6	54	19	2	0	69
Citrocasa Deutschland Vertriebs GmbH	5	0	0	0	0	0	5
Citrocasa GmbH	36	17	0	0	0	0	36
Group	266	116	199	43	24	10	489

Facing the crisis together – the challenges of the coronavirus pandemic

The coronavirus pandemic continued to impact our everyday lives in the 2021 financial year, and again created operational and economic challenges for us. Further information can also be found in the Berentzen-Gruppe Aktiengesellschaft

 [Annual Report](#).

As an employer, we place the protection of our employees at the centre of our activities. During the pandemic phase, our top priority is preventing the spread of the coronavirus and protecting our employees from infection as best we can. This again required a great deal of discipline from all of our employees, as well as social distancing, in the reporting year.

We continued to apply our tried-and-tested hygiene practices and extensive protective measures. Evidence of the effectiveness of our measures continued to

be seen in the 2021 financial year – at no time during the year was the operational performance of the corporate group in jeopardy, and, despite individual coronavirus cases, employees were effectively protected from infection on the whole.

This is thanks to high vaccine uptake among our employees, the regular testing of all employees, arrangements governing shifts and physical presence, the possibility of working from home up to five days per week and shift changeover arrangements meaning that employees did not have to cross paths. The Berentzen Group crisis team met regularly during the reporting year, monitored political and pandemic-related developments, discussed current and potential measures at length and fleshed out plans of action on this basis.



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We support the national vaccine campaigns – an essential tool in fighting the coronavirus pandemic – for example by giving our employees the opportunity to get vaccinated on site at our premises by one of our company doctors.

Owing to the temporary closure of food and drink establishments and the general ban on events, in the 2021 financial year we had to continue to implement the short-time work scheme (“Kurzarbeit”, consisting primarily of reduced working hours) for employees in areas of the Company directly or indirectly affected. This affected employees from Berentzen Hof and our external sales field staff in particular and thus only a comparatively low proportion of the overall workforce. To compensate for the net income losses incurred by those employees affected during this period, we took it upon ourselves to top up their lower remuneration for these reduced hours. Furthermore, in recognition of their personal achievements and flexibility during the coronavirus pandemic, all Berentzen Group employees received another special one-off bonus.

The importance of cultivating open, trusting communication remains evident in the second year of the pandemic. To ensure a direct and instantaneous flow of communication, we continued our internal communication via the social intranet and optimised it by, for example, introducing an internal “coronavirus traffic light system. This made it easier for employees to understand the measures currently in place.

Tackling risks responsibly

In 2021, the biggest operational challenges in the People area of activity were linked to the coronavirus pandemic. We have already described the objectives, measures and status of implementation in this regard (see above).

Other potential risks in this area of activity include a potential shortage of specialists and increasing staff turnover rates. Demographic change has intensified the competition for skilled labour in industrialised countries. With our personnel strategy and the associated measures, we are able to counteract and minimise these risks. For example, we have intensified our focus on remote working so as to enable applicants from other regions to join the corporate group, regularly review our salary structures and have optimised the recruitment process. We also launched an employer branding project in 2019, and are working continuously to improve employee retention and satisfaction.



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(3.1) Employee retention and satisfaction

Employees who have strong emotional ties to a company and are satisfied with the working conditions are less likely to give notice, are less frequently absent and are happy to recommend the company to others. This presupposes that the employees feel comfortable at their place of work and have appropriate opportunities for development, that they can balance work with their private lives, that they feel appreciated and are actively involved in decision-making processes and are kept informed of developments.

Average term of employment and turnover

	2021	2020	2019
Average term of employment [years]	13.0	12.9	13.1
Turnover rate [%]	16.6	9.5	12.1
Number of exits	77	45	57
Number of newly hired employees and trainees	66	60	62

In the reporting year, the turnover rate increased from 9.5% (2020) to 16.6% (2021). This is due to various developments, such as the implementation of structural measures linked to the discontinuation of a long-standing collaboration with an international beverages group regarding the filling of their non-alcoholic branded products at the end of the first quarter of the 2021 financial year. The long average term of employment of 13.0 years in the 2021 financial year, however, shows the fundamentally high degree to which employees identify with the corporate group.

To better understand employees' reasons for leaving the Company, we conduct final exit interviews with our employees. We are also working continuously to optimise the induction phase so as to counteract new hire turnover.

Employee turnover by region, gender and age

	Turnover rate in %	Number of exits
By region¹⁾		
EU	16%	74
Non-EU	19%	3
By gender		
Number of women	5%	25
Number of men	11%	52
By age		
Under 30	4%	19
30 to 50 years old	7%	34
Over 50	5%	24

¹⁾ Owing to the uneven proportion of employees by region, the turnover rate by region is not representative and is hence less valuable as an indicator.

Employer branding

We launched our new employer branding project in 2019, one of the aims of which is to create stronger ties between current employees and the corporate group. Intensifying employee identification with corporate values is of key importance here. It results in employees feeling more emotionally connected to the corporate group, which in our view increases their level of satisfaction, improves their commitment and boosts motivation.

We also wish to enhance our position as an attractive employer on the labour market in order to get professional talent excited about the Company and ultimately recruit them.



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Underlying this process was an employee survey carried out throughout the Group. The results of this survey were fed directly into the further development of our corporate values and thus into the new employer branding strategy. With our new key message “Gemeinsam für mehr Lebensfreude” (“Happier together”), our focus was especially on intensifying a feeling of belonging among our employees. The coronavirus pandemic still calls for social distancing and a reduction of personal contacts, but also makes the sense of community all the more important. Creating a range of employer branding videos was another focus in the 2021 financial year. The aim of these videos is to show the corporate group from all perspectives and demonstrate its corporate values, as well as to raise and enhance potential applicants’ interest in the Berentzen Group and increase the extent to which existing employees resonate with the corporate group. To this extent, the videos are intended not only to recruit personnel or position the corporate group as an attractive employer, but also to strengthen employee loyalty.

Following the establishment of the employee suggestion scheme at German Berentzen Group locations over the past few years, this system was introduced at Citrocasa in the 2020 financial year. Employees can actively contribute suggestions for improvement and thus help to optimise the Company. A management team evaluates the suggestions made on a regular basis. Reasonable and feasible suggestions will be passed on to the team, which will then take care of the further implementation steps.

Digitalisation in personnel processes

We introduced new web-based software for the handling of personnel processes in 2019, marking another step in our ongoing efforts to digitalise our personnel processes and regularly establish new digital tools. The aim of the application is to render personnel processes more transparent and efficient thanks to increased automation and greater employee involvement and additionally lower general process costs. It also reduces the amount of paper work and thus CO₂ involved in various processes across locations. In particular, the new self-service management approach offers employees numerous advantages, such as quicker and transparent approval processes.

In the 2021 financial year, we focused on introducing a digital travel cost management system software for requesting and producing interim reports and references and pilot projects for digital time tracking.



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Employees by contractual status

We strive to build long-lasting relationships with our employees based on trust. That is why around 90% of our employees are employed on permanent contracts. An additional 5% of our employees are employed at the corporate group as part of their training. Further information on this topic can be found in the chapter → "Training and development".

Employees by type of contract, region and gender

	Number of employees	of which on permanent contracts	of which on fixed contracts	of which trainees
Germany	437	383	30	24
Austria	36	36	0	0
Turkey	16	16	0	0
Group as a whole	489	435	30	24
Number of women	168	148	10	10
Number of men	321	288	20	14
Group as a whole	489	435	30	24

We work with temporary work agencies to bridge any short-term or temporary shortages. These agencies must have a valid permit for the loaning of employees. If a position is occupied by a temporary worker for more than six months, we will check whether this is a permanent position and whether the position can instead be permanently filled by an employee employed at the Berentzen Group. As at the reporting date, temporary workers made up 2% of the overall workforce. Temporary workers do not count as Berentzen Group employees on a fixed contract as they are employed by the relevant temporary work agency.

Work/life balance

For our employees, having a work/life balance is essential. We would like to make every effort to support our employees in achieving this. Provided this is compatible with the employee's activities, we allow various working time modes and family-friendly part-time modes. In the 2021 financial year, the part-time ratio amounted to 15.3%. To develop contemporary, reasonable working time modes, we regularly identify the needs of our employees. After successfully completing a pilot project on digital time tracking, we plan to introduce this measure for all of our employees in commercial or administrative positions at the beginning of the 2022 financial year. In this context, the scope of the previous working time model was broadened further, with individual core working hours replaced by department-specific staffing times. The aim is to allow employees in commercial or administrative positions to work more flexible hours.

Since many employees would like to work from home, we have offered a wide range of remote working possibilities since the 2020 financial year. We also concluded work agreements, made extensive investments in hardware and software and established a digital meeting culture. These measures allow us to help our employees to improve their work/life balance.

Part-time ratios and ratio of women

	2021	2020	2019
Headcount at the reporting date	489	507	498
Number of part-time employees	75	80	79
Part-time ratio [%]	15.3	15.8	15.9
Ratio of women [%]	34.6	35.1	35.9



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To strengthen and continuously develop family-friendly policies within the corporate group, an interdisciplinary project group has been established, led by the Head of Personnel. The project group meets regularly to identify and develop different measures for promoting family-friendly policies. For example, it was responsible for introducing a parent/child package during the reporting year.

These efforts and our continued commitment in this area show how firmly established family-friendly policies are within the Berentzen Group. The fact that we were again recognised as a family-friendly employer in the reporting year is also testament to this. For the second time, our Minden location received an award from the Kompetenzzentrum Frau und Beruf Ostwestfalen-Lippe (Ostwestfalen-Lippe centre of excellence for women and employment) for being a family-friendly company in the Minden-Lübbecke region, while our Haselünne location was also certified as a family-friendly employer in 2019 by the Emsländische Stiftung Beruf und Familie (Emsland foundation for employment and family). Both of these awards underline the extensive approaches we have taken and our commitment to our employees.



After protracted periods of incapacity for work, employees have the possibility of discussing their situation as part of the workplace integration management (betriebliches Eingliederungsmanagement, BEM). The aim is to restore the individual's employability within the Group, thus reducing absences.

There is a range of benefits in place to ensure that employees feel comfortable at their place of work. They have access to a range of free non-alcoholic drinks during working hours, for example. Various works agreements govern voluntary employee benefits on company anniversaries, a monthly payment in kind and special payments in kind at Christmas and for birthdays. To celebrate 25 years of service to the Company, employees further have the possibility of putting on a party for colleagues at the Company's expense. We also granted paid special leave for certain occasions.

Since 2017, we have offered our employees the possibility of leasing company bicycles within the scope of a salary conversion scheme. 85 bicycles are currently being leased by 62 employees. In this respect, some employees are making use of the option offered of also leasing a bicycle for their partner.



Diversity and equal opportunities

We value the diversity and individuality of our employees. Having a diverse workforce shapes our corporate culture and plays a key role in achieving our corporate goals.

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For us, diversity is not just about cultural diversity and internationality, but also concerns age groups, professional competence and an adequate gender balance. In the reporting year, the ratio of women was 34.6% (2020 financial year: 35.1%).

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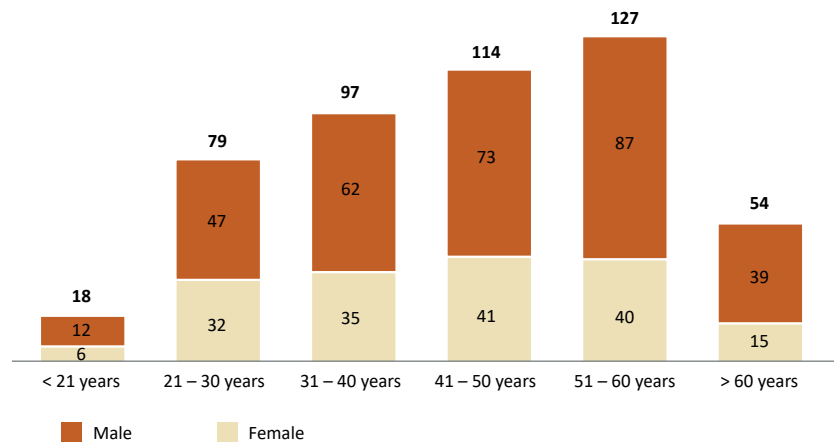
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Gender distribution by age group



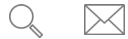
Our Code of Conduct and the German General Act on Equal Treatment (Allgemeines Gleichbehandlungsgesetz, AGG) form the basis on which the Company promotes diversity and equal opportunity and categorically prohibits any form of discrimination. We do not tolerate discrimination of any kind and pursue interactions that are based on mutual respect, appreciation, tolerance and trust. These principles are part of our Code of Conduct, which is applicable to the whole Group and therefore must be complied with by all employees. We strengthened this understanding in the reporting year by joining the UN Global Compact and committing to complying with its ten principles. Employees who infringe these principles will be subject to disciplinary action under labour law, including warnings or even termination of contract. Those affected can get in touch with the Human Resources and Organization department, the Compliance Committee or the anonymous Whistle Blower Hotline.

Age groups and average age in the corporate group

	2021	2020	2019
< 30 years [%]	19	18.9	17.5
≥ 30 - ≤ 50 years [%]	44	44.6	46.2
> 50 years [%]	37	36.5	36.3
Average age [years]	43.9	43.7	43.6

Open vacancies are filled exclusively on the basis of candidates having the required qualifications and meeting the requirements profile of the position in question. We will not tolerate any breaches of the ban on discrimination. Those affected can likewise get in touch with the Compliance Committee or use the anonymous Whistle Blower Hotline. One breach of the ban on discrimination was reported in the reporting year. This breach was thoroughly investigated.

Our contribution to achieving SDG 10 “Reduced inequalities”: our focus is on achieving equal opportunities, which we are working towards by ensuring our recruitment procedures are free from discrimination, offering equal opportunities for promotion and paying our employees equally for the same work.



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To safeguard our employees' ability to work as they get older, and to address employee concerns, we hold a "60+ conversation" with all of our employees once they reach this age. We also take steps to ensure that our employees are and remain healthy over the long term with our occupational health management plan. Further information on the occupational health management plan can be found in the chapter -> "Health and safety in the workplace".

Diversity at management level

Our objective is to increase the share of women in management positions – including independently of statutory regulations, which we comply with by defining the following concrete targets.

Diversity objectives at management level within the corporate group

	Established targets until 12/31/2026
Executive Board [%]	33 ¹⁾
First management level beneath the Executive Board [%]	29
Second management level beneath the Executive Board [%]	30
Supervisory Board [%]	17

¹⁾ Executive Board: If the Executive Board does not have more than two members, it does not need to have a female member. If the Executive Board has more than two members, at least one member of the Executive Board should be a woman.

In the 2021 financial year, the two-person Executive Board of Berentzen-Gruppe Aktiengesellschaft consisted of two men. The diversity plan aims to achieve a minimum 33% share of women on the Executive Board if the Board consists of more than two members. The diversity plan also includes an age limit for Executive

Board members. Only those persons who will not have completed their 65th year of life at the end of the regular term of office for which they were either appointed for the first time or re-appointed should be appointed to the Executive Board.

The first and second management levels beneath the Executive Board define the hierarchy within the organisation and set out the respective management tasks in relation to personnel and budget. As at the reporting date, women made up 8% of the first management level beneath the Executive Board and 19% of the second management level.

Share of women at management level and in governance bodies

	Total number	of which women	of which men
Executive Board	2	0	2
First management level beneath the Executive Board	13	1	12
Second management level beneath the Executive Board	32	6	26
Supervisory Board	6	2	4

The reasons for the currently low share of women in the first and second management levels beneath the Executive Board are complex and can be essentially summarised as follows: When filling open management positions, there is increasingly found to be only a small number of qualified applicants. This was due not least to the general shortage of skilled and managerial personnel as well as to the traditionally male-dominated gender structure still prevalent in the beverages and spirits industry. With regard to the second management level in particular, the number of personnel changes was below-average and/or turnover was relatively low in a virtually unchanged workforce over the reference period.



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Moreover, the Berentzen Group as an employer still often finds itself confronted with an old-fashioned view of the role, owing to its headquarters and locations tending to be located away from urban areas. This explains in part why the proportion of female candidates applying for open management positions is relatively low. In addition, experience has shown that willingness to accept increased demands relating to mobility, such as longer daily travel times or a weekly commute to the workplace, varies by gender, which also plays a role.

We want to achieve the targets for the percentage of women holding positions on the two management levels beneath the Executive Board by stepping up our efforts to support women in the future. In addition to promoting a respectful culture of diversity within the Company and enhancing measures to reconcile work and family life, such as by introducing more flexible working times, these measures include the intensification of internal employee development from the point of view of selecting, promoting and preparing women for management duties and the more targeted recruitment of external female candidates for open skilled and managerial positions, including with the support of external consultants specialised in this matter.

Furthermore, we offer targeted remote working opportunities in order to meet the needs of current and future employees as flexibly as possible and increase our attractiveness as an employer competing for skilled persons and managers of all genders.

Freedom of association and co-determination

To promote appreciation and good collaboration between employees and Company management, we support the principle of co-determination. In Germany, the right of co-determination at Aktiengesellschaft companies is laid down by law. As per our Code of Conduct, all of our employees across the Group are free to engage in interest groups in accordance with the provisions of national law. We renewed our pledge in this regard by joining the United Nations Global Compact in the reporting year. Freedom of association and collective bargaining agreements are core values and tools practised within the corporate group. Trade unions and other forms of employee representation are involved in collective bargaining.

Ratio of employees employed under collective bargaining agreements to employees not employed under such agreements

	Total number	of which women	of which men
Number of employees employed under collective bargaining agreements	370	143	227
Number of employees not employed under collective bargaining agreements	119	26	93

All employees are regularly informed about current developments. The interests of employees are represented through works councils, their individual committees and employee representatives in the Supervisory Board of Berentzen-Gruppe Aktiengesellschaft. At the management level of the corporate group, the Executive Board and the Supervisory Board work closely together as the highest-level decision-making bodies.

Our social intranet has become an information and communication platform across our locations and has noticeably improved the flow of information. In addition, employees are actively involved in decision-making processes by taking part in various surveys and votes.



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The right to information is comprehensively implemented within the Berentzen Group. All new employees are given a welcome folder with detailed information about the corporate group. Pursuant to the German Works Constitution Act (Betriebsverfassungsgesetz), the finance committee and works council meetings must be notified of any operational changes in a timely manner so that the works council can exercise its consultation right and right of co-determination. A specific deadline within which such notification must take place has not been laid down in law in Germany. Laws, collective agreements and group works agreements set out all material topics of relevance to employees in Germany.

Remuneration

Remuneration within the Berentzen Group in Germany is based on the respective collective bargaining agreements in place for the various operations within the spirits industry (Berentzen-Gruppe Aktiengesellschaft, Der Berentzen Hof GmbH) and the soft drinks industry (Vivaris Getränke GmbH & Co. KG). The collective agreements govern, among other things, payments such as holiday pay, a special annual bonus and additional time off for older employees. Employees are allocated to a tariff group based on their role. This ensures that salaries are not determined by gender or other diversity-related criteria. A non-collective salary or payments in excess of the collective agreement in addition to the collectively agreed terms is paid for specific functions within the Company. Citrocasa GmbH in Linz is generally subject to the Austrian collective agreement for retail employees. This collective agreement governs issues such as working time, remuneration for overtime, etc. and allocation to employment groups. These employment groups and the length of service are used to define the minimum wage. Here again, voluntary allowances are paid over and above the minimum wages.



Within the Berentzen Group there is a target agreement system in place for specialist and executive staff in order to provide an incentive for achieving the corporate objectives. The target agreements are considered to be a variable component of the annual salary and are agreed in writing between supervisors and staff at the beginning of the year and assessed after the end of the financial year. The assessment is made on the basis of quantifiable commercial ratios as well as the extent to which staff have achieved their personal and individual targets. The target agreements consist of Group and departmental targets as well as individual targets. Alongside the group and departmental targets that can be used to measure long-term value creation, sustainability targets can be taken into consideration in the target agreement, especially with regard to individual targets.

As part of its company pension plans, the Berentzen Group works together with the Hamburger Pensionskasse pension fund. The option of obtaining tax benefits on deferred compensation has already been exercised by a large number of employees, in some cases according to the terms of the collective agreements.



(3.2) Health and safety in the workplace

As a responsible employer, we want to create a working environment for our employees that is free from accidents, injuries and illnesses. At the same time, we want to promote a healthy lifestyle among our employees.

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With our sustainability strategy and the objective of zero accidents and improved health, we further intensified our focus on the health of our employees at the beginning of the 2021 financial year. Our focus in this regard is preventing accidents at work and preventing occupational diseases from occurring, as well as promoting our employees' health and well-being.

We implemented an operational health management system at our German locations in order to systematically manage all health-related operational processes. This is managed centrally by Human Resources and is available to all employees working at the German locations. A decentrally managed operational health promotion programme is in place at our Austrian location, which has been tailored to the individual needs on site.

Employee illness ratios

	2021	2020	2019
Days of illness	8,864	8,593	8,361
Illness ratio [%]	4.3	3.9	4.3
Illness ratio including long-term illness [%]	7.2	7.0	7.0

care@work

care@work – our occupational health management

To achieve the objectives of our sustainability strategy, we started by developing a new operational health management concept called "care@work". This concept focuses on enhancing our employees' physical and mental well-being and sharing tips on ways to improve health and well-being. The plan therefore covers two strategic areas: corporate care and self-care.

Corporate care focuses on all actions, measures and specific guidelines related directly to the work environment. As an employer, it is our responsibility to design operational frameworks, structures and processes in a way that promotes the health of our employees at work. Corporate care therefore covers topics such as occupational health and safety, prevention of occupational illness, promotion of physical activity and prevention of physical and mental strain at the workplace. We also aim to address interpersonal concerns and challenges by taking measures to actively promote relationship management, healthy leadership and team-building.

This process allows us not only to identify and mitigate stress and health-related risks at an early stage, but also to combine the strategic approaches of corrective and preventative measures to promote our employees' health in a variety of ways.



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The second strategic area of self-care is designed to actively encourage and help employees to listen to their own needs and be kind to themselves. This is absolutely essential for their well-being, which, if neglected, could have huge negative impacts on their health.

As an employer, we believe that our duty in this regard is to give our employees the information and tools they need to take action themselves. Together with our employees, we want to learn ways of acting in a responsible, health-conscious way. Employees can, should and must take such measures on a voluntary basis, as healthy sleeping, eating and exercising patterns naturally cross over into their private lives. All of the actions, measures and guidelines in this area are therefore designed to help our employees, and motivate them to do something positive for their own health. We would also like to raise awareness of specific health-related risks, provide information and offer resources on preventative measures or guidance for dealing with stressful situations at work or at home.

Since our employees' needs can vary significantly due to their roles within the Company, another important aspect of care@work is to provide more targeted measures for different target groups.



Our contribution to achieving SDG 3 “Good health and well-being”: our aim is not only to avoid accidents at work, but also to promote a healthy lifestyle among our employees.

Diverse health promotion measures

The two-month Berentzen step count challenge began in September 2021 with the aim of exercising more together despite being apart. Symbolically, we wanted to walk from Haselünne to Minden, via Stadthagen to Grüneberg, and from there to Linz, covering a route of 1,038 km. We significantly exceeded this objective. Together, participating employees integrated more physical exercise into their daily lives and covered a route of 83,742.3 km between them.

We also began to make our desk workspaces healthier in the 2021 financial year and equipped them height-adjustable desks.

Employees receive regular health tips on the social intranet, such as tips on healthy sleeping habits and more physical activity in everyday life and an introduction to the latest exercise trends. To share further tips, tricks and guidance, we also held digital presentations on certain topics, such as “staying productive while working from home” for administrative employees or “remote working – how to stay healthy and productive on the go” for field staff.

To promote the mental well-being of our employees, we started collaborating with Caritas back in 2019 to provide social counselling. Employees who need support in overcoming problems related to work or their personal lives can use the telephone advice service anonymously and free of charge.

We conducted regular surveys to assess the occupational health management plan. Employees were asked to rate the measures already taken and make suggestions for improvement. The results of these surveys will be taken into account in further measures planned.



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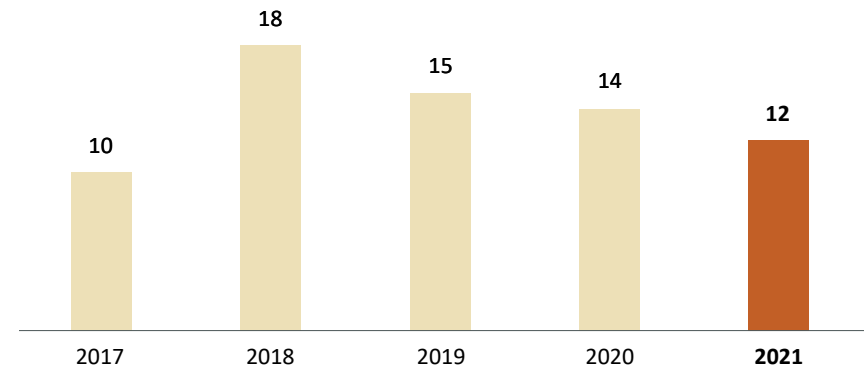
Since 2013, the corporate group has been a member of the qualitrain company fitness network. In this way, it offers its employees the possibility of using a large number of fitness studios and physiotherapy studios with training expertise in return for a subsidised monthly contribution. The advantage of this company fitness network is the availability of fitness studios throughout Germany and the fact that not only the employees at the Haselünne, Minden and Grüneberg locations can benefit from this model but also the field staff.

Occupational safety

Avoiding accidents and injuries in the workplace is our top priority. As an employer, we are responsible for the safety of our employees, which is why we work tirelessly to ensure a safe working environment and promote a culture of prevention. Here, we do not distinguish between our own employees, employees from external companies and visitors. It goes without saying that we comply with all locally applicable statutory requirements.

The occupational safety committee (Arbeitssicherheitsausschuss, ASA) meets at regular intervals to monitor the areas of occupational health and safety. The committee meetings discuss in detail the topics of how to prevent occupational accidents, safeguarding the safety of third parties and humanising the work environment and work together to develop solutions. In addition, different themes are brought into the spotlight.

Development of the number of accidents at work



Key figures regarding occupational health and safety

	2021	2020	2019
Number of accidents at work ¹⁾	12	9	12
Number of accidents at work with serious consequences	0	0	0
Number of fatal accidents at work	0	0	0
Number of commuting accidents	0	4	3
Accident frequency ²⁾	17.0	12.5	17.0

¹⁾ An accident at work must be reported if it is associated with an absence from work of more than three days. Excluding commuting accidents and work-related injuries with serious consequences.

²⁾ Accident frequency: number of accidents per 1 million working hours.



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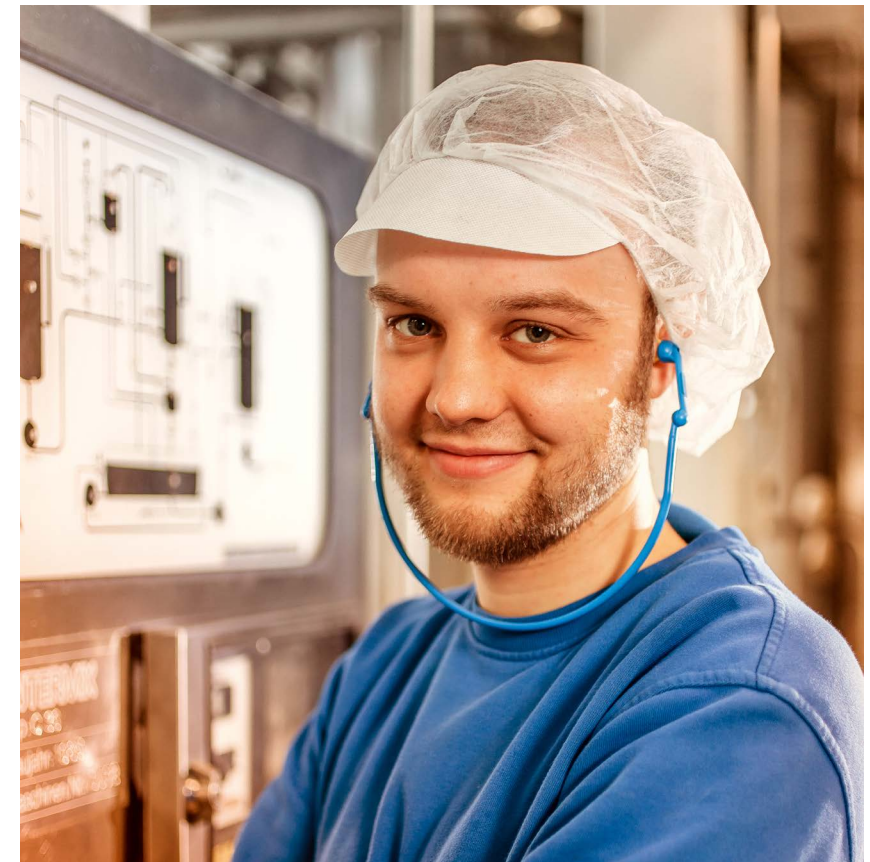
Risk assessments are essential for ensuring responsible conduct. Our risk assessments and workplace analyses identify potential health-related risks. Workplace-related health risks and individual requirements are thus systematically identified, assessed and documented. The risk assessment is based on state-of-the-art knowledge and takes into account the risk type, scope and likelihood of occurrence. By systematically analysing the technical, organisational and behaviour-related causes of all accidents, we are also able to derive and implement targeted preventative measures.

The risk assessments are updated annually in collaboration with our employees. They are also updated without delay if any changes in operating procedures lead to a change in employee duties.

The works managers play a key role in occupational health and safety. They are responsible for compliance with applicable laws and regulations on occupational health and safety, for documenting and assessing health hazards and for putting in place appropriate protection for employees.

The works managers at the production sites are supported by external work safety specialists and internal safety officers, who are responsible for matters relating to occupational health and safety alongside their normal duties. Safety talks and inspections of all departments take place regularly at all production sites. In addition, internal training on the topic of occupational health and safety is held on a regular basis.

A voluntary external audit took place in both the 2020 and 2021 financial years, as part of the Group-wide SMETA audit, to verify compliance with locally applicable occupational safety laws. The audit was designed to cover all German and Austrian production and administrative locations. SMETA, which stands for Sedex Members Ethical Trade Audit, had already been successfully carried out at all German and Austrian locations in 2017.





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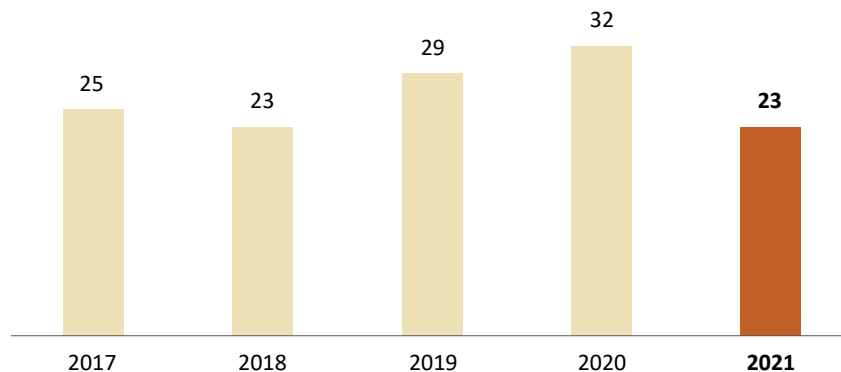
(3.3) Training and development

Our training opportunities equip the specialists and executives of tomorrow with the skills they need and ideally create ties between them and the Company directly. In addition, further development of employee skills is an important prerequisite to achieving joint success within the corporate group and an investment in the future. Alongside specialist knowledge itself, interdisciplinary skills make a contribution to success.

The Human Resources and Organization department is responsible for employee development. The department supports the specialist departments in training our employees in line with targets and needs with the objective of meeting current and future requirements and challenges.

In this context, we regularly assess our needs for personnel for training occupations and offer a corresponding number of training places. In addition, we identify our need for further qualification and successor planning via annual talks and the annual personnel planning process in order to develop and expand specialist and management skills in a targeted manner.

Development of the number of trainees within the corporate group



Training

In the reporting year, our training ratio fell from 6.3% (2020) to 4.7%. This is due to a reduced need within the corporate group. The hiring rate increased from 71.4% (2020) to 76.9% in the 2021 financial year.

At the beginning of training in August 2021, trainees started out in the following training occupations:

- Industrial clerk
- Warehouse logistics specialist
- IT specialist for system integration
- Mechatronics technician
- Machinery and equipment operator
- Food technology specialist

As at the end of the reporting period, there were a total of 23 trainees within the corporate group. Eight trainees started and 13 successfully completed their training during the reporting year.

To give trainees the best possible start for this new stage in their lives, we organise a comprehensive induction week every year bringing together the trainees from all of our German locations. Owing to the coronavirus pandemic, the induction week took place digitally in 2021. In addition to holding a getting-to-know-each-other session and thoroughly presenting the corporate group, we familiarised the trainees with the Berentzen Codes. To ensure they were optimally prepared for their training, trainees also had access to various IT training sessions, a workshop on the do's and don'ts manual for trainees and a telephone seminar.



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If desired, trainees also have the opportunity to take part in an internship abroad to gather international experience. Other offerings include examination preparation training and the chance to participate in playbizz, a business simulation game competition. This gives trainees the chance to learn about business matters by assuming responsibility and managing their own company.

We are committed to the training opportunities provided in the region and participate in the “AusbildungPlus” training programme, in which commercial training is linked to advanced training as a certified business administrator. This ensures, among other things, a targeted and practice-oriented qualification over and above the minimum requirements of training. In 2019, one of our employees started on the “AusbildungPlus” programme. Practical modules take place as part of this programme in which trainees are given input about current projects by partner companies, thus ensuring a great degree of practical relevance.

Training ratios

	2021	2020	2019
Number of trainees	23	32	29
Trainee ratio [%]	4.7	6.3	5.8
Hiring rate [%]	76.9	71.4	80.0

Promoting young people

With a view to providing young people with support during their professional orientation phase, a total of 21 pupils and students were given an opportunity over the 2021 financial year to take part in an internship to get to know the corporate group and to gain their first experiences of a commercial or industrial profession.

Since 2018, we have played host to the Management Information Game (MIG), which is held in cooperation with Bildungswerk der Niedersächsischen Wirtschaft and VME-Stiftung Osnabrück – Emsland. This computer-based business simulation allows a school class to take on the role of corporate leaders and build up and enhance their knowledge of micro- and macroeconomic matters under practical conditions.

During the reporting year, our Austrian subsidiary Citrocasa worked together with technical colleges to introduce the Company to students early on.

Development

For us, the principle of a learning organisation is key to staying successful in a changing environment. Targeted measures aimed at further developing employee skills play an essential role here. We train our employees, promote their development and strengthen their skills, regardless of length of service and hierarchical level.

Each supervising manager is required to hold an appraisal with their employees once a year. In addition to a backward-looking review, assessment and forward-looking review, this appraisal helps to recognise possibilities for development, give feedback and set goals. The evaluation sheet is standardised across the Group to ensure the use of consistent criteria during appraisals. During appraisals, supervising managers can identify personal or professional needs for development and decide on further development opportunities together with the employee.



(3.4) Our commitment

We view social commitment as an intrinsic part of our corporate culture and shared values. As such, we want to do our part to help achieve sustainable societal development.

Flood donations

Parts of Germany were hit by catastrophic flooding in the middle of the year and had to contend with the drastic effects of this tragedy. Many people were literally left standing in front of the ruins of their existence. For this reason, the annual Christmas donation was put to use early to help those affected by the flooding.

Facing the coronavirus crisis together – our commitment during the pandemic

The coronavirus pandemic has subjected society, politics and companies to previously unthinkable challenges. Community spirit and a sense of togetherness are particularly important in such difficult situations. This has made it clear to us that we want to and will do our part to help.

To reduce the shortage of disinfectants at the beginning of the pandemic, we started by manually manufacturing disinfectants ourselves, following a simplified recipe by the World Health Organization, and providing our products to regional hospitals and other establishments free of charge. As our facilities are not explosion-proof and cannot be retrofitted to meet this standard, we were not able to produce disinfectants at an industrialised level. Given that the most important raw material for manufacturing disinfectants is ethanol, which was also not available in sufficient quantities at the start of the pandemic, we produced this at our distillery in Haselünne and supplied it to regional pharmacies that were able to use it to produce

disinfectants themselves. To provide greater quantities of disinfectants, we started a collaboration with the Remmers Group in Lönigen, which has explosion-proof production facilities suitable for the industrial production of disinfectants. As we were able to draw on our guaranteed availability of raw materials, we facilitated the production and distribution of large quantities of disinfectants.

Furthermore, we provided swift, unbureaucratic assistance by making available laboratory equipment to regional care facilities and providing bottle preforms to test centres as a replacement for test tubes.

Alliance for Sustainability – Wir sind dabei

We are delighted to have received another “Wir sind dabei” (which translates as “count us in”) award from the Lower Saxony Alliance for Sustainability in 2019. The Lower Saxony Alliance for Sustainability is a cooperative arrangement between the state government, trade associations, trade unions and chambers. With practical offerings, the Alliance would like to win over businesses in Lower Saxony to the implementation of sustainable development. The objective is to reconcile social, economic and ecological interests and to safeguard sustainability over the long term.

This award recognised our continuous commitment and achievements in the three dimensions of sustainability: the economy, ecology and social affairs. At the same time, the award is proof that our measures and projects are putting us on the right track and is also an incentive to intensify the activities in this field even further.

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Niedersachsen
Allianz für Nachhaltigkeit

Wir sind dabei.

2019 – 2024



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Berentzen bees

In May 2019, we intensified our commitment to the environment by installing three beehives with over 70,000 bees on the edge of our premises in Haselünne, with the help of Kreisimkerverband Emsland e.V. Our premises border a large forest area, making it an ideal habitat for the bees. The well-being of the world's bee populations is under increasing threat from monocultures, pesticides and climate change, despite bees and other pollinatory insects playing a vital role in our ecosystem. We also rely on bees and other pollinator insects for the raw materials for our products, such as the oranges in our Fresh Juice Systems segment and the fruit juices for our liqueurs in the Spirits segment or our spritzed drinks in the Non-alcoholic Beverages segment.

Of course, our “Berentzen bees” cannot solve this global issue on their own, but the three busy beehives make an industrious contribution to pollinating the surrounding ecosystem and serve as an internal tool we can use to inform our employees. The beehives are checked regularly by Kreisimkerverband Emsland e.V. to make sure the bees continue to have the perfect conditions for this important task.





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(4) Planet

Safeguarding the natural foundations of life for future generations is one of our top priorities. We contribute to sustainable development by continuously improving and learning. We bear responsibility for ensuring that our production processes throughout the Group are environmentally friendly. It therefore makes sense for us to work on keeping the impact of our business activities on the environment and people as minimal as possible.

Material ecological impacts arise from the use of material, raw materials, water, electricity, heat and other components. Alongside costs, use of the same is, as a rule, associated with emissions and other environmental impacts where the cause can directly or indirectly be allocated to our value added chain. The activities along the value added chain cause waste that is likewise associated with environmental impact depending on the form of disposal involved and possibility for reuse or recycling.

With our sustainability strategy and the objective of 100% resource efficiency, we further intensified our focus on the topic of resource efficiency at the beginning of the 2021 financial year. Reducing negative environmental impacts by economically and efficiently using all resources is essential if we are to preserve our natural resources for future generations.

To achieve this objective, we will scrutinise, readjust and optimise our own processes and structures. To start with, this will predominantly consist of setting up a digital system to monitor key environmental indicators at all production locations on a monthly basis and taking continuous steps to digitalise our facilities. Collecting in-depth information on key indicators will enable us to more efficiently manage and measure consumption. To aid us in this task, we plan to define performance indicators and specific target values for 2024, as well as to implement an environmental management system pursuant to ISO 14001, at all of our production sites.



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After creating the basis, identifying potential and setting specific target values in the first stage, we intend to develop an efficiency strategy and thus define a road map to achieving our goals in the second stage.

Another key component in boosting efficiency is investing in modern facilities that are more efficient and resource-friendly. For example, we acquired and installed a new mixer aggregate at our Grüneberg location in the 2021 financial year, thus helping to enhance quality and optimise our use of resources. We also modernised the sweep-off station at the Minden location with the same goal in mind.

The material provisions with regard to production are laid down in official authorisations, with national policies on water, waste, emissions and incidents, for example, forming the basis. Furthermore, we place emphasis on the requirements set out in the International Featured Standard Food (IFS Food) quality standard and the Sedex Members Ethical Trade Audit (SMETA). More information on IFS Food and SMETA can be found in the chapters → "[Product safety and quality](#)" and → "[Responsible sourcing](#)".

The works and facility managers play key organisational roles in the topics of resource consumption and environmental protection. They are responsible for ensuring compliance with applicable laws and regulations at our production sites and for continuously optimising production processes. The works managers report to the Head of Production and Logistics, who is also part of the senior management of our corporate group and reports directly to the Executive Board.

As a clear sign of our commitment to protecting the environment and assuming our corporate responsibility, we joined the VEA (German Association of Energy Consumers) initiative for climate-friendly medium-sized companies in the reporting year. As such, we have voluntarily committed to working towards achieving the objectives of the energy transition and are joining forces with other member companies to move closer to the goal of becoming more climate-friendly.

Main challenges in the 2021 financial year

As a manufacturing corporate group, we are dependent on the availability of certain raw materials. The coronavirus pandemic has created huge challenges in the sourcing markets, leading to material shortages and supply bottlenecks. Problems relating to the availability of raw materials made it necessary to fill smaller batches or lot sizes during the manufacturing process. Furthermore, we introduced measures to protect our employees and ensure that we could maintain our production and delivery capacity, such as by keeping those on different shifts completely separate and introducing additional breaks. Combined with other challenges, such as a more complex product portfolio, this reduced the efficiency of our manufacturing processes, resulting in higher relative energy consumption levels.

Responsible risk management

The main potential risks relating to this area of activity consist of one of our own wells becoming contaminated or drying up and of the direct or indirect consequences of climate change. These also include economic consequences in the form of rising energy prices and further price increases as well as costs necessitated by adjusting to the consequences of climate change. The potential risks related to the impact of our business activities on the environment are generally linked to non-compliance with environmental regulations and laws. In the 2021 financial year, the corporate group was not subject to any significant fines or non-monetary sanctions as a result of non-compliance with environmental laws or regulations.



(4.1) Value added chain



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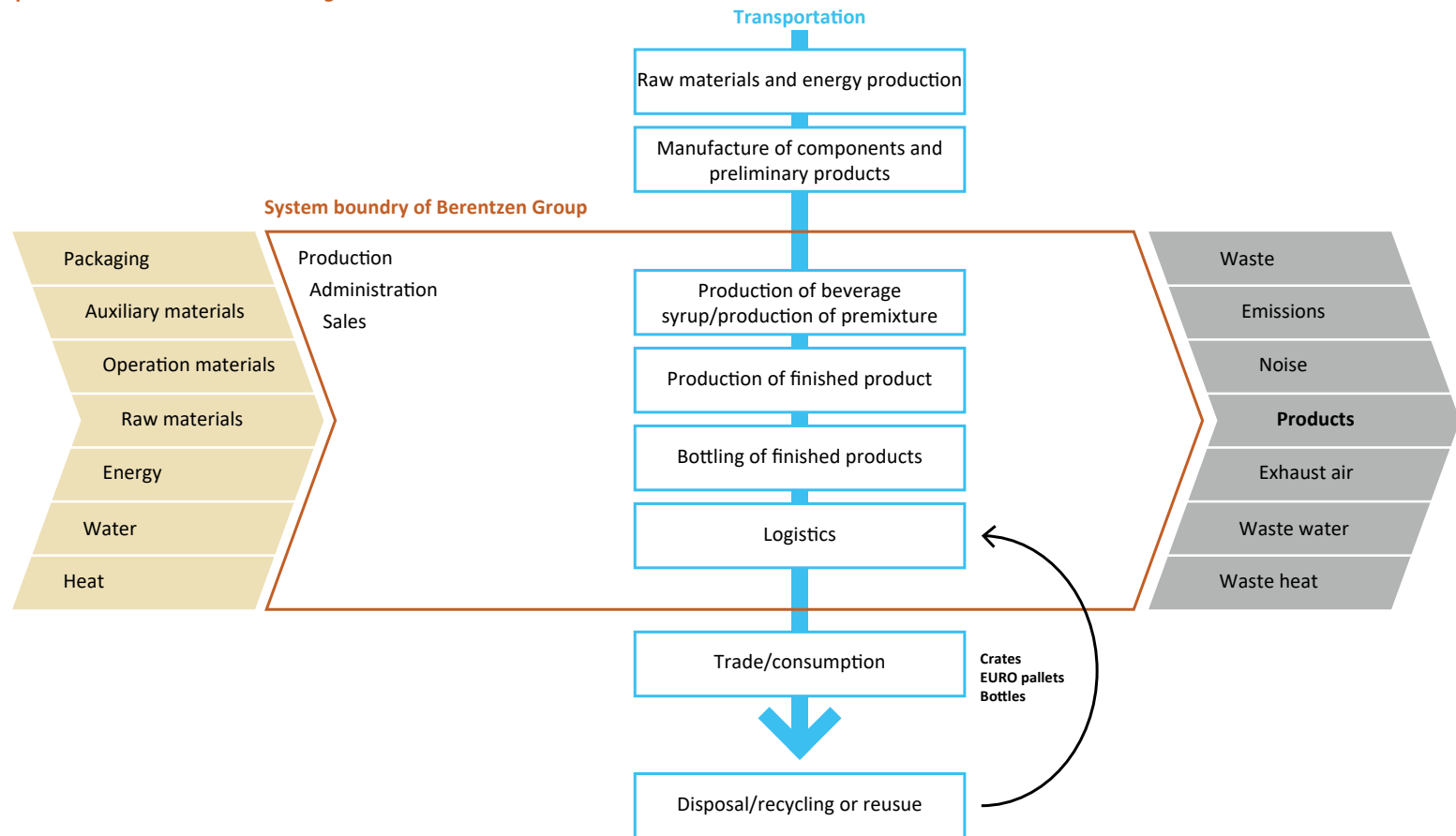
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Our business activities comprise the production and distribution of spirits and non-alcoholic beverages as well as the development and distribution of fresh juice systems. The system boundary for the purpose of sustainability reporting is the boundary of the plant at the respective production location. The distribution entities and the logistics location in Stadthagen are likewise included.

Individual stages of the value added chain of the products in the *Spirits* and *Non-alcoholic Beverages* segments are performed at suppliers in upstream value added stages. The necessary components and preliminary products as well as auxiliary materials and packaging materials are produced here. A large portion of energy creation similarly takes place outside of the Group. The following image shows our value added chain.

Our Spirits and Non-alcoholic Beverages value added chain





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During the manufacture of finished products within the system boundary, and also in upstream stages, various types of waste and emissions are produced. These are either recycled, disposed of or released into the environment in the form of waste heat or exhaust air.

Water forms the basis for the production of spirits and NAB. Heat and energy are mainly needed to power equipment and to transform the raw, auxiliary and operating materials into finished products.

Input-output statement

The input-output statement documents the raw materials, auxiliary materials and packaging materials used in production and packaging the spirits and NAB. The goods received in the 2021 financial year as recorded in ERP system SAP are used as a basis. Changes in inventories over the course of the year are not taken into consideration. In addition, the input-output statement only takes into account goods and products made at the Group's own production facilities.

The consequence of this approach is that the trend in individual categories can only be assessed over protracted periods of time as, in addition to the production mix, warehousing also has an influence on the development of the input categories.

As there is not always a direct relationship between incoming goods and output, no conclusions on the development of the range from a sustainability perspective could be drawn at all using the current determination method and if so only over a very long observation period.

Input-output statement 2021

Input	Quantity	Unit
Raw materials		
Herbs/spices	7	Metric tons
Oils	52	Litres
Aromas/concentrates/primary products	3,171	Metric tons
Sugar/sugar syrup	6,126	Metric tons
Distillates	19,596,462	Litres
Semi-finished products	854,543	Litres
Various raw materials	73	Metric tons
Auxiliary materials		
Nitrogen	61,057	Cubic metres
Carbon dioxide	1,199	Metric tons
Colourings	5	Metric tons
Packaging materials		
Paper labels	455,518	thousand units
Cardboard packaging	19,209	thousand units
Box stickers	11,901	thousand units
Film labels	130,371	thousand units
PET bottles	462	Metric tons
Shrink covers	2,401	thousand units
Stretch foil, unprinted	18	Metric tons
Stretch foil, printed	882	thousand metres
Other plastic packaging material	815	thousand units
Plastic caps	64,137	thousand units
Metal caps	250,632	thousand units
Glass bottles	34,857	Metric tons
Output		
Finished product	174,524,437	Litres
Fillings	289,266,723	No.
Average quantity filled	0.60	litre/unit



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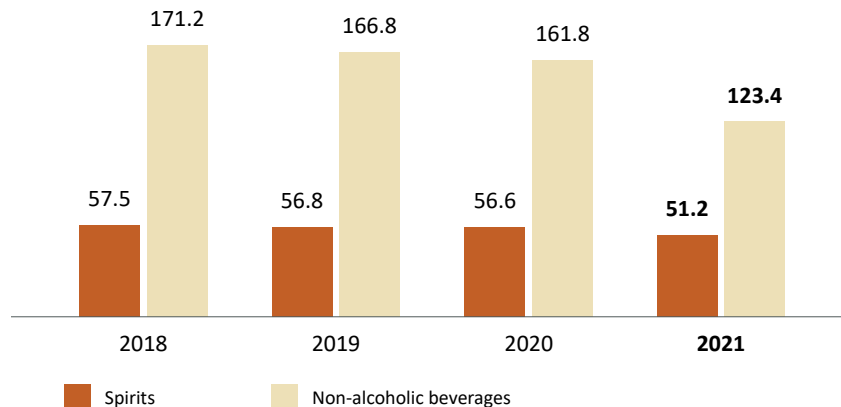
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We generally use renewable raw and auxiliary materials to manufacture our products, with the paper labels and cardboard packaging used to package our products also consisting of renewable raw materials. However, other packaging materials, such as film labels, PET bottles, metal caps and glass bottles, are made from non-renewable raw materials. These packaging materials can be returned to the material cycle if returned or disposed of properly, for example through the return and deposit scheme and established glass bottle recycling system in Germany. Further information on our product packaging can be found in the chapter → "[Products](#)".

Since Citrocasa, a Group company operating in the *Fresh Juice Systems* segment, outsourced the production of equipment to an external third-party supplier, the figures refer only to the production of spirits and non-alcoholic beverages. The output value of finished product in litres contains both the quantity of spirits and non-alcoholic beverages produced.

Key figures of the Berentzen Group

In million litres of finished product



Production volume

	2021	2020	2019	2015
NAB				
Finished product [l]	123,351,088	161,818,837	166,781,070	148,754,399
Fillings [units]	161,582,135	191,083,269	192,810,792	163,049,443
Average quantity filled [l/unit]	0.76	0.85	0.86	0.91
Spirits				
Finished product [l]	51,173,349	56,617,520	56,762,769	54,701,144
Fillings [units]	127,684,588	145,222,030	145,947,482	156,715,803
Average quantity filled [l/unit]	0.40	0.39	0.39	0.35
Total finished product [l]	174,524,437	218,436,357	223,543,839	203,455,543
Average quantity filled [l/unit]	0.60	0.65	0.66	0.64

Basically, many measures to reduce material input have already been implemented in past years. For example, transitioning card qualities from solid board to corrugated board to achieve lower surface weights brought about a significant reduction in material input. We also considerably reduced our use of packaging film in the *Spirits* segment in the reporting year by optimising our production process, which resulted in fewer windings used. We also used more reusable plastic sheets instead of single-use cardboard sheets when procuring bottles. The plastic sheets are returned to the distributor after use and thus reused.



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Development of the production volume

There were no material changes in the production volume in the 2021 financial year. In the Spirits segment, the production volume in litres fell by 9.6% to approx. 51 million litres of finished product. This is due in particular to the closure of food and drink establishments, extensive contact restrictions in the private sphere, the prohibition of events and occasional bans on the sale and consumption of alcoholic beverages as a result of the pandemic. The number of fillings declined by 12.0%, but the drop in volume measured in litres was lower, due in particular to the smaller quantity of miniature bottles produced. This also caused the average quantity filled to increase from 0.39 (2020) to 0.40 litres per filling.

In the Non-alcoholic Beverages segment, the quantity of finished products produced fell considerably from 161.8 million litres (2020) to 123.4 million litres (2021). This is mainly attributable to the termination of a long-standing agreement between the Berentzen Group and an international beverages group regarding the filling of their non-alcoholic branded products at the end of the first quarter of the 2021 financial year. This also caused a marked decline in the average quantity filled compared with the previous year. At 0.76 litres per filling, it is lower than the figure for 2020 (0.85 litres per filling).

This reduction in production quantities led to a considerable decline among specific environmental indicators, since some parameters do not depend on the quantity produced and are thus weighted differently when viewed in relative terms. This decline does not translate into reduced efficiency to the same extent, since multiple factors need to be taken into account. These influencing factors are described in more detail in the following chapters.

(4.2) Water

As an operator of mineral springs, we know how precious the resource of water is. We therefore attach great importance to the sustainable use of water. It is essential for our business operations and therefore a material topic for the corporate group. Even though there is no lack of water at our production locations and our regions are also not in water stressed areas, careful treatment of the springs and other sources of water owned by the Group minimises the impact on the environment and secures the basis for the production of beverages in the long term.

We are committed to the careful use of the precious resource of water. To protect and preserve our proprietary mineral springs, we perform extensive measurements and calculations. For example, we monitor the overall spring water level and the water level of the mineral springs themselves.



Our contribution to achieving SDG 6 “Clean water and sanitation” and SDG 12 “Responsible consumption and production” under the Planet area of activity: we make sure to use resources carefully and sparingly and have put in place sustainable water management measures, which also ensure the preservation of natural water resources in the future.



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The process by which natural mineral water is created is long and time-consuming. A raindrop needs to penetrate numerous different layers of earth and rock over decades. During this process, the raindrop is naturally filtered on a continuous basis and simultaneously enriched with minerals. Furthermore, our springs in Haselünne are fed by underground water courses from the North Sea. This is how, after many decades, salt water is naturally transformed into mineral water.

In our *Non-alcoholic Beverages* segment, we use environmentally friendly reusable containers for the most part. Ecological benefits aside, however, this does result in a higher level of water consumption, as all bottles have to be intensively cleaned before being refilled.

Absolute water consumption and production of waste water

	2021	2020	2019	2015
Well water [m ³]	195,996	263,505	277,275	276,825
Municipal water [m ³]	193,647	226,333	207,894	207,109
Total water consumption [m³]	389,643	489,838	485,169	483,934
Waste water [m ³]	228,526	240,787	233,499	224,340

Water and waste water meters are used to measure water consumption and the quantity of waste water produced at all locations. More than 99% of the water consumption and waste water produced throughout the Group is incurred directly in production. Water consumption fell considerably from 489,838 m³ (2020) to 389,643 m³ in the 2021 financial year. The amount of waste water also fell from 240,787 m³ in the 2020 financial year to 228,526 m³ (2021). This is due in particular to the reduced production volume in the *Non-alcoholic Beverages* segment.



Specific water consumption and production of waste water

	2021	2020	2019	2015
Water consumption per litre of finished product [l/l]	2.23	2.24	2.17	2.38
Waste water produced per litre of finished product [l/l]	1.31	1.10	1.04	1.10
Average quantity filled [l/unit]	0.60	0.65	0.66	0.64

The specific water consumption in litres per litre of finished product fell slightly in the 2021 financial year from 2.24 to 2.23 litres, whereas the quantity of waste water produced rose significantly from 1.10 to 1.31 litres per litre of finished product.

Water consumption and the quantity of waste water produced vary according to the container used. The glass bottle cleaning process requires more water than the cleaning process for reusable PET bottles. Compared with single-use PET products, the water consumption is also considerably higher as single-use bottles do not need to be cleaned before filling.

Since single-used PET containers were primarily used as part of the now-terminated contract bottling agreement, the proportion of reusable glass and PET bottles has increased significantly in all containers used, resulting in reductions in absolute consumption but increases in specific waste water production.



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(4.3) Climate protection

Fighting climate change is one of the major challenges of our times. We make our own contribution to fighting the effects of climate change by focusing on energy and resource efficiency and using electricity generated from renewable energy. In addition, we work to continuously reduce the greenhouse gas emissions caused by our business activities.

One significant ecological impact from our business activities is the emission of climate-damaging greenhouse gases through the use of energy. We have introduced an energy management system pursuant to ISO 50001 with a view to optimising energy consumption within the corporate group and reducing the occurrence of greenhouse gases. Further information on our energy management system and on our energy consumption can be found in the chapter → [“Use of resources”](#).

To contribute to more environmentally friendly mobility solutions and look into alternative forms of propulsion, we started electrifying our company fleet and installing electric vehicle charging infrastructure at our Haselünne locations in the 2021 financial year. We put a total of fourteen electric charging stations into operation in Haselünne.

Furthermore, we calculated the CO₂ footprint of different brands in the reporting year. In particular, we are pleased that, since the 2020 financial year, it has been possible to fully offset the CO₂ emissions from our water brands *Emsland Quelle* and *Märkisch Kristall* as well as all *Mio Mio* products available in Germany by supporting climate protection projects. In the 2021 financial year, we also achieved climate neutrality for our products sold under our *Emsland Sonne* brand. Our support for climate protection projects saves/avoids over 13,000 t CO₂ per year. Further information can be found in the chapter → [“Climate-neutral products”](#).



Our contribution to achieving SDG 13 “Climate action”: we avoid emissions by using 100% green electricity in our production processes and offset any currently unavoidable emissions for water brands *Emsland Quelle* and *Märkisch Kristall*, as well as the *Emsland Sonne* and *Mio Mio* brands in Germany.



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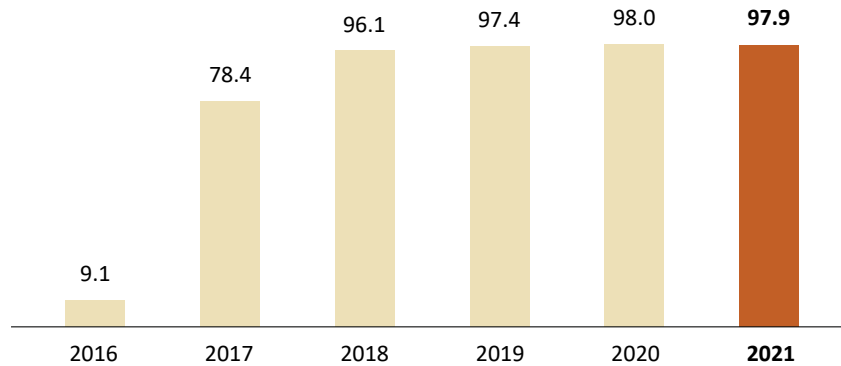
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Renewable energy

We are committed to using renewable energy to help protect the environment. We therefore started to switch to electricity from renewable energy sources within the corporate group a few years ago. The share of renewable energy in our total electricity consumption has exceeded 95% since the 2018 financial year. This figure remained virtually constant at 97.86% in the reporting year. We already use 100% renewable energy in our production processes.

Year-on-year comparison of origin of electricity

In percent



Electricity from fossil energy sources is now only sometimes used for supplies to the administrative building and generated in the context of fuelling our own electricity production with a natural gas-fired combined heat and power (CHP) unit.

Corporate carbon footprint

Since the 2017 financial year, we have been determining the corporate carbon footprint of the entire corporate group. This tells us the quantity of CO₂ emissions incurred by the Berentzen Group and where they come from. This information helps us to determine climate protection measures and reduce our CO₂ emissions in the long term.

Since calculating the corporate carbon footprint – also known as the carbon balance – is a complex and challenging project, we work continuously to enhance the meaningfulness of this indicator with the help of an external partner. In the 2021 financial year, for example, we included more Scope 3 emissions in our calculations for the first time.

Our corporate carbon footprint is calculated based on the internationally recognised Greenhouse Gas Protocol, following the market-based approach to the extent possible. This approach uses specific emission factors. Where such information is not available (e.g. for lease objects), the location-based approach and therefore the average country-specific emission factors are used. We also attach great importance to clearly defining organisational and operational system boundaries.

The organisational system boundaries describe the organisational units included and the period to which the corporate carbon footprint relates. We include all of Berentzen-Gruppe Aktiengesellschaft’s active production, sales and administrative locations for the 2021 financial year in calculating the carbon footprint.



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The operational system boundaries show the sources of emissions that are taken into consideration within the organisational boundaries. The Greenhouse Gas Protocol (GHG) distinguishes between three categories, known as scopes, to differentiate various sources of emissions:

Scope 1

Scope 1 discloses all CO₂ emissions that can be directly controlled by the reporting company (direct CO₂ emissions). These include the combustion of fossil fuels (for mobile or stationary uses), CO₂ emissions from chemical and physical processes as well as coolant leakages from air-conditioning systems.

Scope 2

Scope 2 discloses all indirect CO₂ emissions caused by the combustion of fossil fuels during the generation of electricity, heat, cooling and steam at external energy suppliers. Disclosure in a separate category prevents double counting when comparing the CO₂ emissions of different companies.

Scope 3

All other CO₂ emissions that are not subject to direct entrepreneurial control are disclosed in Scope 3 (other indirect CO₂ emissions). These include, for example, CO₂ emissions associated with products and services utilised or processed by the reporting company. Then there are CO₂ emissions associated with the use of products and services sold when direct CO₂ emissions are caused by doing so.

In line with the requirements of the GHG protocol, disclosure of CO₂ emissions in Scope 1 and Scope 2 is mandatory while disclosure of those in Scope 3 is voluntary.



We have determined CO₂ emissions in Scope 1 and Scope 2, and emissions falling under Scope 3 from the upstream chain of electricity, heat and transport, since the 2017 financial year. The 2021 financial year also saw us take into account emissions resulting from business trips, employee commuting, waste and purchased goods and services for the first time. Purchased goods and services are currently not yet fully taken into account at the product level. This means that only emissions resulting from purchased advertising materials, printed products and office paper, as well as purchased municipal water and electronic devices, are taken into account.

The carbon footprint of branded products from our subsidiary Vivaris is currently being calculated in depth. Further information can be found in the chapter → [“Climate-neutral products”](#).



Emissions in 2021

In the 2021 financial year, the corporate carbon footprint of the Berentzen Group for Scope 1, Scope 2 and emissions taken into account under Scope 3 stood at 6,703.2 metric tons of CO₂ equivalent. Direct emissions (Scope 1) increased from 4,048.8 metric tons of CO₂ equivalent (2020) to 4,240.1 metric tons of CO₂ equivalent in the 2021 financial year. This is due to increased consumption of natural gas in the reporting year. By contrast, indirect energy emissions fell by 37.2 metric tons of CO₂ equivalent (2020) to 29.6 metric tons of CO₂ equivalent.



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Carbon balance of Berentzen-Gruppe Aktiengesellschaft

		2021	2020	2019	2017
Scope 1	Direct emissions	4,240.1	4,048.8	4,573.8	4,271.0
	Energy emissions of the Berentzen Group [t CO ₂ e]	4,240.1	4,048.8	4,573.8	4,271.0
Scope 2	Indirect emissions from energy provided	29.6	37.2	36.7	1,416.0
	Purchased energy [t CO ₂ e]	29.6	37.2	36.7	1,416.0
Scope 3	Other indirect emissions	2,433.4	1,199.4	1,361.7	900.0
	Fuel and energy emissions from the upstream chain [t CO ₂ e]	1,265.3	1,199.4	1,361.7	900.0
	Employee travel [t CO ₂ e] ¹⁾	851.4	0.0	0.0	0.0
	Purchased goods and services [t CO ₂ e] ^{1) 2)}	249.7	0.0	0.0	0.0
	Waste from operations [t CO ₂ e] ¹⁾	46.1	0.0	0.0	0.0
	Business travel ¹⁾	21.0	0.0	0.0	0.0
	Total emissions [t CO₂e]	6,703.2	5,285.4	5,972.2	6,587.0

¹⁾ We included more Scope 3 emissions in our calculations in the 2021 financial year for the first time.

²⁾ Purchased goods and services include printed products, office paper, electronic devices and municipal water.



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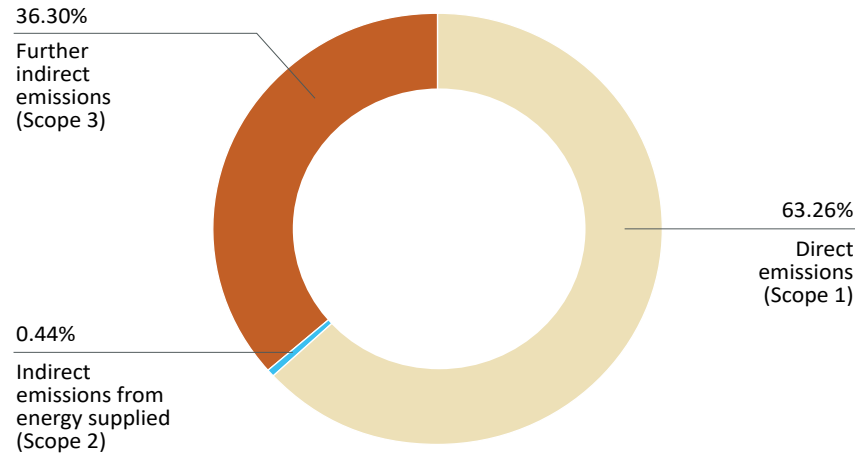
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Distribution of CO₂ equivalents



Scope 1 emissions accounted for 63.26% of the total emissions in the 2021 financial year, while Scope 2 emissions accounted for 0.44% and Scope 3 for 36.30% of the corporate group’s carbon balance. To compare this information with that from previous years, the following table shows CO₂ emissions in Scope 1 and Scope 2, and emissions falling under Scope 3 from the upstream chain of electricity, heat and transport. The table is therefore an adjusted version of the corporate group’s carbon balance.

Adjusted carbon balance

	2021	2020	2019	2017
Direct emissions (Scope 1) [t CO ₂ e]	4,240.1	4,048.8	4,573.8	4,271.0
Indirect emissions from energy provided (Scope 2) [t CO ₂ e]	29.6	37.2	36.7	1,416.0
Other indirect emissions (Scope 3) [t CO ₂ e] ¹⁾	1,265.3	1,199.4	1,361.7	900.0
Total emissions [t CO₂e]	5,535.1	5,285.4	5,972.2	6,587.0

¹⁾ Scope 3 emissions only include emissions produced in the upstream chain of electricity, heat and transport.

This table shows that, in addition to the increase in Scope 1 emissions described above, Scope 3 emissions produced in the upstream chain as a result of our fuel and energy consumption have also increased. Similarly to Scope 1 emissions, this is due to increased consumption of natural gas – caused by the longer heating season in 2021.

Data collection and calculation

The present corporate carbon footprint discloses all emissions as CO₂ equivalents. Accordingly, the calculations also take into consideration the six other greenhouse gases covered by the Kyoto Protocol in addition to CO₂: methane (CH₄), nitrous oxide (N₂O), sulphur hexafluoride (SF₆), hydrofluorocarbons (PFC and HFC) and nitrogen trifluoride (NF₃). These are converted to the greenhouse potential of CO₂ and disclosed as CO₂ equivalents (CO₂e). The calculation of the CO₂ emissions was made with the help of consumption data and emission factors for conversion into CO₂ equivalents.

Both primary and secondary data from scientific databases (e.g. ecoinvent or GEMIS) were used for converting the consumption data into CO₂ equivalents. Primary data are data collected directly in relation to a subject under investigation. Secondary data designates data captured during the processing and modelling of primary data.

The upstream chain of the purchased green electricity, and thus the Scope 3 emissions, were not included in the reporting in the 2017 financial year and were first counted for the 2018 financial year. Volatile greenhouse gas emissions from leaks and from the filling of air-conditioning systems were also taken into consideration for the first time in the 2018 financial year.



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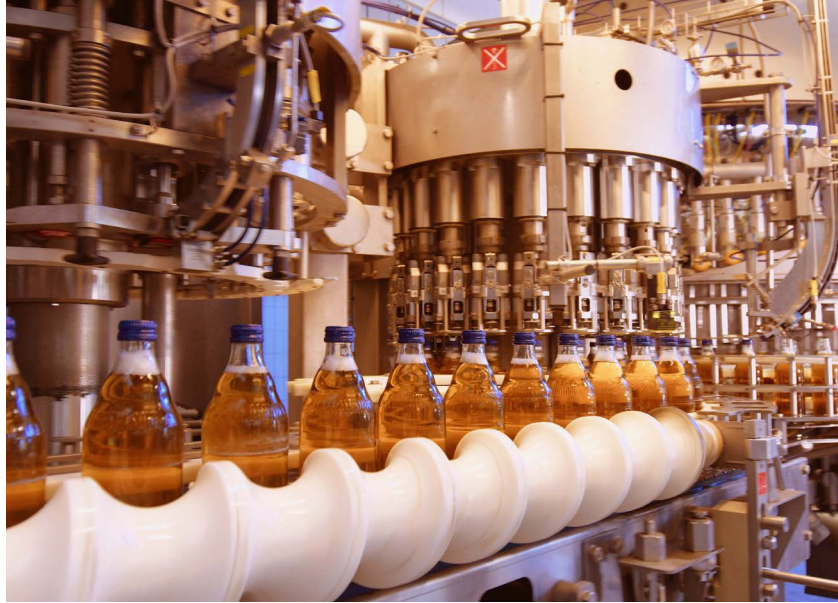
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(4.4) Use of resources

Acting sustainably is a global challenge we are facing today in order to ensure a tomorrow that's worth having. We accept this responsibility by striving to continuously improve.

8 DECENT WORK AND ECONOMIC GROWTH



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Our contribution to achieving SDG 8 “Decent work and economic growth” and SDG 12 “Responsible consumption and production” under the Planet area of activity: we are striving to decouple economic growth from increasing environmental pollution by using resources efficiency and constantly scrutinising our own production conditions and procedures.

Energy management pursuant to ISO 50001

In 2013, we successfully introduced an energy management system pursuant to ISO 50001 at the Grüneberg and Haselünne production locations, which was rolled out to all of the corporate group's German locations in 2016. This was also applied to our Austrian subsidiary in 2020.

Systematic energy management makes it possible to record all energy flows within the corporate group on the basis of measurements and other data and to assess the consumption levels of the most important equipment and processes. The transparency provided in this way regarding energy consumption levels gives us the possibility to identify potential for optimisation and to gradually implement the same. This can be used as a basis to derive technical as well as strategic and organisational measures with a view to continually improving energy-related performance and at the same time making energy use systematically and permanently more efficient. In addition, we hold regular training on the topic of saving energy for our employees as part of our energy management system.

The energy management system already lays the foundation for implementing a continual process of improvement. The existing management approach will be expanded to include an environmental management system pursuant to ISO 14001 as part of our sustainability strategy.

This is intended to assist in better reflecting the treatment of social and ecological matters in the future. The introduction of the environmental management system also requires further formal structures to be defined and fixed responsibilities to be allocated at the respective locations.



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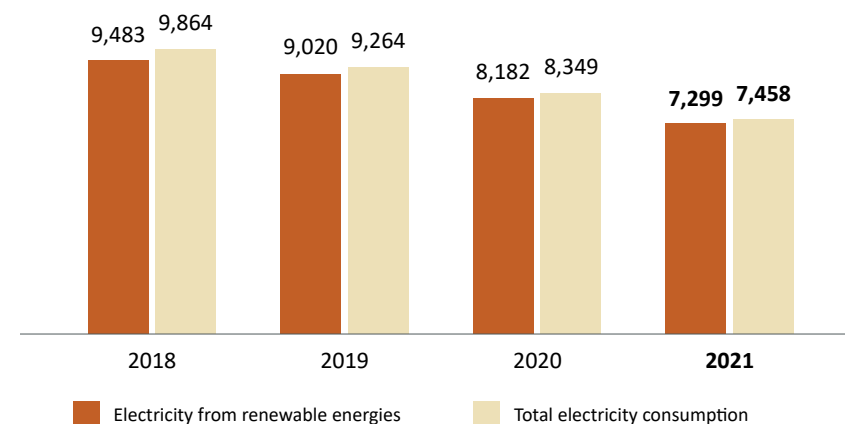


Electricity consumption

Our absolute electricity consumption fell significantly in the 2021 financial year, from 8,346,279 kWh (2020) to 7,458,304 kWh, while specific electricity consumption rose from 38.21 (2020) to 42.74 (2021) kilowatt hours per cubic metre of finished product. This is primarily due to the termination of an agreement regarding the filling of non-alcoholic branded products, which has resulted in huge electricity savings and considerably reduced our production volume. Since all of the Group's production, sales and administrative locations are taken into account when calculating electricity consumption, overall electricity consumption is not directly related to production volume. We also continued to switch to electric fork lifts and started to electrify the company fleet in the 2021 financial year. This meant that specific electricity consumption increased despite the decline in absolute electricity consumption. In the 2021 financial year, 6.4% less electricity was used per cubic metre of finished product than in the base year.

Year-on-year comparison of electricity consumption development

In thousand kWh



Absolute and specific electricity consumption at Group level

	2021	2020	2019	2015
Electricity from fossil energy sources [kWh] ¹⁾	159,242	164,269	243,567	8,695,980
Electricity from renewable energies [kWh]	7,299,062	8,182,010	9,020,396	591,991
Total electricity consumption [kWh]	7,458,304	8,346,279	9,263,963	9,287,972
Specific electricity consumption [kWh/m³]	42.74	38.21	41.44	45.65
Comparison to base year 2015 [%]	-6.4%	-16.3%	-9.2%	Base year

¹⁾ Include electricity produced by the CHP.



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Total energy consumption

Our total energy consumption at all locations stood at 26,802,498 kWh in the 2021 financial year. This means that absolute energy consumption decreased minimally in comparison to the previous year. By contrast, specific energy consumption rose considerably in the 2021 financial year, amounting to 153.57 kWh per m³ of finished product (2020: 123.37 kWh per m³ of finished product). The increase in specific energy consumption is due to several factors.

As described above, the termination of an agreement regarding the filling of non-alcoholic branded products resulted in a significant decline in electricity consumption and at the same time in a drop in production volume, which is used to measure specific consumption. Since energy consumption relates to all of the Group's production, sales and administrative locations, only a portion of this energy consumption relates directly to production volume.

As primarily single-use PET bottles were filled under the agreement, its termination also led to a change in the container mix used in the Non-alcoholic Beverages segment, with reusable bottles now accounting for a larger share. These need to be cleaned prior to filling, leading to a comparatively higher need for natural gas for heating the cleaning water.

2021 was also characterised by an extraordinarily long, cold winter, resulting in a significant increase in the consumption of natural gas and heating oil at our German locations.

All in all, natural gas consumption rose significantly from 14,138,224 kWh (2020) to 14,756,420 kWh (2021) and heating oil consumption from 2,290,000 kWh (2020) to 2,560,000 kWh (2021).

Absolute energy consumption at Group level

	2021	2020	2019	2015
Natural gas [kWh]	14,756,420	14,138,224	16,340,775	15,186,172
Heating oil [kWh]	2,560,000	2,290,000	2,340,000	2,226,590
Diesel [kWh]	1,846,150	2,095,100	2,562,420	3,216,146
Petrol [kWh]	174,432	97,888	122,047	72,496
Electricity [kWh] ¹⁾	7,326,852	8,206,717	9,091,857	9,287,972
District heating [kWh]	138,644	121,329	124,000	48,000
Total energy consumption [kWh]	26,802,498	26,949,258	30,581,099	30,037,375
Specific energy consumption [kWh/m³]	153.57	123.37	136.80	147.64
Comparison to base year 2015 [%]	4.0%	-16.4%	-7.3%	Base year

¹⁾ To avoid double counting, the consumption of natural gas at the combined heat and power (CHP) unit is taken into account in total energy consumption. The electricity and heat produced by the CHP unit as a result is not taken into account.



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Energy generation

Since we prefer to use electricity from renewable energy for climate protection reasons, electricity from fossil energy sources is now only sometimes used for supplies to leased administrative buildings and generated in the context of fuelling our own electricity production with a natural gas-fired CHP unit. The latter was installed at the Ritterstrasse facilities as long ago as in 2013. Since then, part of the heating needs and part of the electricity requirements at the Ritterstrasse location has been met using the CHP. This efficient CHP demonstrates a higher total utilisation rate in comparison to the previous combination of local heating and electricity supplies from the central power plant system. This greater efficiency stems from the fact that most of the waste heat from the electricity generation can be used locally. Alongside cost-savings, this also avoids emissions on a long-term basis.

In the 2021 financial year, the CHP unit generated electricity amounting to 221,878 kWh and thermal energy amounting to 494,804 kWh. All of the thermal energy produced went towards heating the buildings. In addition, 131,452 kWh of the electricity produced by the CHP unit was consumed on site. The remaining 90,426 kWh was fed into the power grid. The energy fed into the power grid is not taken into account in the corporate group's electricity consumption.

Fuel consumption

The coronavirus pandemic continued to massively restrict travel in Germany and Austria in the 2021 financial year, resulting in lower fuel consumption by our vehicle fleet. In the long term, however, we expect the complete internalisation of our field sales activities in the 2020 financial year and the planned expansion of our sales company to cause fuel consumption to rise sharply.

Absolute fuel consumption at Group level

	2021	2020	2019	2015
Diesel [l]	184,615	209,510	256,242	321,615
Petrol [l]	18,960	10,640	13,266	7,880
Total fuel consumption [l]	203,575	220,150	269,508	329,495



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Waste and reusable material produced

It is not possible to completely eliminate waste production from the manufacturing process. Any waste and reusable materials produced are carefully separated and generally sorted by type on the spot using reusable containers. This enables the reusable materials to be recycled and thus returned to the material cycle, helping to conserve valuable resources from non-renewable materials in particular. Qualified specialists are enlisted to ensure that reusable materials are disposed of and recycled correctly.

Our absolute amount of reusable material and waste produced fell from 4,076.4 metric tons in 2020 to 3,669.4 metric tons in the reporting year. Meanwhile, the specific amount of reusable material and waste produced increased, from 18.66 grams per litre of finished product (2020) to 21.03 grams per litre of finished product (2021). The specific amount of waste for disposal only marginally increased during the reporting year, from 0.61 grams per litre of finished product (2020) to 0.66 grams per litre of finished product.

This change is also responsible for the discrepancy between the decreased absolute amount of reusable material and waste and increased specific amount of reusable material and waste, in line with the production volume development described above.

The amount of reusable material we produced accounted for most (over 96%) of our waste in the 2021 financial year. This means that 96.86% of our waste production is returned to the material cycle as a reusable material.

Absolute and specific amount of reusable material and waste produced

	2021	2020	2019	2015
Glass waste [t]	2,016.9	2,182.9	1,953.0	1,250.7
Paper and card [t]	510.6	518.5	513.5	560.0
Plastic [t]	585.8	778.0	684.0	603.3
Metal [t]	158.1	149.2	126.3	139.2
Waste wood [t]	30.6	24.3	27.7	36.5
Compostable waste [t]	17.1	26.2	37.9	44.9
Hazardous waste [t]	9.6	7.2	10.2	3.4
Other waste for recovery [t]	235.1	264.3	255.8	135.3
Other waste for disposal [t]	105.7	125.8	116.9	172.7
Total amount of waste and reusable material [t]	3,669.4	4,076.4	3,725.4	2,946.0
Waste and reusable material produced per litre of finished product [g/l]	21.03	18.66	16.66	14.48
Recyclable waste per litre of finished product [g/l]	20.36	18.05	16.10	13.61
Waste for disposal per litre of finished product [g/l]	0.66	0.61	0.57	0.87

Absolute amount of waste and reusable material produced by disposal type at Group level

	2021	Portion
Reusable/ recyclable waste [t]	3,554.1	96.86%
Waste incineration [t]	105.7	2.88%
Hazardous waste [t]	9.6	0.26%
Total amount of waste and reusable material produced [t]	3,669.4	100.0%



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- Sustainable products and packaging
- Climate-neutral products
- Product security and quality
- Responsible sourcing

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(5) Products

As a manufacturing corporate group, we bear responsibility for our products and their consumers and are therefore increasingly focused on ensuring that our value added chain is sustainable and our range of products are enjoyed responsibly and/ or are especially natural and healthy. Here, we believe in establishing a long-term bond between economic success and ecological progress.



Our contribution to achieving SDG 13 “Climate action” under the “Products” area of activity: we make a meaningful contribution to climate protection through our climate-neutral products. In addition, all of our products are produced using 100% green electricity.

With our sustainability strategy and the objective of one hundred sustainable products, we have been further intensifying our focus on the topic of sustainable products and more environmentally friendly product packaging since the start of the 2021 financial year. As a manufacturing company, we have a special responsibility in this regard and are therefore gradually taking steps to more firmly integrate sustainability into our business activities.

To achieve this objective, we will start by developing a road map that can be used to flesh out content and target timelines for the following measures: 1. Increasing the share of sustainable products, 2. Developing guidelines for more environmentally friendly product packaging, 3. Reviewing and scoring our existing product packaging using the guidelines for more environmentally friendly product packaging and, lastly, 4. Systematically modifying selected product packaging on the basis of the aforementioned scores.



Our sustainability strategy also focuses on developing and implementing a business partner screening audit concept, which will allow us to fulfil our human rights-related duties of care within our supply chain and thus ensure that we are not complicit in any abuses of human rights.

Our different specialist departments are responsible for developing, producing, checking and marketing our products. For example, Quality Management (QM) or the QM Officer is responsible for product safety and quality. The Officer is appointed by management and is responsible for ensuring that the requirements of the underlying standard are met, the quality management system is monitored on an ongoing basis and any necessary corrective measures are taken. The individual division heads or the QM manager in the specialist departments are responsible for implementing the quality assurance system. This is reviewed by applying the quality standard IFS Food.



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(5.1) Sustainable products and packaging

The material topic “sustainable products and packaging” has gained in importance over the past few years for a variety of reasons. The idea of sustainability has taken hold in consumer society and, as such, has manifested itself in our stakeholders’ minds, as shown by the increasing stakeholder relevance. Furthermore, we are aware that our products may have positive or negative impacts on the environment and society. We want to actively influence this by minimising negative impacts and promoting positive ones.

Packaging has also become an increasingly well-known topic over the last few years. In the *Spirits* segment, the environmentally friendly glass bottle has been our most-used packaging for many decades. However, owing to use restrictions for glass containers – e.g. at public events – we also need to offer a comparatively low proportion of our product portfolio in fully recyclable miniature PET bottles. If disposed of properly, they can be returned to the material cycle. In the reporting year, the share of glass containers, calculated on the basis of the entire production volume in the *Spirits* segment, was 99.31%.

Development of packaging types in the Spirits segment ¹⁾

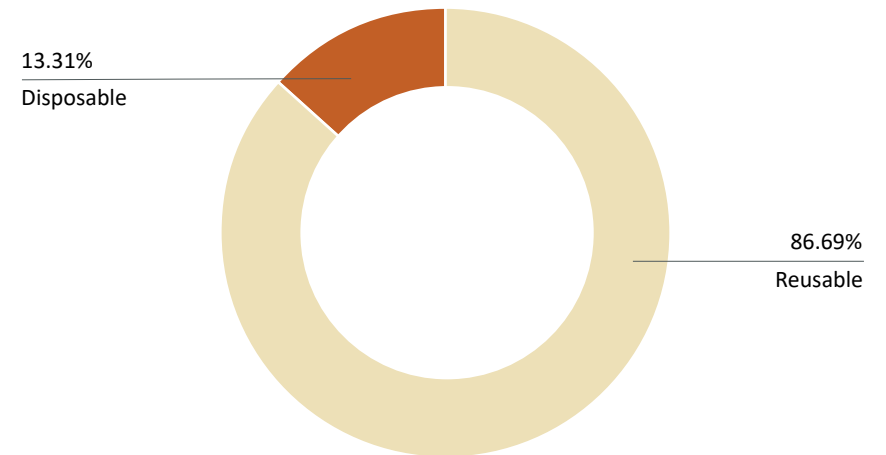
	2021	2020	2019
Glass containers	99.31%	98.69%	99.01%
Other containers	0.69%	1.31%	0.99%
Total	100.00%	100.00%	100.00%

¹⁾ On the basis of litres produced.

Owing to very heterogeneous customer and consumer wishes, we offer our products in the *Non-alcoholic Beverages* segment in a variety of packaging types. With a reusable container share of 86.69% (69.33% in the 2020 financial year), our focus is predominantly on environmentally friendly reusable containers. This increase is mainly attributable to the termination of a long-standing agreement between the Berentzen Group and an international beverages group regarding the filling of their non-alcoholic branded products in single-use PET bottles, with reusable glass bottles accounting for the largest portion. In the area of PET bottles, a variety of single-use and reusable containers are used as packaging, e.g. PET CYCLE bottles, which on average consist of 65% recycled materials.

Ratio of disposable and reusable containers used

On the basis of litres produced in the *Non-alcoholic Beverages* segment



Development of the reusable share in the Non-alcoholic Beverages segment ¹⁾

	2021	2020	2019
Reusable	86.69%	69.33%	69.12%
Single-use	13.31%	30.67%	30.88%
Total	100.00%	100.00%	100.00%

¹⁾ On the basis of litres produced.



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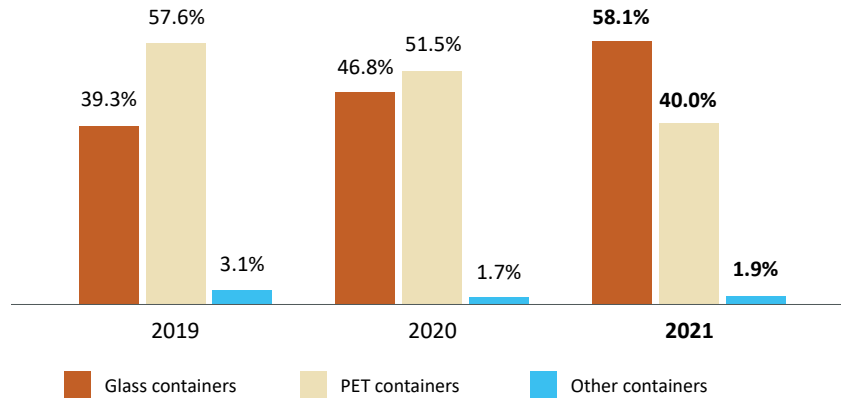
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Development of packaging types in the Non-alcoholic Beverages segment

On the basis of litres produced



In the Fresh Juice Systems segment, sustainability means developing long-lasting, efficient machines, continuing to implement the already-extensive responsible sourcing concept for oranges used in the frutas naturales brand and establishing the range of rPET bottles – made of up to 100% recycled materials – on the market. The bottles are also completely recyclable and available with plastic or paper labels. The bottles were also integrated into the German deposit system at the beginning of the 2022 financial year. This enables them to be separated from plastic bottles and therefore means that the raw materials can be returned to the material cycle.

A key feature of our sustainability concept in connection with our range of juice oranges is the decision only to harvest fruits when they are fully ripe. Allowing our oranges to ripen fully on the trees means we can fully process their valuable vital substances. In addition, all oranges are left untreated after harvesting. By avoiding waxes and fungicides designed to prolong shelf life, we do not introduce these substances into the environment and avoid their consumption.

Responsible marketing

We are proud of our products, which are enjoyed by our consumers and create a certain joie de vivre. Excessive consumption of alcoholic and sugary drinks in particular can also have negative effects on consumer health, however. For this reason, we believe it is our social obligation to advertise and market our products in a responsible manner. Here, transparency is of the utmost importance to us.

In order to fulfil this obligation towards consumers, we have set out guidelines for product-related communications in our Marketing Code of Conduct. For example, our advertising does not associate alcohol with the operation of vehicles, sports activities or the workplace. In addition, the nature and alcoholic content of beverages must be declared in a clear and unambiguous manner pursuant to our Code.

The Marketing Code of Conduct is part of the Berentzen Codes. It must comply with the law in each country in which it operates and generally follow the rules of conduct issued by the German Advertising Council in their current version. These rules of conduct are supplemented by the Marketing Code of Conduct and the industry’s voluntary commitments currently in place.

The Marketing Code of Conduct applies to the entire Berentzen Group and its employees, all marketing and communications partners as well as all activities and measures in the area of marketing.



Our contribution to meeting SDG 12 “Decent work and economic growth” under the “Products” area of activity: we are committed to transparency and responsible marketing with a view to promoting sustainable consumer behaviour.



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(5.2) Climate-neutral products

The term climate-neutral is generally used to describe products, companies and processes whose CO₂ emissions have been calculated and offset with the support of internationally recognised climate protection projects. In addition to avoiding and reducing CO₂ emissions, offsetting such emissions is an important step in a holistic approach to climate protection. Greenhouse gases like CO₂ are distributed evenly throughout the atmosphere, resulting in approximately equal concentrations of greenhouse gases all across the planet. For this reason, the place on Earth where greenhouse gases are caused or avoided is not of considerable importance for the greenhouse effect.

In mid-2019, we launched a new climate protection pilot project in the *Non-alcoholic Beverages* segment. Guided by the question “How many CO₂ emissions do our products cause?”, we calculated the CO₂ footprint of our mineral water brands *Emsland Quelle* and *Märkisch Kristall* as well as the *Mio Mio* brand, applying the cradle-to-customer-plus-waste approach. Consequently, we included all emissions caused by our products through the use of raw materials, production processes and lastly transport to retail shops. We also take into account the manufacture, recycling and recovery of product packaging at the end of the product lifecycle.

While the production process for mineral water does not generate any emissions, unavoidable emissions are caused by filling, packaging and transporting this water, for example. To make mineral water climate-neutral again, we have been offsetting all of the CO₂ emissions incurred by our mineral waters *Emsland Quelle* and *Märkisch Kristall* since the beginning of 2020, thus achieving climate neutrality for these products.

CO₂ emissions for the mineral water brands *Emsland Quelle* and *Märkisch Kristall*, as well as the brand *Emsland Sonne*, were offset in the 2021 financial year by two certified climate protection projects: “Clean drinking water, Uganda” and “Forestation, Brazil”.

To make another positive contribution to the environment, all of our *Mio Mio* products available in Germany have been rendered climate-neutral since the beginning of 2020. We have achieved this by offsetting all unavoidable emissions incurred by products under this brand through the certified climate protection project “Forest conservation in Portel, Brazil”. Consumers can therefore purchase *Mio Mio* products as a fully climate-neutral soft drink from retailers.



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With the “climate-neutral” label from ClimatePartner, we want to make climate neutrality visible to consumers, and offer complete transparency thanks to a visible ID number allocated to the label. Consumers can enter the ID number on a website to see how much CO₂ has been offset and which climate change project was supported. The following

links can be used to track the ID numbers for *Emsland Quelle*, *Märkisch Kristall* and *Emsland Sonne*  www.climatepartner.com/13574-1909-1001 as well as the *Mio Mio* brand  www.climatepartner.com/13574-1912-1002.



The success of our first climate-neutral products has given us the motivation to continue along this path, and inspired us to include the objective “One hundred sustainable products” in our sustainability strategy. The mineral water brands *Emsland Quelle* and *Märkisch Kristall* as well as the climate-neutral *Mio Mio* products represent our first sustainable products. In the 2021 financial year, we achieved climate neutrality for products sold under the *Emsland Sonne* brand. Since the beginning of the 2022 financial year, products sold under mineral water brand *Sankt Ansgari* have also been climate neutral.

In addition to calculating and compensating for CO₂ emissions caused by our products, reducing the greenhouse gas emissions of our products is another key component. We are therefore continuously optimising our use of resources, for example by switching to electric fork lifts in our production processes and electrifying our company fleet. To reduce the distance products sold under our national *Mio Mio* brand have to travel, a new contract bottling agreement was initiated in South Germany in the reporting year.



How does climate protection work when it comes to drinking water?

Two billion people around the globe do not have access to drinking water. Many families have to boil microbiologically unwholesome water over an open fire using very basic equipment before being able to consume it safely. This results in CO₂ emissions and, depending on the region, increasingly large areas are being deforested to obtain fuel. These CO₂ emissions can be avoided by preparing water chemically (for example with chlorine) or mechanically (using water filters) or by making groundwater available from wells.

The “Clean drinking water, Uganda” project we support is part of the “Improved Kitchen Regime” programme and implements projects throughout the country. Emissions are saved by constructing and maintaining boreholes, for example. This gives people access to clean drinking water without having to boil it first, thus avoiding the CO₂ emissions that would have been created through the boiling process. At other project locations, this is achieved by using efficient cooking stoves that consume less firewood and thus incur much fewer CO₂ emissions than conventional cooking methods.



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In addition to the desired effect of saving CO₂ emissions, the social components of the climate protection projects are also of importance for us. Consumption of contaminated drinking water is one of the main causes of death in African regions south of the Sahara. The significant smoke emissions emitted when boiling water cause eye and respiratory diseases, particularly among women and children. The climate protection project therefore fights both problems, whilst saving CO₂ emissions.

How does climate protection work when it comes to forest conservation?

Forests store CO₂, with tropical forests storing particularly large quantities. Recognised climate protection projects use three methods for creating or conserving forests as CO₂ storers. 1. Forestation and reforestation; 2. Sustainable forestry: only harvesting quantities of wood that can be grown again; and 3. Creating financial incentives for forest protection (REDD+).

The Amazon region in Brazil is optimally suited to soy plantations: it is flat and easily accessible, there are several ports nearby and the earth is fertile. Under Brazilian land law, unused land can be appropriated, logged and cultivated. Nature conservation projects are also deemed as unused land. This is increasingly threatening the rainforests and natural habitat of endangered species, such as capuchin monkeys and sakis.

The climate protection project we support, “Forest conservation in Portel, Brazil”, is committed to conserving the rainforest in the region. The idea behind this project is to secure official land rights for the Ribeirinhos – inhabitants in the Amazon region. This would mean that the area would no longer be classified as unused, making it illegal to farm on the land. At the same time, it would secure the income of the inhabitants, who are among the poorest people in Brazil.





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(5.3) Product security and quality

The topics of product security and quality are naturally areas of focus for our business activities. We are constantly working to maintain and further develop our high quality standards in our production processes. For this reason, we apply the International Featured Standard Food (IFD Food) quality standard in all segments of the corporate group.

The objectives of the annual certifications by recognised independent audit bodies is to achieve a continuous improvement in production processes with a view to ensuring highest product safety as well as increasing the quality of the value added throughout the entire process chain.

By doing so, we not only create transparency and ensure controlled safety but also comply, alongside the requirements of our direct customers, with consumer demands for demonstrably safe, audited and high quality foodstuffs and luxury foods.

The annual IFS audit was performed at our Minden plant, the central location for the production of spirits, in March 2021 at a higher IFS standard level. For the *Non-alcoholic Beverages* segment, the audits for IFS certification over the course of the year for the facilities in Haselünne and Grüneberg were completed in October and November 2021, respectively. Certification of the *Fresh Juice Systems* segment according to the IFS Broker Version 2 Standard was performed at a higher level in November 2021.

ISO 9001

The *Fresh Juice Systems* segment is certified not only according to IFS Food but also to quality management standard ISO 9001:2015. This standard sets minimum requirements for companies' quality management systems that must be implemented to meet requirements relating to product and service quality. In this way, it helps to increase the transparency of operational processes and customer satisfaction and to lower the error rate and the associated costs.

ISO 9001 is a quality management system with a process approach that scrutinises all operational processes and uncovers potential for optimisation. As is the case with ISO 50001, the quality management standard involves the implementation of a continuous improvement process. In June 2021, the supervisory audit for ISO 9001:2015 was successfully completed.



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Research and development

In order to keep the product range attractive for consumers and exploit potential consumption levels, the Group's in-house Research and Development department worked on enhancing the quality and flavour of existing spirits products and developing innovative new products in 2021. In the 2021 financial year, 226 (2020: 346) recipes for spirits were developed and examined in the area of brands and private-label brands.

In the *Non-alcoholic Beverages* segment, another addition was introduced within the existing product line under the proprietary *Mio Mio* brand in the 2021 financial year. In addition, a new soft drinks product line was developed together with external cooperation partners, while changes were made to the taste of an existing lemonade concept.

In the 2021 financial year, research and development activities in the *Fresh Juice Systems* segment focused on further developments in the areas of handling, cleaning and digitisation, and in particular on innovative cleaning systems, the digital Citrocasa Cloud concept and further digital features such as connections for payment systems and touch displays with video function. Our Group company Citrocasa is responsible for all aspects of managing and controlling the product development process, including the engineering carried out in conjunction with external partners and the producer of the machinery.

The direct expenses for research and development and quality assurance amounted to EUR 1.6 million in the 2021 financial year (EUR 1.7 million).





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(5.4) Responsible sourcing

Our suppliers have the greatest influence on sustainability issues in the value added chain. With the material topic “responsible sourcing”, we wish to focus on responsible sourcing and look beyond the usual aspects of costs, quality and delivery deadlines. For this reason, we are continuously working on intensifying the consideration of ethical, labour-related, social and ecological topics in our supply chain in the long term.

Our contribution to achieving SDG 3 “Good health and well-being” and SDG 8 “Decent work and economic growth” under the “Products” area of activity: we are actively focused on health and well-being as well as on decent working conditions in our supply chain and want to ensure transparency and security together with our suppliers.

We believe that the main potential risks linked to compliance with human rights lie in the area of sourcing and thus in the upstream supply chain. We are constantly striving to minimise all risks linked to human rights abuses to the extent possible. We strengthened this understanding in the reporting year by joining the UN Global Compact and again committing to complying with its ten principles.

We maintain long-term business relationships with our suppliers based on mutual trust. Furthermore, there are supply and quality assurance agreements in place with key suppliers, including with regard to sustainability aspects. In addition, we attach great importance to the careful selection of suppliers in Germany and abroad. To ensure we are not too dependent on any one supplier, we acquire our raw materials from a variety of suppliers. Each material product group has to be acquired from at least two suppliers.

Our Supplier Code of Conduct is another instrument for ensuring responsible sourcing. All suppliers are required to acknowledge and comply with the Supplier Code of Conduct. If a supplier has its own Code of Conduct with the same standards, we will also accept other codes. Suppliers must demonstrably implement suitable measures to ensure compliance with the minimum standards defined in the Supplier Code of Conduct and review the same on a regular basis.

The aim of our Supplier Code of Conduct is to create a common understanding of decent living and working conditions for employees (including temporary staff and day labourers) among all of our suppliers and our own employees.

The Supplier Code of Conduct comprises eleven principles. The minimum requirements for the living and working conditions of employees have been set down in these principles. In this respect, the Supplier Code of Conduct follows the ETI Base Code, the principles of the ILO (International Labour Organisation) and the ten principles of the UN Global Compact.



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The ETI Base Code is the fundamental code of the Ethical Trading Initiative, an association of businesses, NGOs and trade unions with the objective of imposing social standards to improve working conditions in trade. The ILO is a special United Nations organisation responsible for formulating and implementing international labour and social standards. The UN Global Compact is an initiative focused on responsible management practices with the vision of helping to shape an inclusive, sustainable global economy on the basis of its ten universal principles.

Breaches of the principles of our Supplier Code of Conduct can be reported directly to Purchasing or anonymously to our centralised external notification office (“Whistle Blower Hotline”), which anyone can use to anonymously report possible breaches of the law or of our Codes. The tasks of the notification centre are carried out by an external, independent lawyer, who can be notified of any information in German, English or French.

Sedex Members Ethical Trade Audit

The Sedex Members Ethical Trade Audit (SMETA) is an audit standard that builds on the principles of the ETI Base Code and was developed by the members of the supplier platform SEDEX.

SEDEX itself is an online platform active worldwide of which the Berentzen Group is a member. The SMETA audit forms the basis for our accession to SEDEX. In order to be able to request evidence of compliance with human rights from suppliers, the Berentzen Group should likewise — in line with the underlying rationale — provide such evidence in order to set a good example and underline its own credibility in this respect.

The platform offers its members the possibility of sharing information relating to ethical and social responsibility with customers and business partners. By joining the SEDEX supplier platform, we have taken another key step towards continuously increasing transparency and security in our supplier chain. Furthermore, we hope to have a positive impact on our suppliers and also encourage them to carry out SMETA audits at their locations.

Successful reauditing took place at our German and Austrian locations during the 2020 financial year pursuant to the Sedex Members Ethical Trade Audit. The social audits centred around working conditions, occupational health and safety, pay and working hours, business practices and environmental management. Owing to spiralling infection rates at the end of 2020, the audit of one outstanding location was carried out in 2021.

Certified fruit suppliers

We make sure that our fruit procurement processes comply with our high standards. That is why we ask all of our fruit suppliers to produce a currently valid certification pursuant to one of the recognised social standards, such as GRASP. Depending on the time of the year and the harvest cycle, the fruits are procured from Southern Europe, but also from cultivation areas outside of Europe. Through the obligation on our suppliers to comply with and undergo auditing pursuant to a social standard, we ensure that uniform social standards are observed.



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Our duty of care concerning human rights in the supply chain

To comply with our human rights-related duty of care in the supply chain, we launched a new three-stage plan in 2017. This started with the entry into force of our Berentzen Codes, including the Supplier Code of Conduct.

After written confirmation of compliance with the Supplier Code of Conduct had initially been requested by the key suppliers of raw materials and packing material in the 2018 financial year, confirmation by all other suppliers/presentation of an equivalent code by suppliers followed by the end of the 2019 financial year.

Human rights in the supply chain: Three-stage plan

	Objective	Implementation by	Status
1	Coming into effect of the new Berentzen Codes	October 2017	implemented
	Shipping to and confirmation in writing of the Supplier Code of Conduct from the key suppliers of raw materials and packaging	May 2018	implemented
2	Shipping to and confirmation in writing of the Supplier Code of Conduct from key suppliers in all categories	December 2019	implemented
	SEDEX supplier platform joined	March 2019	implemented
	Publication of the SMETA reports of the Berentzen Group and commencement of networking with suppliers and customers that are likewise registered with SEDEX	August 2019	ongoing
3	Developing a business partner screening concept	2021/2022	pending
	Implementation of a business partner screening concept	2023	pending

Now that we have joined the SEDEX supplier platform, our certificates and audit results, such as SMETA and ISO 50001, will be shared on the platform through vertical networking with customers (e.g. retail chains) and suppliers. By creating transparency in the value added chain, we are not only fulfilling one of the requirements from the National Action Plan for Business and Human Rights and the German Act Implementing the CSR Directive but also setting a visible signal for customers and suppliers that the Berentzen Group observes the principles of ethical and social sustainability.

As another part of our sustainability strategy, we are striving to develop a business partner screening concept. The objective of the business partner screening concept is to carry out a risk assessment related to human rights abuses within our supply chain and among other key business partners.

The concept is divided into two key stages. The first stage of the screening concept is to create a general risk profile for the supplier in question. This risk profile can include details of the country in which the supplier is based, such as the legal situation, audits performed and many other factors. This can also be done using the Sedex tool on risk assessments.

Business partners and suppliers are initially prioritised using a risk profile. An audit concept is then used to determine whether and to what extent an in-depth audit should be carried out (known as the second phase of the business partner screening concept). It is intended to detect effects relating to human rights, whether of an actual or potential nature, and how to rectify the same.



In this way, social issues in particular that are as yet unknown are to be identified at all levels of the value added chain. Furthermore, the business partner screening concept is designed to give management a decision recommendation on whether a new business relationship should not be set up with a supplier with a high risk assessment rating or should only be set up under certain conditions.

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In principle, we strive to find solutions to problems together with our suppliers and business partners because we believe this to be of mutual benefit. In the event that we become aware of specific infringements of the Code of Conduct, we nevertheless reserve the right to terminate the business relationship or to have a targeted social audit of the business partner or supplier performed by a third party.

Given that our purchasing departments faced huge challenges related to the sourcing markets, shortage of materials and supply bottlenecks as a result of the coronavirus pandemic, the business partner screening concept could not be developed as planned in the 2021 financial year.





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(6.1) About this report

This Sustainability Report concerning Berentzen-Gruppe Aktiengesellschaft and its affiliated subsidiaries is our fifth report on our sustainability activities. The report is aimed at all interested stakeholders of the corporate group. The GRI Standards and the German Sustainability Code (Deutscher Nachhaltigkeitskodex, DNK) were used as frameworks for reporting. This report was drawn up in accordance with the GRI Standards: Core option. It is also based on the ten principles of the UN Global Compact and serves to communicate the corporate group's progress.

At the same time as this Sustainability Report, we are publishing the 2021 Annual Report, which contains the Combined Management Report, consolidated annual statements and the Corporate Governance Report. The Annual Report contains all financial indicators of importance for economic development, while the Sustainability Report mainly covers economic and social matters. For this reason, the ratios and information contained in the Annual Report will only be repeated in this Sustainability Report where absolutely necessary for understanding the matter at hand. In order to avoid an excessive number of double entries, a reference is generally made to the relevant page of the Annual Report where further information on the issue can be found. The Annual Report further contains a summary of the content of this Sustainability Report.

The contents of this report were based on the areas of activity and material topics defined as part of the materiality analysis in the 2019 financial year. Compared with last year's report, there were no major changes in relation to the main topics or definition of topics. The contents of this report were not subject to a voluntary review by external third parties.

The Sustainability Report is prepared at yearly intervals and published together with the Annual Report of Berentzen-Gruppe Aktiengesellschaft.

The report contains forward-looking statements based on current assumptions and expectations. However, a variety of factors, risks and uncertainties could result in the actual outcome deviating from the assessments presented here.

The reporting is performed at Group level; this means that it covers all active production, sales and administrative locations of the corporate group. A small portion of our products are manufactured by cooperation partners. The activities of our cooperation partners and the products they make are not taken into account in this report.



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Data collection

Unless stated otherwise, the reporting period is the 2021 financial and calendar year, with the exception of the different accounting period used for electricity and water consumption at our subsidiary Citrocasa. Since Citrocasa is an administrative location, this is not expected to result in any material changes in relation to the calendar-based perspective. Location-specific data are generally aggregated for the whole corporate group for presentation. The consideration behind this is that presentation of personnel-related data as part of a location-specific presentation might permit conclusions to be drawn on individuals or groups of individuals. Unless otherwise specified, this information refers to the corporate group as a whole.

The information on employee ratios refers to the headcount and, unless otherwise specified, refers to the reporting date as at December 31, 2021.

The underlying data generally stem from 2021. To be able to reveal the development of important ratios (e.g. consumption of electricity and natural gas), the presentation of selected indicators also includes the previous 2019 and 2020 financial years and the base year 2015. For the employee ratios, only the previous two years were taken as a basis of comparison.

A large portion of the data for this Sustainability Report was taken from the SAP ERP system. In this context, changes in inventories were generally not taken into consideration as an unreasonable amount of work would be required to obtain this information.

In the case of energy consumption, the quantities were established using metering records and invoices from the energy suppliers. In a few cases, the data was not yet available at the time of publication of this report, for example the consumption figures for rented office space where settlement is not made until mid-year. In these cases, estimates were made on the basis of consumption figures for the previous year. In subsequent reports, estimates will be replaced by consumption figures. Significant changes to the figures disclosed in this report are not expected.

Over the coming years, a review will be performed as to whether the indicators stated are suitable for group-wide reporting on a permanent basis or whether individual indicators will be adjusted and whether further, material indicators will be included. As part of refining the reporting, it is possible that the method of data collection will change in places to improve the quality of the data. Wherever necessary, this will be reported at the corresponding place.

Comparability

To improve the comparability and assessment of quantities consumed in the Planet area of activity, we specify both absolute and specific consumption in relation to the production volume in question.

A total of 174,524,437 litres of finished product were produced in the 2021 financial year (2020: 223,543,839 of finished product). In terms of fillings, 336,305,299 bottles (2020: 338,758,274) were filled with an average quantity of 0.60 litres (2020: 0.65 litres). Due to the large number of products filled into different packaging units ranging from 0.02 litre for spirits through to kegs (reusable barrels) with 20 litres in the case of non-alcoholic beverages, the reference value used for sustainability reporting is the quantity of finished product produced in litres.



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There were no material changes in the production volume in the 2021 financial year. The production volume declined in the *Spirits* segment, due in particular to the cancellation of numerous consumption occasions owing to measures taken to contain the coronavirus. The business with non-alcoholic beverages and branded spirits was also impacted by the at times almost complete closure of food and drink establishments. This predominantly impacted the *Non-alcoholic Beverages* segment, however. The declining production volume in the *Non-alcoholic Beverages* segment is also due to the termination of a long-standing agreement between the Berentzen Group and an international beverages group regarding the filling of their non-alcoholic branded products at the end of the first quarter of the 2021 financial year.

For the calculation of specific consumption (e.g. specific electricity consumption), the respective consumption is presented as a ratio of the total production volume expressed in litres or cubic metres. Owing to the decline in production volume, when looking at specific consumption figures the indicators also decline, which is not representative. This decline does not translate into reduced efficiency to the same extent, since multiple factors need to be taken into account.

For example, besides the production volume, the average quantity filled must also be taken into consideration, as statements on efficiency, if at all, can only be made taking into account both values. For example, efficiency can deteriorate while the production volume remains constant, if the average quantity filled falls. This is due to the higher energy consumption needed for the manufacture and processing of the packaging units and the larger number of filling processes. In addition, a fall in the quantity filled while production volume remains constant is generally associated with a higher level of material input for packaging and a higher level of waste produced.

For the purpose of comparability, the values for the base year included in this Sustainability Report are adjusted for the respective share of the Norden location that was closed down in the 2015 financial year.

The consumption data and the quantity of waste and waste water produced was determined taking into account the sales and administrative locations. While there is no direct link between the activities at these locations and the manufacture of the finished product in litres, the quantities consumed should not be left out of the calculation as no separate parameters are established for these activities. In principle, the proportion of the sales and administrative locations in the consumption data and the quantity of waste and waste water produced is not significant, however. For example, the production of waste water by our distribution company in Turkey only accounts for 0.5% of the total waste water produced.

The product mix has a further impact on the specific consumption data. For example, the filling of returnable bottles requires more heat than the filling of disposable bottles on account of the additional cleaning processes.

The presentation of specific consumption data at group level is only of limited informative value due to the aforementioned particularities.



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GRI Standard	Disclosures	Link	Comment	UNGC Principle
General disclosures				
GRI 101: Foundation 2016				
GRI 102: General disclosures 2016				
Organizational profile				
102-1	Name of organization	5		
102-2	Activities, brands, products and services	5-6		
102-3	Location of headquarters	5		
102-4	Location of operations	5-6		
102-5	Ownership and legal form	5		
102-6	Markets served	5-6		
102-7	Scale of the organization	5-6, AR 2, AR 183-187		
102-8	Information on employees and other workers	21-32		6
102-9	Supply Chain	43-45, 66-69, AR 10-16		
102-10	Significant changes to the organization and its supply chain	70-72, AR 116-137		
102-11	Precautionary principle or approach	18-20		
102-12	External initiatives	12-14		
102-13	Membership of associations	17		
Strategy				
102-14	Statement from senior decision-maker	3-4		
Ethics and integrity				
102-16	Values, principles, standards and norms of behavior	8-14		
Governance				
102-18	Governance structure	12-14, AR 42-57		
Stakeholder engagement				
102-40	List of stakeholder groups	15-17		
102-41	Collective bargaining agreements	25-32		3
102-42	Identifying and selecting stakeholders	15-17		
102-43	Approach to stakeholder engagement	15-17		
102-44	Key topics and concerns raised		For confidentiality reasons, specific concerns raised have not been reported.	



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Reporting practice				
102-45	Entities included in the consolidated financial statements	70-72, AR 190-192		
102-46	Defining report content and topic boundaries	8-11, 70-72, SR 2019.7		
102-47	List of material topics	11		
102-48	Restatements of information	70-72		
102-49	Changes in reporting	70-72		
102-50	Reporting period	70-72		
102-51	Date of most recent report		The Sustainability Report for the 2020 financial year was published on March 25, 2021.	
102-52	Reporting cycle	70-72		
102-53	Contact point for questions regarding the report	79		
102-54	Claims of reporting in accordance with the GRI Standards	70		
102-55	GRI content index	73-78		
102-56	External assurance	70		
Material Topics				
GRI 201: Economic Performance 2016				
103-1/2/3	Management approach 2016	AR 37-64		
201-1	Direct economic value generated and distributed	AR 120-138, AR 232-235		
GRI 205: Anti-corruption 2016				
103-1/2/3	Management approach 2016	12-14, 18-20		10
205-3	Confirmed incidents of corruption and action taken	18-20		
GRI 206: Anti-competitive Behavior 2016				
103-1/2/3	Management approach 2016	12-14, 18-20		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	18-20		
GRI 301: Materials 2016				
103-1/2/3	Management approach 2016	8-11, 12-14, 41-42, 43-45		
301-1	Materials used by weight and volume	43-45		



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GRI Standard	Disclosures	Link	Comment	UNGC Principle
GRI 302: Energy 2016				
103-1/2/3	Management approach 2016	8-11, 12-14, 41-42, 53-57		7, 8, 9
302-1	Energy consumption within the organization	53-57		
302-3	Energy intensity	53-57		
GRI 303: Water and Effluents 2018				
103-1/2/3	Management approach 2016	8-11, 12-14, 41-42, 46-47		7, 8
303-1	Interactions with water as a shared resource	12-14, 41-42, 46-47		
303-3	Water withdrawal	46-47		
303-5	Water consumption	46-47		
GRI 305: Emissions 2016				
103-1/2/3	Management approach 2016	8-11, 12-14, 41-42, 48-52		7, 8
305-1	Direct (Scope 1) GHG emissions	48-52		
305-2	Energy indirect (Scope 2) GHG emissions	48-52		
305-3	Other indirect (Scope 3) GHG emissions	48-52		
GRI 306: Waste 2020				
103-1/2/3	Management approach 2016	8-11, 12-14, 41-42, 53-57		
306-3	Waste generated	53-57		
GRI 307: Environmental Compliance 2016				
103-1/2/3	Management approach 2016	12-14, 18-20, 41-42		
307-1	Non-compliance with environmental laws and regulations		No incidents were reported in the reporting year.	
GRI 308: Supplier Environmental Assessment 2016				
103-1/2/3	Management approach 2016	8-11, 12-14, 58, 66-69		
308-1	New suppliers that were screened using environmental criteria		Systematic screening of suppliers using environmental criteria is not currently carried out. These indicators are planned to be included in the business partner screening concept in the future.	



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GRI 401: Employment 2016				
103-1/2/3	Management approach 2016	8-11 , 12-14 , 21-24 , 25-32		6
401-1	New employee hires and employee turnover	25-32	New employee hires are currently not specified by gender, age group or region.	
GRI 402: Labor/Management Relations 2016				
103-1/2/3	Management approach 2016	12-14 , 21-24 , 25-32		
402-1	Minimum notice periods regarding operational changes	25-32		3
GRI 403: Occupational Health and Safety 2018				
103-1/2/3	Management approach 2016	8-11 , 12-14 , 21-24 , 33-36		
403-2	Hazard identification, consultation, and communication on occupational health and safety	33-36		
403-6	Promotion of worker health	33-36		
403-9	Work-related injuries	33-36	For confidentiality reasons we do not report this indicator for workers from external companies.	
GRI 405: Diversity and Equal Opportunity 2016				
103-1/2/3	Management approach 2016	12-14 , 21-24 , 25-32		
405-1	Diversity of governance bodies and employees	25-32		6
GRI 406: Non-discrimination 2016				
103-1/2/3	Management approach 2016	12-14 , 18-20 , 21-24 , 25-32		6
406-1	Incidents of discrimination and corrective actions taken	25-32	One breach of the ban on discrimination was reported in the reporting year. The measures taken and their outcomes are being treated confidentially.	



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GRI Standard	Disclosures	Link	Comment	UNGC Principle
GRI 407: Freedom of Association and Collective Bargaining 2016				
103-1/2/3	Management approach 2016	8-11, 12-14, 21-24, 25-32, 58, 66-69		3
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	25-32, 66-69	To date, no business location has been identified in which freedom of association and collective bargaining could be considerably at risk. Suppliers are not currently subject to a systematic risk analysis. The risk analysis is planned to be carried out, together with reporting on this indicator, as part of the business partner screening concept.	
GRI 408: Child Labor 2016				
103-1/2/3	Management approach 2016	8-11, 12-14, 21-24, 25-32, 58, 66-69		5
408-1	Operations and suppliers at significant risk for incidents of child labor	25-32, 66-69	To date, no business location has been identified in which there is a risk of child labour. Suppliers are not currently subject to a systematic risk analysis. The risk analysis is planned to be carried out, together with reporting on this indicator, as part of the business partner screening concept.	
GRI 409: Forced or Compulsory 2016				
103-1/2/3	Management approach 2016	8-11, 12-14, 21-24, 25-32, 58, 66-69		4
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	25-32, 66-69	To date, no business location has been identified in which there is a risk of forced or compulsory labour. Suppliers are not currently subject to a systematic risk analysis. The risk analysis is planned to be carried out, together with reporting on this indicator, as part of the business partner screening concept.	



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GRI Standard	Disclosures	Link	Comment	UNGC Principle
GRI 412: Human Rights Assessment 2016				
103-1/2/3	Management approach 2016	8-11, 12-14, 21-24, 25-32, 58, 66-69		1, 2
412-1	Operations that have been subject to human rights reviews or impact assessments	25-32, 66-69	Compliance with human rights is inspected as part of the SMETA social audit.	
GRI 414: Supplier Social Assessment 2016				
103-1/2/3	Managementansatz 2016	8-11, 12-14, 58, 66-69		
414-1	New suppliers that were screened using social criteria		Systematic screening of suppliers using social criteria is not currently carried out. These indicators are planned to be included in the business partner screening concept in the future.	
GRI 416: Customer Health and Safety 2016				
103-1/2/3	Management approach 2016	12-14, 18-20, 58, 64-65		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		All product categories are subject to statutory product safety procedures, meaning that their impacts on health and safety are examined. No breaches were identified or products recalled during the reporting period.	
GRI 417: Marketing and Labeling 2016				
103-1/2/3	Management approach 2016	12-14, 18-20, 58, 64-65		
417-2	Incidents of non-compliance concerning products and service information and labeling		All product categories are subject to statutory product information and labelling procedures. No relevant breaches of product labelling requirements were identified during the reporting period.	



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