

BERENTZEN-GRUPPE AKTIENGESELLSCHAFT

SUSTAINABILITY REPORT 2018



BERENTZEN-GRUPPE
Durst auf Leben



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Durst auf Leben

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(1) Foreword by the Executive Board

Ladies and gentlemen,

dear readers,

We have once again come a little closer to achieving our goal of making social and ecological topics an intrinsic part of our corporate culture. With the present second Sustainability Report of the Berentzen Group we are making things quite clear: We are striving towards continuity in sustainability reporting because we want to ask ourselves time and time again: “Are our actions in line with our responsibility towards our staff, the environment, society and all other stakeholders? What developments have we undergone? Which measures taken over the course of a year have proven to be correct? And at what places might we still need to make adjustments?”

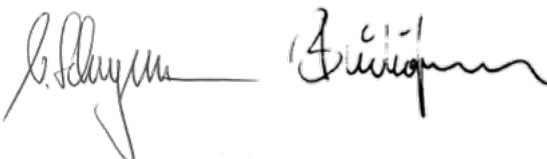
It is in this spirit that this year’s report describes firstly the development so far and the status quo and secondly our future expectations and objectives with regard to sustainability aspects. This means that, alongside measures and projects already implemented, we also point out those areas in which there is further need for action within our corporate group.

We would very much like to emphasise four milestones reached in the past year for our stand-alone Corporate Social Responsibility portfolio, which is also responsible for this Sustainability Report. As announced last year, we have set up “Flaschenpost”, our own social intranet – as a central platform for internal communications where the focus is placed on enabling colleagues to exchange ideas and suggestions with each other in addition to facilitating the flow of information. By joining the supplier platform Sedex, we will in future share our own certificates and audit findings by means of vertical networking with customers (e.g. retail chains) and suppliers. By doing so, we similarly ensure more transparency as with the declaration on the German Sustainability Code, that we issued in December 2018 for the first time. We were very pleased about the “Wir sind dabei” (which translates as “count us in”) award presented last year by the Lower Saxony Alliance for Sustainability to the Berentzen Group jointly with other companies to recognise their sustained commitment – confirmation that we are on the right path with our measures. Among other things, we consider expansion of our social and ecological commitment and further strengthening the awareness of sustainability topics within our corporate group.

We write a lot about our stakeholders in this Sustainability Report. Our understanding of the social dimension of sustainability, however, also includes dialogue – not only talking about each other but also to each other. And so, you are also very welcome to enter into an exchange with us. We have set up the address csr@berentzen.de for this purpose that you are free to use.

We would be pleased for you to accompany us on our way forward. But first of all, we hope you enjoy reading the present report.

Yours sincerely,





(2) Profile of the Corporate Group

(2.1) About this Report

The present second Sustainability Report of Berentzen-Gruppe Aktiengesellschaft and its affiliated subsidiaries (hereinafter: the Berentzen Group) presents the outcome of the sustainability activities over the past 2018 financial year. It reveals which of the measures specified in the areas of activity have already been implemented and to what extent the objectives set have been achieved.

Once again, the Berentzen Group has big plans for the 2019 financial year: alongside various measures in all areas of activity, the materiality analysis is to be performed anew this year and the Sustainability Report is to be reviewed in even more depth for compliance with the German Act Implementing the CSR Directive (CSR-Richtlinie-Umsetzungsgesetz).

Berentzen-Gruppe Aktiengesellschaft is publishing the 2018 Annual Report at the same time as this Sustainability Report; the Annual Report contains the Management Report, consolidated financial statements and the Corporate Governance Report. The Annual Report contains all financial indicators of importance for economic development, while the Sustainability Report mainly covers economic and social matters. For this reason, the ratios and information contained in the Annual Report will only be repeated in this Sustainability Report where absolutely necessary for understanding the matter at hand. In order to avoid an excessive number of double entries, a reference is generally made to the relevant page of the Annual Report where further information on the issue can be found. The Annual Report further contains a summary of the content of this Sustainability Report.

The German Sustainability Code (Deutscher Nachhaltigkeitskodex, DNK) with the set of indicators for the GRI standards was used again for the preparation of the Sustainability Report for the 2018 financial year. The underlying data generally date from 2018. To be able to reveal the development of important ratios (e.g. consumption of electricity and natural gas), the presentation of selected indicators also includes the previous 2017 financial year and the base year 2015.

The reporting is performed at Group level; this means that it covers all active production, sales and administrative locations. Location-specific data are aggregated for the whole corporate group for presentation. The consideration behind this is that presentation of personnel-related data as part of a location-specific presentation might permit conclusions to be drawn on individuals or groups of individuals.

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

The Corporate Social Responsibility department is available for questions or suggestions at the following e-mail address csr@berentzen.de or telephone number +49 (0) 5961 502-575.

(2.2) Locations and product groups

The Berentzen Group is a broad-based beverages group that offers drinks for virtually every time of day, virtually every occasion and for virtually every taste. The range of products extends from spirits through to non-alcoholic beverages and fresh juice systems for freshly squeezed orange juice.

With a company history going back over 250 years, the Berentzen Group is one of the oldest producers of spirits in Germany. The business activities essentially comprise the production and distribution of spirits and non-alcoholic beverages and the development and distribution of fresh juice systems. Accordingly, the business activities are divided into the following segments: *Spirits*, *Non-alcoholic Beverages* and *Fresh Juice Systems*.

In the 2018 financial year, the Group generated revenues of EUR 162.2 million, employing on an annual average a headcount of 465¹⁾ (including trainees: 487) at seven locations in three countries.

Berentzen-Gruppe Aktiengesellschaft is the parent company of the Berentzen Group; its head office is in Haselünne, Germany. In addition, the Berentzen Group consists of more than 20 domestic and international group companies.

As of December 31, 2018, the Berentzen Group had a total of more than nine business locations, of which five are in Germany (two in Haselünne and one in each of Minden, Stadthagen and Grüneberg) and four in other countries (Austria, Turkey, India, China). However, the locations in India and China only consist of the respective head office of a distribution company. These two distribution companies are inactive and are currently being dissolved. For this reason, they have not been taken into consideration in the preparation of this Sustainability Report.

Most of the spirits are produced at the location in Minden; these include the products under the umbrella brands of *Berentzen* and *Puschkin* as well as the traditional brands of *Strothmann*, *Bommerlunder*, *Doornkaat*, among others. Minden is furthermore the site of production of the branded dealer and private-label products marketed by the Pabst & Richarz Vertriebs GmbH subsidiary which operates in the Group's *Spirits* segment. For organisational purposes, the logistics centre in Stadthagen is also allocated to the spirits production at the Minden location. The logistics centre is responsible for planning and carrying out the physical distribution of spirits.

The head office of the Vivaris Getränke GmbH & Co. KG group company (hereinafter: Vivaris) is also located at the Haselünne location. Vivaris operates a second production location in Grüneberg, which is part of the Löwenberger Land municipality in the state of Brandenburg. In addition to mineral waters, the range of own brands and products includes regionally significant brands such as *Emsland Quelle* and *Märkisch Kristall* as well as lemonades, energy drinks and the beverages developed under the *Mio Mio* own brand and established at a national level on the four product platforms of Mate, Cola, Guarana and Lapacho.

Der Berentzen Hof GmbH is domiciled at the corporate group's head office in Haselünne. The Berentzen Hof distillery is also located at the traditional Berentzen Hof; it was opened in 2017 and produces, among other things, the *Korn2Korn* premium spirit.

There are international operating companies in Turkey (Spirituosen-Vertriebsgesellschaft Berentzen Alkollü İçkiler Ticaret Limited Şirketi in Istanbul) and in Austria (T M P Technic-Marketing-Products GmbH – hereinafter: T M P – in Linz). T M P manufactures high-quality fruit presses under the *Citrocasa* brand and oranges left untreated after harvesting under the *frutas naturales* brand and bottles specially adapted to the technology of the machines involved for the bottling of freshly squeezed orange juice (more details on the products can be found on page 8 of the Annual Report onwards).

¹⁾ Specifically with a view to increasing readability, the Sustainability Report dispenses with gender-neutral language. In terms of equal treatment, the designations in question generally apply equally to both sexes; this also applies to all gender-specific designations used.



(3) Sustainability management at the Berentzen Group

(3.1) Strategy

As a beverages producer, the Berentzen Group bears responsibility, through the beverages and spirits it produces and distributes, for consumers and also for the environment and the society in which it operates. However, it does not manufacture any products where sustainability in the strictest sense is embedded by the business model at every stage in the value added chain. For this reason, the objective for the next few years is to reinforce sustainability in all areas of the Company and in all processes and make it part of our vision and mission.

As a corporate group that acts responsibly, the Berentzen Group's ambition is to continually improve in all areas in which its business activities have the greatest impact on ecological and social issues. The sustainability strategy includes putting into practice a sustainable way of thinking and going about business in all areas and processes of the Company.

The topics material to the Berentzen Group and its stakeholders were broken down into three areas of activity

- Our staff
- Responsible management
- Energy and resource management

In these areas of activity and as a part of all topics specified in relation to the areas of activity, targets are set on an ongoing basis and measures elaborated with a view to achieving these targets. Wherever possible, national and international standards and frameworks, such as the DNK, the ETI (Ethical Trading Initiative) Base Code or ISO 50001, are used as a guide.

All areas of activity are quantified by means of indicators that were in some cases collated at an earlier date but in other cases were not collated on the basis of the DNK until preparation of the first Sustainability Report. Over the coming years, these indicators will be tested in practice and, depending on whether they are deemed applicable or material, will be put to continued use, adjusted or replaced. Targets relating to the indicators will be set; this will allow the corresponding measures to be derived with a view to meeting these targets (you can read more on the targets and measures achieved to date and those planned for the future from page 44 onwards).

(3.2) Organisation

As a stock corporation (Aktiengesellschaft) organised under German law, Berentzen-Gruppe Aktiengesellschaft's corporate bodies comprise the annual general meeting, the Supervisory Board and the Executive Board. Until the close of the scheduled annual general meeting of Berentzen-Gruppe Aktiengesellschaft that decides on the ratification of the actions of the members of the Supervisory Board for the 2018 financial year, the Supervisory Board consists of nine members, of which one third are employee representatives in accordance with the German One-third Participation Act (Drittelbeteiligungsgesetz).

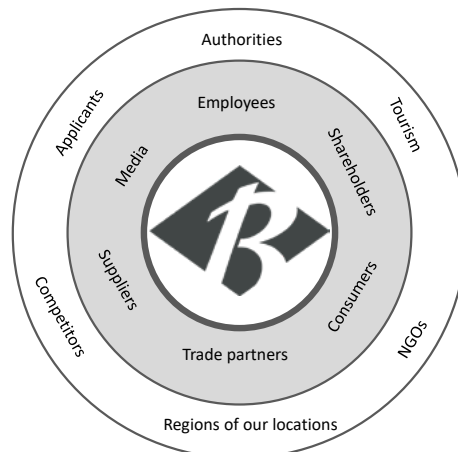
According to the Articles of Association, the Executive Board of Berentzen-Gruppe Aktiengesellschaft consists of at least two people. As management body, the Executive Board of the Berentzen Group manages the business, determines the strategic direction of the Company and implements the same in consultation with the Supervisory Board. Currently, responsibility for the Purchasing, Research and Development, Marketing, Production and Logistics, Sales portfolios and the Controlling, Corporate Social Responsibility, Finance, Information Technology, HR, Legal and Corporate Communications portfolios are each assigned to one member of the Executive Board.

As a staff unit of the Berentzen Group, the Corporate Social Responsibility portfolio reports directly to the Chief Financial Officer. Relevant sustainability issues within and outside of the corporate group are discussed with the Executive Board and the respective portfolios and priorities set. Ultimate responsibility for strategic decision-making relating to sustainability and the monitoring of the objectives within the Berentzen Group lies with the Executive Board. Implementation at an operating level is the responsibility of executives within the portfolios of Berentzen-Gruppe Aktiengesellschaft and the affiliated subsidiaries.

For the preparation of the Sustainability Report, data was collected from all locations in Germany, Turkey and Austria. For this purpose, staff from the Controlling, Purchasing, Finance, HR, Production portfolios and other departments were nominated to represent the various entities of the Berentzen Group as members of the project group and who were responsible for collecting and processing the necessary data.

(3.3) Dialogue

A management programme relating to the topic of sustainability was launched within the Berentzen Group in the 2015 financial year. Individual interdisciplinary projects have paid greater attention to establishing the areas in which the business activities have a particularly strong impact on the environment of the Berentzen Group and its stakeholders and where there is the greatest need for action. On the basis of the day-to-day business and the dialogue held with departments and project teams the following stakeholders were identified as relevant:



Taking account of stakeholder expectations

Our dialogue with stakeholders plays a decisive role for the Berentzen Group. Changing values and changes in consumer consciousness – a healthy and balanced lifestyle or a return to a regional focus – have to be taken into consideration in the Group's activities just as much as the interests of shareholders or the population in the regions of our locations. For this reason, stakeholder issues are recorded and, through the departments, are incorporated into the sustainability strategy.

A survey of the most important stakeholders – employees, suppliers, customers and consumers – on the topic of sustainability was performed in the 2016 financial year to find out which issues are especially relevant to these stakeholders. The aim was to encourage employees in particular to address this topic and to have a look at their own company in this respect; the idea behind this being that many members of staff permanently come into contact with sustainability issues as part of their day-to-day business – in production, the HR department or in purchasing, to name a few examples.

Employees

Each and every employee is an ambassador of the Berentzen Group who carries the principles and values out into the world. The social intranet provides them with a wide range of internal information and daily updates on the development of the Company and can exchange ideas and information on various topics across locations. Once a month, a press review is sent out to employees informing them of the reporting on the Berentzen Group. Members of the works council and management provides information on current topics at the works meetings.

The Berentzen Group is always interested in ideas on how to improve safety, quality efficiency or productivity and appreciates suggestions from employees. The "Querdenker" employee suggestion scheme consequently offers employees the opportunity to actively contribute suggestions for improvement and take away benefits for themselves. The suggestions are assessed by a panel and are rewarded by bonus depending on how effective they are.

Regular talks with employees provide them with an opportunity for an intense exchange of thoughts with their supervising managers, also providing a framework in which problems can be addressed openly in an atmosphere of mutual trust and wishes and future developments can be expressed.

For employees, the topic of ongoing training and personal development specifically plays an important role. Alongside a wide range of individual training schemes and ongoing training measures, the standard training for all members of staff held in the past financial year formed the basis for extending the range of training opportunities regularly on offer.

The topics of energy and water consumption, waste avoidance and internal communications are also considered to be important by employees. The sustainability reporting and the "Responsibility" tab on the corporate website (www.berentzen-gruppe.de/en) will in future provide more in-depth reporting on topics relating to sustainability both internally and externally. The social intranet was introduced at the Berentzen Group over the course of the 2018 financial year in order to further improve the flow of communication within the corporate group.

Trade partners and customers

The Berentzen Group takes part in a constant exchange with trade partners and customers as part of their business relationships. Members of staff regularly meet up with them as part of regular annual talks and at various trade fairs and industry events and exchange ideas and information about current topics and trends or present new products.

In the survey, suppliers and trade partners stated that they consider the reduction in the energy and water consumption, the reduction in emissions and waste avoidance to be important topics.

Consumers

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

Alongside the reduction of energy and water consumption, reduction in emissions and waste avoidance, the use of renewable energies are of particular importance for consumers.

Suppliers

The Berentzen Group maintains long-term business relationships with their suppliers based on mutual trust. Suppliers have the greatest influence on sustainability issues in the value added chain. There are supply and quality assurance agreements in place with important suppliers, also with regard to sustainability aspects. All of them are specifically requested to comply with the Supplier Code of Conduct published in 2017. The adoption of this Code kicked off the process of intensifying the dialogue with suppliers on sustainability issues (read more on this topic on page 21 onwards).

Shareholders

The annual general meeting is the most important platform for interaction with shareholders. As a German stock corporation listed on the Regulated Market (General Standard) of the Frankfurt Stock Exchange, Berentzen-Gruppe Aktiengesellschaft is obliged to publish an annual financial report and a half-yearly financial report. The annual financial report for Berentzen-Gruppe Aktiengesellschaft is prepared in the form of an annual report. Furthermore, ad hoc announcements, director's dealings and voting rights notifications have to be published. In order to create the highest possible degree of transparency towards shareholders, Berentzen-Gruppe Aktiengesellschaft has further made the decision to keep the capital markets informed on a voluntary basis within the framework of a Q1 and Q3 interim report. In addition, all relevant company news is published not only as a press release but also released in a targeted manner as corporate news for the capital market. Interested investors can make use of capital market forums and roadshows in which the members of the Executive Board of Berentzen-Gruppe Aktiengesellschaft take place in person to directly obtain information on the corporate group, its economic development and the future strategic direction.

Shareholders and interested investors alike always have the possibility of submitting their questions and issues to Berentzen-Gruppe Aktiengesellschaft's dedicated Investor Relations Manager, whether by telephone, e-mail or post.

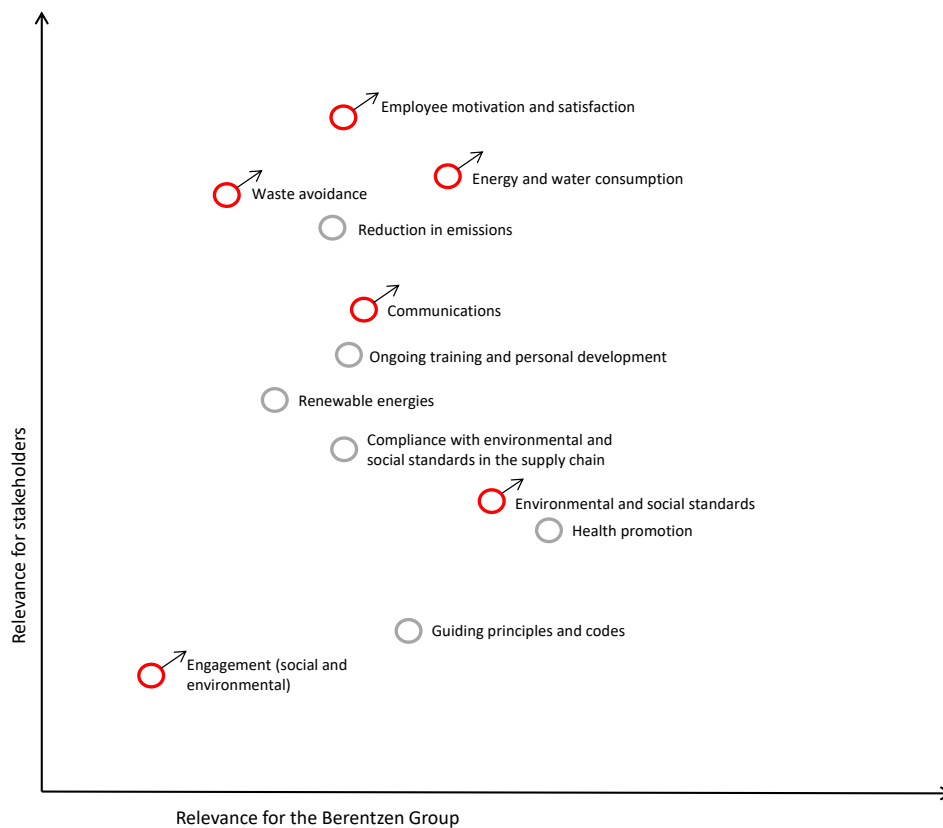
Media

The public listing and the high brand recognition mean that the Berentzen Group is subject to media scrutiny. For example, the corporate group's press releases are taken up by a number of outlets, especially in the area of online and print media. The Berentzen Group is also present on radio and television, however. The Berentzen Group's press office maintains close and personal relations to the representatives of various forms of media. For example, answers are given to numerous press inquiries, on topics relating to the capital

market or market research. In addition, the press office coordinates and realises a large number of interviews with capital market, industry and general media on various subject areas.

(3.4) Challenges in material areas of activity

The survey performed in the 2016 financial year on sustainability provided an insight in the importance of many topics for our stakeholders. Alongside providing an assessment of set topics, a lot of other information was also provided that was not directly incorporated in the results but plays a role in the internal evaluation and for future assessments and provide valuable pointers for further issues.



The materiality matrix shows the topics that were classified as particularly relevant by the stakeholders surveyed. On the Y-axis they are arranged in ascending relevance for the stakeholders surveyed, on the X-axis by relevance for the Berentzen Group. The arrows indicate an assessment of the current development in terms of quality. Specifically the topics of employee motivation and satisfaction, environmental and social standards, energy and water consumption, communications and commitment are of great significance from an internal perspective.

There are plans to reinforce our dialogue with the most important stakeholders in future. By actively involving further stakeholders in

the dialogue, the intention is to identify further relevant issues that will be included in future reporting. The update of the materiality analysis in the 2019 financial year will launch this process.

Our staff

In the area of activity relating to staff, the topics of

- Health promotion
- Life-work balance
- Ongoing training and personal development
- Employee motivation and satisfaction
- communications

are decisive. The relationship between the Berentzen Group and its staff is decisively characterised by these topics and they are a contributing factor to what extent employees identify with the corporate group. Employees who have strong emotional ties to a company and are satisfied with the working conditions are less frequently ill, are less likely to give notice and are happy to recommend the company to others. This presupposes that the employees feel comfortable at their place of work and have appropriate opportunities for development, that they can balance work with their private lives, that they feel appreciated and are actively involved in decision-making processes and are kept informed of developments.

Potential risks in the area of activity relating to staff include a potential shortage of specialists, a high sickness rate and a high level of fluctuation (read more on the measures taken to counteract this risk on page 13 and onwards).

Responsible management

Key issues in the area of activity relating to responsible management include the following:

- Guiding principles and codes
- Compliance with environmental, quality and social standards
- Compliance
- Social and cultural engagement

Guidelines and guiding principles are required that demonstrate to employees what is ethical and legally correct conduct in all areas of the Company to enable them to act in accordance with the law and the principles of the corporate group. Only in this way can it be ensured that employees remain within the confines of the law and base their interaction on mutual respect and appreciation. The codes and guidelines also provide information on the rights to which the employees of the Berentzen Group and the employees of suppliers are entitled, on how to advertise the products of the corporate group in a responsible manner and which environmental standards have to be met. Management systems and audits provide assistance with compliance with environmental, quality and social standards, which are reviewed on a regular basis by internal or external authorities. Social and cultural engagement, especially in the local environment, makes a contribution to the development of the regions of the locations and provides a boost to the attractiveness of a company in that region.

The business activities of the Berentzen Group are subject to a number of national and international legal regulations. The Berentzen Group and its employees must comply with these national and international legal regulations, industry standards, the Berentzen Group's Codes and commitments and internal guidelines voluntarily entered into.

Any breaches of the law occurring within the Berentzen Group or even within the value added chain seen as a whole can lead to considerable disadvantages for the Berentzen Group. These include, for example, fines and claims for damages, potentially of significant amounts, as well as penal sanctions. Over and above this, there is the risk of reputational damage of a business or also of personal nature, not only in the event of an actual breach of the law but often already in the event of a suspicion or merely the appearance of a breach of the law (read more on the measures taken to counteract this risk on page 21 and onwards).

Energy and resource management

In the area of activity relating to energy and resource management, the following

- Energy and water consumption
- Reduction in emissions
- Waste avoidance

are the key topics. Significant ecological impact arises from the use of material, raw materials, water, electricity, heat and other components. Alongside costs, use of the same are, as a rule, associated with emissions and other environmental impact where the cause can directly or indirectly be allocated to the value added chain of the Berentzen Group. A particular role is played in this respect by the combustion of fossil fuels. The activities along the value added chain cause waste that is likewise associated with environmental impact depending on the form of disposal involved and possibility for reuse or recycling. The reduction in all environmental impacts by the Berentzen Group through economical and efficient use of all resources, through the avoidance of waste and the use of renewable energies and materials is one of the Berentzen Group's declared objectives.

The main potential risks relating to this area of activity consist of one of our own wells becoming contaminated or drying up and of the direct or indirect consequences of climate change. These also include economic consequences in the form of rising energy prices and further price increases as well as costs necessitated by adjusting to the consequences of climate change (read more about the measures that are being taken to counteract this risk on page 32 and onwards / further potential risks can be found on page 79 of the 2018 Annual Report).



(4) Our staff

(4.1) The basis for our success

The employees form the foundation for success and are the Berentzen Group's most important resource – each one of them, irrespective of their position, made a contribution to achieving the corporate objectives. Measures are performed in various fields each year to ensure employee wellbeing and satisfaction. In the area of activity relating to staff, the past financial year stood under the sign of communications.

The introduction of a social intranet (known as "Flaschenpost" that translates as "Messages in a Bottle") in September 2018 was an important step towards networking employees more closely across locations and creating more transparency within the corporate group. "Flaschenpost" offers a wide range of possibilities to exchange ideas and information. Employees can be notified promptly about developments within the Group, can be sent information on various topics, can join working groups and use virtual work spaces. This offers members of staff from all levels of hierarchy the possibility of contacting each other directly and following company activities even in those areas in which they are not directly involved (read more on our social intranet on page 19 onwards).

Furthermore, a new system for holding talks with employees was introduced. The talks are structured and allow employees' potential and expertise to become visible and give employees an opportunity to speak to their supervising managers openly in an atmosphere of trust not only about any issues but also wishes and future developments. In this way, the talks are intended to make a contribution to boosting motivation and job satisfaction. The talks held at yearly intervals form a basis on which development processes can be understood and managed in a targeted manner.

Outlook

In the 2019 financial year, the Berentzen Group is working towards obtaining a seal certifying its family friendliness to strengthen the Group's employer brand and make it visible to the outside world. The basis for certification will be measures already put in place such as company health management, trust-based working hours and family-friendly part-time models. Besides, certification is bringing to light additional measures that promote an appropriate work-life balance and further strengthen the family-friendly personnel policy.

Company health management activities will be further intensified over the course of the 2019 financial year going forward. The first offerings, such as health checks, an ergonomics consultation and the holding of a health day, are already in planning for the 2019 financial year.

As part of digitalisation, web-based software for the handling of personnel processes will be introduced over the course of the 2019 financial year. The aim of the application is to render personnel processes more transparent and efficient thanks to increased automation and greater employee involvement and additionally lower general process costs. For example, employees will in future have the possibility of tracking the approval process for their application for leave and of quickly submitting a new address when they have moved. Over the medium term, the software will make it possible to reduce the amount of paperwork involved in various processes.

(4.2) Employee-related ratios

As of the end of the 2018 financial year, there were 487²⁾ members of staff (2017: 484) employed at the head office in Haselünne and the national and international locations.

Headcount as of the December 31, 2018 reporting date

Entity	Salaried employees	Wage earners	Trainees	Total
Berentzen-Gruppe Aktiengesellschaft	132	70	14	216
thereof in Haselünne	89	5	10	104
thereof in Minden	38	65	4	107
thereof in Stadthagen	5	0	0	5
Der Berentzen Hof GmbH	7	8	1	16
Berentzen Alkollü İckiler Ticaret Limited Sirketi	19	0	0	19
Vivaris Getränke GmbH & Co. KG	63	126	8	197
thereof in Haselünne	37	63	4	104
thereof in Grüneberg	26	63	4	93
T M P Technic-Marketing-Products GmbH	39	0	0	39
Group	260	204	23	487

The number of reportable occupational accidents (also commuting accidents) has fallen slightly since the reference year 2015 (23) and stood at 18 accidents over the 2018 financial year. In comparison to the 2017 financial year (10), the number of occupational accidents has, however, seen an increase of 8 accidents. For this reason, there will be an increased focus on the topic of occupational safety within the corporate group over the 2019 financial year. The absolute number of days of illness increased to 7,145 days in the 2018 financial year (2017: 6,857 days). The illness rate (the ratio of paid absences due to illness to planned working time), increased from 3.9 percent (2017) to 4.4 percent (2018).

The part-time ratio saw a slight downward trend in the 2018 financial year, from 15.3 percent (2017) to 14.8 percent (2018).

²⁾ Without temporary staff.

Employee-related ratios at group level as of the December 31, 2018 reporting date

	2018	2017	2015
Illness data			
Reportable occupational accidents (also commuting accidents)	18	10	23
Days of illness	7,145	6,857	7,035
Illness ratio [%]	4.4	3.9	4.0
Further employee-related ratios			
Average headcount	487	490	488
Headcount	487	484	491
Number of part-time employees	72	74	80
Number of women	171	178	179
Number of trainees	23	25	35
Number of exits	64	60	62
Part-time ratio [%]	14.8	15.3	16.3
Ratio of women [%]	35.1	36.8	36.5
Trainee ratio [%]	4.7	5.2	7.1
Turnover rate [%]	13.9	13.0	13.8
Average term of employment [years]	13.5	13.8	14.0

As of the December 31, 2018 reporting date, the proportion of women in the corporate group seen as a whole came to 35.1 percent. This means that this ratio fell slightly in comparison to the previous year (36.8 percent) (more information on the diversity concept can be found on page 41 onwards of the 2018 Annual Report).

Of the nine members of the Supervisory Board, one was a woman in the 2018 financial year. This corresponds to a proportion of 11.1 percent. Within the Executive Board of Berentzen-Gruppe Aktiengesellschaft, the ratio of women stands at 0.0 percent.

The trainee ratio fell to 4.7 in the reporting period (2017: 5.2 percent). Last year, it was not possible to fill all training positions; specifically in the technical professions, such as food technology specialist or machinery and equipment operator, training positions remained vacant. This made it clear that even in the Berentzen Group there are more training positions than applicants throughout Germany.³⁾

³⁾ <https://statistik.arbeitsagentur.de/Navigation/Statistik/Statistik-nach-Themen/Ausbildungsstellenmarkt/Ausbildungsstellenmarkt-Nav.html>

To counter this development, it will remain important in the future to offer intense vocational orientation and facilitate internships for school students to provide them with an insight into the training professions and create a bond to the Berentzen Group as a potential training organisation even before they leave school. Intensified communication of attractive offers into the recruitment market, such as the possibility of an international internship as part of training, can also contribute to increasing interest in training at the Berentzen Group.

The turnover rate increased from 13.0 percent (2017) to 13.9 percent in the reporting year. In the past financial year, the average term of employment stood at 13.5 years and has thus fallen only slightly in comparison to the previous year: (2017: 13.8), which correlates with the rising turnover rate.

In order to keep turnover at a low level and to boost employee motivation, a project group to address the topic of “employer branding” was formed for the 2019 financial year. The work of this project group centres on internal employee branding and retention of existing staff within the corporate group. The closer employees are able to identify with their employer’s values, the greater their emotional bond to the company and the more likely they are to recommend the company to others. Consequently, it is important to increase the level of satisfaction, commitment and motivation among present employees to make them into brand ambassadors that carry the values of the Berentzen Group into the outside world.

The external employer branding policy is aimed at inspiring new professional talents with the positioning and strength of the Berentzen Group’s employer brand and ultimately winning them for the company.

At 43.7 years, the average age of employees rose slightly in comparison to the previous year (2017: 43.5 years).

Age groups and average age in the corporate group

	2018	2017	2015
< 30 years [%]	17.9	18.8	19.1
≥ 30- ≤ 50 years [%]	46.6	46.3	48.1
> 50 years [%]	35.5	34.9	32.8
Average age [years]	43.7	43.5	43.1

(4.3) Training and development

Further development of employee skills is an important prerequisite to achieving joint success within the corporate group. Alongside specialist knowledge itself, interdisciplinary skills make a contribution to success.

Within individual measures, advanced training sessions tailored to the needs of each employee were held across each area of the company to further develop and deepen employee expertise and to increase the quality of work performed.

With a view to providing young people with support during their professional orientation phase, eighteen school students were given an opportunity over the 2018 financial year to take part in an internship to get to know the corporate group and to gain their first experiences of a commercial or industrial profession.

Furthermore, a Future Day (“Zukunftstag”, a day of action throughout Germany to promote professional orientation) was held and practical days for orientation within a profession involving a local school class were on offer over the course of a week. Both measures provides the school students with an overview of the training possibilities and insights into day-to-day professional life.

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

At the beginning of training in August 2018, trainees started out in the following training occupations:

- Industrial clerk
- IT specialist for system integration
- IT specialist for IT application development
- Dual-track work-study program – business administration
- Warehouse logistics specialist
- Mechatronics technician
- Machinery and equipment operator
- Food technology specialist
- Office management clerk
- Tourism and leisure agent

At the end of the 2018 financial year as of the December 31, 2018 reporting date, the corporate group had a total of 23 trainees.

The Berentzen Group is committed to the training opportunities provided in the region and participates in the “AusbildungPlus” training programme in which commercial training is linked to advanced training as a certified business administrator. This ensures, among other things, a targeted and practice-oriented qualification over and above the minimum requirements of training. One graduate successfully completed the programme in 2018. Practical modules take place as part of this programme in which trainees are given input about current projects by partner companies, thus ensuring a great degree of practical relevance.

(4.4) Remuneration

Remuneration within the Berentzen Group in Germany is based on the respective collective bargaining agreements in place for the various operations within the spirits industry (Berentzen-Gruppe Aktiengesellschaft, Der Berentzen Hof GmbH) and the soft drinks industry (Vivaris). The collective agreements govern, among other things, payments such as holiday pay, a special annual bonus and additional time off for older employees. A non-collective salary or payments in excess of the collective agreement in addition to the collectively agreed terms is paid for specific positions and executives within the Company. T M P in Linz is generally subject to the Austrian collective agreement for retail employees. This collective agreement governs issues such as working time, remuneration for overtime, etc. and allocation to employment groups. These employment groups and the length of service are used to define the minimum wage. Here again, voluntary allowances are paid over and above the minimum wages. A collective agreement for remuneration within the Berentzen Group at the Haselünne location was negotiated in the past financial year.

Within the Berentzen Group there is a target agreement system in place for specialist and executive staff in order to provide an incentive for achieving the corporate objectives. The target agreements are considered to be a variable component of the annual salary and

are agreed in writing between supervisors and staff at the beginning of the year and assessed after the end of the financial year. The assessment is made on the basis of quantifiable commercial ratios as well as the extent staff have achieved their personal and individual targets. The target agreements consist of group and departmental targets as well as individual targets. Alongside the group and departmental targets that can be used to measure long-term value creation, sustainability targets can be taken into consideration in the target agreement, especially with regard to individual targets.

In addition to the fixed compensation, the Executive Board also receives performance-related remuneration that is specified in the service agreements currently in place. In this respect, a predetermined percentage of the variable remuneration is paid as long-term remuneration in the following financial years depending on the amount and development of consolidated EBIT in the two following years to safeguard the Company's long-term development. (More information on this topic can be found on pages 76 of the Annual Report)

(4.5) Life and work

The Berentzen Group helps its employees achieve a balance between their private and working lives. To this end, there are different working time modes, including a family-friendly part-time mode on offer.

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

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

As a sign of appreciation, all employees celebrating their 40th anniversary with the company are invited to join the Executive Board for lunch to commemorate their decades of employment and collaboration with the company.

Company pension plans

As part of its company pension plans, the Berentzen Group works together with the Hamburger Pensionskasse pension fund. The option of obtaining tax benefits on deferred compensation has already been exercised by a large number of employees, in some cases according to the terms of the collective bargaining agreements. The introduction of the German Act to Promote Company Pensions (Gesetz zur Stärkung der betrieblichen Altersvorsorge, Betriebsrentenstärkungsgesetz), which came into effect in 2018, provides employees with further possibilities and benefits relating to deferred compensation.

Internal sport groups

Even after work, some employees meet up to keep fit. As an example, there is an in-house soccer team that occasionally plays against other companies in the region and a running group. An in-house table soccer tournament was held in the summer at the same time as the football World Cup.

Qualitrain

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

Leased bicycles

Since June 2017, the Berentzen Group has offered its employees the possibility of leasing company bicycles within the scope of a salary conversion scheme. 55 bicycles are currently being leased by 36 employees. In this respect, some employees are making use of the option of also leasing a bicycle for their partner.

(4.6) Occupational safety

The occupational safety committee (Arbeitssicherheitsausschuss, ASA) meets at regular intervals to monitor the areas of occupational safety and health protection with the objective of preventing occupational accidents.

The Committee meetings discuss in detail the topics of how to prevent occupational accidents, safeguarding the safety of third parties and humanising the work environment and work together to develop solutions. The topic of humanising the working environment will be one of the focal points of the occupational safety committees in the 2019 financial year; this topic covers a large number of different physical and mental factors such as intensity of work, the social environment at the workplace, the duration, location and distribution of working hours as well as environmental factors such as noise, lighting and climatic conditions.

(4.7) Employee rights

The right to information is comprehensively implemented at the Berentzen Group. All new employees are given a welcome folder with detailed information about the corporate group. Furthermore, there is an ongoing communication with the works councils and the economic committee on all relevant topics. The exchange takes place at regular works council meetings and meetings of the general works council.

Since 2007, the Berentzen Group has entered into a voluntary commitment to follow a Code of Conduct. In the 2017 financial year, this Code of Conduct was amended in consultation with the general works councils to meet current circumstances. The Code of Conduct forms the guidelines for responsible conduct within the corporate group. It is based on current legislation and established standards and, in addition to the expectations placed by the corporate group on employees, it also specifies the rights and entitlements on the part of employees towards their colleagues and executives (more on this topic on page 22).

(4.8) Introduction of a social intranet

A social intranet known by the name of "Flaschenpost" was introduced within the Berentzen Group in September 2018. This meant that the German-speaking locations of the corporate group were fully digitally networked for the first time as the previous intranet did not offer access for production workers without a computer workstation or the staff of the Austrian subsidiary T M P. Members of staff with a computer workstation can log in directly using the web browser, production workers can use PC terminals set up especially for this purpose or log in with their own mobile device. This possibility is also available to all other employees allowing them to keep up to date with company activities even if they are absent for protracted periods of time, such as vacation, parental leave or illness.

The new platform offers employees the possibility of creating their own profiles and contacting each other directly. All information on developments within the Group, important communications from various specialist departments and product recommendations, trends or location-specific news can be shared directly with all colleagues, employees' own specialist department or in corresponding groups. In this context, each employee has the possibility of creating their own posts and to post in threads with the option of integrating photos, links or surveys.

Closed working groups can be used to coordinate projects and collaborate in dealing with issues. Important documents such as applications for leave, travel expense reports, manuals and reports are stored in a structured way and can be shared with colleagues as needed or found using a keyword search.

Even though "Flaschenpost" was introduced only a few months back, it is already possible to say that it has been a complete success and has made the corporate group more transparent. From recent photographs taken in the production area to the presentation of a new member of staff or a report from a job fair – many employees are given a new perspective and information that was previously only accessible to a small group of people can be shared with the whole corporate group.



(5) Responsible management

(5.1) Sustainability in the value added chain and the corporate environment

The Berentzen Group's publication of its first voluntary Sustainability Report compliant with the criteria of the DNK in March 2018 at the same time as the 2017 Annual Report was followed in December 2018 by the first declaration on the German Sustainability Code (DNK Declaration). The DNK Declaration is published on the website of the German Council for Sustainable Development. It demonstrates that the corporate group has reached a further milestone on its path to more sustainability and transparency.

The development and implementation of new binding guidelines in the form of Berentzen Group Codes laid the foundation in the 2017 financial year necessary to ensure that all employees throughout the Group act within the law. For the 2018 financial year, the concept adopted at the same time with a view to increasing transparency in the value added chain provided for confirmation of the Supplier Code of Conduct by the Berentzen Group's key suppliers. The ongoing process is scheduled to come to a conclusion for all suppliers by the end of the 2019 financial year.

The Berentzen Group has already acceded to the SEDEX (Supplier Ethical Data Exchange) supplier platform. The audit reports from the group-wide SMETA audits in the 2017 through 2019 financial years are deposited with the SEDEX profile of the Berentzen Group together with further documents. This means that networked customers and business partners have the possibility of obtaining information relating to ethical and social responsibility and at the same time share their own information with the Berentzen Group.

Alongside codes, guidelines and other sets of rules intended to ensure compliance with laws and ethically correct behaviour, the Berentzen Group submits itself to various annual audits and certification procedures that provide customers and consumers with evidence that the Berentzen Group complies with standards. Some of these certifications were renewed once again in the 2018 financial year.

One highlight of the 2018 financial year was the "Wir sind dabei" label of the Lower Saxony Alliance for Sustainability, a cooperative arrangement between the state government, trade associations, trade unions and chambers. This award recognised the commitment of the Berentzen Group reflected in its achievements in the three dimensions of sustainability, the economy, ecology and social affairs. The award shows that the Berentzen Group is on the right path with its measures and projects. At the same time, it is an incentive to intensify the activities in this field even further.

Outlook

Following publication of the audit reports and further certification on the SEDEX supplier platform, the networking with key customers and suppliers will come to a conclusion before the end of the 2019 financial year. The process of communicating the Supplier Code of Conduct to the Berentzen Group's key suppliers will likewise be completed.

The DNK Declaration for the 2018 financial year will be reviewed according to the higher application level for compliance with the core elements of the National Action Plan for Business and Human Rights and the requirements pursuant to the German Act Implementing the CSR Directive. The audit is intended to assist the Berentzen Group in further refining the sustainability reporting and will also be displayed on the DNK mark for the 2018 financial year.

Over the course of the 2019 financial year, the Berentzen Group will also reinforce its commitment to the environment: together with Kreisimkerverband Emsland e. V., a concept was developed on how to care for several beehives to be located on the premises in Haselünne. The project that is to be launched in April 2019 makes a positive contribution to the ecosystem and, at the same time, offers the possibility for interested employees and stakeholders, such as school classes, to be brought into contact with the most important pollinator insects and to raise awareness of their significance.

(5.1.1) The Berentzen Group Codes

In the 2017 financial year, the Berentzen Group published the new edition of the Code of Conduct developed in 2007. In addition, stand-alone Codes were drafted for the areas of purchasing/suppliers and marketing. Over the course of one year, staff from the Corporate Social Responsibility, Purchasing, Marketing, Personnel, Legal, Corporate Communications portfolios as well as other departments joined forces to prepare the Codes together with the Executive Board and in consultation with the general works councils. In this process, they used current environmental and social standards as well as industry standards as a general guide.

The new Berentzen Codes set standards. They make clear why the Berentzen Group is trustworthy and responsible in its actions and they communicate the requirements placed on employees, suppliers and business partners that are put into practice in the Company.

The Berentzen Group's Marketing Code of Conduct

The Marketing Code of Conduct specifies guidelines on how to handle alcohol responsibly. Marketing by the Berentzen Group must comply with the law in each country in which it operates and generally follow the rules of conduct issued by the German Advertising Council in their current version. These rules of conduct are supplemented by the Marketing Code of Conduct and the industry's voluntary commitments currently in place.

As a beverages producer, the Berentzen Group has a social obligation to advertise for its products in a responsible manner and to market them responsibly. In order to fulfil this obligation towards those people who enjoy its products, the Berentzen Group has set out guidelines for product-related communications in its Marketing Code of Conduct. For example, advertising does not associate alcohol with the operation of vehicles, sports activities or the workplace and the nature and alcohol content of beverages must be declared in a clear and unambiguous manner.

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

The Berentzen Group's Supplier Code of Conduct

With the Supplier Code of Conduct, the Berentzen Group is pursuing the objective of forming the basis for a common understanding of what constitutes reasonable living and working conditions for employees⁴⁾ that is upheld by all suppliers of the Berentzen Group and their employees. It applies to all suppliers to the Berentzen Group.

The Supplier Code of Conduct comprises eleven principles. The minimum requirements on the living and working conditions of employees have been set down in these principles. They form the basis for long-term and sustainable business relationships. In this respect, the Supplier Code of Conduct follows the ETI Base Code,⁵⁾ the principles of the ILO (International Labour Organisation) and the ten principles of the UN Global Compact. The ETI Base Code is also the basis for the social audit which the Berentzen Group underwent in the 2017 and 2018 financial years.

Suppliers must demonstrably implement suitable measures to ensure compliance with the minimum standards defined in the Supplier Code of Conduct and review the same on a regular basis. After the Codes had come into effect, the Berentzen Group also began making the Supplier Code of Conduct available to suppliers and having receipt confirmed in writing (more on this topic on page 24 onwards).

The Berentzen Group's Code of Conduct

The Code of Conduct addresses compliance with material legal requirements relevant to the Berentzen Group and is intended to be a binding guideline for lawful conduct on the part of employees. Breaches of national and international law shall be avoided and integrity maintained in business transactions by defining unacceptable conduct in business for all employees of the Berentzen Group. The Code of Conduct contains a summary of the Company's principles and specifies guidelines in the fields of lawful and responsible conduct, business and personal integrity, employees and terms of employment, assets and information as well as quality and the environment.

The principles of the ETI Base Code can also be found in the Code of Conduct as the requirements not only apply to suppliers but also to the Berentzen Group itself. Over and above this, the Code of Conduct also specifies rules on employee interaction among themselves, such as demonstrating respect and loyalty towards others and the prohibition of discrimination in any form.

The Code of Conduct applies to all companies within the Berentzen Group and their employees. The Berentzen Group Codes can be inspected on the corporate website.

(5.1.2) Sedex Members Ethical Trade Audit

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

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

The platform offers its members the possibility of sharing information relating to ethical and social responsibility with customers and business partners. This platform's objective is to increase transparency and accountability in supply chains.

In the 2017 and 2018 financial years, all Berentzen Group locations in Germany and Austria underwent a SMETA audit with regard to

⁴⁾ This group also includes contract workers, day labourers, etc.

⁵⁾ The ETI Base Code is the fundamental code of the Ethical Trading Initiative, an association of businesses, NGOs and trade unions with the objective of imposing social standards to improve working conditions in trade.

observance of human rights. The audits centred around working conditions, health protection, occupational safety, pay and working hours, business practices and environmental management.

The measures agreed in the audits to eliminate any deviations have been implemented and confirmed by the auditors. For recertification, SMETA stipulates a period of three years, which means that the next social audit is scheduled for 2020.

(5.1.3) Human rights in the supply chain: Three-stage plan

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

	Objective	implementation by	Status
1	Coming into effect of the new Berentzen Codes	October 15, 2017	implemented
	Shipping to and confirmation in writing of the Supplier Code of Conduct from the key suppliers of raw materials and packaging	May 2018	implemented
2	Shipping to and confirmation in writing of the Supplier Code of Conduct from key suppliers in all categories	December 2019	currently being implemented
	SEDEX supplier platform joined	March 2019	implemented
	Publication of the SMETA reports of the Berentzen Group and commencement of networking with suppliers and customers that are likewise registered with SEDEX	March 2019	currently being implemented
	Creation of a risk profile and prioritisation of suppliers on the basis of this profile and the available documents (SEDEX membership, confirmation of supplier Code of Conduct, own codes, etc.)	June 2019	pending
	Development of a more extensive audit concept for suppliers	2019	pending
3	Commencement of implementation of the audit concept developed in (2) and follow-up measures	2019/2020	pending

Now that the Berentzen Group has joined the SEDEX supplier platform, the Group's own certificates and audit results, such as SMETA and ISO 50001, are being shared on the platform through vertical networking with customers (e. g., retail chains) and suppliers. By creating transparency in the value added chain, the Berentzen Group is not only fulfilling one of the requirements from the National Action Plan for Business and Human Rights⁶⁾ and the German Act Implementing the CSR Directive but also setting a visible signal for customers and suppliers that the Berentzen Group observes the principles of ethical and social sustainability.

Alongside networking, the platform provides, among other things, standardised questionnaires and a tool for risk assessment. Using these supporting resources and feedback from the shipping of the Supplier Code of Conduct in stage one, a risk profile is defined for all material suppliers with regard to the risk of infringement of human rights. This risk profile can include details of the country in which the supplier is based, such as the legal situation, audits performed and many other factors.

With the help of the risk profile, suppliers are prioritised and an audit concept is drafted on the basis of which suppliers with the highest risk assessment rating are subjected to an in-depth review.

⁶⁾ <https://www.auswaertiges-amt.de/de/aussenpolitik/themen/aussenwirtschaft/wirtschaft-und-menschenrechte/161221-nap-kabinett-node> (available only in German)

This in-depth review takes place in the third stage. It is intended to detect effects relating to human rights, whether of an actual or potential nature, and how to rectify the same.

In this way, social and ecological issues that are as yet unknown are to be identified at all levels of the value added chain. Solutions for these issues should be developed together with the supplier in question. In principle, it should be of mutual benefit to establish these measures. In the event of its becoming aware of specific infringements of the Code of Conduct, the Berentzen Group retains the right to terminate the business relationship or to have a targeted social audit of the supplier performed by a third party.

(5.1.4) Management and control mechanisms

ISO 50001

The energy management system pursuant to ISO 50001:2011 was successfully introduced at the Vivaris locations in Grüneberg, Haselünne and Norden⁷⁾ in 2013 and extended to all locations of the Berentzen Group in Germany in the 2016 financial year.

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

The energy management system already lays the foundation stone for implementation of a continual process of improvement. The existing management approach is to be expanded over time to include an environmental management system.

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

IFS Food/ IFS Broker

Maintaining and constantly refining the highest quality standards in the production processes in the plants constitutes a further focal point of business activities. The International Featured Standard Food (IFS Food) quality standard is applied in all segments of the Berentzen Group.

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

By doing so, the Berentzen Group not only creates transparency and ensures controlled safety but complies, alongside the requirements of its direct customers, also with consumer demands for demonstrably safe, audited and high quality foodstuffs and luxury foods.

The annual IFS audit was performed at the Minden plant, the Berentzen Group's central location for the production of spirits, in June 2018 at a higher IFS standard level.

The audits for IFS certification over the course of the year for the Vivaris facilities in Haselünne and Grüneberg were completed in

⁷⁾ Former production location until the 2015 financial year.

October and December 2018, respectively. Over and above this, Vivaris fulfils at its Grüneberg location the customer requirements of the American Institute of Baking (AIB) for bottling services demanded by a US purchaser.

The audit pursuant to IFS standard version V6.1. was performed in the 2018 financial year. The reform contained in the new standard version V6.1 consists of various precautions to prevent food adulterations. The companies of the Berentzen Group have put programmes in place to monitor all relevant raw materials.

Certification of T M P according to the IFS Broker Version 2 Standard was performed at a higher level in November 2018.

ISO 9001

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

ISO 9001 is a quality management system with a process approach that scrutinises all operational processes and uncovers potential for optimisation. As is the case with ISO 50001, the quality management standard involves the implementation of a continuous improvement process.

The most recent ISO 9001 audit at T M P was completed in June 2017. Re-certification will take place in the 2020 financial year.

(5.1.5) Labels

Ecolabel

The premium Doppelkorn from the Berentzen Hof distillery, *Korn2Korn*, has borne the EU Ecolabel since the end of the 2017 financial year. An authorised eco inspection office checked and certified the Berentzen Hof distillery according to EU legal regulations on ecological agriculture. One of the components of the procedure consisted of checking the producers of all raw materials used. Use of the EU Ecolabel is only permitted if the products and raw materials are free from genetic manipulation and chemical pesticides and fertilisers, for example. *Korn2Korn* is produced exclusively from high-quality organic grain and the soft water from the company's own *Sankt Ansgari* spring.

For certification, producers and dealers must provide evidence that they work according to ecological principles and preclude any commingling of organic goods with conventional raw materials and are able to guarantee traceability.

“Gesicherte Nachhaltigkeit” (certified sustainability)

Customers and consumers expect from businesses to take on ever more responsibility for the consequences of business activity. In order to visualise such responsibility, the products in the *non-alcoholic beverages* segment will bear the “Gesicherte Nachhaltigkeit” label in future. The label acts as a visible sign for consumers that sustainability criteria are applied during manufacture and the company assumes responsibility in all areas of sustainability.

A sustainability audit was performed by Deutsches Institut für Nachhaltigkeit & Ökonomie GmbH & Co. KG, Münster, for the areas of ecology, economics and social matters before the label was awarded. The audit covers, among other things, the quality of products, services and advice, the commercial focus of the company going forward and the assumption of ecological and social responsibility.

(5.2) Compliance: Compliance with laws, guidelines and codes

The Berentzen Group's Codes came into effect for all employees on October 15, 2017. They constitute the underlying compliance guidelines of the Berentzen Group. At the same time, the Code of Conduct and the Supplier Code of Conduct contain binding requirements on the prevention of corruption. Over and above this, there are guidelines, instructions and other preventive measures relating to specific areas of compliance. These include, for example, organisational measures such as rules of procedure, competence guidelines, authorisation concepts and the internal control system as well as guidelines, instructions and other preventive measures that contain material regulations of individual areas of compliance.

Responsibility for the topic of compliance

As a corporate group operating in the international food industry, the Berentzen Group is exposed to various legal and regulatory risks. These include contractual and liability risks in connection with the respective national or international provisions governing express warranties and product liability, food laws, consumer protection laws, competition and antitrust laws, trademark and patent laws, environmental, construction and planning laws, labour laws and occupational health and safety laws, foreign trade and customs laws, tax laws as well as provisions related to purchasing activities and procurement.

As potential compliance-related risks may occur in all operating and administrative areas of the corporate group, the objective of the compliance guidelines and the guidelines, instructions and other preventive measures going beyond the same, is to ensure compliance with national and international law and, at the same time, prevent breaches of the law, specifically corruption on the part of the Berentzen Group and its employees. This objective was achieved once again in the 2018 financial year as no cases of corruption or other serious breaches of the law were recorded.

Within the Berentzen Group, responsibility for the topic of compliance has in principle been centralised at Berentzen-Gruppe Aktiengesellschaft for the entire Berentzen Group. The Executive Board is the body legally responsible for the topic of compliance at Berentzen-Gruppe Aktiengesellschaft, and therefore also within the Berentzen Group as a whole. Alongside the Executive Board, the Supervisory Board of Berentzen-Gruppe Aktiengesellschaft is, within the scope of its supervisory function, responsible for the topic of compliance at Berentzen-Gruppe Aktiengesellschaft and therefore also within the Berentzen Group as a whole. The supervisory function of the Supervisory Board not only extends to the direct actions of the Executive Board but in particular also to whether the Executive Board fulfils the requirement to set up compliance systems or whether it ensures compliance in another way.

Beneath the organisational level of the Executive Board, responsibility for the topic of compliance has been transferred to the Compliance Committee set up centrally at Berentzen-Gruppe Aktiengesellschaft; it is headed by the Chief Compliance Officer.

Another important component is the external notification office ("Whistle Blower Hotline") that can be notified – anonymously if required – of any infringements of the principles contained in the Berentzen Group Codes, irrespective of whether such infringements are apparent or only suspected.

Increasing employee and executive awareness

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

The employees of the Berentzen Group usually receive instruction on compliance-related topics in classroom training courses that serve to raise awareness for compliance with all relevant legal requirements. If they have questions about lawful conduct or questions

related to the understanding or interpretation of the Codes of the Berentzen Group, employees can turn to their supervising manager, the Compliance Committee, or the Corporate Legal Department of Berentzen-Gruppe Aktiengesellschaft.

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

(5.3) Social and cultural engagement

Westerholtscher Burgmannshof

The Berentzen Group maintains a good relationship to the local stakeholders at each and every location. Alongside the contribution to the economic development of the region, this also includes social engagement and preservation of the cultural heritage. Particularly in Haselünne, the oldest town in the Emsland and home to Berentzen-Gruppe Aktiengesellschaft's head office, events are promoted by the Berentzen Group and supported through the inclusion of the historical Ritterstrasse facilities. Westerholtscher Burgmannshof, built in 1385, is located there. It is one of seven of these castle lord's town estates in Haselünne, and one of three owned by the Berentzen Group. Alongside Westerholtscher Burgmannshof, the old noble residences Haus Dwingelo and Bentinckhof, which houses the distillery museum, are in the ownership of the Berentzen Group.

This historical building has been expertly restored and can be visited as part of guided tours through the company headquarters. Today, Westerholtscher Burgmannshof is used by Berentzen Hof for events and experience gastronomy.

Berentzen Hof is the tourist focus of many cultural events in Haselünne. These include the Corn and Hanseatic Market and the Spring Market that take place in alternate years.

“Korn- und Hansemarkt” (Corn and Hanseatic Market)

The historic Corn and Hanseatic Market is held in the streets of Haselünne in the late summer every second year, most recently in September 2018. The mediaeval market takes the participants and visitors back in time and is a spectacle whose renown also extends far beyond the boundaries of Haselünne. In 2013, the Lebendige Stadt (“living town”) foundation awarded the event as one of the most attractive town festivals in Europe.

The Berentzen Group supports the Corn and Hanseatic Market as a member of the Historischer Korn- und Hansemarkt Haselünne e.V. association and by integrating the Company's Ritterstrasse premises into the festivities.

Donations

As part of involving staff more closely in the corporate group's sustainability management, a vote was held at the end of the 2018 financial year in which the employees were able to decide who would receive a Christmas donation. The vote that was held on the social intranet revealed an extraordinary high level of staff participation in comparison with the usual activity rate with contribution on the social intranet. The choice was between two charitable projects that have a connection to the business activities and are positioned in the field of nutrition and drinking water.

The vote was won by the PAUL (Portable Aqua Unit for Lifesaving) project, a device developed at the University of Kassel that enables people in remote areas to filter water on their own. Carried like a backpack, PAUL is a device used to filter water. Pictograms enable non-specialists and illiterate people to operate the equipment that does not require energy or chemicals of any kind.

Furthermore, the Berentzen Group continues to support Haselünne's “Easter Wells” initiative with an annual donation. This initiative involves groups, associations, school classes and other citizens of Haselünne decorating the town's wells and pumps with thousands of Easter eggs, colourful ribbons and garlands during Holy Week.

Over and above this, Vivaris sponsors local sports clubs and events. In Austria, T M P shows its commitment in the form of annual donations, the 2018 financial year being no exception with support going to the “Herzkinder Österreich” association and the Austrian Disabled Sports Association.

(5.4) Membership in federations and associations

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

In the 2018 financial year, the Berentzen Group was a member of the following organisations:

Membership in federations and associations
Arbeitgeberverband der Ernährungsindustrie Nordrhein-Westfalen (AEN)
Bundesverband der Energie-Abnehmer e. V. (VEA)
Deutscher Hotel- und Gaststättenverband e. V. (DEHOGA)
Deutscher Investor Relations Verband e. V. (DIRK)
Gesellschaft der Freunde und Förderer der deutschen Mineralbrunnenindustrie e. V. (GFF)
Haselünner Sportverein (HSV) Förderverein
Historischer Korn- und Hansemarkt Haselünne e. V.
Industrieller Arbeitgeberverband Osnabrück-Emsland-Grafschaft Bentheim e. V. (IAV)
Industrie- und Handelskammern Osnabrück, Hannover, Berlin, Bielefeld, Potsdam (IHK)
Markenverband e. V.
MMM-Club e. V.
Schutzverband der Spirituosen-Industrie e. V.
Science to Business GmbH (Mitglied im CFO-Circle)
Stadtmarketing Haselünne e. V.
vereinbar e. V.
Verband der Ernährungswirtschaft e. V. (VdEW)
Verband Deutscher Mineralbrunnen e. V. (VDM)
Versuchs- und Lehranstalt für Brauerei in Berlin e. V. (VLB Berlin)
Wachstumsregion Ems-Achse e. V.
Wirtschaftsverband Emsland e. V.
Wirtschaftsjunioren Oberhavel e. V.



2018 – 2019

(5.5) Prizes and awards in the 2018 financial year

Lower Saxony Alliance for Sustainability

Jointly with other companies, the Berentzen Group received an award from the Lower Saxony Alliance for Sustainability in August of the past financial year to recognise their sustained commitment. The Lower Saxony Alliance for Sustainability is a cooperative arrangement between the state government, trade associations, trade unions and chambers. With practical offerings, the Alliance would like to win over businesses in Lower Saxony to the implementation of sustainable development. The objective is to reconcile social, economic and ecological interests and to safeguard sustainability over the long term.

The “Wir sind dabei” label is an award presented to companies in Lower Saxony that show their commitment to more sustainability in their activities with various measures.

The award was presented by Olaf Lies, the Lower Saxony Minister of Environment, Energy, Building and Climate Protection within the framework of the Alliance’s annual conference. Minister Lies highlighted energy management, the performance of social audits and the preparation of the first voluntary Sustainability Report as special features of the corporate group’s sustained commitment. “Specifically the forward-looking approach of the Sustainability Report expressed in the company asking itself the question of what goals do we still want to reach and how do we get there is a remarkable attitude,” the Minister explained and continued, “the Berentzen Group has shown in an exemplary manner that it has earned today’s label for sustainable management with achievements in all three dimensions of sustainability – social matters, economics and ecology.”

Declaration on the German Sustainability Code and 2017 label

Sustainability reporting has been carried out on the basis of the DNK since the 2017 financial year. The DNK was developed on behalf of the federal government by the German Council for Sustainable Development together with business representatives. It offers the possibility of making the sustainability work and achievements available to the interested public in a transparent and comparable manner.

While parts of the Sustainability Report go beyond the requirements of the DNK and provide additional information, the DNK Declaration is limited to twenty criteria and the supplementary non-financial performance indicators of the GRI. The declaration was checked by the office of the DNK for formal completeness in the sense of the “comply or explain” approach, which proved to be a useful source of advice on future sustainability reporting.

The DNK Declaration of the Berentzen Group can be called up from the DNK’s database. This makes the sustainability achievements visible and transparent and makes them more binding in nature. The database’s comparison function facilitates a comparison of the reports to each other according to individual criteria. In addition, the reporting made at regular intervals makes it possible to track the development process at the Berentzen Group with regard to its sustainability work and achievements.

Following successful publication of the Declaration, the Berentzen Group received the DNK mark for the 2017 financial year, which may be used in future for communication purposes and can already be found on the corporate website.

NRW State Award for Pabst & Richarz

In November 2018, Pabst & Richarz Vertriebs GmbH, a company of the Berentzen Group, received the State Award for foodstuffs of the State of North Rhine-Westphalia. Alongside criteria that assess the quality and the taste of the foodstuffs, the State Award also rewards the provision of training positions, payment according to current collective agreements or commitment to sustainability. These are areas in which Pabst & Richarz Vertriebs GmbH scored with regard to all criteria. Another prerequisite for the granting of the State Award was, in addition, that the respective company had received an award in Gold from Deutsche Landwirtschafts-Gesellschaft (DLG) for at least one of its products in the 2017/2018 financial year. Within the scope of the DLG's 2018 spirits test, Pabst & Richarz Vertriebs GmbH received a total of 23 gold awards.

Federal Award for Spirits goes to Pabst & Richarz

In addition, Pabst & Richarz Vertriebs GmbH received the Federal Award for Spirits in Nuremberg. It won against competition from a hundred businesses submitting an entry. The company was the only one in its category to receive a gold award for the best overall result in the whole of Germany in the DLG's quality tests for spirits. The Federal Award is the highest distinction for the German food industry. It is presented to German food producers each year by the Federal Ministry of Food and Agriculture (BMEL).

Dr. Diedrich Harms, vice-president of the DLG, who together with Dr. Michael Koehler of the BMEL handed the certificates and medals to all nine award winners, praised the overall business achievements of the companies: "The Federal Award winners are trailblazers in the areas of top quality, taste and enjoyment. They are in each case one of the best German companies in the fruit beverages and spirits industry."

The award confirms the high demands the companies of the Berentzen Group place on the quality of their products and provides additional motivation to develop further novel and innovative product concepts.



(6) Energy and resource management

(6.1) Our ecological responsibility

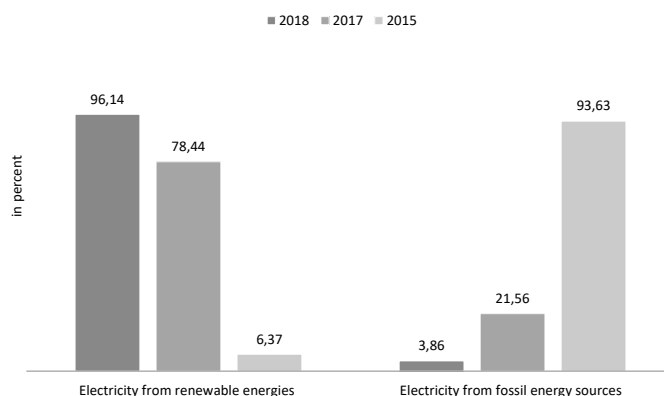
One significant ecological impact from the business activities of the Berentzen Group is the emission of climate-damaging greenhouse gases through the use of energy. For this purpose, the primary energy sources of heating oil, natural gas and electricity are used to generate the forms of energy needed in each case, such as steam, heat or compressed air. Energy management pursuant to ISO 50001 was introduced in the Berentzen Group in the 2016 financial year with a view to optimising energy consumption within the Berentzen Group and reducing the occurrence of greenhouse gases.

In addition to the evaluations prepared as part of energy management, the Berentzen Group's CO₂ footprint, the "corporate carbon footprint", has been determined since the 2017 financial year. In the 2018 financial year, the calculation was made for the first time with the support of ClimatePartner, a leading provider of business solutions in the field of climate protection.

Following the corporate group's transition to renewable energies in the field of electricity supplies in the 2017 financial year, the share of renewable energies in total electricity consumption was increased from 78.44 percent in the previous year: to 96.14 percent in the 2018 financial year.

Guarantees of origin were acquired for 9,830 megawatt hours of climate-neutral green electricity generated in selected Norwegian hydropower plants and rendered climate neutral through cancellation in the register of guarantees of origin of the German Environment Agency. At the same time, support was provided for a conservation project in Eggegebirge nature reserve.

Origin of electricity



Again in the 2018 financial year, several measures were carried out to modernise plant and equipment and to reduce energy consumption. At the Grüneberg location, one of the two service air compressors was replaced with a regulated compressor that does not have to start up as often due to the shared control system, which means it works considerably more efficiently. A blowing air compressor with an energy saver control system was likewise installed in Grüneberg. In contrast to the equipment previously used, all stages are now controlled using a frequency converter, which leads to a smaller number of on/off switching cycles and slower speeds.

The equipment for reusable glass bottles in Haselünne was modernised in the 2018 financial year. The labeller, a device known as the “inspector” and the centrepiece of the system – the filling unit – were replaced. After more than 30 years, the old system had reached its capacity limit and the modernisation doubled the production capacity for glass bottles at Vivaris in Haselünne.

A new high temperature boiler, including a new burner with a significantly lower heating oil consumption, was installed at the spirits production facility in Minden in addition to the replacement of the pallet lines.

Outlook

As a matter of principle, the Berentzen Group strives towards boosting efficiency and minimising the quantity of raw material and energy required and the quantity of waste and waste water incurred. Electricity from fossil energy sources is now only being used for supplies to the administrative building and in the context of fuelling our own electricity production with a natural gas-fired combined heat and power (CHP) unit. The latter was installed at the Ritterstrasse facilities as long ago as in 2013. Since then, part of the heating needs and part of the electricity requirements at the Ritterstrasse location has been met using the CHP. This efficient CHP demonstrates a higher total utilisation rate in comparison to the previous combination of local heating and electricity supplies from the central power plant system. This greater efficiency stems from the fact that most of the waste heat from the electricity generation can be used locally. Alongside cost-savings, this also avoids emissions on a long-term basis.

The possibility of installing combined heating and power units at the Vivaris facilities in Haselünne and Grüneberg are also being reviewed in the 2019 financial year.

The review of the objectives in connection with energy management originally scheduled for 2018 is still pending. In order to make the set targets more transparent in future, the energy management target values are to be reviewed and harmonised with regard to the parameters selected for the sustainability reporting. The coverage of the climate assessment is to be likewise expanded in the following years and the inclusion of other sources of emissions is to be reviewed.

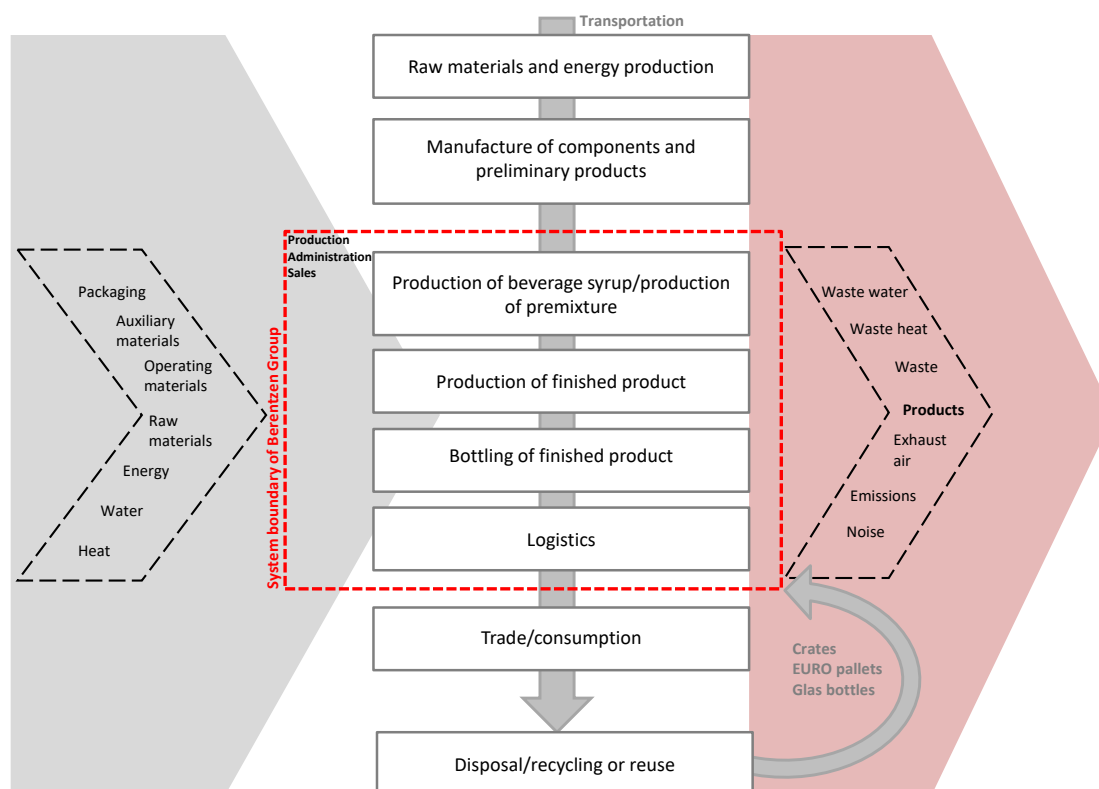
(6.2) Spirits and NAB value added chain

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

Individual stages of the value added chain of the products in the Spirits and NAB segments are performed at suppliers in upstream value added stages. The necessary components and preliminary products as well as auxiliary materials and packaging materials are produced here. A large portion of energy creation similarly takes place outside of the Group.

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

Spirits and NAB value added chain



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

Glass bottles to be filled with NAB and crates and pallets are generally part of a system of return and reuse. They are used in the circulation system and returned to circulation after use.

(6.3) Input-output statement

The input-output statement documents the raw materials, auxiliary materials and packaging materials used in production and packaging the spirits and NAB. The goods received in the 2018 financial year as recorded in SAP are used as a basis. Changes in inventories over the course of the year are not taken into consideration.

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

As there is not always a direct relationship between incoming goods and output, no conclusions on the development of the range from a sustainability perspective could be drawn using the current determination method or only over a very long observation period. One example: no tin cans were procured in the 2018 financial year although they were produced.

For the long-term reporting, the Berentzen Group is working on a concept and a means of presentation that gives more weight to sustainability aspects in relation to the input-output statement and the product range development.

Input	Quantity	Unit
Raw materials		
Herbs, spices	10.6	Metric tons
Oils	56.2	Litres
Aromas/concentrates/primary products	2,659.3	Metric tons
Sugar/sugar syrup	10,729.0	Metric tons
Distillates	21,416,190.0	Litres
Semi-finished products	886,007.9	Litres
Various raw materials	101.9	Metric tons
Auxiliary materials		
Nitrogen	83,379.7	Cubic metres
Carbon dioxide	1,927.7	Metric tons
Colourings	6.6	Metric tons
Packaging materials		
Paper labels	446,424.1	thousand units
Cardboard packaging	24,979.6	thousand units
Box stickers	8,218.3	thousand units
Film labels	206,041.8	thousand units
PET bottles	1,533.2	Metric tons
Shrink covers	1,233.2	thousand units
Stretch foil, unprinted	50.0	Metric tons
Stretch foil, printed	5,117.1	thousand metres
Other plastic packaging material	5,487.4	thousand units
Tin cans		
Plastic caps	136,470.9	thousand units
Metal caps	219,988.1	thousand units
Glass bottles	37,336.6	Metric tons
Output		
Litres of finished product	228,677,982	Litres
Fillings	347,398,560	units
Average quantity filled	0.66	litre/unit

As, in the case of fresh juice systems, the production of machines is not part of the Company's business activities and T M P is a sales entity, the details only refer to the production of spirits and NAB. The output value of finished product in litres contains both the quantity of spirits produced as well as that of the NAB.

Basically, many measures to reduce material input have already been implemented in past years. For example, transitioning card qualities from solid board to corrugated board to achieve lower surface weights brought about a significant reduction in material input.

Base year

The 2015 financial year is used as the base year for sustainability reporting. The energy management system was introduced in the 2016 financial year and likewise refers to the 2015 financial year for the purpose of its targets.

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

Comparability

A total of 228,677,982 litres of finished product was produced in the 2018 financial year (2017: 227,780,566 of finished product). In terms of fillings, 347,398,560 bottles (2017: 352,621,603 litres of finished product) were filled with an average quantity filled of 0.66 litres (2017: 0.65 litres). Due to the large number of products filled into different packaging units ranging from 0.02 litre for spirits through to kegs (reusable barrels) with 20 litres in the case of NAB, the reference value used for sustainability reporting is the quantity of finished product produced in litres.

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

For the calculation of specific consumption (e.g., specific electricity consumption), the respective consumption is presented as a ratio of the total production volume expressed in litres or cubic metres. The average quantity filled must always likewise be taken into consideration, as statements on efficiency, if at all, can only be made taking into account both values. For example, efficiency can deteriorate while the production volume remains constant, if the average quantity filled falls. This is due to the higher energy consumption needed for the manufacture and processing of the packaging units and the larger number of filling processes. In addition, a fall in the quantity filled while production volume remains constant is generally associated with a higher level of material input for packaging and a higher level of waste produced.

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

The presentation of specific consumption data at group level is only of limited informative value due to the aforementioned particularities. Nevertheless, they do provide an impression of general developments throughout the corporate group as a whole. Location and segment-specific ratios that take account of further influencing factors are collected to review the development of consumption and to derive efficiency measures as part of energy management and internal sustainability monitoring system.

⁸⁾ 1 m³ is equivalent to 1000 litres.

Production volume

	2018	2017	2015
NAB			
Litres of finished product [l]	171,212,156	168,913,517	148,754,399
Fillings [units]	195,165,083	188,149,403	163,049,443
Average quantity filled [l/unit]	0.88	0.90	0.91
Spirits			
Litres of finished product [l]	57,465,826	58,867,049	54,701,144
Fillings [units]	152,233,477	164,472,200	156,715,803
Average quantity filled [l/unit]	0.38	0.36	0.35
Total litres of finished product [l]	228,677,982	227,780,566	203,455,543
Average quantity filled [l/unit]	0.66	0.65	0.64

The average quantity filled with regard to NAB has fallen slightly in comparison to the previous year. At 0.88 litre per filling, it is lower than the figure for 2017 (0.90 litre per filling). The quantity filled in the area of spirits rose in the 2018 financial year from 0.36 litre per filling (2017) to 0.38 litre per filling (2018). This meant that the average quantity filled in both segments also increased from 0.65 litre (2017) to 0.66 litre (2018).

In comparison to the previous year, the 2018 financial year saw a slight increase in the production volume in litres, which can be attributed to an increase in the production volume of NAB.

(6.3.1) Water

Responsible use of fresh water is a high priority for the Berentzen Group as a beverages producer. While there is no lack of water at the production locations, careful treatment of the springs and other sources of water owned by the Group does, however, keep the environmental impact to a minimum and secures the basis for the production of beverages in the long term.

Water and waste water meters are used to measure water consumption and the quantity of waste water produced at all locations. More than 99 percent of the water consumption and waste water produced throughout the Group is incurred directly in production.

	2018	2017	2015
Well water [m ³]	291,427	294,903	276,825
Municipal water [m ³]	224,236	236,148	207,109
Total quantity of water withdrawn [m³]	515,663	531,050	483,934
Waste water [m³]	245,912	263,695	224,340

In the 2018 financial year, water consumption fell slightly to 515,663 m³ (2017: 531,050 m³). The amount of waste water also fell from 263,695 m³ in the 2017 financial year to 245,912 m³ (2018).

	2018	2017	2015
Water consumption per litre of finished product [l/l]	2.25	2.33	2.38
Waste water produced per litre of finished product [l/l]	1.08	1.16	1.10
Average quantity filled [l/unit]	0.66	0.65	0.64

The specific water consumption in litres per litre of finished product has further decreased in comparison to the previous year from 2.33 to 2.25 litres. The specific amount of waste water produced has similarly fallen: in the 2017 financial year, this figure still stood at 1.16 litres and fell in the 2018 financial year to 1.08 litres per litre of finished product.

(6.3.2) Waste

The total amount of waste incurred by the Berentzen Group in the 2018 financial year stood at 3,249 metric tons. All in all, the amount of waste incurred decreased from 14.44 grams per litre of finished product (2017) to 14.21 grams per litres of finished product (2018).

	2018	2017	2015
Glass waste [t]	1,690.5	1,483.3	1,250.7
Paper & card [t]	520.0	521.1	560.0
Plastic [t]	508.3	677.7	603.3
Metal [t]	119.7	125.7	139.2
Waste wood [t]	24.0	36.5	36.5
Compostable waste [t]	29.3	40.7	44.9
Hazardous waste [t]	6.4	6.4	3.4
Mixed residential waste and other waste [t]	351.6	398.6	308.0
Total quantity of waste [t]	3,249.8	3,290.0	2,946.0
Waste produced per litre of finished product [g/l]	14.21	14.44	14.48
Average quantity filled [l/unit]	0.66	0.65	0.64

In terms of quantity, there were larger changes in the total amount of glass waste. This can be explained mainly by the modernisation of the equipment for reusable glass bottles used in production at the Haselünne location and the associated improvement in the control technology with a more refined sorting system and a higher outfeed during the start-up phase. The quantity of glass waste is likewise influenced by another rise in the production quantity at NAB in the area of reusable glass bottles. In this context, a portion of the bottles are rejected according to quality criteria and a corresponding portion of new bottles are put into circulation.

	2018	Anteil
Reusable/ recyclable waste [t]	3,079.9	94.77%
Waste incineration [t]	163.5	5.03%
Hazardous waste [t]	6.4	0.20%

The proportion of recyclable waste within the Berentzen Group increased in the 2018 financial year to 94.77 percent (2017: 93.35 percent).

(6.3.3) Energy consumption

Fuel

The consumption of fuel rose in the 2018 financial year both in absolute and specific terms. This was due to the significantly longer and more intense heating period in comparison to the previous year and greater consumption in the production of NAB at the Haselünne and Grüneberg locations. This is mainly attributable to the increased production volume on the equipment for reusable glass bottles as these are some of the largest consumers of thermal energy. To save heating oil, a new energy-efficient high temperature boiler, including a new burner, was installed in Minden.

	2018	2017	2015
Fuel			
Natural gas [kWh]	18,000,149	16,383,521	15,186,172
Heating oil [kWh]	2,713,660	1,941,540	2,226,590
Specific fuel consumption [kWh/m³]	90.58	80.45	85.59
Comparison to base year 2015 [%]	+5.84%	-6.00%	Base year

Electricity

Electricity consumption in absolute terms fell slightly in the 2018 financial year. This was mainly due to the fall in production volume on the PET systems. The associated stretch blow moulding machine, which shapes the corresponding bottles by means of compressed air, is one of the main electricity consumers in the area of production.

Further savings were achieved by the modernisation of the equipment for reusable glass bottles in Haselünne, the replacement of a service air compressor and the installation of a blowing air compressor with an energy saver control system in Grüneberg and the continuing replacement of fluorescent lights with LED illumination, which caused the specific electricity consumption of 44.17 kilowatt hours per cubic metre of finished product (2017) to fall to 43.30 kilowatt hours per cubic metre of finished product (2018). In the 2018 financial year, 5.14 percent less electricity was used per cubic metre of finished product than in the base year.

	2018	2017	2015
Electricity from fossil energy sources [kWh]	380,614	2,169,482	8,695,980
Electricity from renewable energies [kWh]	9,483,256	7,891,633	591,991
Total electricity consumption [kWh]	9,863,870	10,061,115	9,287,972
Spec. electricity consumption [kWh/m3]	43.30	44.17	45.65
Comparison to base year 2015 [%]	-5.14%	-3.24%	Base year

Total energy consumption

The total energy consumption at all locations of the Berentzen Group stood at 33,340,661 kilowatt hours in the 2018 financial year. This means that absolute and specific energy consumption has risen in comparison to the previous year. The specific energy consumption of 145.80 kilowatt hours per cubic metre of finished product (2018) was, however, still slightly below the figure for the base year (2015: 147.64 kilowatt hours per cubic metre of finished product).

	2018	2017	2015
Natural gas [kWh]	18,000,149	16,383,521	15,186,172
Heating oil [kWh]	2,713,660	1,941,540	2,226,590
Diesel [kWh]	2,543,220	2,850,347	3,216,146
Petrol [kWh]	131,762	42,936	72,496
Electricity [kWh]	9,863,870	10,061,115	9,287,972
District heating [kWh]	88,000	50,000	48,000
Total energy consumption [kWh]	33,340,661	31,329,459	30,037,376
Specific energy consumption [kWh/m3]	145.80	137.54	147.64
Comparison to base year 2015 [%]	-1.25%	-6.84%	Base year

The proportion of energy from renewable sources has increased to 28.44 percent in the 2018 financial year. In base year 2015, this figure had stood at 1.97 percent.

(6.3.4) Corporate Carbon Footprint

Definition of system boundaries

Both the organisational and operational system boundaries were clearly specified to determine the corporate carbon footprint.

The organisational system boundaries describe the organisational units included and the period to which the corporate carbon footprint relates. In this case, all active production, sales and administrative locations for the 2018 financial year.

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

Scope 1

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

Scope 2

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

Scope 3

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

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

The Berentzen Group has determined the CO₂ emissions in Scope 1 and Scope 2 for the 2018 financial year. The calculation of the corporate carbon footprint was made for the first time with the support of ClimatePartner, a leading provider of business solutions in the field of climate protection.

Data collection and calculation

The calculation of the CO₂ emissions was made with the help of consumption data and emission factors for conversion into CO₂-equivalents.

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

Greenhouse gases taken into consideration

The present corporate carbon footprint discloses all emissions as CO₂ equivalents. This means that the calculations also take into consideration the six other greenhouse gases covered by the Kyoto Protocol in addition to CO₂: methane (CH₄), nitrous oxide (N₂O), sulphur hexafluoride (SF₆), hydrofluorocarbons (PFC and HFC) and nitrogen trifluoride (NF₃). These are normalised to the greenhouse potential of CO₂ and disclosed as CO₂ equivalents (CO₂e).

Emissions in 2018

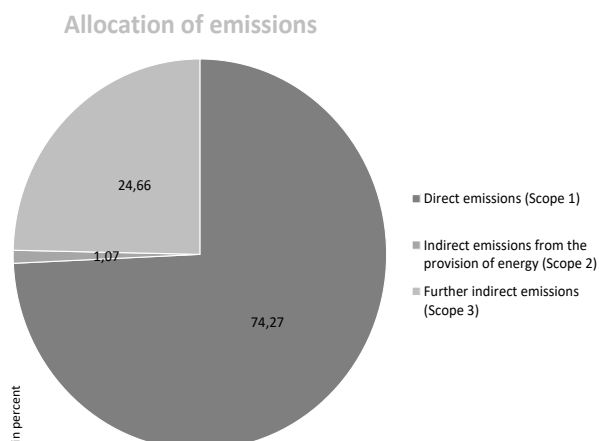
In 2018, the corporate carbon footprint of the Berentzen Group for Scope 1 and Scope 2 (including upstream chain Scope 3) stood at 7,676 metric tons of CO₂ equivalents (2017: 6,587) due to the consumption of energy and cooling throughout the Group. The specific emissions stood at 33.56 kilograms of CO₂ equivalents per cubic metre of finished product (2017: 28.92).

	2018	2017
Emissions from heating including upstream chain Scope 3 [t CO ₂ e]	5,286	4,271
Emissions from electricity including upstream chain Scope 3 [t CO ₂ e]	1,012	1,416
Emissions from transportation including upstream chain Scope 3 [t CO ₂ e]	1,093	900
Coolant [t CO ₂ e]	284	
Total emissions [t CO₂e]	7,676	6,587
Specific emissions [kg CO₂e/m³]	33.56	28.92
Comparison to previous year [%]	+16.07%	

The increase in emissions by 16.07 percent in comparison to the previous year can be explained by the following changes: the significant rise in natural gas and heating oil consumption led to an increase in emissions from heating by 23.77 percent. The emissions from transportation processes similarly rise by 21.49 percent.

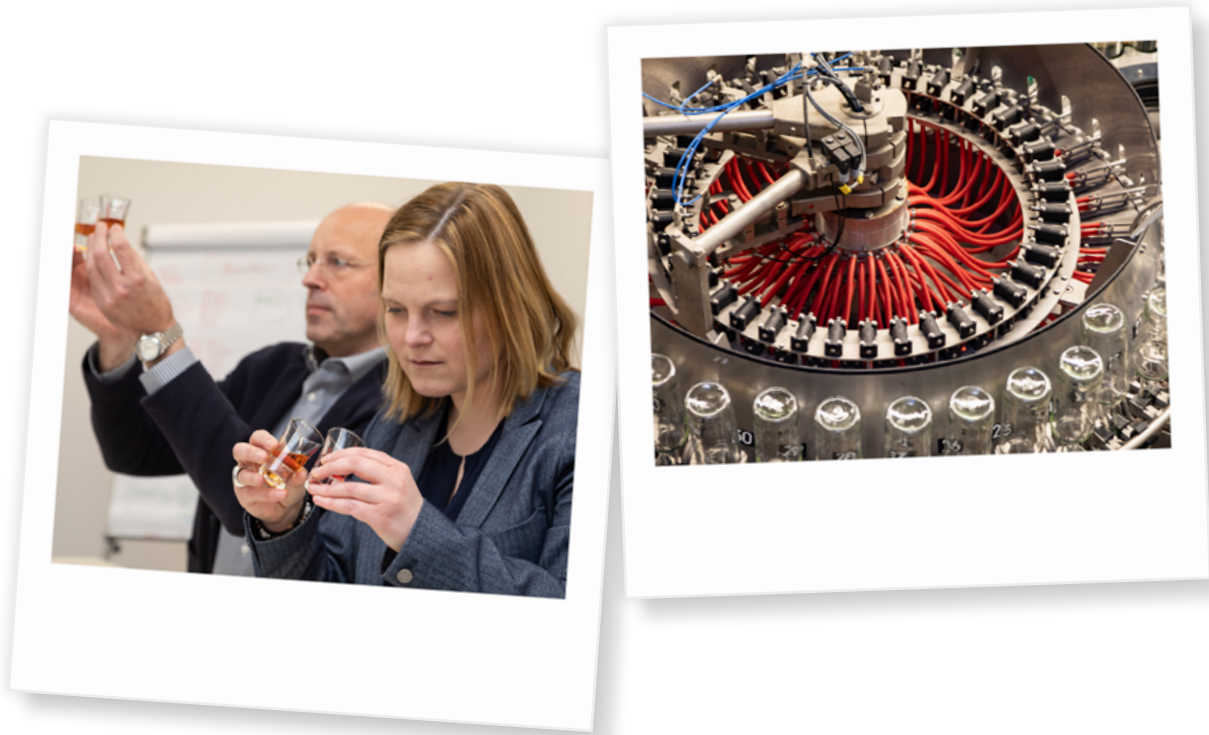
At the same time, a significantly higher proportion of green electricity was procured throughout the group in the 2018 financial year (2018: 96.14 percent, 2017: 78.44 percent). The upstream chain of the purchased green electricity, and thus the Scope 3 emissions, were not included in the reporting in the 2017 financial year and were counted in for the first time for the 2018 financial year. Due to the higher proportion of green electricity and taking account of the upstream chain, the emissions from electricity were lower by a total of 28.52 percent. Volatile greenhouse gas emissions from leaks and from the filling of air-conditioning systems were taken into consideration for the first time in the 2018 financial year.

The changes had the following impact on the distribution of the emissions between the individual scopes:



Emissions in Scope 1 rose from 63.43 percent in the previous year to 74.27 percent due to the increase in heating consumption and the fact that the use of coolants was taken into consideration.















The proportion of Scope 2 emissions fell significantly on account of the higher proportion of green electricity in comparison to the previous year (2017: 18.24 percent), whereas the Scope 3 emissions that reflect the upstream chain rose significantly (2017: 18.33 percent).



(7) Our sustainability targets

(7.1) Targets in 2018-2020

Targets in the area of activity: Our staff	Measures in 2018 through 2020	
Maintaining and/or boosting employee motivation and satisfaction	<ul style="list-style-type: none"> Continuing and expanding the company health promotion programme 	●
	<ul style="list-style-type: none"> Implementation of structured talks with employees in all departments 	●
Boosting the attractiveness of the Berentzen Group as an employer in the regions of the locations	<ul style="list-style-type: none"> Introduction of a social intranet as a platform for communicating ideas and information within the corporate group 	●
	<ul style="list-style-type: none"> Building up and implementing an employer branding strategy 	●
	<ul style="list-style-type: none"> Establishing a regular employee survey 	
	<ul style="list-style-type: none"> Certification as a family-friendly employer 	●
Advanced training for employees and new recruits	<ul style="list-style-type: none"> Promoting training and development in all areas and systematic recording and evaluation of the measures 	

Targets in the area of activity		
Responsible management	Measures in 2018 through 2020	
Ensuring compliance and that there are up-to-date guidelines and guiding principles for all areas of the business	<ul style="list-style-type: none"> Confirmation of Berentzen's Supplier Code of Conduct by all material suppliers 	
Compliance with quality and social standards	<ul style="list-style-type: none"> Performing the follow-up audit at the Linz location 	
	<ul style="list-style-type: none"> Accession to the SEDEX supplier platform and networking with customers and suppliers 	
	<ul style="list-style-type: none"> Creation of a risk profile and development of a more extensive audit concept for suppliers 	
Strengthening social and cultural engagement	<ul style="list-style-type: none"> Expanding engagement in the regions of the locations by supporting further projects, initiatives or events 	
Targets in the area of activity	Measures in 2018 through 2020	
Energy and resource management	Measures in 2018 through 2020	
Compliance with environmental standards	<ul style="list-style-type: none"> Preparation for and commencement of the introduction of the environmental management system 	
Reducing emissions	<ul style="list-style-type: none"> Further continual increases in the proportion of energy from renewable sources 	
	<ul style="list-style-type: none"> Ongoing conversion of lighting to use LEDs 	
Reduction in the input of raw materials and energy as well as in water consumption and the production of waste and waste water	<ul style="list-style-type: none"> Adjusting the corporate objectives on the basis of the new indicators and presentation in the sustainability reporting 	
Targets in the field of CSR	Measures in 2018 through 2020	
Increasing awareness of sustainability activities within the corporate group and among the general public	<ul style="list-style-type: none"> Refinements in the sustainability reporting and intensified internal and external communication 	
Full coverage of the content required in accordance with the DNK and the German Act Implementing the CSR Directive	<ul style="list-style-type: none"> Performance of a new materiality analysis pursuant to GRI criteria and updating of the materiality matrix 	
	<ul style="list-style-type: none"> Review of the DNK Declaration for conformity with the DNK and the German Act Implementing the CSR Directive 	
Reinforcing awareness for sustainability issues within the corporate group	<ul style="list-style-type: none"> Creation of a CSR body 	
	<ul style="list-style-type: none"> Definition of medium and long-term objectives and monitoring achievement by the CSR body 	



in implementation



implemented

(8) About this Sustainability Report

(8.1) Data basis

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

In the case of energy consumption, the quantities were established using metering records and invoices from the energy suppliers. In a few cases, the data was not yet available at the time of publication of this Report, for example the consumption figures for rented office space where settlement is not made until mid-year. In these cases, estimates were made on the basis of consumption figures for the previous year. These figures are adjusted retroactively in the database as soon as they are available. Significant changes to the figures disclosed in this Report are not expected.

To date, there is neither any obligation to publish a sustainability report nor to prepare a company climate assessment. No external review was made of the report or the results presented.

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

Indicators that are specified for reporting according to the DNK but are classified by the Berentzen Group as not being material have not been determined for this Sustainability Report and will also not be reported on in the future.

An overview of all indicators can be found in the following table.

(8.2) DNK-Index

DNK criterion/ GRI SRS indicator	Description	chapter (page)/ comment
General	Company name, logo, reporting year, set of performance indicators used, third-party audit, reporting obligation yes/no, contact Describe your business model (incl. business purpose, products/services)	Profile of the Corporate Group (p. 4 ff.)
1. Strategic Analysis and Action	The company declares whether or not it pursues a sustainability strategy. It explains what concrete measures it is undertaking to operate in compliance with key recognised sector-specific, national and international standards.	Strategy (p. 6)
2. Materiality	The company discloses the aspects of its business operations that have a significant impact on sustainability issues and what material impact sustainability issues have on its operations. It analyses the positive and negative effects and provides information as to how these insights are integrated into the company's processes.	Challenges in material areas of activity (p. 10 ff.)
3. Objectives	The company discloses what qualitative and/or quantitative as well as temporally defined sustainability goals have been set and operationalised and how their level of achievement is monitored.	Our sustainability targets (p. 44 ff.)
4. Depth of the Value Chain	The company states what significance aspects of sustainability have for added value and how deep in the value chain the sustainability criteria are verified.	Sustainability in the value added chain and the corporate environment (p. 21 ff.)
5. Responsibility	Accountability within the company's management with regard to sustainability is disclosed.	Organisation (p. 7)
6. Rules and Processes	The company discloses how the sustainability strategy is implemented in the operational business by way of rules and processes.	Strategy (p. 6) Management and control mechanisms (p. 25 f.)
7. Control	The company states how and what performance indicators related to sustainability are used in its regular internal planning and control processes. It discloses how suitable processes ensure reliability, comparability and consistency of the data used for internal management and external communication.	The indicators, mentioned in this sustainability report, are used for intern control as well. Data basis (p. 46)
SRS-102-16	Values, principles, standards, and norms of behavior.	The Berentzen Group Codes (p. 22 ff.)
8. Incentive Schemes	The company discloses how target agreements and remuneration schemes for executives and employees are also geared towards the achievement of sustainability goals and how they are aligned with long-term value creation. It discloses the extent to which the achievement of these goals forms part of the evaluation of the top managerial level (board/managing directors) conducted by the monitoring body (supervisory board/advisory board).	Remuneration (p. 17)
SRS-102-35a	Remuneration policies.	Remuneration (p. 17) Further information can be found on page 76 of the 2018 Annual Report.
SRS-102-38	Annual total compensation ratio.	Classified as not being material for the Berentzen Group.
9. Stakeholder Engagement	The company discloses how the socially and economically relevant stakeholders are identified and integrated into the sustainability process. It states whether and how an ongoing dialogue takes place with them and how the results are integrated into the sustainability process.	Dialogue (p. 7 ff.)

SRS-102-44	Key topics and concerns raised.	Dialogue (p. 7 ff.)
10. Innovation and Product Management	The company discloses how innovations in products and services are enhanced through suitable processes which improve sustainability with respect to the company's utilisation of resources and with regard to users. Likewise, a further statement is made with regard to if and how the current and future impact of the key products and services in the value chain and in the product life cycle are assessed.	Management and control mechanisms (p. 25 f.) Our ecological responsibility (p. 32 f.)
G4-FS11	Percentage of assets subject to positive and negative environmental or social screening.	Classified as not being material for the Berentzen Group.
11. Usage of Natural Resources	The company discloses the extent to which natural resources are used for the company's business activities. Possible options here are materials, the input and output of water, soil, waste, energy, land and biodiversity as well as emissions for the life cycles of products and services.	Input-output statement (p. 34 ff.)
12. Resource Management	The company discloses what qualitative and quantitative goals it has set itself with regard to its resource efficiency, in particular its use of renewables, the increase in raw material productivity and the reduction in the usage of ecosystem services, which measures and strategies it is pursuing to this end, how these are or will be achieved, and where it sees there to be risks.	Challenges in material areas of activity (p. 10 ff.) Our sustainability targets (p. 44 ff.)
SRS-301-1	Materials used by weight or volume.	Input-output statement (p. 34 ff.)
SRS-302-1	Energy consumption within the organisation.	Energy consumption (p. 39 f.)
SRS-302-4	Reduction of energy consumption.	Energy consumption (p. 39 f.)
SRS-303-1	Water withdrawal by source.	Water (p. 37)
SRS-306-2	Waste by type and disposal method.	Waste (p. 38)
13. Climate-Relevant Emissions	The company discloses the GHG emissions in accordance with the Greenhouse Gas (GHG) Protocol or standards based on it and states the goals it has set itself to reduce emissions, as well as its results thus far.	Corporate Carbon Footprint (p. 40 f.)
SRS-305-1	Direct (Scope 1) GHG emissions.	Corporate Carbon Footprint (p. 40 f.)
SRS-305-2	Energy indirect (Scope 2) GHG emissions.	Corporate Carbon Footprint (p. 40 f.)
SRS-305-3	Other indirect (Scope 3) GHG emissions.	Corporate Carbon Footprint (p. 40 f.)

SRS-305-5	Reduction of GHG emissions.	Corporate Carbon Footprint (p. 40 f.)
14. Equal Opportunities	The company reports on how it complies with nationally and internationally recognised standards relating to employee rights as well as on how it fosters staff involvement in the company and in sustainability management, what goals it has set itself in this regard, what results it has achieved thus far and where it sees risks.	Employee rights (p. 19) Sedex Memebers Ethical Trade Audit (p. 23 f.)
15. Equal Opportunities	The company discloses in what way it has implemented national and international processes and what goals it has for the promotion of equal opportunities and diversity, occupational health and safety, participation rights, the integration of migrants and people with disabilities, fair pay as well as a work-life balance and how it will achieve these.	Dialogue (p. 7 ff.) Our staff (p. 13 ff.) Sustainability in the value added chain and the corporate environment (p. 21 ff.)
16. Qualifications	The company discloses what goals it has set and what measures it has taken to promote the employability of all employees, i.e. the ability of all employees to participate in the working and professional world, and in view of adapting to demographic change, and where risks are seen.	Our staff (p. 13 ff.)
SRS-403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities.	Employee-related ratio (p. 14 f.)
SRS-403-4	Health and safety topics covered in formal agreements with trade unions.	No formal agreements regarding health and safety topics with trade unions.
SRS-404-1	Average hours of training per year per employee.	This indicator is not being reported yet.
SRS-405-1	Diversity of governance bodies and employees.	Employee-related ratio (p. 14 f.) Further information can be found on page 33 of the 2018 Annual Report.
SRS-406-1	Incidents of discrimination and corrective actions taken.	No Incidents of discrimination in 2018.
17. Human Rights	The company discloses what measures it takes, strategies it pursues and targets it sets for itself and for the supply chain for ensuring that human rights are respected globally and that forced and child labour as well as all forms of exploitation are prevented. Information should also be provided on the results of the measures and on any relevant risks.	Three-stage plan (p. 24 ff.)
SRS-412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.	In 2018, there have been no significant investment agreements and contracts.
SRS-412-1	Operations that have been subject to human rights reviews or impact assessments.	Sedex Memebers Ethical Trade Audit (p. 23 f.) 4 out of 5 business locations have been reviewed, which corresponds to 8 percent.
SRS-414-1	New suppliers that were screened using social criteria.	Three-stage plan (p. 24 ff.) The compliance with the Berentzen supplier code of conduct is binding for all suppliers.
SRS-414-2	Negative social impacts in the supply chain and actions taken.	In 2018, no negative social impacts were identified in the supply chain.

18. Corporate Citizenship	The company discloses how it contributes to corporate citizenship in the regions in which it conducts its core business activities.	Social and cultural engagement (p. 28 ff.)
SRS-201-1	Direct economic value generated and distributed.	This information can be found on page 121 of the 2018 Annual Report.
19. Political Influence	All significant input relating to legislative procedures, all entries in lobby lists, all significant payments of membership fees, all contributions to governments as well as all donations to political parties and politicians should be disclosed by country in a differentiated way.	No significant input relating to legislative procedures in 2018.
SRS-415-1	Political contributions.	No significant input relating to legislative procedures in 2018.
20. Conduct that Complies with the Law and Policy	The company discloses which measures, standards, systems and processes are in place to prevent unlawful conduct and, in particular, corruption, how they are verified, which results have been achieved to date and where it sees there to be risks. The company depicts how corruption and other contraventions in the company are prevented and exposed and what sanctions are imposed.	The Berentzen Group Codes (p. 22 ff.) Compliance (p. 27 ff.)
SRS-205-1	Operations assessed for risks related to corruption.	To date, there has been no assessment for risks related to corruption.
SRS-205-3	Confirmed incidents of corruption and actions taken.	No incidents of corruption identified in 2018.
SRS-419-1	Non-compliance with laws and regulations in the social and economic area.	No non-compliance with laws and regulations in 2018.

(8.3) Abbreviations and units

Abbreviation	
AIB	American Institute of Baking
CHP	Combined heat and power plant
CO ₂	Carbon dioxide
CH ₄	Methane
CSR	Corporate Social Responsibility
DLG	Deutsche Landwirtschafts-Gesellschaft
DNK	Deutscher Nachhaltigkeitskodex
FKW	Fluorhydrocarbon
EBIT	Earnings before interest and taxes
ETI	Ethical Trading Initiative
GHGP	Greenhouse Gas Protocol
HACCP	Hazard Analysis and Critical Control Points
H-FKW	Fluorhydrocarbon
IFS	International Featured Standard
ILO	International Labour Organization
NAB	Nonalcoholic Beverages
NF ₃	Nitrogen trifluoride
NGO	Nongovernmental organization
N ₂ O	Nitrous oxide
PAUL	Portable Aqua Unit for Lifesaving
SEDEX	Supplier Ethical Data Exchange
SF ₆	Sulfur hexafluoride
SMETA	Sedex Members Ethical Trade Audit
Q1	Quarter 1
Q3	Quarter 3

Unit	
CO ₂ e	Carbon dioxide equivalent
g	Gram
kg	Kilogram
kWh	Kilowatt hour
l	Litre
m ³	Cubic meter
t	Metric ton
%	Percent

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Additional information about the Berentzen Group

In addition to the present Sustainability Report, the following information about the Berentzen Group is available at the corporate website of Berentzen-Gruppe Aktiengesellschaft www.berentzen-gruppe.de/en/investors:

Annual reports, including the consolidated and separate financial statements

Group half-yearly financial reports

Group interim reports and group interim announcements

Corporate governance reports / corporate governance declarations

Declarations of the Executive Board and Supervisory Board of Berentzen-Gruppe Aktiengesellschaft on the German Corporate Governance Code pursuant to Section 161 Stock Corporations Act (AktG)

Publications concerning insider information (ad hoc notices)

Publications of voting right notifications

Publications concerning directors' dealings (managers' transactions)

Press releases of the corporate group

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This report is also available in an English-language version for information purposes. In the event of discrepancies the German-language version alone is authoritative and takes precedence over the English-language version.

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