

Farsighted responsibility

Sustainability report 2020/2021



The 2020/2021 sustainability report represents the sixth time we have outlined our understanding of corporate responsibility and provided comprehensive and transparent information on the progress and goals of our sustainability management.

This report is aimed at our stakeholders, which include our customers (retail and industry) and end consumers, employees, milk producers, other suppliers, associations, non-governmental organizations, politicians, our regional environment, and all other interested groups.

Since we started reporting in 2011, we have always aligned ourselves with the Global Reporting Initiative (GRI) guidelines. This report has been prepared in accordance with the GRI Standards: Core option and meets the GRI Materiality Disclosures Service requirements. In addition to general information, the structure is based on the GRI index.

Each page features a navigation bar at the bottom. The tabs highlighted in blue take you directly to the corresponding GRI standards.

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Foreword

GRI 102-14

Dear Reader,

We are currently living through extraordinary times, with the world around us being shaped by one crisis after another. We might feel that a state of emergency is the new normal. The coronavirus pandemic and its far-reaching effects, especially on everyday life and the economy, was followed in February 2022 by the Russian war of aggression against Ukraine. This turning point and the consequences of the war are sure to be on our minds for a long time to come.

For Molkerei Ammerland and its dairy producers, like others, this uncertain environment has been and remains associated with big challenges. But what we achieved together during this reporting period is clear from our annual reports for 2020 and 2021. At the same time, we managed to stay the course and continue producing and processing milk sustainably. This report, our sixth sustainability report, presents what we have accomplished in the past two years.

We have been involved in the QM-Dairy Sustainability Tool right from the start. In 2021, we once again conducted an extensive survey of our dairy producers. Sixty percent of our

dairy producers responded between July and December of that year. A big thank you goes out to all of them once again for their assistance. We managed to increase the response rate compared to the first survey, which was conducted during the pilot phase.

There are several reasons we have been participating in the Dairy Sustainability Tool since 2017. First, the results are a key element when it comes to setting concrete objectives for our cooperative and forging ahead with the overarching process of continuous improvement. Second, each farm can use an individual analysis to see where its strengths and potential areas of development lie. Beyond that, the survey results allow us to answer questions from our stakeholders about the status of sustainable dairy production in detail, based on concrete facts and figures.

The impact of our activities on the climate is another topic we addressed during this reporting period. At the level of the farms in our cooperative, we had previously established individual climate impact assessments as part of pilot projects. Now, we have gone one step farther and laid the groundwork for broad-based data collection. To do this, we have added a special application to **LISA**, our digital supplier information system Ammerland. Our dairy producers can calculate the



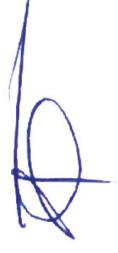
carbon footprint of their raw milk themselves and get an overview of the various factors involved.

One of the challenges in the dairy industry is that different calculation models are in use, which often makes it more difficult to compare carbon footprints for raw milk. With this in mind, we teamed up with Landesvereinigung der Milchwirtschaft e.V., the state association for the dairy industry, and other dairies in the state of Lower Saxony to create the Dairy Climate Platform (Klimaplattform Milch). The key goal here is to apply a standardized methodology to calculating the carbon footprint of raw milk.

But our strategy for sustainable development focuses on more than just milk production. In the area of occupational health, the coronavirus pandemic was a key topic during this reporting period. We responded swiftly and successfully to the new situation thanks to everyone's active support and a detailed crisis plan. With regard to our product packaging, our work on reducing the amount of material used or on using alternatives offering greater sustainability continued in various projects. These are just a few examples that this report will tell you more about.

We warmly invite you to read this sustainability report to learn more about the sustainable development of Molkerei Ammerland. We look forward to hearing from you, whether in the form of suggestions, tips, or criticism.

Sincerely,



Ralf Hinrichs, Managing Director Molkerei Ammerland eG Wiefelstede-Dringenburg, October 2022

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Brief portrait

Molkerei Ammerland is one of northern Germany's oldest dairy cooperatives. We trace our roots back to 1885. Today, we are among Europe's largest and most advanced dairy operations. Our products from the Ammerland region are prized throughout Germany and internationally for their superior quality. All figures are based on December 31, 2021 as the reference date.



Production volumes in t



172,882



21,694

butter



powder



fresh products



Product portfolio

cheese, butter, milk and whey powder, concentrates, fresh milk, buttermilk, and UHT milk

91 product varieties in total during the reporting period

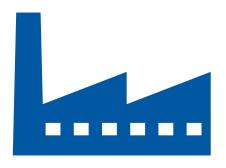
Milk transportation



42 milk tankers operated by our subsidiary AMT Ammerländer Milchtransport GmbH transport the raw milk from farms to production sites.

Segments

Production of dairy products for grocery retailers, wholesalers, and industry





Brand

Regional and worldwide sales via our own

Ammerländer brand since 2001

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Turnover

in million EUR

1,120



Milk price paid to producers

4.0% fat, 3.4% protein, in ct/kg, net

37.38



Locations

Wiefelstede-Dringenburg

(headquarters and production site)

Oldenburg

(production site)

Brinkum in East Frisia (warehouse)



Employees

510

of whom 160 female and 350 male. including 19 apprentices



Active milk suppliers

1,936

They are the company's owners. The Board of Management and Supervisory Board of Molkerei Ammerland are made up entirely of milk producers



Export

About 50 % exports to over **60** countries

4 international sales subsidiaries: Ammerland Hungary Kft. (Hungary), Ammerland Iberica S.L.U. (Spain), Ammerland Asia Pacific Pte. Ltd. (Singapore, China), Ammerland America Corp. (USA).

Ammerland Trading GmbH makes it possible for the sales subsidiaries to market the full range of dairy products

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Our locations and sales countries

Albania Lithuania Luxembourg Australia Malaysia Austria Azerbaijan Maldives Bahamas Malta Mexico Belgium Bosnia-Herzegovina Montenegro Bulgaria Netherlands North Macedonia Canada

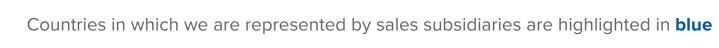
Chile Peru China Philippines Poland Colombia Croatia Portugal Puerto Rico Cuba Cyprus Romania Czech Republic Serbia Singapore Denmark Dominican Republic Slovakia

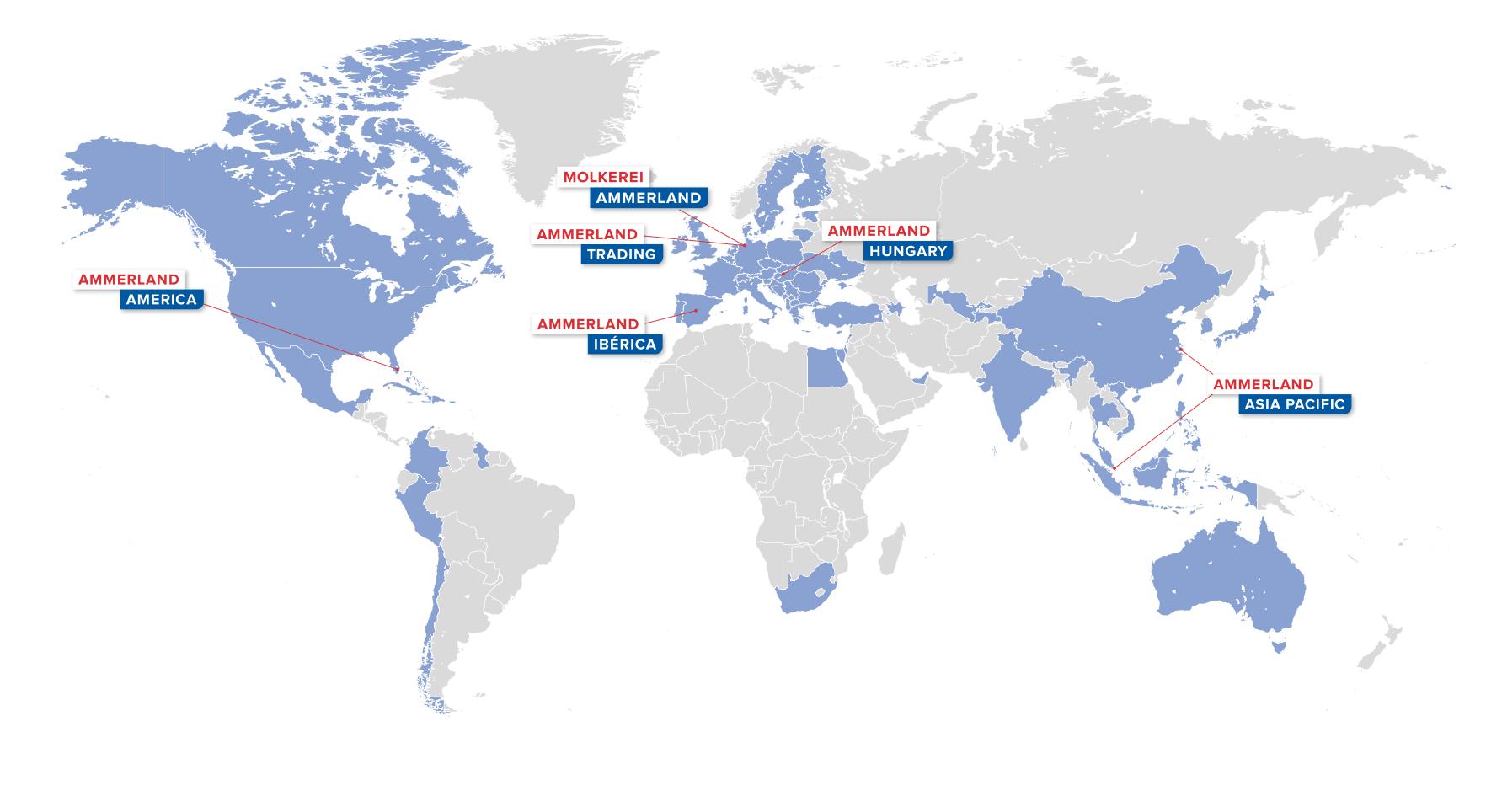
Slovenia Egypt South Africa Estonia South Korea Finland **Spain** France Germany Sweden Greece Switzerland Guyana Taiwan Tajikistan Haiti Hungary Thailand India Turkey Ukraine Indonesia

United Arab Emirates Ireland **United Kingdom** Israel

Italy **USA** Uzbekistan Japan Vietnam Kosovo

Lebanon





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General Disclosures

GRI content index

This sustainability report has been prepared in accordance with the GRI Standards: Core option. As part of the Materiality Disclosures Service GRI confirmed that the GRI Content Index was depicted in an understandable way and the references for disclosures 102-40 through 102-49 are in keeping with the relevant sections of the report. The service was performed on the German version of the report. All GRI standards listed in this GRI Content Index were published in 2016 with the following exceptions: standards "GRI 303: Water and Effluents", "GRI 403: Occupational Health and Safety" (both published in 2018) and the standard "GRI 306: Waste" (published in 2020).



GRI 101: Foundation

GRI 102: General Disclosures

Organizational profile

102-1 Name of the organization Molkerei Ammerland eG

102-2 Activities, brands, products, and services Molkerei Ammerland processes regionally produced raw milk at the Wiefelstede-Dringenburg and Oldenburg production sites, producing sliced cheese, butter, milk and whey powder, concentrates, cream, drinking milk (ESL), buttermilk, and UHT milk. We also produce drinking milk (ESL), UHT milk, buttermilk, butter, and various types of cheese from pasture milk according to the PRO WEIDELAND standard \bigcirc . In addition, we produce fresh milk, UHT milk and butter from organic milk produced according to the specifications of Bioland e. V. C (German only). Our dairy products are either sold at retail outlets or used as ingredients by other companies and processed to make other foods or feeds. We also market our products regionally and worldwide under our private label Ammerländer.

102-3 Location of headquarters

Molkerei Ammerland is headquartered in Wiefelstede-Dringenburg.

102-4 Location of operation

Molkerei Ammerland operates at three locations in Germany: Wiefelstede-Dringenburg (headquarters and production site), Oldenburg (production site), and Brinkum (warehouse site) in East Frisia. Internationally, we are represented by four subsidiaries: Ammerland Hungary Kft. (Budapest), Ammerland Asia Pacific Pte. Ltd., (Singapore and Beijing), Ammerland Ibérica S. L. U. (Madrid), and Ammerland America Corporation (Miami). Ammerland Trading GmbH, which is based at the Wiefelstede-Dringenburg site, supports the work of our international subsidiaries.

102-5 Ownership and legal form

Molkerei Ammerland is one of northern Germany's oldest dairy cooperatives. We had an average of 1,936 active milk suppliers in 2021. They are the owners of the company. The Board of Management and Supervisory Board of our cooperative are composed exclusively of dairy producers.

102-6 Markets served

The dairy products produced by Molkerei Ammerland have customers worldwide, in over 60 countries. Exports account for about 50 percent of our products. Our four international subsidiaries, based in Hungary, Spain, Singapore, China, and the U.S., help to market our products across the globe (see 104-4 Location of operation). For an overview of our locations and the countries where our products are marketed, please see the brief portrait &.

102-7 Scale of the organization

We have 510 employees (of whom 19 are apprentices/ trainees) at our three locations in northwestern Germany. In 2021, Molkerei Ammerland processed 2,112.0 million kilograms of raw milk into high-quality dairy products. There were 91 (2021) and 92 (2020) product varieties in all during this reporting period. Turnover came to 1,120 million euros for the 2021 fiscal year. The balance sheet total stood at 338.9 million euros, and equity at 151.2 million euros, as of December 31, 2021. For further information, please see the 2021 annual report \mathcal{C} (pp. 6–8 and 30f., German only).

102-8 Information on employees and other workers

As of December 31, 2021, Molkerei Ammerland eG had 510 employees (160 female, 350 male). The employee headcount is not subject to any major fluctuations during the year. For additional information, please see the <u>key indicator table</u> . Key indicators are established in cooperation with the HR depart-

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ment using a software program designed for this purpose and relate to December 31 as the reference date in each case.

Omission: No reporting according to fixed-term and unlimited-term employment contracts. All employees on fixed-term contracts are typically hired when their contracts expire. Determining these employee figures separately would require disproportionate time and effort. All of the dairy's locations are in Germany. This means a breakdown by region is not relevant.

102-9 Supply chain

Our approximately 2,000 milk suppliers are the most important link in the value chain. Located within a radius of about 80 kilometers around our two plants, the Wiefelstede-Dringenburg and Oldenburg locations, they produce the only raw material that Molkerei Ammerland processes: raw milk. The approximately 40 milk tankers operated by our subsidiary AMT Ammerländer Milchtransport GmbH are responsible for transporting the milk to the production sites. These tankers collect milk from farms 24 hours a day. Strict separation between conventionally produced milk, pasture milk, and organic milk is already observed at this point. Appropriate route planning practices ensure that this process can take place efficiently and with minimum impact on resources.

The Wiefelstede-Dringenburg site processes the raw milk into cheese, butter, milk powder and whey powder, cream, and concentrates. The Oldenburg site produces drinking milk (ESL), buttermilk, cream, and UHT milk. The raw milk is delivered separately according to the production method (conventional, pasture, organic) and then passes through the production lines separately as well. The processing and production of the goods also require packaging, additional and auxiliary substances like cultures and enzymes, cleaning agents and disinfectants, and other materials that we source from external suppliers. Our products go directly to store shelves or to companies that process them further, both in Germany and internationally. Some are placed in interim storage at the Brinkum site. Products from Molkerei Ammerland are supplied to over 60 countries. Exports account for about 50 percent. Our dairy products are either sold at retail outlets or

used as ingredients by other companies and processed to make other foods or feeds.

102-10 Significant changes to the organization and its supply chain

In early April 2020, another newly founded subsidiary, Ammerland Service & Logistik GmbH, began doing business. This company focuses on providing logistics services, including operating warehouse and logistics facilities, security services, custodian and cleaning services, and a full range of associated activities.

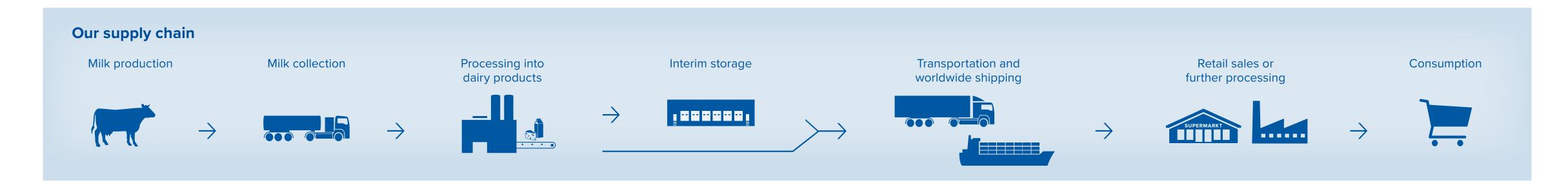
102-11 Precautionary Principle or approach

Preserving the ecosystem, protecting the climate, and good stewardship of natural resources are all key priorities for Molkerei Ammerland. Through our efforts, we aim to help conserve the landscape where our company and the area where we source our milk are located. This is not only because the Ammerland region and surrounding areas offer optimum climatic and geographic conditions for dairy farming, and thus for our sole raw material, but also because we believe everyone who uses our planet's resources should also actively help to conserve them.

Within our environmental policy, we pursue a twopronged strategic approach. First, we support improvements in our milk suppliers' agricultural production systems – both to protect the environment and to ensure the social and economic well-being of the members of our cooperative. Second, we are committed within our organization to efficient production methods that reduce environmental impact at every stage of production. We pay special attention to using water (GRI 303: Water and Effluents (4) and energy sparingly (GRI 302: Energy (4), lowering the loads of pollutants in our wastewater, minimizing waste (GRI 306: Waste &), reducing emissions (GRI 305: Emissions (3), and making increasing use of environmentally friendly packaging (GRI 301: Materials 🖒).

102-12 External initiatives

Molkerei Ammerland has been participating in the **Dairy Sustainability Tool** \mathcal{O} (German only) from the very beginning, it started as a pilot phase in 2017 and has been continued as an industry solution since July 2020. This project was developed by the Thünen Institute, QM-Milch e. V. ("QM Milk" registered association) and its backers, Deutscher



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Bauernverband (German Farmer's Federation), Deutscher Raiffeisenverband (German Raiffeisen Association), and Milchindustrie-Verband (German Dairy Association), along with Projektbüro Land und Markt (Project office) with the participation of Landeskontrollverband Nordrhein-Westfalen (State control association North Rhine-Westphalia). This tool is based on a list of questions used to collect data on nearly 90 scientific criteria from the areas of economics, ecology, social aspects, and animal welfare. The goal is to gain a detailed picture of sustainability performance on the individual farms and visualize strengths and areas where there are still reserves as well. The results allow us to set concrete objectives for our cooperative and forge ahead with the overarching process of continuous improvement. Additionally, each farm can use an individual analysis to see where their strengths and potential areas of development lie. In the second half of 2021, we conducted a survey of our dairy producers for the second time. During this period, 1,142 dairy producers belonging to our cooperative participated, which corresponds to a response rate of 60 percent. Compared to the first survey, which was conducted during the pilot phase (December 2016 through November 2019), the response rate rose. This report contains a <u>selection of the results</u> \mathfrak{C} .

We teamed up with Landesvereinigung der Milchwirtschaft e.V., the state association for the dairy industry, and other dairies in the state of Lower Saxony to create the Dairy Climate Platform (Klimaplattform Milch) (German only) in 2021. The key goal here is to apply a standardized methodology to calculating the carbon footprint of raw milk. The

centerpiece is the online-based Agrar-Klimacheck calculation tool, which is based on the well-known TEKLa calculator. Dairy producers can use the calculation tool to determine their raw milk's carbon footprint. The Agrar-Klimacheck feature gives users an overview of the various factors that affect the carbon footprint of raw milk and where they can take action to improve it.

To support pasture farming and highlight the ecological benefits of pasture and grassland, we are a transfer partner of **Grünlandzentrum Niedersachsen**/ **Bremen** and support the PRO WEIDELAND label \mathcal{O} . The coastal regions where we operate, which boast a high percentage of permanent pasture and grassland, offer optimum conditions for pasture farming. Protecting these landscapes is the focus of PRO WEIDELAND, which aims to strengthen the cultural landscape in all its many dimensions. Grazing cows on pastureland has beneficial effects on the animals' health and welfare, but that's not all. It also promotes biodiversity because pastures are an important habitat for many plants and animals. At the same time, they also capture large amounts of carbon. About half of our 1,936 active farmers produce pasture milk; the total for 2021 was 874.7 million kilograms (2020: 841.1 million kilograms). Molkerei Ammerland has been producing pasture milk products according to PRO WEIDELAND's specifications since 2017. The volume of milk produced with this certification has more than doubled since then.

In September 2017, we became the first large producer in Lower Saxony to begin processing organic milk produced according to the specifications of

Bioland e. V. @ (German only). Bioland e. V. is an ideal, dependable partner to Molkerei Ammerland. A leading association for organic agriculture in Germany, Bioland e. V. is recognized by consumers and upholds high standards. Its philosophy is based on the seven Bioland principles for the agriculture of the future: ensuring a circular economy; promoting soil fertility; keeping animals humanely; producing nutritious food; promoting biodiversity; preserving natural resources; and helping to give people a future worth living. In 2021, a total of 35.8 million kilograms (2020: 35.1 million kilograms) of raw milk was produced according to the Bioland standard.

Molkerei Ammerland joined the internationally recognized database platform **Sedex** \circlearrowleft in 2012. This platform's mission is to help improve transparency in the long-term social commitment and involvement of businesses along the supply chain through the sharing of data in the areas of labor standards, health and safety, business ethics, and environment. As part of Sedex, SMETA audits (Sedex Members Ethical Trade Audit) take place at regular intervals at our Wiefelstede-Dringenburg plant. After 2015 and 2019, the next audit is planned for the fourth quarter of 2022.

In the Sustainable Development Goals (SDGs), the United Nations has set global benchmarks for priorities and goals of sustainable development for the period up to 2030. The SDGs encompass 17 goals, which are then further subdivided into 169 specific sub-goals. These goals address a broad range of economic, ecological, and social topics relating to

sustainability. Molkerei Ammerland supports the implementation of the SDGs by making specific contributions &.

102-13 Membership of associations

Molkerei Ammerland maintains extensive dialogue with its stakeholder groups. One key element of our stakeholder dialogue is membership in associations and interest groups. This section lists our most important memberships (see next page):

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ARBEITGEBERVERBAND



Arbeitgeberverband Agrar, Genossenschaften, Ernährung Niedersachsen e. V. (AGE): With over 500 members, AGE is one of the major associations in Lower Saxony. It represents the interests of the food and agriculture sector and advises member companies on all matters relating to labor and employment law, works constitution law, and social law. Justus Ackermann, Chairman of the Supervisory Board of Molkerei Ammerland, is the deputy chair of AGE.



Deutscher Raiffeisenverband (DRV): DRV is an umbrella association representing the interests of cooperative businesses in the German agriculture and food sector at the national, European, and international levels in dealings with policymakers, administrative bodies, business partners, and the general public.



Fachverband der Milchwirtschaftler in Niedersachsen und Sachsen-Anhalt e. V.: This association is dedicated to the development of professions in the dairy industry. It represents the interests of the dairy industry on matters of vocational training and continuing education. Molkerei Ammerland is a supporting member. Klaus Rohlfing, head of HR at Molkerei Ammerland, is a member of the association's board.



Genossenschaftsverband Weser-Ems e. V.: Genossenschaftsverband Weser-Ems represents the interests of its member companies as one of six regional associations under the umbrella of Deutscher Genossenschafts- und Raiffeisenverband. It is a statutory auditing and cooperative advising association.



Grünlandzentrum Niedersachsen/Bremen e.V.: This nonprofit organization brings together the fields of agriculture, trade, and industry along with research, administration, and public policy to develop forward-looking solutions for pastureland regions with an eye to achieving more-sustainable economic growth, defusing the competition for land, and preserving the area's specific cultural landscape.



Landesvereinigung der Milchwirtschaft Niedersachsen e. V. (LVN): LVN represents the interests of all associations and organizations that are involved in the dairy industry in Lower Saxony, whether through production, processing, retail, or consumption. Herbert Heyen, Chairman of the Board of Management of Molkerei Ammerland, is the deputy chairman of the board of LVN. Molkerei Ammerland is represented in LVN through Genossenschaftsverband Weser-Ems e. V.



Milchindustrie-Verband e. V. (MIV): MIV is the umbrella organization for the German dairy industry. The association acts as a representative of the industry's interests and a service provider at the regional, national, European, and international levels. Ralf Hinrichs, Managing Director of Molkerei Ammerland, is a member of the board of MIV.



Sustainable Agriculture Initiative (SAI) Platform: The SAI Platform is a global initiative in support of sustainable agriculture within the value chain for food and drinks. Its work focuses on harmonizing and implementing sustainable activities in the area of agricultural production. Molkerei Ammerland participates in the SAI Platform Dairy Working Group.



Sedex (Supplier Ethical Data Exchange): Sedex is a nonprofit organization that provides its members with a database to share information in the areas of labor standards, health and safety, business ethics, and environment. Molkerei Ammerland has been a member since 2012.

Strategy

102-14 Statement from senior decision-maker The foreword by Ralf Hinrichs, Managing Director of Molkerei Ammerland, is available here &.

Ethics and integrity

102-16 Values, principles, standards, and norms of behavior

In our **sustainability mission statement** \mathcal{O} , we pledge to be good stewards of people, animals, and the environment. It defines sustainability as a dynamic process of learning, action, and further development. This approach is firmly rooted in our strategy and corporate policy \mathcal{O} and is also reflect-

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ed in our milk delivery regulations. Our milk producers take these requirements into account in their day-to-day work, thereby actively supporting the realization of our sustainability mission statement. This relates to aspects such as species-appropriate keeping and feeding conditions for animals, general animal welfare, and energy-efficient business operations. The sustainability management practices of Molkerei Ammerland extend not only to overarching planning and management, but also to five action fields: milk production, production and products, employees, the environment, and society. We set specific goals for further development in each of these fields.

The specifications set down in the **code of conduct** \circlearrowleft reflect the values and philosophy of Molkerei Ammerland. These rules help us to identify the merest suggestion of illegal conduct early on and take decisive countermeasures while developing measures to prevent these kinds of problems on a lasting basis. The code of conduct is based on the Base Code published by the Ethical Trading Initiative (ETI), the standards laid out by the Business Social Compliance Initiative (BSCI), and the United Nations Global Compact. The principles outlined apply to all employees. Our managers are obligated to keep informed of the legal provisions that apply in their areas of responsibility. The code of conduct has been provided to all employees. New employees receive a printed copy when they start work.

Our expectations of our **suppliers** include not only high levels of quality, dependability, and flexibility, but also ethical conduct based on compliance with the law and geared toward the principles laid out in our code of conduct.

Governance

102-18 Governance structure

Within Molkerei Ammerland, operational responsibility for the topic of sustainability rests with the Managing Director, who in turn reports to the Board of Management, the highest decision-making body. The Board of Management is composed exclusively of dairy producers. It decides on strategic and policy-making matters. The Supervisory Board, too, regularly addressed sustainability topics during this reporting period. The Supervisory Board's Economic Committee focused on subjects including the Dairy Sustainability Tool and carbon footprints. In addition, the members of the Board of Management and Supervisory Board attended an event relating to the Dairy Sustainability Tool in June 2022 to discuss and analyze the results.

Responsibility for operational management rests with the **head of sustainability** of Molkerei Ammerland, who reports directly to the Managing Director as part of close, regular dialogue. The head of sustainability acts as a point of contact and driver for this topic and supports the change in our corporate culture, for example by making suggestions to the management regarding directions of sustainable development. In his day-to-day activities, he works closely with various areas such as the dairy producer advisory, sales, and project management teams. He also acts as an instructor for employee training

sessions, represents the dairy in industry initiatives in this field, and is responsible for sustainability reporting. With support from other areas of the company, he organizes Molkerei Ammerland's participation in the Sedex database platform, which makes companies' sustainability activities transparent.

The topic of sustainability is so important at Molkerei Ammerland that almost all areas of the company have some contact with it. For example, the production team works to ensure that the raw milk is processed with as little environmental impact as possible. Energy management, among other tasks, is located in the project management department. Sales works with partners from the industry and the retail sector to develop shared sustainability initiatives. The dairy producer advisory team supports our milk suppliers in close, ongoing dialogue as they increasingly gear their operations toward sustainability. Sustainability aspects relating to employees are handled by HR.

Stakeholder engagement

102-40 List of stakeholder groups

The following are currently among our most important stakeholder groups: Our dairy producers and employees, suppliers, customers (within Germany and internationally), consumers, the regional environment, the German Federation/Communes, NGOs, industry associations, and banks.

102-41 Collective bargaining agreements

All employees of Molkerei Ammerland eG are cov-

ered by collective bargaining. In keeping with the annual agreements reached between the employers' association and the Gewerkschaft Nahrung-Genuss-Gaststätten (NGG) trade union, we pay all employees a uniform collectively agreed wage.

102-42 Identifying and selecting stakeholders

To be able to act sustainably and do business successfully, we need to identify our relevant stakeholders, their standards, and how they affect the dairy's business activities. We systematically pinpointed our key stakeholder groups according to DIN ISO 26000 when we began publishing sustainability reports, in 2011. We assess the individual stakeholders at regular intervals with an eye to their importance to our cooperative.

We view dialogue and cooperation as key elements in jointly developing and implementing solutions to meet the challenges of doing business sustainably. With that in mind, we are involved in various initiatives at the regional, national, and international levels and in organizations that are committed to sustainable development (102-12 External initiatives &, 102-13 Membership of associations (5).

102-43 Approach to stakeholder engagement

Molkerei Ammerland engages in dialogue with its key stakeholders through a number of formats. Our working climate, which is characterized by trust and confidence, tolerance and constructive dialogue, forms the basis for our relations with our employees. Our managers' doors are always open, and they are always available to their employees for questions, suggestions, criticism, or issues, either in personal

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discussions or at team meetings. We also hold employee performance reviews with the employees of the dairy. The coronavirus pandemic brought changes in overall conditions at times during this reporting period. We swiftly made arrangements to enable our staff to work from home, especially most of those in our commercial department. Our operational processes and internal communications continued to run smoothly during this time. Owing to the social distancing rules that were in place at certain times, we also shifted our regular training activities and employee meetings to online formats.

We stay in touch with our approximately 2,000 milk producers through various channels. In the annual district meetings, which are spread around the entire area where we source our milk, and at the general meeting alike, Molkerei Ammerland provides information on the cooperative's economic situation and on developments in the field of sustainability. The pandemic prompted us to use new and additional communication channels during this reporting period. We held our general meeting for 2020 at a drive-in movie theater, and the district meetings for 2021 were held as videoconferences for the first time ever. Our producer advising activities focus on topics such as raw milk quality and feeding of livestock along with operational development from the sustainability standpoint and responsible use of resources. In addition to our monthly Milchinfo information sheet, we have also been making use of digital forms of communication through our supplier information system Ammerland, or **LISA** for short. **LISA** allowed us to keep our dairy producers up to date

on key topics quickly and without contact, even during the pandemic.

Our sales team is in regular, close contact with our customers. We take the opportunity for personal dialogue at trade fairs, such as the Anuga @ event, which is held every two years. We also engage in joint sustainability initiatives with partners from around the industry and the retail sector.

We engage in dialogue with **NGOs** via memberships and joint projects (102-12 External initiatives &, 102-13 Membership of associations (4).

102-44 Key topics and concerns raised

Topics relating to sustainability are of great importance for the business activities of Molkerei Ammerland. Customers from the industrial and retail sectors have a growing need for sustainably produced raw materials. A rising number of consumers are interested in where their food comes from and the conditions under which it is produced and processed. This is why sustainability has become an important competitive factor. We take these developments into account in our strategic alignment by gearing our sustainability efforts not only toward processing, but increasingly also toward dairy production, and by offering product varieties to meet these needs as part of our added value concepts (GRI 417: Marketing and Labeling (5) as well as by focusing our attention even more on climate impacts (GRI 305: Emissions).

In early 2022, we conducted a follow-up survey to our extensive and broad-based 2020 study in order to identify the specific concerns of our key stakeholders (see 102-46 Defining report content and topic Boundaries). Our customers regard animal welfare as an especially important topic. Use of energy in production as well as the measurement and reduction of greenhouse gas emissions during dairy production have also become much more important to our customers since the last reporting period. For our dairy producers, payment of a stable, aboveaverage milk price is the most important factor. The employees who responded indicated that topics relating directly to their work (job security, corporate culture, labor conditions, health and occupational safety) were high priorities, alongside regional economic development, including the price of milk.

Reporting practice

102-45 Entities included in the consolidated financial statements

The content and key indicators set out in this report relate to Molkerei Ammerland eG. Subsidiaries are not considered in this report. Any exceptions are designated accordingly.

102-46 Defining report content and topic **Boundaries**

The topics of the report arise from our materiality analysis, which we further developed in early 2020 and updated in early 2022. The basis is a list of 22 topics that we believe are crucial to sustainability management, as they are where Molkerei Ammerland has the biggest economic, environmental, and social impact and also give rise to opportunities to

exert a concrete influence. The topics are grouped together into six action fields: corporate management, milk production, production and products, employees, the environment, and society. Topics were identified based on various sources, including general standards (such as the GRI Standards), industry-specific frameworks (such as the Dairy Sustainability Framework), studies, and market analyses.

To be able to take our stakeholders' expectations into account even more effectively, we conducted another online survey after 2020 in March/April 2022. Nearly 90 representatives of stakeholder groups were invited to rate the importance of the topics we had identified and provide us with additional information. In their responses (response rate: 60 percent), our stakeholders confirmed that we had brought up the right topics. An overview is shown in the summary under GRI 102-47 below.

102-47 List of material topics

The material topics arise from our materiality analysis (see 102-46 Defining report content and topic Boundaries). They are summarized in the following table (see next page):

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Topic	Derived GRI standards (materiality within (i) and outside (o))
Corporate management	
Integrity and compliance: Compliance with all applicable laws, regulations, and guidelines that are directly or indirectly associated with the business activities of Molkerei Ammerland.	 GRI 205: Anti-corruption (i) GRI 206: Anti-competitive Behavior (i) GRI 307: Environmental Compliance (i, o) GRI 419: Socioeconomic Compliance (i)
Dialogue with stakeholders: Ongoing dialogue with Molkerei Ammerland's stakeholder groups on topics relating to sustainability.	 102-43 Approach to stakeholder engagement (i, o)
Responsible purchasing: Aspects relating to sustainability in the supply chain are considered when sourcing materials.	 GRI 204: Procurement Practices (o) GRI 308: Supplier Environmental Assessment (i, o)
Regional development: Molkerei Ammerland's contribution to economic development within the area where it sources milk (= radius of about 80 kilometers around our Wiefelstede-Dringenburg and Oldenburg sites), e.g., as an employer or by taking regional suppliers into account.	 GRI 202: Market Presence (i, o) GRI 204: Procurement Practices (o)
Milk production	
Milk price: Payment of a stable, above-average milk price to Molkerei Ammerland's milk producers.	GRI 201: Economic Performance (i)
Information on the milk market: Transparency regarding developments on the milk market for dairy producers through provision of appropriate information.	• 102-43 Approach to stakeholder engagement (i, o)
Milk producer advising: Consideration of sustainability-related aspects, including responsible use of resources, in the advice we provide for producers.	• 102-43 Approach to stakeholder engagement (i, o)
Animal welfare: Consideration of animal welfare factors during milk production.	• 102-12 External initiatives (i, o), see Dairy Sustainability Tool

Topic	Derived GRI standards (materiality within (i) and outside (o))
Production and products	
Product quality: Production of high-quality, safe dairy products.	 GRI 416: Customer Health and Safety (i, o) GRI 418: Customer Privacy (i, o)
Added value concepts: Accommodation of rising demand for responsibly produced products through added value concepts, e.g., products made from pasture milk and organic milk products.	GRI 417: Marketing and Labeling (o)
Guarantee of origin/regional focus: Production of products from milk produced in the same region (i.e., milk from within a radius of about 80 kilometers around the dairy's two locations).	GRI 301: Materials (i, o)
A high-performance partner: Reliability, flexibility, and excellent service in our work with customers.	GRI 201: Economic Performance (i, o)
Product information (consumer protection): Compliance with the requirements of food law and product labeling in keeping with the legal specifications.	GRI 417: Marketing and Labeling (i, o)
Employees	
Job security: Provision of secure jobs for employees.	GRI 401: Employment (i)GRI 201: Economic Performance (i)
Corporate culture: Dealing with each other in a spirit of appreciation and respect, working climate characterized by trust and confidence, tolerance and constructive dialogue.	 GRI 402: Labor/Management Relations (i) GRI 406: Non-discrimination (i) GRI 407: Freedom of Association and Collective Bargaining (i)
Working conditions: Design of attractive jobs, e.g., through interesting tasks, good pay, and opportunities for further development.	GRI 404: Training and Education (i)GRI 401: Employment (i)
Health and occupational safety: Creation of a work environment where occupational safety and employee health are top priorities.	GRI 403: Occupational Health and Safety (i)

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Topic	Derived GRI standards (materiality within (i) and outside (o))
Environment	
Greenhouse gas emissions in milk production: Collection of information on greenhouse gas emissions and tapping into potential for reductions.	• GRI 305: Emissions (i, o)
Permanent grassland (at farms): Maintain and preserve pasture and grassland through pasture farming, which promotes habitats for plants and animals.	GRI 304: Biodiversity (i, o)
Energy (in production): Optimized use of energy in working and production processes. This also lowers emissions.	GRI 302: Energy (i, o)GRI 305: Emissions (i, o)
Packaging: Use of sustainable packaging alternatives for the Ammerländer brand product range.	• GRI 301: Materials (i, o)
Society	
Social engagement: Support for social projects and organizations, presence at and support for regional events, in the catchment area of the dairy locations.	GRI 202: Market Presence (o)

Although we did not identify water and waste as being top priorities with an acute need for action within the scope of our materiality analysis, we do report on the relevant information in accordance with the GRI standards. We are aware that these topics will become increasingly important in the future.

102-48 Restatements of information

The corporate carbon footprint was recalculated for 2019 through 2021 during this reporting period. That is why data for 2019 deviate from earlier indications (GRI 305: Emissions (S)). In 2020 the indicator regarding performance reviews was adjusted. As a result of this adjustment no data are shown for 2019 (404-3 Percentage of employees receiving regular performance and career development reviews (S).

102-49 Changes in reporting

No major changes in reporting.

102-50 Reporting period

The reporting period runs from January 1, 2020, until December 31, 2021. Beyond that, information on relevant developments and measures up to the editorial deadline, in August 2022, is also included.

102-51 Date of most recent report

The last sustainability report was published in October 2020.

102-52 Reporting cycle

The sustainability report of Molkerei Ammerland is published every two years. The next publication is scheduled for for the third quarter of 2024.

102-53 Contact point for questions regarding the report

The contact point for questions regarding the report or general questions on sustainability at Molkerei Ammerland is:

Benjamin Dietrich

Head of Sustainability

nachhaltigkeit@molkerei-ammerland.de

+49 (0) 4458 9111-810

102-54 Claims of reporting in accordance with the GRI Standards

This report has been prepared in accordance with the GRI Standards: Core option.

102-55 GRI content index

This sustainability report is also the GRI Content Index.

102-56 External assurance

No external audit was performed.

Specific standard disclosures

Key Topics

GRI 201: Economic Performance

GRI 103: Management approach (103-1, 103-2, 103-3)

Molkerei Ammerland is one of northern Germany's oldest dairy cooperatives. We trace our roots back to 1885. Today, we are among Europe's largest and most advanced dairy operations (brief portrait (5)). We produce high-quality dairy products for our customers from the wholesale and industrial sectors. Regionality is a key principle for our company. The farms that supply our raw milk are all located within a radius of 80 kilometers around our locations in Wiefelstede-Dringenburg und Oldenburg.

One key factor in our economic success is our excellent working relationships with business partners. Commitment and a focus on excellent service are integral elements of everything we do. Thanks to low turnover and high staff continuity, our customers have typically known their contact persons for years. A high level of mutual trust has developed over the course of long-lasting business relationships.

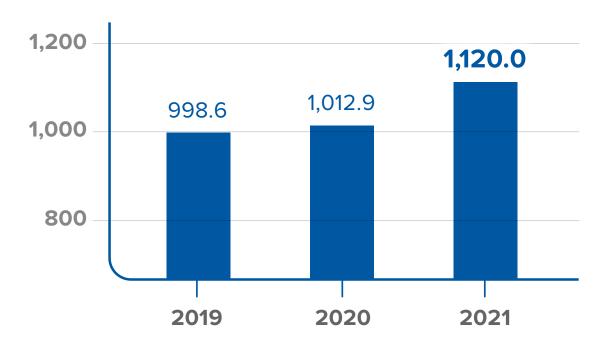
One of our cooperative's main concerns is maintaining a stable, good milk price for producers, which also helps make it possible for our members to operate sustainably. As a result, achieving a milk

price for producers that is above the average, at least regionally, is a top priority at Molkerei Ammerland. During this reporting period, it was above the average for the state of Lower Saxony at all times.

201-1 Direct economic value generated and distributed

Please consult the graphics below for information on trends in turnover and milk prices.

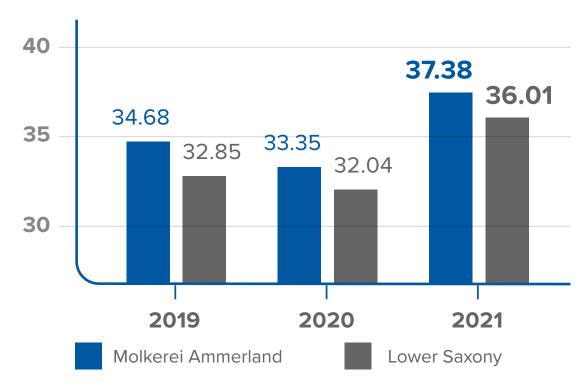
Turnover in million EUR



Also see the profit and loss statement on page 31 of the 2021 annual report 🗷 (German only).

Milk price paid to producers

4.0% fat, 3.4% protein in ct/kg, net



GRI 202: Market Presence

GRI 103: Management approach (103-1, 103-2, 103-3)

The Molkerei Ammerland success story depends on our people. Here at Molkerei Ammerland, everyone shares in the responsibility for achieving the company's goals, along with the ongoing sustainable development of the cooperative. Especially in a rural region like the Ammerland area, it is important for our dairy operation to be an attractive employer. To cover our needs for skilled workers, we train a significant portion of our future employees ourselves (GRI 404: Training and Education ③). Molkerei Ammerland is an important employer in the region, a fact that is also apparent from where our employees live. About 90 percent live in the same radius where we source our milk, meaning within 80 kilometers of our locations in Wiefelstede-Dringenburg and Oldenburg. Almost 40 percent commute 20 kilometers or less (round-trip).

Molkerei Ammerland's contribution to regional development goes beyond its role as an employer. In the catchment area of our locations, we support social projects and attend or support events. Our milk suppliers are also involved in the community and actively engage with the public. Almost one in three farms invites visitors at regular intervals and give guests a window on how a dairy farm works. Beyond that, our dairy producers help to strengthen social cohesion in the local area through their volunteer activities. The results of the Dairy Sustainability tool & show that nearly two-thirds of those who work full-time at the farm are involved in volunteering in addition to their work, either in related fields or outside agriculture.

202-1 Ratios of standard entry level wage by gender compared to local minimum wage

In keeping with the annual agreements reached between the employers' association and the Food, Beverages and Catering Industry Trade Union (Gewerkschaft Nahrung-Genuss-Gaststätten, NGG), we pay a uniform collectively agreed wage that is above the minimum wage stipulated by law. All of our employees receive the same employer-provided benefits. We do not differentiate between full-time or part-time employees, those on fixed-term contracts, or male and female employees.

202-2 Proportion of senior management hired from the local community

Without exception, the managers of Molkerei Ammerland come from the area around our plants in Wiefelstede-Dringenburg and Oldenburg (meaning they are all local to northwestern Germany).

GRI 204: Procurement Practices

GRI 103: Management approach (103-1, 103-2, 103-3)

The only raw material processed at Molkerei Ammerland is raw milk. To produce drinking milk and milk products, however, we do need other supplies. These range from packaging, cleaning agents, and disinfectants to additional and auxiliary substances like cultures and enzymes. We also source the materials we need to operate our machines and equipment. Packaging is the largest source of external

purchases. We also work closely with our suppliers on projects aimed at reducing material or using alternative packaging that is more sustainable, for example (GRI 301: Materials).

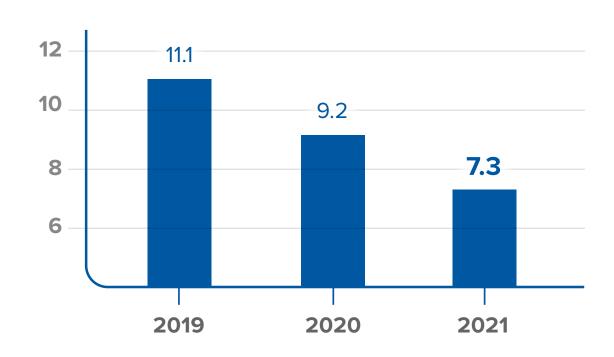
Our criteria for purchasing products and services include more than just quality and price. We also take care to ensure our providers have an environmental and/or energy management system, have established a code of conduct, and follow recognized social and sustainability standards. All of Molkerei Ammerland's suppliers respect the rights of their employees as a basic principle. We also urge them to take recognized codes or standards (such as a code of conduct, BSCI, or ISO 26000) into account and communicate our own code of conduct \mathcal{O} . In 2021, about 70 percent worked according to a standard like this.

The Molkerei Ammerland purchasing team evaluates suppliers of existing items in detail twice a year. These assessments concentrate on factors including the quality of the services provided. Another evaluation takes place every three years, focusing in particular on sustainability aspects. This also includes the principles set out in the Base Code of the Ethical Trading Initiative (ETI), for example, along with acknowledgment of these principles by our suppliers. With sustainable supply chains growing increasingly important, we plan to further develop these criteria before the next scheduled evaluation, which is due to take place in 2023.

204-1 Proportion of spending on local suppliers Molkerei Ammerland procures goods from 56 providers. The purchasing volume of items in stock stood at 30 million euros in 2021 and 29.5 million euros in 2020. If possible and reasonable in economic terms, we rely on regional companies. In 2021, 7.3 percent of our turnover was attributable to suppliers located within a radius of about 80 kilometers around our production sites. To better distribute the risks in our supply chain, we increased the number of suppliers we work with during this reporting period. As no new regional providers were added due to lack of availability, the share of sales attributable to regional suppliers fell accordingly over the past two years.

Regional suppliers

Turnover attributable to regional¹ suppliers in percent



This figure relates solely to suppliers other than milk suppliers. Our cooperative members' farms are all located within a radius of about 80 kilometers around our two plants, which are located in Wiefelstede-Dringenburg and Oldenburg.

GRI 205: Anti-corruption

GRI 103: Management approach (103-1, 103-2, 103-3) Molkerei Ammerland has a code of conduct ${\mathcal O}$ and complies with all laws and regulations relevant to it. This fundamental stance is rooted in our values as a cooperative and forms the basis of our corporate policy. We undergo an annual audit of legal compliance and strict adherence to ethical principles by Genossenschaftsverband Weser-Ems e. V. (Weser-Ems Cooperative Association) at the end of the fiscal year.

We firmly reject all forms of corruption. Gifts and perquisites associated with business activity that are geared toward personal benefit and lie outside the legal rules are strictly prohibited. These principles are also set down in our code of conduct. The rules listed there are binding for all employees. Beyond that, we apply the "four eyes principle" to all contracts signed. We have also established signing rules for specific values so there are clear responsibilities for legal transactions.

205-3 Confirmed incidents of corruption and actions taken

There were no corruption incidents at Molkerei Ammerland during this reporting period.

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¹⁾ "Regional" means within a radius of 80 kilometers from our production sites in Wiefelstede-Dringenburg and Oldenburg

GRI 206: Anti-competitive Behavior

GRI 103: Management approach (103-1, 103-2, 103-3)

Credibility and transparency are among the bedrock principles of our corporate policies. Molkerei Ammerland's business practices are founded on care, integrity, honesty, and fairness. We work with our customers in a spirit of openness and value them as partners, treating them with respect, transparency, and objectivity. Our company's strategy is geared toward strengthening its competitiveness in the long term to the benefit of all members of the cooperative. We support free, authentic competition as a central element of our approach to the market economy. Our dealings with competitors are always unbiased, fair, and in keeping with applicable laws. We aim to win customers over through efficiency, performance, product safety, and quality. These principles are also described in our <u>code of</u> $\underline{\text{conduct}} \, \mathcal{O}$, which is binding on all employees of Molkerei Ammerland.

206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

There were no proceedings concerning anticompetitive behavior or violations of antitrust or monopoly law against Molkerei Ammerland during this reporting period.

Environmental

GRI 301: Materials

GRI 103: Management approach (103-1, 103-2, 103-3) Safeguarding the ecosystem, protecting the climate, and good stewardship of natural resources are all key priorities for our dairy. We pursue a two-pronged strategic approach in our environmental policies. First, we support improvements in the agricultural production systems used by our milk suppliers in order to protect the environment while also ensuring the social and economic welfare of our cooperative's members. At the same time, we are committed to efficient and resource-conserving production methods at every level.

The only **raw material** we process is raw milk. The milk is produced by our approximately 2,000 milk suppliers, all located within a radius of about 80 kilometers of our two plants in Wiefelstede-Dringenburg and Oldenburg. To respond to changes in consumer buying habits and rising demand for responsibly produced products, Molkerei Ammerland relies on concepts for adding value. We create added value for our consumers and farmers, for example, by producing products made from pasture milk according to the PRO WEIDELAND standard or from organic milk according to the specifications of Bioland e.V.

Most of the products made by Molkerei Ammerland require **packaging**. The only exceptions are liquid shipping of milk, cream, buttermilk, whey, and concentrates, which takes place by tanker, and transportation of whey powder, which is handled by silo vehicles. This means the number of packages required does not always rise in proportion to the volume of milk processed. Instead, it depends on the way the milk is used and the desired packaging size.

Except for loose goods, we exclusively use single-use packaging for all our products. Our beverage cartons are made of paper produced using responsible forestry practices. All beverage packaging used by Molkerei Ammerland, both for its own brand and for private label products, is FSC-certified. However, not all private label packages indicate this FSC certification, as not all customers want this information to be included.

We are registered in the LUCID Packaging Register in line with the German Packaging Act. Packaging that we place in circulation is licensed under affiliated dual systems and the quantities are reported to the Packaging Register Central Agency. In this reporting period, the total weight of licensed packaging came to 8,358 tons. This volume includes packaging that we place in circulation through our Ammerländer brand and private labels sold by food

retailers and wholesalers in Germany. Our customers are increasingly making arrangements for licensing of packaging under a dual system. This has reduced the amount of packaging licensed by us.

Together with our suppliers, we are steadily increasing the use of packaging that is more sustainable. We reduced the amount of material used in powder bags for whey powder and skimmed milk powder in late 2021 by going from four-ply paper to three. Since the shift, we have already been able to conserve more than 50 tons of paper as a result (as of August 2022). Our cheese loaves are another example. In late 2020, we switched the outer packaging for packs of four three-kilogram cheese loaves entirely to recycled paper. That allowed us to lower our carbon emissions by some 21 tons in 2021. For the coming reporting period, we are planning to reduce the amount of material used in cheese bags for block and loaf products by using thinner packaging material.

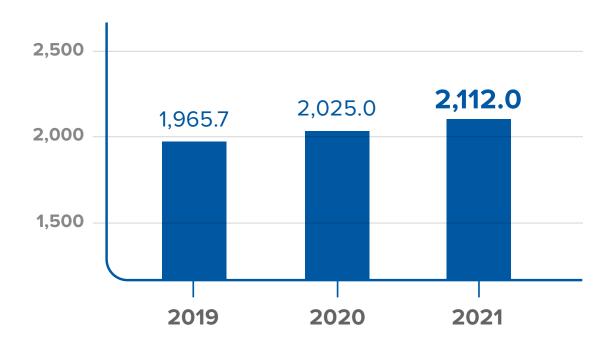
301-1 Materials used by weight or volume

During this reporting period, the volume of milk processed rose, increasing by 3 percent from 2019 to 2020 and another 4.3 percent from 2020 to 2021. This development is attributable to increases in milk production at our cooperative members' farms and the addition of new milk suppliers. The

higher production volumes also drove increases in the demand for packaging materials during this reporting period.

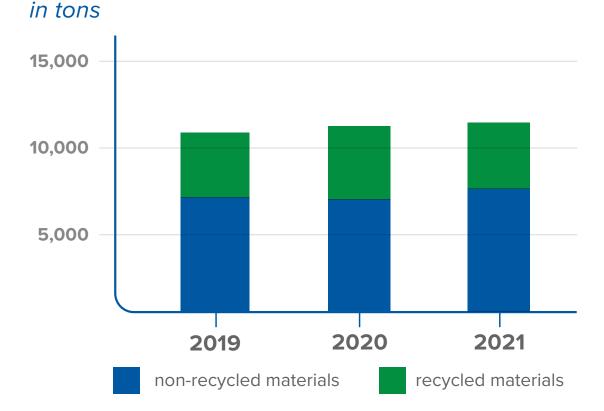
Development of milk volume

in million kg, own supply



For further information on the milk volume, please see the key indicator table .

Packaging materials!



301-3 Reclaimed products and their packaging materials

Food laws prohibit the use of recycled or reclaimed materials in primary packaging with direct product contact in order to prevent undesirable substances from leaching into foods. For outer packaging — which is not subject to the same restrictions — we try to use as much recycled material as possible. Since the market determines what we produce, however, and because our customers often have very specific expectations for the nature of our packaging, our influence on the amount of material used is only an indirect one. This means the recycling rate fluctuates. The share of recycled materials of the packaging materials accounted for 35.3 percent in 2021 (2020 37.7 percent).

Statements regarding this indicator can only refer to the packaging materials used, since Molkerei Ammerland produces foods exclusively. It is not possible to recycle or reclaim our products.

GRI 302: Energy

GRI 103: Management approach (103-1, 103-2, 103-3)

Processing of milk requires relatively large amounts of energy. Since it is part of our philosophy to always keep a close eye on the environmental impact of our business activities, we have pledged to reduce our energy consumption on a long-term basis and boost our energy efficiency. We have practiced systematic **energy management** since 2009 and first earned certification under DIN EN ISO 50001 in 2012, followed since then by regular recertification.

Molkerei Ammerland's production activities use not only electricity, but also natural gas as a primary source of energy for generating heat and steam. Production of milk powder is especially energyintensive. The goal of our **energy policy** is to achieve continuous improvement in energy performance. To reach our targets, we use energyefficient products and services wherever economically reasonable, and we provide the resources needed to do so. During the period from 2018 through 2020, we increased the effectiveness of the energy used by 5.1 percent. Our goal for 2022 and 2023 is for our total energy use to increase by a maximum of 0.5 percent even as the volume of milk we process is forecast to rise by approximately two to three percent.

Energy efficiency teams at both production sites support the energy management officer of Molkerei Ammerland. Team members meet regularly to plan and implement energy conservation measures. We hold required training activities annually to inform our employees of current developments relating to the energy management system and of measures that have already been taken, as well as those that will be taken in the future. We also urge our employees to contribute their own suggestions for improvements. In the relevant areas of production, we inform the staff individually of possible ways to conserve energy. For example, our employees learn how they can operate machines using less energy. During this reporting period, we held our first-ever contest for ideas focusing on optimization of workflows. As the idea was well received, we plan to repeat this initiative regularly in the future.

Forty-two milk tankers operated by our subsidiary AMT Ammerländer Milchtransport GmbH are available to **transport raw milk** from our producers'

farms to our two production sites, which are located in Wiefelstede-Dringenburg and Oldenburg. To keep diesel fuel consumption as low as possible, we provide our drivers with regular training on energy-conserving driving. We also use telematics systems and optimize route planning on an ongoing basis. In 2021, our vehicles averaged 1.4 liters of diesel used (2020: 1.4) per metric ton of raw milk. We launched a pilot project to test a fully insulated trailer for the first time in late 2021. The insulation is designed to help keep dairy products within the appropriate temperature range during delivery, particularly in hot conditions.

302-1 Energy consumption within the organization

As Molkerei Ammerland is growing, total consumption of energy was up during the reporting period. This is attributable chiefly to larger volumes of whey powder and skimmed milk powder, which require relatively energy-intensive processes to produce due to the higher levels of refinement involved.

Energy consumption in total and in relation to volume of milk processed

	Unit	2019	2020	2021
Energy consumption	kWh	250,058,072 ²	263,573,800	279,501,074
	kWh/kg vMm³	0.12722	0.1302	0.1323
of which electricity	kWh	80,506,892	84,613,459	86,843,759
	kWh/kg vMm	0.0410	0.0418	0.0411
of which natural gas	kWh	169,551,180 ³	178,960,341	192,657,315
	kWh/kg vMm	0.0863 ³	0.0884	0.0912

²⁾ This figure differs from the one stated in the 2018/2019 sustainability report due to a subsequent data correction.

³⁾ vMm = volume of milk processed

302-3 Energy intensity

In the reporting period energy consumption in relation to the volume of milk processed rose slightly.

302-4 Reduction of energy consumption

We optimized the technology used for ventilation in the activation basin of our process water treatment plant at the Wiefelstede-Dringenburg location in 2021. The more efficient technology means that we will be conserving 300,000 kWh of energy each year. We also implemented measures to improve organization, for example in the area of the evaporator systems. Use of more advanced technology in milk filling at the Oldenburg location reduced our energy requirements there by about 11,000 kWh a year.

GRI 303: Water and Effluents

GRI 103: Management approach (103-1, 103-2, 103-3) Water is a universal means of production for Molkerei Ammerland. Our water management system helps us use this precious resource sparingly and realize potential for further reducing the volume of wastewater produced. A monitoring system that is

303-1 Interactions with water as a shared resource

currently under development will help us optimize

our use of water even better in the future.

As a business that processes milk, we use water in particular for cooling, heating, cleaning, rinsing cheese curds, and generating steam. We receive our water from the regional supply and pump it

from our own wells. The majority of our water comes from the municipal supply.

Water is essential for cleaning purposes when producing dairy products. Our added value concepts require strict separation of products (for example, pasture milk is kept separate from conventionally produced raw milk). This requires additional equipment cleanings between production processes, driving up our consumption of water. By shortening individual rinsing steps, optimizing cleaning cycles, and using process water for pre-rinses, we are continuously working to lower our consumption of water.

The wastewater generated when we clean our process lines consists of rinsing water with product residue, along with cleaning agents and disinfectants. At the Oldenburg and Brinkum sites, wastewater is discharged into the public sewer network. The plant in Wiefelstede-Dringenburg has its own process water treatment facility. The only wastewater discharged into the public sewer here is from the plumbing system.

303-2 Management of water discharge-related impacts

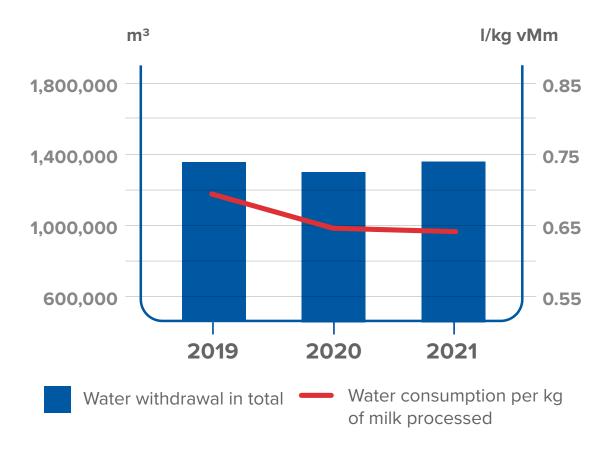
Discharging of wastewater is monitored on an ongoing basis and meets the specifications of laws and regulations. In 2020 and 2021, the quality of the wastewater discharged exceeded regulatory requirements, which led to a reduction of the fees charged during this period.

303-3 Water withdrawal

Even as our dairy continued to grow during the re-

porting period, absolute consumption of water in 2021 was similar to the level seen in 2019. In relation to the volume of milk processed, consumption was reduced by nearly seven percent in 2021 compared to 2019.

Water consumption

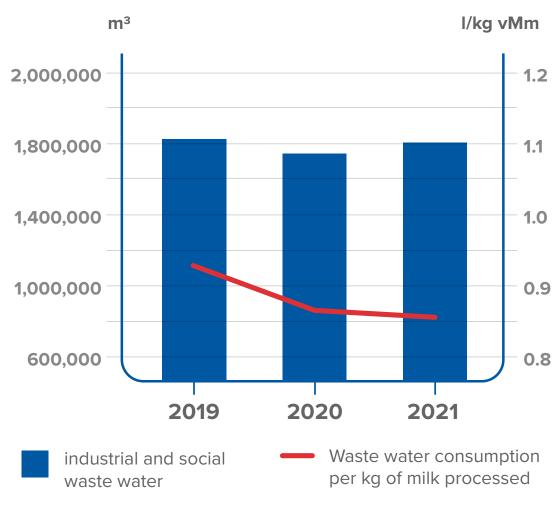


For further information on water consumption, please see the key indicator table .

303-4 Water discharge

The absolute volume of wastewater was down slightly in 2021 compared to 2019, even though manufacturing volumes were up during the reporting period. In relation to the volume of milk processed, we managed to reduce the volume of wastewater – the figure was down some eight percent in 2021 compared to 2019.

Waste water generated



GRI 304: Biodiversity

GRI 103: Management approach (103-1, 103-2, 103-3)

An unspoiled natural world is the basis for functioning agriculture, and thus for our products as well. Good stewardship of the ecosystem is a top priority for us. We are a transfer partner of **Grünlandzentrum Niedersachsen/Bremen e. V.** (102-12 External initiatives (*)) and support the protection and conservation of grassland. Pasture farming has a positive effect on biodiversity in these environments. For example, animals kept on pastures create certain patterns in the vegetation structure that shape many insect species' habitats.

We continued the "Ammerländer Bienenschmaus" campaign, which was launched in 2019 to improve habitat for insects by sowing wildflower seeds, during this reporting period. We sent out around 4,000 additional seed packets free of charge to interested consumers in 2020. In 2021, we ran an initiative called "You share, we sow!", in which we sowed one square meter of meadow flowers for every post shared on our social media channels. The result was 50 hectares of flowering meadows, to which our dairy producers added another 60 hectares. And the initiative continues to grow: By mid-2022, a total of 250 hectares of flowering meadows had been created on land belonging to Molkerei Ammerland and our dairy producers.

As the results of the <u>Dairy Sustainability Tool</u> & show, our dairy producers take action in various ways to ensure diversity in nature. Nearly one in four farms participates in contractually funded measures to protect the environment and nature, and 95 percent take measures to support flora and fauna. These include not only building dry and stone walls, but also insect houses, perches for birds of prey, nest boxes, and mowing that disrupts wild animals as little as possible. Two-thirds of our dairy producers engage in conservation measures involving their own landscape elements or those of third parties.

304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas. The locations of Molkerei Ammerland are not located in protected areas. They are not adjacent to pro-

tected areas or to areas of high biodiversity value that are not designated as protected areas.

GRI 305: Emissions

GRI 103: Management approach (103-1, 103-2, 103-3) In its production processes, Molkerei Ammerland is careful to use energy sparingly and reduce emissions. In this reporting period, we systematically accounted for our greenhouse gas (GHG) emissions for the first time as part of a corporate carbon footprint for the period 2019 to 2021. The calculation is based on the principles of ISO standard 14067 and the Greenhouse Gas Protocol. We used emissions factors from Footprint Expert, a footprint software program certified by the UK-based Carbon Trust, to determine our corporate emissions. The value chain that we analyzed for these emissions factors was based on the cradle-to-grave approach, which takes both direct and indirect (upstream and downstream) emission sources into account.

305-1 Direct (Scope 1) GHG emissions

Factors in scope 1 emissions include not only consumption of natural gas and diesel fuel (for milk tankers and company cars), but also the use of lab gases and heating oil. Because Molkerei Ammerland is growing and energy consumption is increasing as a result, scope 1 CO₂ emissions were up during the reporting period. The overall figure for 2021 stood at 59,662 t CO₂-e.

CO₂ emissions Scope 1 and 2

	Unit	2019	2020	2021
CO ₂ emissions Scope 1	t CO ₂ -e	53,125	55,824	59,662
of which from natural gas	t CO ₂ -e	43,611	46,031	49,554
diesel ⁴	t CO ₂ -e	9,279	9,323	9,695
laboratory gases	t CO ₂ -e	235	328	230
fuel oil	t CO ₂ -e	0	143	182
CO ₂ emissions Scope 2	t CO ₂ -e	38,027	38,079	39,080

Note on the table: Data for 2019 deviate from earlier indications because the corporate carbon footprint was recalculated for 2019 through 2021 during this reporting period.

305-2 Energy indirect (Scope 2) GHG emissions
Scope 2 encompasses indirect emissions from purchased energy. At Molkerei Ammerland, the only relevant form of energy in this category is electricity. Our market-based GHG emissions from electricity consumption were up slightly in this reporting period.

305-3 Other indirect (Scope 3) GHG emissions

Among dairy processing companies, by far the largest share of GHG emissions is attributable to indirect emissions caused by the company's activities. Within this field, raw milk production on the farms is responsible for the largest share. After establishing pilot projects to assess the climate impact of individual farms operated by our dairy producers, we laid the groundwork in late 2021 and early 2022 for

collecting representative data on a broad basis in the future. To that end, we incorporated the Agrar-Klimacheck function based on the well-known TEKLa calculator into our supplier information system Ammerland, known as **LISA** for short.

GRI 306: Waste

GRI 103: Management approach (103-1, 103-2, 103-3) Molkerei Ammerland's goal is to do business efficiently and conserve resources at every stage of production – and that also includes minimizing waste. A plant officer was named in late 2021 to be responsible for measures to monitor and systematically analyze our processes in the area of waste. The management system currently under development will help us to optimize and reduce waste volumes going forward.

⁴⁾ Diesel consumption by milk tankers and refrigerated delivery vehicles (subsidiary AMT Ammerländer Milchtransport GmbH) and cars (Molkerei Ammerland eG)

Waste volumes

	Unit	2019	2020	2021
Waste for disposal	t	1,215.9	7,168.7	12,443.1
of which non-hazardous waste	t	1,176.1	7,153.5	12,390.7
of which recyclables	t	629.3	599.4	439.2
household waste	t	361.1	211.3	355.7
other non-hazardous waste	t	185.6	6,342.8	11,595.8
of which hazardous waste	t	39.8	15.2	52.4
of which oils and lubricants	t	3.7	3.3	3.3
other hazardous waste	t	36.2	11.9	49.1

306-1 Waste generation and significant waste-related impacts

Wastewater generated during cleaning of process lines accounts for the largest volume of waste produced by Molkerei Ammerland. At our Wiefelstede-Dringenburg site, we treat this wastewater using our own process water treatment facility (GRI 303: Water and Effluents ©). In terms of volume, recyclables and household waste are also major contributors.

306-2 Management of significant waste-related impacts

Right now, we are laying the foundations for implementing a monitoring system for waste, including a data management system aimed at creating greater transparency regarding waste in the future. At the same time, this will also serve as the basis for accounting our waste and being able to further minimize the volume generated.

306-3 Waste generated

The waste generated is shown in the table above, organized by type, for the period from 2019 to 2021. According to this analysis, the volume of waste rose sharply in 2020 and 2021, in particular due to the greater amount of other non-hazardous waste owing to the fact that Molkerei Ammerland took over the operation of the process water treatment facility on the site of the Wiefelstede-Dringenburg plant in 2020. The increased volume of other non-hazardous waste in 2021 compared to the previous year is in turn due primarily to shifts in inventory and the reduction in drying substance in the activation basins. The rise in other hazardous waste from 2020 to 2021 is attributable to cleaning of the process water treatment facility. The volume of household waste decreased in 2020 because more employees worked from home because of the coronavirus pandemic. Waste

disposal is handled exclusively through qualified specialized companies.

GRI 307: Environmental Compliance

Molkerei Ammerland pledges to comply with all applicable laws, regulations, and guidelines that are directly or indirectly associated with its business activities (GRI 205: Anti-corruption &, GRI 206: Anti-competitive Behavior &). This also concerns environmental protection laws and regulations. Managers stay abreast of the legal provisions applicable in their areas of responsibility and ensure that they are implemented in a timely fashion. They have all of the necessary aids (subscriptions, newsletters, access to relevant sources via the Internet) at their disposal for this. Our legal department also provides support in obtaining information.

307-1 Non-compliance with environmental laws and regulations

There were no cases of non-compliance with environmental protection laws and regulations during this reporting period.

GRI 308: Supplier Environmental Assessment

GRI 103: Management approach (103-1, 103-2, 103-3) Molkerei Ammerland currently procures goods from 56 providers. These range from packaging, cleaning agents, and disinfectants to additional and auxiliary substances like cultures and enzymes. We also source the materials we need to operate our machines and equipment. The majority of our purchases from external suppliers, some 80 percent by purchase value, fall within the packaging segment. Sustainability criteria are part of our selection and assessment of suppliers. Because of this, we check whether a supplier has an environmental and energy management system, has established a code of conduct, and follows recognized social standards and sustainability standards. In addition, we urge our suppliers to take recognized codes or standards (such as a code of conduct, BSCI, ISO 26000) into account.

308-1 New suppliers that were screened using environmental criteria

All new suppliers provided information on whether they have an environmental and energy management system during this reporting period. In all, 26 of our 56 suppliers have an environmental and/or energy management system.

Social

GRI 401: Employment

GRI 103: Management approach (103-1, 103-2, 103-3)

Our employees, people with skill and expertise but also feelings and emotions, are the key to our success. Molkerei Ammerland's consistently positive development would be impossible without them. To maintain their passionate commitment to our cooperative's interests and concerns, our company's employees need to feel comfortable on the job, just like they need opportunities for personal and professional grown. With the goal of remaining an attractive employer, we keep the topics that are relevant to our employees front and center in everything we do. We want our people to have a secure job with us that offers them a pleasant working climate, interesting tasks, good pay, and recognition, along with an environment that puts occupational safety and health first as priorities.

To be able to continue our successful course, we want to retain our employees and, if necessary, strengthen the workforce by adding more specialists. The dairy cultivates a family-like atmosphere, with flat hierarchies and close connections, as a special incentive. We also practice human resources management geared toward different stages of life. That means we work with our individual employees to identify solutions within the range of options

available to meet their personal needs at different stages of life. To help our employees achieve optimum work-life balance, we have created options for flexible working hours. Rather than using standard models, we work with individual employees to craft solutions for them. About 10 percent of employees at Molkerei Ammerland work part-time. We also keep an eye on work-life balance for our staff so that we can offer appropriate solutions where possible when there is a need.

The HR department – which is where everything relating to personnel planning, recruitment, staff development, management, and administration comes together – bears primary responsibility for matters concerning our employees. However, personnel management is not just a task for one department. Within our organization, it is shaped by all of the leading people. That means all executive staff are involved, along with the executive management. Together, they work to make sure our leadership principles and the focus on employees arising from our company policies are implemented.

401-1 New employee hires and employee turnover Molkerei Ammerland eG employs a total of 510 people (2020: 519, 2019: 528). The average tenure of employees at Molkerei Ammerland is ten years Employee turnover stood at 1.3 percent in 2020

and 2 percent in 2021. These low figures are a reflection of how satisfied our team is. We firmly believe this is also an important result of our corporate policies and culture.

Omission: A breakdown by region is not relevant because all locations are in Germany. Owing to the low employee turnover, differentiating by age group and gender is viewed as being immaterial.

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

All of our employees receive the same employerprovided benefits. We do not differentiate between full-time and part-time employees or those on fixedterm contracts. In order to be able to respond flexibly to peaks in orders, we sometimes rely on temporary workers. When we do so, we are careful to make sure these workers are fully integrated into life within the organization during their time with us.

New employee hires and employee turnover

	Unit	2019	2020	2021
Number of new hires		38	23	18
New hire percentage	%	7.2	4.4	3.5
of which female		11	8	6
male		27	15	12
of which under 30 years	%	47.4	43.5	50.0
30 to 50 years	%	39.5	47.8	50.0
over 50 years	%	13.2	8.7	0
Employee turnover (number)		12	6	3
Turnover rate	%	2.3	1.2	0.6

They receive the same pay and employer-provided benefits as permanent employees, and wear the same work clothing.

GRI 402: Labor/Management Relations

GRI 103: Management approach (103-1, 103-2, 103-3) Here at Molkerei Ammerland, everyone – employees and cooperative members alike – shares in the responsibility for achieving the company's goals, along with the ongoing sustainable development of the cooperative. A solid community and a strong sense of cohesion are especially important to us. In line with this view, cooperative behavior and interpersonal relations characterized by respect, dignity, and equal opportunity are key aspects of the operating and working climate at the dairy. Our managers' doors are always open. They are always available to their employees for questions, suggestions,

A works council was instituted in the mid-1970s to represent our employees' interests within the scope of the legal specifications. The company works together with the people and bodies representing our employees in a spirit of mutual trust and confidence. Constructive discussions are held with an eye to balancing everyone's interests in a way that is productive for all sides.

criticism, or issues.

402-1 Minimum notice periods regarding operational changes

We comply with the legal deadlines for notification of operational changes. Notices are typically provided in person or via postings made by the company management or works council.

GRI 403: Occupational Health and Safety

GRI 103: Management approach (103-1, 103-2, 103-3)

At Molkerei Ammerland, our employees' health and a safe, secure working environment are the top priority. We make every effort to protect our employees from injury due to accidents and from work-related ill health and other harmful influences. Our working conditions meet all the legal requirements, reflect the state of the art, and are continuously evolved.

One occupational safety specialist and 17 safety officers – 11 for the Wiefelstede-Dringenburg plant, five for the location in Oldenburg, and one officer in Brinkum – help us identify and document accident and health risks, eliminate defects where identified, and develop effective preventive measures. We train people in first aid so that we are well prepared for emergencies. Across all of our locations, we have 82 people trained in first aid (15 percent of all employees) who are ready to step in and help.

Molkerei Ammerland's Occupational Safety Committee meets at least four times a year to coordi-

nate tasks and discuss current topics, among other activities. These meetings are attended by the deputy Managing Director, the HR department, the hazardous materials officer, safety officers, the works council, the company physician, and one occupational safety specialist.

403-1 Occupational health and safety management system

We continuously monitor the entire working environment with regard to occupational safety and health. When expanding production or plant operations or introducing new technologies, we regularly consult the employers' liability insurance association for the food and hospitality industries (Berufsgenossenschaft Nahrungsmittel und Gastgewerbe (BGN)) and seek their advice on occupational safety. As part of its bonus program, the BGN has confirmed every year since 2015 that the occupational safety and health measures we have in place exceed the minimum statutory requirements. Measures such as shock absorption and damping systems on forklift seats and having a higher number of employees trained in first aid than is required help us to participate successfully in the bonus program on a regular basis.

403-2 Hazard identification, risk assessment, and incident investigation

We identify and assess potential risks in the workplace systematically. To do this, we use the risk catalog published by the Federal Institute for Occupational Safety and Health. We have established a process for preparing risk assessments, which also includes implementing suitable protective measures and corresponding responsibilities. Site inspections with regard to occupational safety are carried out regularly in all relevant areas of the dairy. If an occupational accident occurs despite all our prevention measures, we analyze the cause systematically and, if possible, use it to identify actions we can take to prevent recurrence.

403-3 Occupational health services

All newly hired employees are required to undergo an initial medical examination performed by our company physician. Depending on the individual employee's role, follow-up examinations are performed at regular intervals. The company physician writes an activity report each year and attends the meetings of the Occupational Safety Committee. In cooperation with our company physician, we reviewed the ergonomics and technical features of our office workstations in mid-2020 and made improvements where necessary. Dialogue also takes place as needed on all issues concerning employee health.

403-4 Worker participation, consultation, and communication on occupational health and safety

Employees and department managers actively participate in preparing risk assessments. For example, we hold training sessions that encourage employees to report potential risks or hazardous situations so that remedial action can be taken. Representatives of the works council also attend the meetings of the Occupational Safety Committee.

403-5 Worker training on occupational health and safety

We conduct regular training activities in the areas of occupational safety and health. All employees attend mandatory training each year, which includes a check of whether they have learned and retained the information on occupational safety. Depending on their fields of activity, there is additional mandatory training on aspects such as working in an oxygen-reduced atmosphere and rescues, including self-rescues, at height. We also provide regular training for all employees on the handling of fire extinguishers.

403-6 Promotion of worker health

In the area of occupational health, the coronavirus pandemic was a key topic during this reporting period. Molkerei Ammerland adopted a detailed crisis plan to respond to the new situation. The relevant measures included providing additional hand sanitizer and medical-grade face masks at central locations. Production and administrative employees were kept strictly separated and arrangements for remote working were made swiftly. Both of these measures were part of our efforts to minimize contact for a certain period. At the height of the pan-

demic, we also set up dedicated testing centers at our locations. We continue to distribute free test kits to our employees. Vaccination appointments became available through our company physician in the summer of 2021. Employees and our dairy producers additionally had the opportunity to get vaccinated at our Wiefelstede-Dringenburg plant in late 2021.

In the area of personal protective equipment, we also offer individual solutions for our employees, such as allowances for specially made hearing protection or different widths of safety shoes for optimum fit. To improve ergonomic working conditions, employees who work at a desk can request adjustable-height desks as needed. We conducted an employee survey regarding potential psychological strain in the workplace in 2019. A key measure on the basis of the results is holding one-to-one discussions with all employees to strengthen internal communication. As the pandemic has delayed the implementation of this measure, we are organizing the discussions over a longer period than originally planned.

To raise awareness of the importance of physical activity, we offer our employees the option to lease a company bike. Our cafeteria at the Wiefelstede-Dringenburg site serves fresh and varied lunches to employees there, with the dairy subsidizing the price. We also provide hot and cold beverages at no cost. Water dispensers are available at production sites.

403-9 Work-related injuries

After increases in both the number of reported occupational accidents and the injury rate in 2020, the figures for 2021 fell again and reached an even lower level than in 2019.

Omission: A breakdown by region is not relevant because all locations are in Germany. No breakdown by gender, as there are no gender-specific potential risks.

GRI 404: Training and Education

GRI 103: Management approach (103-1, 103-2, 103-3) With demographic change and a shortage of skilled workers looming over Germany, vocational training is highly important to Molkerei Ammerland. Especially in rural areas, companies have a hard time meeting their need for skilled workers. With this in mind, we train a large portion of our future employees ourselves. Our apprentices get to know the requirements relating to sustainability in the dairy industry in detail within our organization and receive full gear for their future tasks. In this way, we offer career prospects for young people in our home region.

Apprentices and trainees make up about four percent of the workforce at Molkerei Ammerland eG at present. Our vocational training rate decreased during this reporting period as our need for workers was lower and we always want to offer apprentices or trainees a permanent position if at all possible once they have successfully completed their studies. The dairy offers vocational training in a range of tracks: dairy technologist, dairy industry lab technician, management assistant in industry, electronics technician for automation technology, food technology specialist, machine and equipment operator, warehouse specialist, and IT specialist for system integration. Our apprentices are given responsibility early on so they learn to work independently and on their own responsibility. Once they complete their vocational training successfully,

Occupational safety

	Unit	2019	2020	2021
Occupational accidents	_	28	36	19
Days lost (per 100 employees)	_	10.4	10.2	13.4
Injury rate (injuries per 100 employees)	_	5.6	7.5	3.9
Number of work-related deaths	_	0	0	0

Hours of training

	Unit	2019	2020	2021
per commercial employee	Øh	29	28	26
per technical employee	Øh	27	26	26

Performance reviews

	Unit	2019	2020	2021
Employees with regular performance reviews	%	_	13.7	14.7
of which commercial employees	%	_	47.9	42.7
technical employees	%	_	52.1	57.3
female	%	_	35.2	46.7
male	%	_	64.8	53.3

we hire almost all of our newly minted entry-level talent to work with us. In 2021, we received our third consecutive special award from the Oldenburg chamber of commerce and industry in recognition of our outstanding contributions to vocational training.

We actively approach potential candidates to get young people interested in careers at our dairy. We engage in regular outreach to schools in the area, including participating in vocational orientation events there. We also aim to teach young people more about our dairy and its cooperative culture through our own activities and campaigns. Unfortunately, it was not possible to hold any careers or apprentice events between 2020 and 2022 due to pandemic-related restrictions. As soon as circumstances permit, we plan to resume these events as

a method of targeted outreach to children and young people.

Continuing education allows our employees to meet the ever-rising and changing requirements that apply in their fields. Training activities not only expand on the knowledge present within the company, but also have a positive effect on our appeal as an employer. Continuing and professional education for our workforce is a key priority within our personnel management practices. To reinforce this topic, we hired a permanent instructor to join our HR department in the area of continuing education in mid-2022.

All of our employees attend mandatory training in the areas of hygiene/the HACCP concept, occupational health and safety, and energy management. We shifted this training online during the reporting period, primarily due to the restrictions caused by the coronavirus pandemic. Depending on their tasks, specific groups of employees undergo additional mandatory training in areas such as forklift operators. Furthermore, all employees have the opportunity to request individual continuing and professional education. We solicit evaluations from internal and external participants in continuing education and analyze this feedback with the aim of further improving the success of our training efforts.

404-1 Average hours of training per year per employee

The average hours of training per employee has held steady at a high level for years. For details, please see the table left.

Omission: Training and continuing education is provided exclusively according to subject-specific aspects, so it is independent of gender. As a result, no gender breakdown is provided here.

404-3 Percentage of employees receiving regular performance and career development reviews

Up to 2019, this indicator took into account not only one-to-one discussions, but also conversations on pay scale grouping. From 2020, the only factors considered are one-to-one discussions with employees, including performance appraisals and probationary period discussions. No data are shown for 2019 as a result of this adjustment. For details, please see the table left.

GRI 405: Diversity and Equal Opportunity

GRI 103: Management approach (103-1, 103-2, 103-3)

The working climate at Molkerei Ammerland is characterized by trust and confidence, tolerance, and constructive dialogue. All employees have the same opportunities for training and advancement, regardless of their gender, origin, and social circumstances. All of them are urged to deal with each other fairly and with respect and appreciation. This approach is rooted in both our <u>code of conduct</u> and the management principles of Molkerei Ammerland. These principles express how we view ourselves and what values shape how we treat each other. From the executive management to executive staff and down the line to each and every employee, everyone is called upon to work to make sure these guiding ideas are to be lived and put into practice within the company.

Inclusion is another important area in which our Ammerländer brand is involved in society. We organize an inclusive match day every season in cooperation with the soccer team Werder Bremen. We also sponsor the inclusive live radio broadcast that provides accessible coverage of the club's home games. In addition, we support Special Olympics Bremen, which organizes and promotes sports competitions for people with intellectual disabilities.

405-1 Diversity of governance bodies and employees

For information on the percentage of woman and

For information on the percentage of women and the age structure, please see the following table.

Omission: Aside from gender and age group, no further diversity indicators are relevant to Molkerei Ammerland.

405-2 Ratio of basic salary and remuneration of women to men

In keeping with the statutory provisions and collective agreements, Molkerei Ammerland pays its employees fair and competitive wages and salaries, regardless of gender.

Employees by age groups and gender

	Unit	2019	2020	2021
Percentage of management positions held by women	%	40.4	44.6	37.3
Employee age structure				
under 30 years	%	32.2	33.5	24.7
30 to 50 years	%	41.3	42.4	46.7
over 50 years	%	26.5	24.1	28.6
Percentage of women	%	32.2	32.0	31.4
Supervisory Board age structure				
under 30 years	%	0	0	0
30 to 50 years	%	57.1	47.6	42.9
over 50 years	%	42.9	52.4	57.1
Percentage of women	%	4.8	4.8	4.8
Board of Management age structure				
under 30 years	%	0	0	0
30 to 50 years	%	33.3	22.2	22.2
over 50 years	%	66.7	77.8	77.8
Percentage of women	%	0	0	0

GRI 406: Non-discrimination

GRI 103: Management approach (103-1, 103-2, 103-3)

Molkerei Ammerland does not tolerate unequal treatment in any form whatsoever. Discrimination against employees and/or business partners on the basis of age, gender, appearance, ethnic origin, disability, religion, political or philosophical views, or involvement in trade unions is ruled out. This is also a fundamental requirement set down in our code of conduct \mathcal{O} .

406-1 Incidents of discrimination and corrective actions taken

No incidents of discrimination during this reporting period.

GRI 407: Freedom of Association and Collective Bargaining

GRI 103: Management approach (103-1, 103-2, 103-3)

Molkerei Ammerland respects freedom of association and the right to collective bargaining without limitations. A works council was instituted in the mid-1970s to represent our employees' interests within the scope of the legal specifications. We reach collective agreements for all employees and do not differentiate by gender, in line with the prin-

ciple of equal treatment. In keeping with the annual agreements reached between the employers' association and the employers' association and the Food, Beverages and Catering Industry Trade Union (Gewerkschaft Nahrung-Genuss-Gaststatten, NGG), we pay a uniform collectively agreed wage.

407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

No incidents or indications thereof during this reporting period.

GRI 416: Customer Health and **Safety**

GRI 103: Management approach (103-1, 103-2, 103-3)

Molkerei Ammerland's products are produced to the highest standards of quality. To go above and beyond the fundamental requirements of food law, we have established an extensive quality management system. Numerous certifications attest to our stringent quality policies at all levels: Food Safety System Certification (FSSC) 22000, IFS (International Featured Standard Food, higher level), VLOG standard (without genetic engineering), EU organic/Bioland, PRO WEIDELAND, and Q+S feed, as well as halal and kosher certification. All products from our dairy are labeled in accordance with the legal requirements and are subject to official food monitoring.

From milk production through to the end product, extensive sampling and testing processes take place on specified schedules to ensure compliance with the relevant quality parameters. We also ensure 100 percent track and trace capability through extensive documentation. At our production sites, we analyze the milk and all products made from it in our own labs. Accredited external laboratories (LUFA Nord-West) also perform regular checks to confirm, among other things, that the products are marketable in terms of their chemical, microbiological, and sensory qualities, as well as the declaration.

Our products garnered numerous DLG (German Agricultural Society) awards in the 2020/2021 reporting period alone: 17 gold, and nine silver. This underscores that we meet the stringent standards of quality that we set for ourselves and our suppliers. To ensure the utmost in food safety, we rely on the hazard analysis and critical control points (HAC-CP) concept, which has proven its value internationally. The system serves to identify, assess, and control risks stemming from foods.

416-1 Assessment of the health and safety impacts of product and service categories

Molkerei Ammerland sets the highest possible standards of quality for the production process, all products produced, and the entire supply chain, as described above.

416-2 Incidents of non-compliance concerning the health and safety impacts of products and services

No incidents of non-compliance with regulations and/or voluntary rules of conduct concerning the health and safety impacts of products during this reporting period.

GRI 417: Marketing and Labeling

GRI 103: Management approach (103-1, 103-2, 103-3)

Molkerei Ammerland takes meticulous care to ensure that the entire product range meets all requirements under food law. Our products are labeled in accordance with the legal specifications. The accuracy of the labeling information is ensured through internal and external marketability tests, official food monitoring activities, and the certification of our quality management system.

Molkerei Ammerland is meeting rising demand for responsibly and ecologically produced products with added value concepts. Added value is created, for example, when we process pasture milk or organic milk from cows that do not receive any genetically modified feed. Products from our national Ammerländer pasture milk range carry the PRO WEIDELAND © label. This label guarantees that consumers who buy these products are supporting pasture farming and animal welfare. Organic milk from Molkerei Ammerland is processed in line with the requirements of Bioland e. V. (German only) Ammerländer organic products carry this farming association's seal. As part of our brand communication efforts, we reach out to consumers about our added value concepts and the background behind them, providing information on product packaging, on the <u>Ammerländer website</u> ${\mathcal O}$ (German only), and on social media.

We added information on our livestock farming practices to our packaging in mid-2022. Products in our pasture milk range carry the seal for farming level 3 ("outdoor climate"), while organic products are labeled with the level 4 symbol ("premium"). Initiative Tierwohl, an animal welfare organization, developed this four-level system \mathcal{O} (German only) at the instigation of grocery retailers with the aim of giving consumers better guidance on how livestock is farmed.

We view transparency as an important quality feature, not just within the production process, but also in communications. We are happy to hear from our customers by mail, e-mail, phone, and social media (Facebook, Instagram) with any questions, suggestions, or complaints they may have. We process all inquiries as quickly as possible. This typically takes us three days. The sales and quality management teams deal directly with product complaints. We analyze the complaints received every month, including with an eye to the volumes concerned and the costs incurred. We use the insights gleaned from this process to further optimize production, logistics, and quality assurance processes.

417-1 Requirements for product and service information and labeling

The information provided about our products and

product labeling fulfills all relevant legal specifications. This is confirmed time and again through regular external marketability tests. There are no rules on specific disposal information for the foods we produce.

417-2 Incidents of non-compliance concerning product and service information and labeling

No incidents of non-compliance with regulations and/or voluntary rules of conduct concerning product information and/or labeling.

417-3 Incidents of non-compliance concerning marketing communications

No incidents of non-compliance with regulations and/or voluntary rules of conduct concerning marketing communications, including advertising, promotion of sales, and sponsoring.

GRI 418: Customer Privacy

GRI 103: Management approach (103-1, 103-2, 103-3)

We collect customer data exclusively for the intended purpose agreed upon with the customer, for example in the case of sweepstakes or complaints. Under no circumstances do we share this information with third parties. We follow all of the requirements of the EU General Data Protection Regulation (GDPR) and have put them in place in guidelines and specifications that apply within the organization.

Sustainability Tool Brief portrait General Disclosures Social Key indicators Goals SDGs Foreword Economic Environmental

418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

No substantiated complaints concerning breaches of customer privacy and no cases of leaks, theft, or loss of customer data during this reporting period.

GRI 419: Socioeconomic Compliance

GRI 103: Management approach (103-1, 103-2, 103-3)

Molkerei Ammerland pledges to comply with all applicable laws, regulations, and guidelines that are directly or indirectly associated with its business activities, including the legal provisions of the countries where organizations or institutions with which it maintains business relations are located (GRI 205: Anticorruption &, GRI 206: Anticompetitive Behavior &). Managers stay abreast of the legal provisions applicable in their areas of responsibility and ensure that they are implemented in a timely fashion. They have all of the necessary aids (subscriptions, newsletters, access to relevant sources via the Internet) at their disposal for this. Our legal department also provides support in obtaining information.

419-1 Non-compliance with laws and regulations in the social and economic area

No cases of non-compliance with social and economic laws and/or regulations during this reporting period.

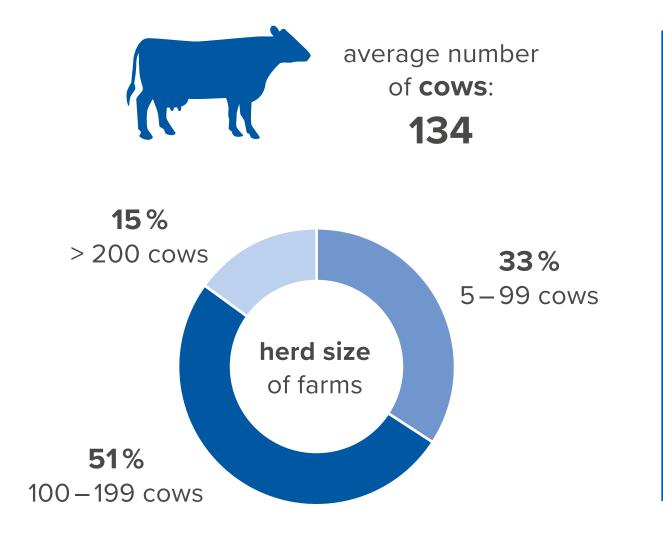
QM-Dairy Sustainability Tool: Results at a glance

Between July and November 2021, 1,142 of our milk suppliers participated in the survey. The participation rate is 60 percent. The response from the survey covers about 65 percent of the milk volume processed by Molkerei Ammerland. Compared to the first survey we conducted as part of the pilot phase the participation rate increased. The Thünen Institute of Farm Economics carried out the scientific evaluation. This fact sheet presents a selection of the results.

The QM-Dairy Sustainability Tool 2.0 aims to record sustainability performance on individual farms in detail using a scientifically based questionnaire. For more detailed background information on the tool, please visit the QM-Milch e. V. website \circlearrowleft (German only).



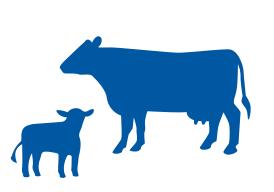
Characteristics of the dairy farms surveyed



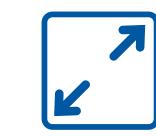


share of farms with primary focus on milk production: 96%

share of farms that mainly use own offspring for breeding: 95%



average land area

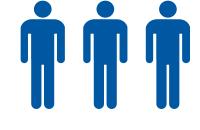


agriculturally used area:

114 ha (282 ac)

grassland share
(permanent and
temporary grassland):

72%



number of **people employed** on average on the farms:

3



average **age** of farm manager: **48 yrs.**

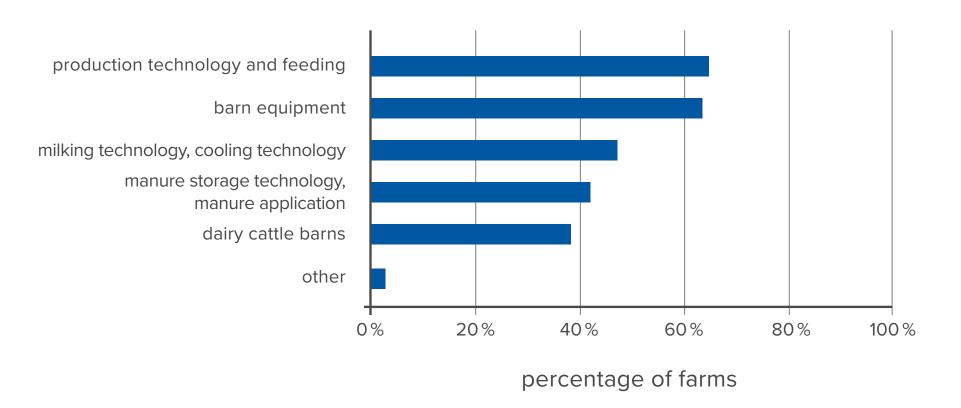
Mey results economy

For a sustainable and animal welfare-oriented farm development, our milk suppliers make extensive investments when it comes to modernizing their farms. In addition, our farmers take advantage of various opportunities to build up and deepen appropriate knowledge against the backdrop of constantly developing requirements.



87% of farms invested in modern equipment in the last five years. Mostly, this investment was in feed production technology and feeding as well as barn equipment.

Where farms have invested in the last five years:





44% of farms participated in dairy farm-comparisons in the last three years in order to systematically analyze and evaluate their farms based on key figures. Farm-comparisons are an essential basis for business management decisions.



86% of farms made use of consultancy services in the past three years to increase their knowledge due to technical advances or changes in the general conditions, for example. In particular, farms received advice on production technology. Consultancy services focused on feeding (used by 75%), fertilization (68%) and crop production (48%).

In order to regularly deepen or broaden knowledge and know-how, just about half (46%) of the farm managers participated in external trainings.





Our milk suppliers act responsibly in and with nature – for example, by cultivating grassland, maintaining landscape elements or measures for more biodiversity, they help shape the landscape. Measures and working methods that protect the climate are a key part of this.



78% of farms did not convert permanent grassland into arable land within the last five years, in 49% of farms the share of permanent grassland with conversion for reseeding was below 10%.



80% of farms did not use
pesticides or only used them selectively
on more than 90% of their grassland.
In terms of the total grassland area,
94% were not at all or only selectively
treated with pesticides.



95% of farms carried out supporting measures for flora and fauna, e.g. the construction of dry stone and natural stone walls, insect houses, perches for birds of prey, nesting aids or wildlife friendly mowing.

66% of farms implemented maintenance measures on their own landscape elements or free of charge on landscape elements of others.

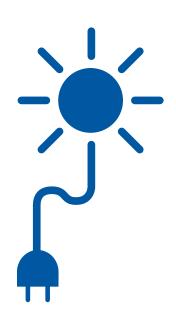
23% of farms participated in contractual agri-environmental and nature conservation measures.





18% of farms used slurry or manure in a biogas plant.

48% of farms applied manure/digestate predominantly (i.e. at least 80%) with emission-reducing technologies, e.g. banded or striped on the soil and/or directly into the soil and/or with other application technologies in case of bare soil and with direct incorporation.



54 % of farms produced renewable energy or are actively involved in its production.
More than half (51%) generate electricity from solar power systems on their own farms.

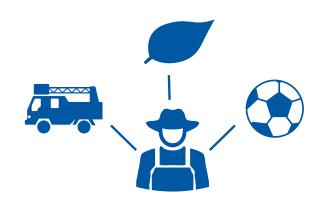
For energy saving at milk cooling, **93**% of farms rely on **heat recovery** and use the energy of excess heat, for example, for cleaning the milking equipment.

11% of farms participated in energy audits in the last five years to identify potential savings and improve energy efficiency.





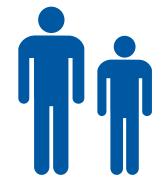
By engaging in voluntary work alongside their professional activities or bringing agriculture closer to their guests at farm festivals, our milk suppliers are an important pillar of community life, especially in rural areas. At the same time, they are also employers and train young people.



65% of farm managers are engaged in voluntary work. Time spent on voluntary work accounts for an average of **113 hours per year**.



The engagement is done despite a **heavy** workload: On 28% of the farms, the farm manager has only one day off per week from time to time, while on 62% of the farms, the farm manager works every day of the week.



29% of farms have employed at least one **apprentice** and/or **trainee** in the last three years.

2% of farms support at least one person with special limitations or a **handicap**.

At **54**% of farms, employees have the opportunity to shape the daily work routine actively with their own ideas.

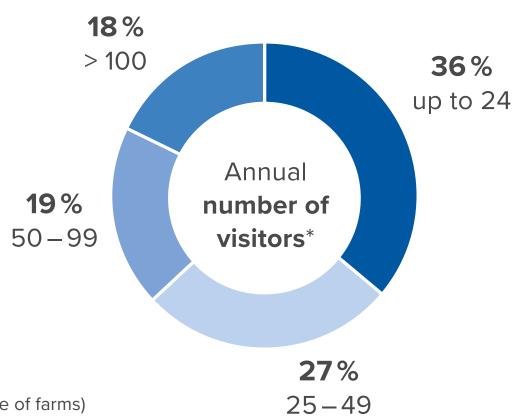
13 % of farms also have a reward system for good ideas and suggestions.



32% of farms are actively engaged in **public relations** and explain the work of a dairy farm to guests.



On average over the past three years, the farms have welcomed in total **nearly 50,000** visitors per year.



* Average of the last three years (share of farms)

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Economic

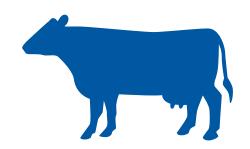
Environmental

Social

Sustainability Tool



The welfare and needs of the cows are top priority for our milk suppliers. This is reflected in various aspects: From freedom of movement in housing stalls to pasture management to increasing animal welfare through cow comfort facilities.



The predominant type of housing is loose housing: **97**% of cows are housed in **freestall barns** with enough space for walking, eating and lying down.

74% of farms offer grazing to cows.
On average, cows have access to pasture for 11 hours on 174 days a year.





Facilities of **cow comfort** to increase animal welfare are wide spread: **85**% of farms offer opportunities for coat care and skin massage, for example, with **rotating cow brushes**.

83% of farms have thermoregulation facilities (for example: fans) to ensure sufficient air circulation in the barn.

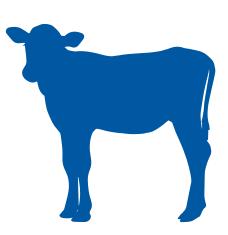


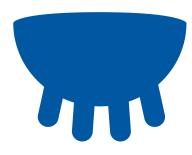


On **53**% of the farms, a **veterinarian** or other consultant with a focus on animal health assists with preventive health care and herd management through regular visits.

On a further **38**% of farms, a corresponding expert is consulted **as needed**.

55% of farms use **hornless genetics** and thus prevent
injuries that the animals can
inflict on each other, for
example to muscles or skin.





87% of farms use antibiotics for udder infections on an **individual animal basis** and in a **targeted manner**. An anti-biogram is usually performed prior to each treatment to ensure efficacy and to rule out resistance.

Key indicators

Finance	Unit	2019	2020	2021	GRI disclosures
Turnover	Million EUR	998.6	1,012.9	1,120.0	102-7, 201-1
of which cheese	Million EUR	608.1	614.5	661.4	
butter	Million EUR	92.1	81.7	92.2	
fresh products	Million EUR	83.4	89.6	89.0	
powder	Million EUR	75.0	88.8	113.2	
other	Million EUR	140.0	138.3	164.2	

Milk production and product	Unit	2019	2020	2021	GRI disclosures
Volume of milk processed	Million kg	1,965.7	2,025.0	2,112.0	301-1
of which pasture milk	Million kg	761.6	841.1	874.7	
organic milk	Million kg	30.8	35.1	35.8	
Production volume	t	774,589	793,958	788,671	102-7
of which cheese	t	164,496	163,476	172,882	
butter	t	22,592	23,817	21,694	
fresh products	t	160,320	172,747	166,390	
powder	t	63,413	72,938	81,444	
liquid shipping	t	363,768	360,980	346,261	
Milk price paid to producers (4.0% fat, 3.4% protein)	ct/kg, net	34.68	33.35	37.38	
Number of active milk suppliers (annual average)		1,930	1,908	1,936	

Milk production and product	Unit	2019	2020	2021	GRI disclosures
Number of suppliers		45	47	56	
of which for packaging		23	22	30	
for additional and auxiliary substances		6	10	8	
for cleaning agents and disinfectants		11	7	10	
other		5	8	8	
Percentage of turnover attributable to regional suppliers ⁵	%	11.1	9.2	7.3	204-1

Employees	Unit	2019	2020	2021	GRI disclosures
Total		528	519	510	102-7
of which apprentices/trainees		46	22	19	
Vocational training rate	%	8.7	4.2	3.7	
of which female		170	166	160	102-8
male		358	353	350	102-8
of which technical employees		373	370	357	
commercial employees		110	108	102	
of which full-time		485	473	461	102-8
of which female	%	27.2	27.3	25.4	102-8
of which part-time		43	46	49	102-8
of which female	%	88.4	80.4	87.8	102-8
of which temporary workers		15	7	3	
Employees covered by collective agreements	%	100	100	100	102-41

⁵⁾ "Regional" means within a radius of 80 kilometers from our production sites in Wiefelstede-Dringenburg and Oldenburg.

Employees	Unit	2019	2020	2021	GRI disclosures
Number of new hires		38	23	18	401-1
New hire percentage	%	7.2	4.4	3.5	
of which female		11	8	6	
male		27	15	12	
of which under 30 years	%	47.4	43.5	50.0	
30 to 50 years	%	39.5	47.8	50.0	
over 50 years	%	13.2	8.7	0	
Employee turnover (number)		12	6	3	401-1
Staff turnover rate	%	2.3	1.2	0.6	401-1
Diversity					405-1
Percentage of management positions held by women	%	40.4	44.6	37.3	
Employee age structure					
under 30 years	%	32.2	33.5	24.7	
30 to 50 years	%	41.3	42.4	46.7	
over 50 years	%	26.5	24.1	28.6	
Percentage of women	%	32.2	32.0	31.4	
Supervisory Board age structure					
under 30 years	%	0	0	0	
30 to 50 years	%	57.1	47.6	42.9	
over 50 years	%	42.9	52.4	57.1	
Percentage of women	%	4.8	4.8	4.8	
Board of Management age structure					
under 30 years	%	0	0	0	
30 to 50 years	%	33.3	22.2	22.2	
over 50 years	%	66.7	77.8	77.8	
Percentage of women	%	0	0	0	

⁶⁾ Adjustment of the indicator in 2020: From 2020, o	only one-to-one discussions with employees are considered, including performance
appraisals and probationary period discussions.	No data are shown for 2019 as a result of this adjustment.

7) vMm = volume of milk processed

Employees	Unit	2019	2020	2021	GRI disclosures
Hours of training provided					404-1
per commercial employee	Ø h	29	28	26	
per technical employee	Ø h	27	26	26	
Employees with regular performance reviews ⁶	%	_	13.7	14.7	404-3
among commercial employees	%	_	47.9	42.7	
technical employees	%	_	52.1	57.3	
female	%	_	35.2	46.7	
male	%	_	64.8	53.3	
Occupational health and safety					
Occupational accidents		28	36	19	403-9
Days lost (per 100 employees)		10.4	10.2	13.4	403-9
Injury rate (injuries per 100 employees)		5.6	7.5	3.9	403-9
Number of work-related deaths		0	0	0	403-9

Environment	Unit	2019	2020	2021	GRI disclosures
Energy consumption	kWh	250,058,0728	263,573,800	279,501,074	302-1
	kWh/kg vMm ⁷	0.12728	0.1302	0.1323	302-3
of which electricity	kWh	80,506,892	84,613,459	86,843,759	302-1
	kWh/kg vMm	0.0410	0.0418	0.0411	302-3
natural gas	kWh	169,551,180 ⁸	178,960,341	192,657,315	302-1
	kWh/kg vMm	0.08638	0.0884	0.0912	302-3
Diesel consumption					
Milk tankers ⁹	1	2,759,654	2,780,376	2,898,519	
	l/t milk	1.44	1.40	1.40	
Refrigerated delivery vehicles ⁹	1	186,269	218,222	216,574	
Cars	I	40,682	33,278	27,576	

⁸⁾ This figure differs from the one stated in the 2018/2019 sustainability report due to a subsequent data correction.
⁹⁾ Subsidiary AMT Ammerländer Milchtransport GmbH

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Environment	Unit	2019	2020	2021	GRI disclosures
CO ₂ emissions ¹⁰					
Scope 1		53,125	55,824	59,662	305-1
of which from natural gas	t CO ₂ -e ¹¹	43,611	46,031	49,554	305-1
diesel ¹²	t CO ₂ -e	9,279	9,323	9,695	305-1
laboratory gases	t CO ₂ -e	235	328	230	305-1
heating oil	t CO ₂ -e	0	143	182	305-1
Scope 2	t CO ₂ -e	38,027	38,079	39,080	305-2
Water and wastewater					
Water consumption	m ³	1,363,646	1,315,976	1,363,754	303-3
	I/kg vMm	0.6937	0.6499	0.6457	
of which municipal water	m ³	835,823	788,215	816,104	303-3
	I/kg vMm	0.4252	0.3892	0.3864	
well water	m ³	527,823	527,761	547,650	303-3
	l/kg vMm	0.2685	0.2606	0.2593	
Wastewater	m ³	1,827,558	1,751,030	1,801,161	303-4
	I/kg vMm	0.9297	0.8647	0.8528	
Waste for disposal	t	1,215.9	7,168.7	12,443.1	306-3
of which non-hazardous waste	t	1,176.1	7,153.5	12,390.7	
of which recyclables	t	629.3	599.4	439.2	
household waste	t	361.1	211.3	355.7	
other non-hazardous waste	t	185.6	6,342.8	11,595.8	
of which hazardous waste	t	39.8	15.2	52.4	
of which oils and lubricants	t	3.7	3.3	3.3	
other hazardous waste	t	36.2	11.9	49.1	
Packaging materials	t	11,332.7	11,538.5	11,760.3	301-1
of which recycling materials	%	35.7	37.7	35.3	301-3

Environment	Unit	2019	2020	2021	GRI disclosures
Expenditures and investments aimed at environmental protection	EUR	7,034,681	7,839,277	7,084,868	
of which waste management	EUR	1,305,268	1,549,251	1,098,215	
wastewater management	EUR	3,753,869	4,167,836	3,755,682	
noise and vibration protection	EUR	382	382	382	
clean air	EUR	109,859	44,351	54,818	
climate protection	EUR	1,742,291	1,902,370	1,889,390	
species and landscape conservation	EUR	14,284	14,451	14,451	
increasing energy efficiency and energy conservation measures	EUR	73,403	110,520	201,049	
preventing and lowering emissions	EUR	35,325	50,116	70,881	
Investments in fixed assets	EUR	29,330	1,837,035	50,636	

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¹⁰⁾ Data for 2019 deviate from earlier indications because the corporate carbon footprint was recalculated for 2019 through 2021.

¹²⁾ CO₂ equivalent
¹²⁾ Diesel consumption by milk tankers and refrigerated delivery vehicles (subsidiary AMT Ammerländer Milchtransport GmbH) and cars (Molkerei Ammerland eG)

Goals

Molkerei Ammerland views sustainable business as a continuous process that we pursue systematically. To achieve continuous improvement, we have defined specific goals for each of our six action fields. We will report on our progress toward these goals in the course of further sustainability reports. The most important goals and their status are shown in the table below.



Goal reached



Interim results achieved, work continues



In implementation



New goal

Goals	Measures	Deadline	Status St	
Corporate management				
Further expand sustainability management at the strategic level	Further develop internal structures to collect information and work on sustainability-related topics	ongoing	Strengthening internal communication, for example through cross-departmental sustainability team	(
Expand on dialogue with stakeholders	Strengthen and stabilize dialogue on sustainability-related topics, especially with employees, milk suppliers, customers, and NGOs	ongoing	<u>Dairy Sustainability Tool</u> & continued with milk suppliers; support for external initiatives such as PRO WEIDELAND; joint projects with customers	(
Expand scope of report	Review of inclusion of further corporate units in reporting	ongoing	Foundations laid with regard to data collection	
Milk production		'		
Achieve a stable milk price paid to producers	Achievement of a milk price paid to producers that is above average, at least at the regional level	ongoing	The milk price paid to producers was above the average for the state of Lower Saxony in 2020 and 2021 (GRI 201-1: Direct economic value generated and distributed (5)	(
Support and promote sustainable milk product	Participation in Dairy Sustainability Tool 2.0 from July 2020 to June 2023 as a continuation of the pilot phase	2023	Survey & successfully conducted from July to December 2021, 1,142 milk producers participated in the survey	②
	Assessment of climate balance at our milk producers' farms	ongoing	At the end of 2021/beginning of 2022, groundwork was laid for future broad-based data collection via LISA (digital supplier information system Ammerland)	(
Enhance value creation for the raw milk processed	Continue and expand the pasture milk and organic milk program in cooperation with the milk producers	ongoing	Volumes of pasture milk and organic milk processed increased during the reporting period (key indicators ど)	\bigcirc

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Goals	Measures	Deadline	Status	
Production and products				
Serve demand for sustainably produced products	Adjust product range according to the requirements of customers of Molkerei Ammerland	ongoing	Introduction of milk products made from pasture milk and organic milk for customers from the grocery, wholesale, and industry sectors: Introduction of organic butter in fall 2021 and pasture UHT milk in mid-2022	
Support sustainability in the supply chain	Revision of the criteria for evaluating suppliers with regard to sustainability aspects	2023	Start of implementation end of 2022	\Diamond
Employees				
Internal communication	Introduction of a digital employee information system Ammerland (MIA)	2022/2023	Technical implementation started in 2022	\Diamond
	Conducting one-to-one discussions with employees	ongoing	In implementation, delay due to coronavirus pandemic	
Train employees	Keep vocational training rate at Molkerei Ammerland eG at 10 percent on an ongoing basis	ongoing	Vocational training rate at Molkerei Ammerland eG during this reporting period 3.7% (2020) and 4.2% (2021), due to lower workforce demand	
	Continuation of measures to appeal to potential apprentices	ongoing	In the years 2020 to 2022 suspended due to the coronavirus pandemic (GRI 404: Training and Education (4)	
Expand continuing education	Holding informational events on the topic of sustainability	ongoing	Implementation of an information event for sales employees, examination of further formats for other employee groups	
	Review changing training sessions from in-person to online formats	ongoing	Change of required trainings to online formats (GRI 404: Training and Education (5)	②
Improve compatibility of work and family life	Analysis of employee needs; review of possibilities for introducing offers of this kind	ongoing	Introduction of a company policy for the use of mobile workstations in the home office	(v)
Promote occupational safety and health	Maintain existing level of occupational safety	ongoing	Renewed successful participation in the bonus program of the employers' liability insurance association for the food and hospitality industries (Berufsgenossenschaft Nahrungsmittel und Gastgewerbe (BGN)) (GRI 403: Occupational Health and Safety (3)	(

Goals	Measures	Deadline	Status	
Environment				
Boost energy efficiency	Enhance energy efficiency in production of milk products by 5 percent between 2018 and 2020	2020	During the period from 2018 through 2020, increased effectiveness of the energy used by 5.1 percent	⊘
Systematically control water use and waste	Implementation of management systems for the areas of water and waste	ongoing	Management officers have started work, establishment of water and waste management system launched during the reporting period	(
Increase use of sustainable packaging	Review packaging used for the Ammerländer product range to identify more sustainable alternatives and follow up in stages	ongoing	Increased use of sustainably produced packaging for milk (GRI 301: Materials (5)	(v)
Preserve and promote pasture landscapes	Continue cooperation with Grünlandzentrum to promote the positive effects of pasture farming on animal and plant species	ongoing	Molkerei Ammerland remained active during this reporting period and continued to act as a transfer partner to Grünlandzentrum (102-12 External initiatives (4))	(v)
Society		'		
Support community well-being	Support projects and measures in the areas of sustainable landscape development, education, family, culture, and development aid	ongoing	Limited opportunities for support due to coronavirus pandemic during the reporting period; examples: Support of Special Olympics Bremen (<u>GRI 405</u> : <u>Diversity and Equal Opportunity</u> (<u>GRI 304</u> : <u>Biodiversity</u> (<u>GRI 304</u> : <u>Biodiversity (<u>GRI 304</u>: <u>Biodiversity</u> (<u>GRI 304</u>: <u>Biodiversity (<u>GRI 304</u>: <u>Biodivers</u></u></u></u></u></u></u></u></u></u></u></u></u></u></u></u></u></u></u></u></u></u>	W

Sustainable Development Goals

This overview shows how we are contributing to various United Nations Sustainable Development Goals (SDGs).

Goals		Contributions	
2 ZERO HUNGER	End hunger, achieve food security and improved nutrition and promote sustainable agriculture	 Dairy Sustainability Tool for step-by-step advances toward more sustainable milk production Promotion of pasture-based farming for dairy operations Possibility of producing pasture milk and organic milk Support for the Frisches Frühstück (Fresh Breakfast) initiative to raise awareness of healthy breakfast habits among preschoolers 	
4 QUALITY EDUCATION	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	 Support for next-generation talent: vocational training rate of almost 4 percent at Molkerei Ammerland eG Just over one in four farms that belong to our cooperative has apprentices or interns, and 2 percent support or employ at least one person with special needs or a disability 	
5 GENDER EQUALITY	Achieve gender equality and empower all women and girls	 Firmly rooted principle of equal treatment of all employees Almost 40 percent of management employees are women 	
6 CLEAN WATER AND SANITATION	Ensure availability and sustainable management of water and sanitation for all	Water consciousness: Wastewater volumes have been trending downward since 2006 in relation to the volume of milk processed	
7 AFFORDABLE AND CLEAN ENERGY	Ensure access to affordable, reliable, sustainable and modern energy for all	 During the period from 2018 through 2020, increased effectiveness of the energy used by 5.1 percent Just over half of our dairy producers generate renewable energy or are involved in generation 	

Goals		Contributions	
8 DECENT WORK AND ECONOMIC GROWTH	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	 Stable, above-average milk price paid to producers Strategic investments and dynamic development of Molkerei Ammerland Continuous increases in the equity base as a key element in maintaining the cooperative's independence 	
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Ensure sustainable consumption and production patterns	 Processing of milk from a radius of 80 kilometers around the dairy Production of products made from pasture milk and organic milk Use of recycled materials and FSC-certified cardboard for packaging Use of sustainable drinking milk packages 	
13 CLIMATE ACTION	Take urgent action to combat climate change and its impacts	 Calculation of corporate carbon footprint as a basis for future climate targets Basis for area-wide calculation of climate balances on the farms of our cooperative created 	
15 LIFE ON LAND	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	Transfer partnership with Grünlandzentrum Niedersachsen/ Bremen and support for PRO WEIDELAND with the goal of preserving pastures as permanent green space and habitats for plants and animals	
PARTMERSHIPS FOR THE GOALS	Strengthen the means of implementation and revitalize the global partnership for sustainable development	Participation in the Dairy Working Group of the Sustainable Agriculture Initiative (SAI) Platform	

Publishing statement

Publisher

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Image credits

Foreword

Molkerei Ammerland eG, relevant initiatives and organizations (logos on p. 12), United Nations (icons on p. 44)

General Disclosures

Code number of eco control body DE-ÖKO-006

Forward-looking statements

All disclosures contained in this report were carefully compiled to the best of our knowledge and belief from different sources. To our knowledge, all of the data, information, and figures presented here are correct. However, we cannot assume liability for the accuracy or completeness of this information. Forward-looking statements are based on realistic assumptions and expectations at the time of publication, but are subject to risks and uncertainties that are also affected by factors that lie outside the influence of Molkerei Ammerland eG. As a result, it cannot be guaranteed that these statements will in fact materialize. The sustainability report is also available in German. In case of any ambiguous translations, the German version is decisive. In the interest of sustainability, this report is provided in electronic form only.

Social

Environmental

Economic

Document classification: public

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Brief portrait

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Sustainability Tool Key indicators Goals SDGs

MOLKEREI AMMERLAND











