



BERENTZEN-GRUPPE

Sustainability Report

2020



PEOPLE



PLANET



PRODUCTS



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(1) Introduction

About this PDF report

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(1.1) Foreword from the Executive Board

*Ladies and gentlemen,
dear readers,*

2020 was not a normal year by a long shot. The coronavirus pandemic considerably shifted the reality of companies and society and resulted in a variety of challenges for each and every one of us. The Berentzen Group, too, was significantly impacted by the effects of the coronavirus pandemic.

However, despite declines in revenues and earnings, we managed to close the 2020 financial year with a positive result – for this we have the tireless commitment of our entire workforce to thank, as well as the countermeasures we took at an early stage. When considering issues and making decisions related to the pandemic situation, the health and protection of our employees was always at the forefront of our minds. For example, we were able to keep potential risks to a minimum by swiftly implementing comprehensive hygiene and social contact practices as well as arrangements governing shift work and physical presence at the office, which also covered remote working opportunities.

The very intensive debate on climate protection, use of resources and the topic of sustainability in general that has continued to dominate the public sphere over the last few years, as well as at the beginning of 2020, has been pushed into the background by the massive media coverage on the coronavirus. This has only resulted in a slight setback for sustainable development, however, as this topic as a global challenge continues to occupy a spot on the very top of the international agenda.

As a corporate group we have also maintained our forward-looking focus despite the challenges over the last year and the need to look for solutions at rather short notice. This has enabled us to set in motion new processes and concepts, such as our sustainability strategy. In our last sustainability report, we showcased our plans to pool our sustainability activities into three areas of activity: People, Planet and Products. This means that we are taking responsibility for our employees and society (People), for the environment and the climate (Planet), and for developing and marketing sustainable products and product packaging (Products).





On the basis of these three areas of activity, we have defined as part of our new sustainability strategy three material targets that we would like to achieve as a corporate group: 0 – 100 – 100. These figures stand for:

1. **0 – Zero accidents and improved health**
2. **100 – Hundred percent resource efficiency**
3. **100 – One hundred sustainable products**

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Our sustainability strategy represents a systematic continuation of our previous sustainability activities and builds on the successes we have already achieved over the past few years. This strategy and operational implementation thereof will allow us to systematise and structure our sustainability activities, align them with specific objectives in the future and control and measure their progress and outcomes. This also means that our achievement of objectives is the standard by which we want to be measured – not only by ourselves, but also, very importantly, by our external stakeholders, such as you, our valued readers.

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We very much value the opportunity to exchange ideas and communicate with you. For this reason, we would also like to cordially invite you to get in touch with us this year. You can contact us directly at csr@berentzen.de with regard to all aspects of sustainability. Within our corporate group, with roots going back more than 260 years, sustainability is an inherent part of our self-understanding. We would cherish the opportunity to continue to pursue our sustainability efforts together with you.

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Yours sincerely,

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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 260 years, we are one of the oldest producers of spirits in Germany. Berentzen-Gruppe Aktiengesellschaft, with its head office in Haselünne, Germany, is the highest-level company of the Berentzen Group, which consists of more than 20 national and international subsidiaries in addition to the parent company. In the 2020 financial year, the Group generated revenues of EUR 154.6 million (2019: EUR 167.4 million), employing a headcount of 507 (2019: 498) at seven locations in three countries as at the December 31, 2020 reporting date.

Our business activities essentially comprise the production and distribution of spirits and non-alcoholic beverages and the development and distribution of fresh juice systems. Accordingly, the business activities are divided into the following segments: *Spirits*, *Non-alcoholic Beverages* and *Fresh Juice Systems*.

We currently produce our spirits and non-alcoholic beverages at four locations in Germany: spirits are manufactured in Minden and at the Berentzen Hof distillery in Haselünne, while non-alcoholic beverages are produced in Haselünne and Grüneberg. The Group also has a logistics centre for the sales of spirits in Stadthagen, run by an external service provider. The operating business in the Fresh Juice Systems segment is run and managed from the location in Linz (Austria). Another internationally operating company, the spirits distribution company Berentzen Alkollü İçkiler Ticaret Limited Şirketi, is located in Turkey (Istanbul).



Brands and products

With traditional yet highly current branded spirits and attractive private-label products, we are a competent partner for trade and gastronomy. Our brand portfolio of spirits includes not only internationally renowned brands such as *Berentzen* and *Puschkin*, but also traditional German spirits such as *Strothmann*, *Doornkaat* and *Bommerlunder*. New brands, usually serving to meet demand for special trends, are also being introduced onto the market.



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In August 2020, we expanded our portfolio with the acquisition of Austrian premium cider *Goldkehlchen*. With this modern, high-quality cider product, we as a corporate group will be expanding our focus to a new beverages segment that is demonstrating significant growth in both the German and international markets.

With our Group company Vivaris Getränke GmbH & Co. KG (hereinafter referred to as Vivaris), we have been operating on the German soft drinks market for a number of decades, predominantly in regional sales areas. Our beverages marketed under the *Mio Mio* brand, on the other hand, are distributed nationally.

At the regional level, proprietary brands such as *Emsland Quelle* und *Märkisch Kristall* with products in the mineral waters, lemonades and fruit juices segments play an important role. In the *Non-alcoholic Beverages* segment, we also boast over 50 years of experience in the franchise business, currently as a licensee for the *Sinalco* brand.

With our subsidiary Citrocasa GmbH (hereinafter referred to as Citrocasa and formerly known as T M P Technic-Marketing-Products GmbH), with its head office in Linz, Austria, the Berentzen Group is active in the business involving fruit juice systems. In addition to orange presses, Citrocasa offers particularly juicy oranges left untreated after harvesting under the *frutas naturales* brand and bottles specially designed for the bottling of freshly squeezed orange juice. Sales of pomegranate presses are also increasing. The key skills lie in ongoing system development and improvement, the technical service offered and the delivery of fruits and bottles.

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



**(1.3) Key figures**

	2020	2019	2018
People			
Headcount at December 31, 2020 [number]	507	498	487
Turnover rate [%]	9.5	12.1	13.9
Part-time ratio [%]	15.8	15.9	14.8
Ratio of women [%]	35.1	35.9	35.1
Reportable occupational accidents (incl. commuting accidents) [number]	14	15	18
Illness ratio [%]	3.9	4.3	4.4
Planet			
Emissions per cubic metre of finished product [kg CO ₂ e/m ³]	24.2	26.7	31.3
Energy consumption per cubic metre of finished product [kWh/m ³]	124.1	137.6	145.8
Waste for disposal per litre of finished product [g/l]	0.59	0.57	0.74
Water consumption per litre of finished product [l/l]	2.24	2.17	2.25
Waste water produced per litre of finished product [l/l]	1.10	1.04	1.08
Electricity from renewable energy [%]	98.0	97.4	96.1
Products			
Climate-neutral products [number]	34	0	0
<i>Non-alcoholic beverages</i>			
Finished product in million litres [million litres]	161.82	166.78	171.21
Fillings [million units]	191.08	192.81	195.17
Share of reusable containers [%] ¹⁾	69.33	69.12	67.82
Share of glass containers [%] ¹⁾	46.82	39.34	36.40
<i>Spirits</i>			
Finished product in million litres [million litres]	56.62	56.76	57.47
Fillings [million units]	145.22	145.95	152.23
Share of glass containers [%] ²⁾	98.69	99.0	99.0

¹⁾ In the entire production volume in the *Non-alcoholic Beverages* segment on the basis of litres produced.

²⁾ In the entire production volume in the *Spirits* segment on the basis of litres produced.

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(2) Principles

(2.1) Sustainability strategy

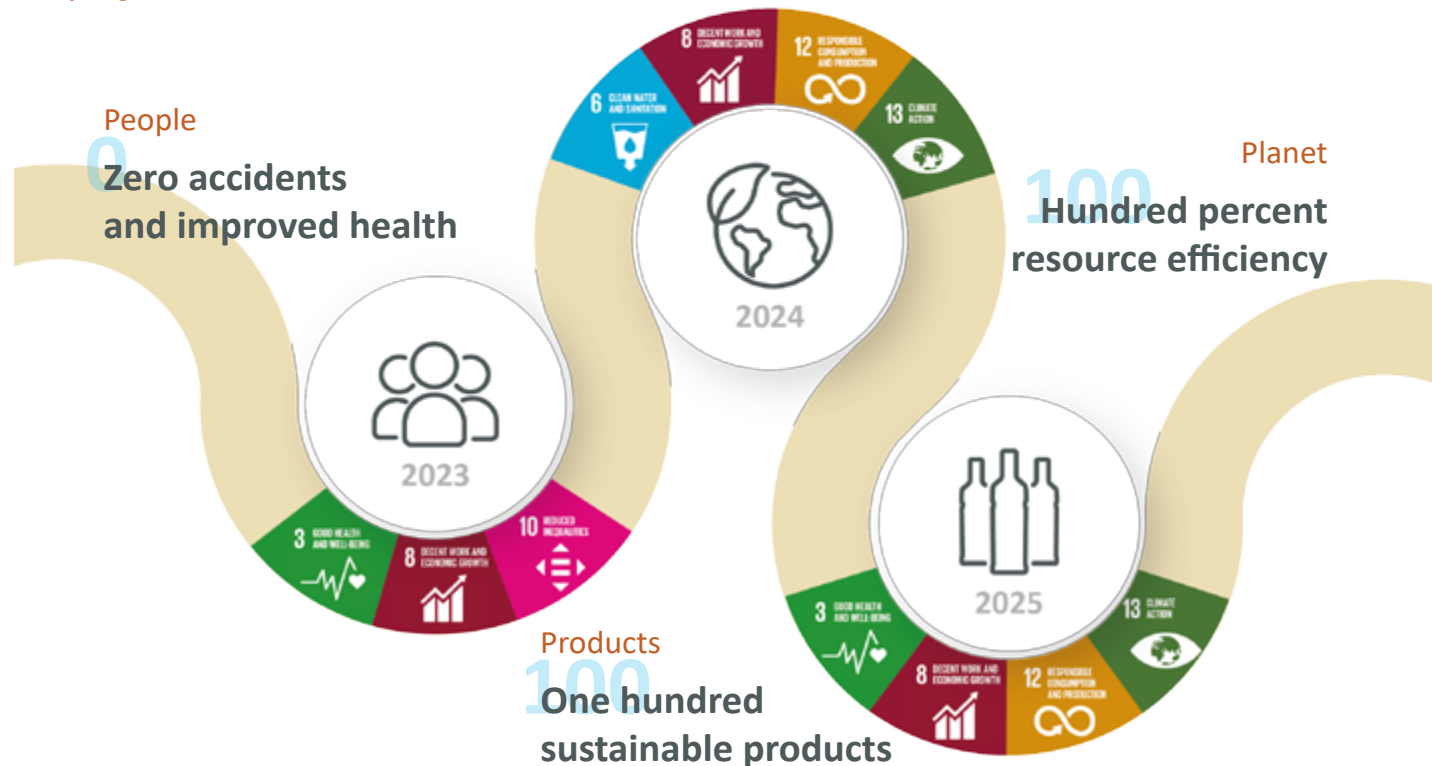
As a broad-based beverages group with a company history going back over 250 years, we have firmly embedded long-term thinking into our corporate culture. We consider ourselves, both now and in the future, to be a responsible employer and an integral part of society. As a manufacturing corporate group, we bear responsibility for our products and their consumers and are therefore increasingly focused on ensuring that our value added chain is sustainable and our range of products are enjoyed responsibly and/or are especially natural and healthy. At

a time when environmental protection has become a key global challenge, we believe that safeguarding the natural foundations of life for future generations is part and parcel of our responsibility as a company.

Responsibly planning for the future – our sustainability strategy

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

Our sustainability targets



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Areas of activity	Objectives	SDGs	Measures	Deadlines
 People	Zero accidents and improved health	  	<ul style="list-style-type: none"> – Developing and implementing the new occupational health management plan – Introducing an occupational health management steering committee – Revising the system of key indicators, implementing a new monitoring system and defining performance indicators – Drawing up an internal communication concept for the new occupational health management plan – Continuing to implement the new company health programme “Citrofit” at Citrocasa – Joining and implementing the occupational health and safety campaign “Vision Zero” – Updating the Code of Conduct 	2023
 Planet	Hundred percent resource efficiency	   	<ul style="list-style-type: none"> – Setting up a digital system to monitor environmental indicators at the production locations on a monthly basis – Defining performance indicators and setting target values in the Planet area of activity – Introducing an environmental management system pursuant to ISO 14001 – Deriving potential to improve efficiency and developing an efficiency strategy to optimise resource consumption – Digitalising our fruit presses on an ongoing basis with a view to improving resource efficiency – Optimising the logistics processes at Citrocasa 	2024
 Products	One hundred sustainable products	   	<ul style="list-style-type: none"> – Designing a catalogue of criteria for sustainable products – Designing a road map to increase the share of more sustainable products – Developing guidelines for more environmentally friendly product packaging – Reviewing and scoring product packaging based on the new guidelines for more environmentally friendly product packaging – Modifying selected product packaging – Developing a business partner screening concept – Updating the Marketing Code of Conduct and the Supplier Code of Conduct 	2025



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

Our 2018-2020 sustainability targets contributed significantly to our previous successes. These sustainability targets were obsolete in the reporting period, and are therefore being replaced by a new sustainability strategy. The objectives and measures that were not fully achieved in the 2020 financial year have been integrated into our new sustainability strategy.

Our sustainability process was developed in two stages in the reporting year. In the first stage, we collected details of our stakeholders’ internal and external requirements relating to the Berentzen Group’s sustainability achievements and analysed current and future developments, challenges and trends related to sustainability management. In cooperation with our specialist departments, we determined the existing state of our current sustainability activities and identified areas within the corporate group with potential for improvement and those requiring action. The results of this analysis were used to derive different target dimensions and proposals. The targets proposed were then discussed, prioritised and fleshed out together with the Executive Board during an internal workshop. At the end of the workshop, the finalised target proposals were compared with each other and an overarching sustainability target was adopted for each area of activity: People, Planet and Products.

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

Focused progress – our materiality approach

We consistently align our sustainability activities with the criterion of materiality, using our materiality analysis to identify topics for the Berentzen Group that are relevant to sustainability. 2019 saw us carry out our second materiality analysis. Detailed information on the materiality process can be found in the [2019 Sustainability Report](#) of Berentzen-Gruppe Aktiengesellschaft.

The following image shows the results of our materiality analysis in the form of a materiality matrix. The matrix therefore shows the topics that are material for the Berentzen Group. The X-axis shows the stakeholder relevance and the Y-axis presents the Berentzen Group’s impact on the environment and society.

Materiality matrix of the Berentzen Group





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

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

Sustainable Development Goals

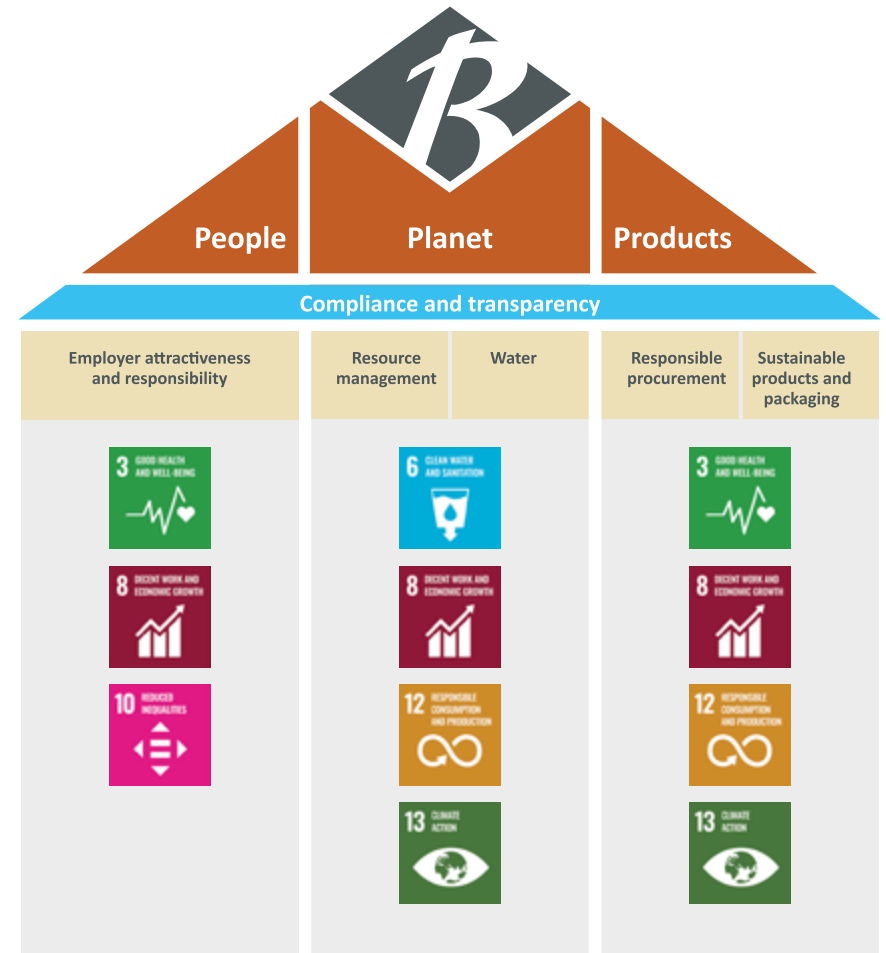
As part of the materiality analysis process in 2019, we also paid very close attention to the [Sustainable Development Goals \(SDGs\)](#). The 17 goals were developed and adopted by the United Nations as part of the 2030 Agenda for Sustainable Development. The aim of the SDGs is to ensure sustainable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

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

We have reported on our commitment to the Group-relevant SDGs in the following chapters of this Sustainability Report.

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

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





(2.2) Sustainability management

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

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

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

The most important sustainability management tasks include anchoring our understanding of sustainability and sustainability strategy in the minds of employees and external stakeholders as well as in our everyday operating processes.

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



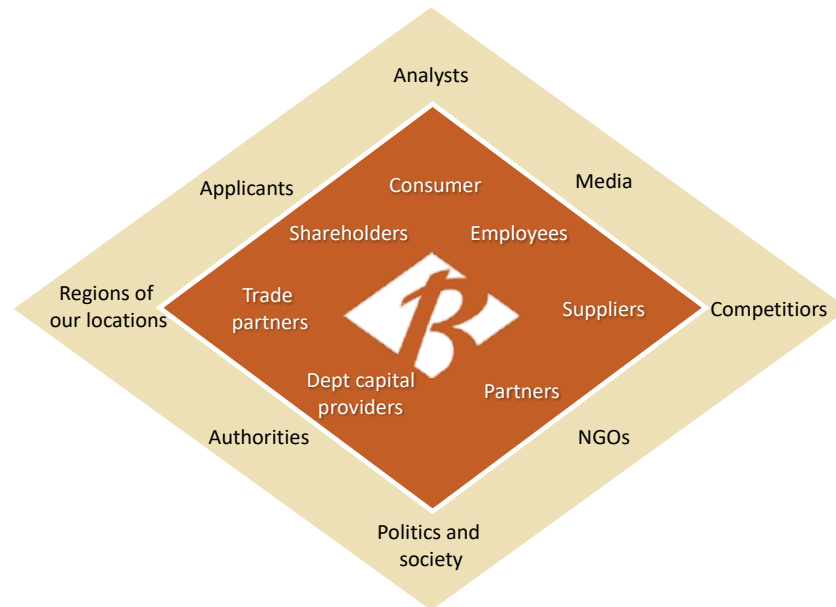


(2.3) Stakeholder engagement

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

As part of the materiality analysis in 2019, checks were made to ensure the stakeholder universe was up to date.

Our stakeholder universe



We communicate with our stakeholders openly and transparently, attaching great importance to different forms of dialogue in order to involve as many stakeholders in the conversation as possible. Suggestions and concerns voiced by stakeholder groups are recorded by Berentzen Group representatives and, through the different departments, are incorporated into our business operations and sustainability strategy.

Employees

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

Trade partners and cooperation partners

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

Consumers

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

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Suppliers

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

Shareholders and debt providers

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

Membership in federations and associations

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

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

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



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(2.4) Compliance and transparency

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

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

The three Codes (the Code of Conduct, the Marketing Code of Conduct and the Supplier Code of Conduct) constitute the underlying compliance guidelines of the Berentzen Group and contain binding requirements on the prevention of corruption. They also provide information on the rights to which our employees and the employees of suppliers are entitled, on how to advertise the products of the corporate group in a responsible manner and which environmental standards have to be met. Management systems and audits 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 regional attractiveness of the Company.

In addition to the Codes, other guidelines, instructions and preventive measures are in place to ensure compliance within the Berentzen Group. These rules cover both intercompany and intra-Group organisation – in particular as part of the rules

of procedure, competence guidelines, authorisation concepts and the internal control system – as well as material contents, which are set out in handbooks, for example.

Responsible risk management

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

As potential compliance-related risks may occur in all operating and administrative areas of the corporate group, the objective of the compliance guidelines and the guidelines, instructions and other preventive measures going beyond the same is to ensure compliance with national and international law and, at the same time, prevent breaches of the law, specifically corruption on the part of the Berentzen Group and its employees. This objective was achieved once again in the 2020 financial year as no cases of corruption or other serious breaches of the law were recorded.



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Compliance organisation

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


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

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

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

The Codes of the Berentzen Group, including the contact data of the external notification centre, are posted on the  [corporate website](#) and are also available to employees on the corporate group’s social intranet, among other places.



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Transparency

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

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

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



(3) People

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

To address challenges, we have established a personnel strategy derived from the Company’s central strategy as well as its corporate values and skills.

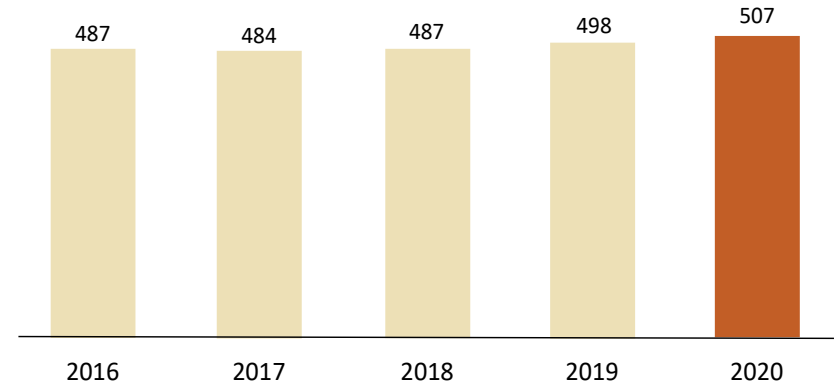
The personnel strategy is shaped, put into practice and driven forward by the Human Resources and Organization portfolio. This area has been centralised at Berentzen-Gruppe Aktiengesellschaft for the entire Berentzen Group. The head of the centralised area reports directly to and maintains close contact with the Chief Financial Officer.



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

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

Development of the number of employees



Employer attractiveness and responsibility

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

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



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



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These efforts are intended to put us in a position to recruit the best people for the job in sufficient numbers, and keep them.

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Headcount in the Berentzen Group

	2020	2019	2018
Headcount at the reporting date	507	498	487
Average headcount	503	497	487

Distribution of headcount within the corporate group

Company	Salaried employees (total)	of which women	Waged employees (total)	of which women	Trainees/ interns (total)	of which women	Total number of employees
Berentzen-Gruppe Aktiengesellschaft	130	64	78	17	20	9	228
of which in Haselünne	86	46	5	0	11	5	102
of which in Minden	39	15	73	17	9	4	121
of which in Stadthagen	5	3	0	0	0	0	5
Der Berentzen Hof GmbH	7	5	6	5	2	1	15
Berentzen-Vivaris Vertriebs GmbH	18	3	0	0	0	0	18
Berentzen Alkollü Ickiler Ticaret Limited Sirketi	17	3	0	0	0	0	17
Vivaris Getränke GmbH & Co. KG	49	24	127	25	10	3	186
of which in Haselünne	32	16	65	5	5	2	102
of which in Grüneberg	17	8	62	20	5	1	84
Citrocasa Deutschland Vertriebs GmbH	5	0	0	0	0	0	5
Citrocasa GmbH	38	19	0	0	0	0	38
Group	264	118	211	47	32	13	507

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Facing the crisis together – the challenges of the coronavirus pandemic

The 2020 financial year was characterised by unprecedented operational and financial challenges owing to the coronavirus pandemic. Further information on these financial challenges can be found in the  [Annual Report](#) of Berentzen-Gruppe Aktiengesellschaft. Our extensive social engagement during the coronavirus pandemic is described in more detail in the chapter  [Our commitment](#).

As an employer, we placed the protection of our employees at the centre of our activities. With this in mind, comprehensive hygiene practices were implemented, protective measures taken and a crisis management group set up within the Berentzen Group to continuously monitor current developments and develop possible courses of action. Furthermore, we comprehensively extended our remote working possibilities for employees. To further reduce contact, arrangements governing shift work and physical presence at the office were made, business travel and external visits were on a strictly necessary basis and a digital meeting culture was created. In our production processes, additional breaks were introduced between shifts to prevent employees from crossing paths during shift changeovers.

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

To ensure a direct and instantaneous flow of communication internally, we stepped up our internal communication via the social intranet and established it as the Executive Board’s key information tool, with the aim of informing employees of all current developments in a timely and direct manner. At the same time, employees were given the opportunity to ask questions, which were answered by the Executive Board members and management openly and transparently. This procedure was also designed to increase trust in management’s decisions, enhance the transparency of decisions and offer employees guidance during the uncertain crisis situation.

Tackling risks responsibly

The greatest operational challenge related to the coronavirus pandemic in 2020 was keeping infections out of individual areas of the Company, as this would jeopardise the operational capacity of core functions within the Company. Thanks to the comprehensive protection and hygiene measures taken, we successfully kept this risk to a minimum.

Other potential risks in the “People” area of activity include a potential shortage of specialists and a high level of fluctuation. With our personnel strategy and the associated measures, we are able to counteract and minimise these risks.



(3.1) Employee retention and satisfaction

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

Average term of employment and fluctuation

	2020	2019	2018
Average term of employment [years]	12.9	13.1	13.5
Turnover rate [%]	9.5	12.1	13.9
Number of exits	45	57	64
Newly hired employees and trainees	60	62	72

In the reporting year, the turnover rate decreased significantly from 12.1% in 2019 to 9.5% in 2020. This shows that our ongoing efforts to strengthen employee retention and increase employee satisfaction are starting to succeed. We are still striving to significantly reduce the turnover rate further, however. The long average term of employment of 12.9 years in the 2020 financial year shows the fundamentally high degree to which employees identify with the corporate group.

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

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

Underlying this process was an employee survey carried out throughout the Group. The results of this survey were fed directly into the further development of our corporate values and thus into the new employer branding strategy. Efforts to draw up and implement these strategies were continued in the reporting year. With our new key message “Gemeinsam für mehr Lebensfreude” (“Happier together”), our focus was especially on intensifying a feeling of belonging among our employees. Furthermore, by overhauling a variety of communication means we were able to reach more specific target groups as part of our recruitment efforts.

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



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Work/life balance

For our employees, having a work/life balance is essential. We would like to make every effort to support our employees in achieving this. Provided this is compatible with the employee's activities, we allow various working time modes and family-friendly part-time modes. In the 2020 financial year, the part-time ratio remained virtually stable at 15.8%. To develop contemporary, reasonable working time modes, we regularly identify the needs of our employees.

Since many employees would like to work from home, we created extensive remote working possibilities in the reporting year. For example, work agreements were concluded, extensive investments were made in hardware and software and a digital meeting culture was established. These measures allow us to offer employees more flexibility in their working environment and help to improve their work/life balance.

Part-time ratios and ratio of women

	2020	2019	2018
Headcount at the reporting date	507	498	487
Number of part-time employees	80	79	72
Part-time ratio [%]	15.8	15.9	14.8
Ratio of women [%]	35.1	35.9	35.1

We are particularly proud of having received two awards for being a family-friendly employer in the 2019 financial year. Our Minden location received an award from the Kompetenzzentrum Frau und Beruf Ostwestfalen-Lippe (Ostwestfalen-Lippe centre of excellence for women and employment) for being a family-friendly company in the Minden-Lübbecke region, while our Haselünne location was certified as a family-friendly employer by the Emsländische Stiftung Beruf und Familie (Emsland foundation for employment and family). Both of these awards underline the extensive efforts we have made and our commitment to our employees. We do

not see this as an excuse to rest on our laurels, however; rather, it incentivises us to spur on future development.



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

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

Since 2017, we have offered our employees the possibility of leasing company bicycles within the scope of a salary conversion scheme. 73 bicycles are currently being leased by 51 employees. In this respect, some employees are making use of the option offered of also leasing a bicycle for their partner.



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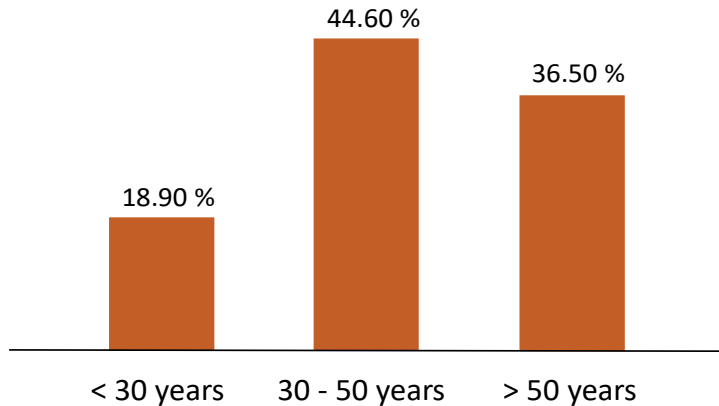
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Diversity and equal opportunities

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

Age structure of the Berentzen Group



For us, diversity is not just about cultural diversity and internationality, but also concerns age groups, professional competence and an adequate gender balance. In the reporting year, the ratio of women was 35.1% (2019 financial year: 35.9%).

Age groups and average age in the corporate group

	2020	2019	2018
< 30 years [%]	18.9	17.5	17.9
≥ 30 - ≤ 50 years [%]	44.6	46.2	46.6
> 50 years [%]	36.5	36.3	35.5
Average age [years]	43.7	43.6	43.7



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

We do not tolerate discrimination of any kind and pursue interactions that are based on mutual respect, appreciation, tolerance and trust. These principles are part of our Code of Conduct, which is applicable to the whole Group and therefore must be complied with by all employees. Employees who infringe these principles will be subject to disciplinary action under labour law, including warnings or even termination of contract. Those affected can get in touch with the Human Resources and Organization department, the Compliance Committee or the anonymous Whistle Blower Hotline.

Open vacancies are filled exclusively on the basis of candidates having the required qualifications and meeting the requirements profile of the position in question. We will not tolerate any breaches of the ban on discrimination. Those affected can likewise get in touch with the Compliance Committee or use the anonymous Whistle Blower Hotline. There were no reported breaches of the ban on discrimination in the reporting year.

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



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Share of women at management level

	Established targets until 12/31/2021
Executive Board [%]	33 ¹⁾
First management level beneath the Executive Board [%]	20
Second management level beneath the Executive Board [%]	30
Supervisory Board [%]	17

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

The Executive Board has adopted two concrete measures to attain its established targets for the percentage of women in the two management levels beneath the Executive Board: First, the intensification of internal employee development from the point of view of selecting, promoting, and preparing women for management duties, and second, the improved recruitment of external female candidates for open positions. For example, during the recruitment process we inform our advisers early on in the process of the requirement to include more women in the search profile.

Digitalisation in personnel processes

The introduction of new web-based software for the handling of personnel processes in 2019 marked another step towards increased digitalisation. Additional functions were rolled out and further implemented in the 2020 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. It also reduces the amount of paper work and thus CO₂ involved in various processes across locations. In particular, the new self-service management approach offers employees numerous advantages, such as quicker and transparent approval processes.



In the 2020 financial year, the focus was on holding further online training sessions for employees on our software, as well as on introducing the online applicant management system. Here, too, the introduction of new software helped to improve our processes and make them more efficient. Communication with applicants as well as with the specialist departments involved in the process is rendered more structured and understandable.



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Codetermination

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

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

The right to information is comprehensively implemented within the Berentzen Group. All new employees are given a welcome folder with detailed information about the corporate group. 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.

Remuneration

Remuneration within the Berentzen Group in Germany is based on the respective collective bargaining agreements in place for the various operations within the spirits industry (Berentzen-Gruppe Aktiengesellschaft, Der Berentzen Hof GmbH) and the soft drinks industry (Vivaris Getränke GmbH & Co. KG). The collective agreements govern, among other things, payments such as holiday pay, a special annual bonus and additional time off for older employees. 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. Citrocasa GmbH in Linz is generally subject to the Austrian collective agreement for retail employees. This collective agreement governs issues such as working time, remuneration for overtime, etc. and allocation to employment groups. These employment groups and the length of service are used to define the minimum wage. Here again, voluntary allowances are paid over and above the minimum wages.

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

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



(3.2) Health and safety in the workplace

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

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

With our new sustainability strategy developed in the reporting year and the objective of zero accidents and improved health, we want to further intensify our focus on the health of our employees – one of the most essential topics for our business operations – from the 2021 financial year onward. Our focus in this regard is preventing accidents at work and preventing occupational diseases from occurring, as well as promoting our employees’ health and well-being.

To achieve these goals, we are working, for example, on developing and implementing a new operational health management plan aimed at more specific target groups, introducing a steering committee for this and implementing a new occupational health and safety campaign. We also want to make further progress by revising the system of key indicators, implementing a new monitoring system and, not least, defining performance indicators in order to increase goal-oriented monitoring and management.

Employee illness ratios

	2020	2019	2018
Reportable occupational accidents (incl. commuting accidents)	14	15	18
Days of illness	8,593	8,361	7,145
Illness ratio [%]	3.9	4.3	4.4
Number of work-related deaths	0	0	0

Occupational health management

In 2019, we launched a new cooperation project with health insurance fund Barmer and jointly developed a two-year programme designed to promote the health of our employees. The programme targets nutrition, exercise and relaxation, which have been proven to have a positive influence on health.

Employees receive regular health tips on the social intranet, such as tips on healthy sleeping habits and more physical activity in everyday life and an introduction to the latest exercise trends.

To help our employees to cope with stress, and with the aim of showing ways of developing resilient behaviour, we offered what was called a balance check at all our German locations during the reporting year. This test allowed employees to check their ability to rebalance and recover from stress. The employees then received valuable tips, based on their results, for dealing with physically and mentally stressful situations, developing resilient behaviour and promoting heart health.



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

We also held nutrition awareness weeks in the 2020 financial year to provide our employees with a wide range of useful information related to the topic of healthy eating. At the same time, emphasis was placed on the relationship between nutrition and a strong immune system. Employees received training on and were actively involved in the subject, by means of information packages, an online seminar, numerous recipe ideas and a photo competition.

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

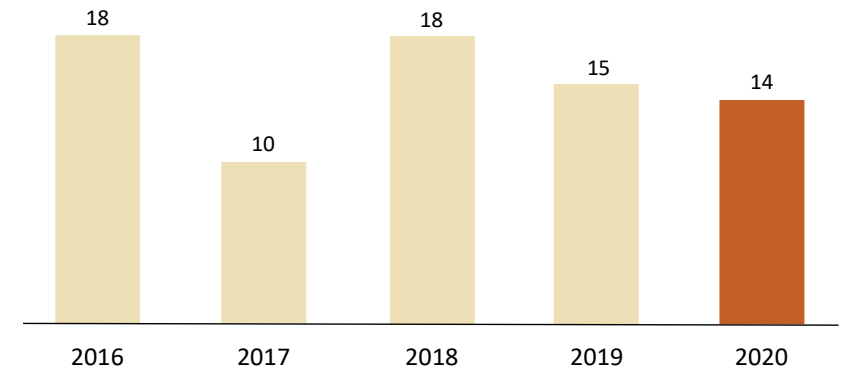
Company fitness

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. With fitness studios affected by the ongoing closures, employees had access to a variety of online exercise, nutrition and meditation classes to stay fit and look after their health and well-being.

Occupational safety

Avoiding accidents and injuries in the workplace is our top priority. Here, we do not distinguish between our own employees, employees from external companies and visitors. It goes without saying that we comply with all locally applicable statutory requirements.

Development of the number of occupational accidents incl. commuting accidents



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

Risk assessments are essential for ensuring responsible conduct. Our risk assessments and workplace analyses identify potential health-related risks. Workplace-related health risks and individual requirements are thus systematically identified, assessed and documented. The risk assessment is based on state-of-the-art knowledge and takes into account the risk type, scope and likelihood of occurrence.



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By systematically analysing the technical, organisational and behaviour-related causes of all accidents, we are also able to derive and implement targeted preventative measures.

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

A voluntary external audit took place in the reporting year, as part of the Group-wide SMETA audit, to verify compliance with locally applicable occupational safety laws. The audit was designed to cover all German and Austrian production and administrative locations. Owing to the increasingly dynamic rates of infection during the coronavirus pandemic, we postponed the audit of one outstanding location to 2021 in order to protect our employees. SMETA, which stands for  [Sedex Members Ethical Trade Audit](#), had already been successfully carried out at all German and Austrian locations in 2017.





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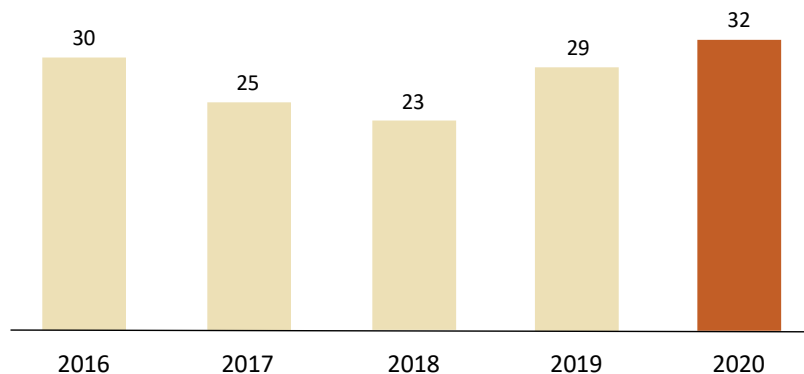
(3.3) Training and development

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

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

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

Development of the number of trainees at the Berentzen Group



Training

We are proud of our high training and hiring rates. In the reporting year, our training ratio increased from 5.8% (2019) to 6.3%. The hiring rate was 71,4% in the reporting year.

Training ratios

	2020	2019	2018
Number of trainees	32	29	23
Trainee ratio [%]	6.3	5.8	4.7
Hiring rate [%]	71.4	80.0	72.7

At the beginning of training in August 2020, trainees started out in the following training occupations:

- Industrial clerk
- Dual-track studies in business administration
- Tourism and leisure agent
- IT specialist for application development
- Machinery and equipment operator
- Food technology specialist

As at the end of the reporting period, there were a total of 32 trainees within the corporate group. Nine trainees started and seven successfully completed their training during the reporting year.



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To give trainees the best possible start for this new stage in their lives, we organise a comprehensive induction week every year bringing together the trainees from all of our German locations. Owing to the coronavirus pandemic, the induction week took place digitally in 2020. In addition to holding a getting-to-know-each-other session and thoroughly presenting the corporate group, we familiarised the trainees with the Berentzen Codes. To ensure they were optimally prepared for their training, trainees also had access to various IT training sessions, a workshop on the do's and don'ts manual for trainees and a telephone seminar.

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

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

Promoting young people

With a view to providing young people with support during their professional orientation phase, thirteen pupils and eight students were given an opportunity over the 2020 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. One intern, upon completing her internship, was taken on as a trainee.

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

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

Development

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

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



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(3.4) Our commitment

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

Facing the coronavirus crisis together – our commitment during the pandemic

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

To reduce the shortage of disinfectants at the beginning of the pandemic, we started by manually manufacturing disinfectants ourselves, following a simplified recipe by the World Health Organization, and providing our products to regional hospitals and other establishments free of charge. As our facilities are not explosion-proof and cannot be retrofitted to meet this standard, we were not able to produce disinfectants at an industrialised level. Given that the most important raw material for manufacturing disinfectants is ethanol, which was also not available in sufficient quantities at the start of the pandemic, we produced this at our distillery in Haselünne and supplied it to regional pharmacies that were able to use it to produce disinfectants themselves. To provide greater quantities of disinfectants, we started a collaboration with the Remmers Group in Löningen, which has explosion-proof production facilities suitable for the industrial production of disinfectants. As we were able to draw on our guaranteed availability of raw materials, we facilitated the production and distribution of large quantities of disinfectants.



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

Berentzen bees

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



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

Employees were given the chance to purchase batches of Berentzen honey, at a price of their choosing. The profits generated were doubled by the Berentzen Group and donated to the project “InduS – Inklusion durch Sport im Emsland” by Kreissportbund Emsland e.V.

Alliance for Sustainability – Wir sind dabei

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

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



Niedersachsen
Allianz für Nachhaltigkeit

Wir sind dabei.

2019 – 2024



(4) Planet

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

Material ecological impacts arise from the use of material, raw materials, water, electricity, heat and other components. Alongside costs, use of the same is, as a rule, associated with emissions and other environmental impacts where the cause can directly or indirectly be allocated to our value added chain. 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.

With our new sustainability strategy developed in the reporting year and the objective of 100% resource efficiency, we want to further intensify our focus on the topic of resource efficiency from the 2021 financial year onward. The reduction in our environmental impacts through the economical and efficient use of all resources, through the avoidance of waste and the use of renewable energies and materials is important to us and one of our declared objectives.

At the same time, we are committed to keeping our processes as energy efficient, environmentally friendly and resource efficient as possible. The focus is not only on absolute consumption, but above all also on relative consumption – in relation to the production volume in question. This information provides a more reliable

assessment of the efficiency of individual processes than would be obtained by only using the absolute values.

To achieve the goal of resource efficiency, our first step is to drive forward the establishment of a digital system to monitor environmental indicators at the production locations on a monthly basis. This involves more intensive collection of key indicators, which will be used to define performance indicators and determine specific target values for 2024, as well as to implement an environmental management system pursuant to ISO 14001.

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

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

The 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.



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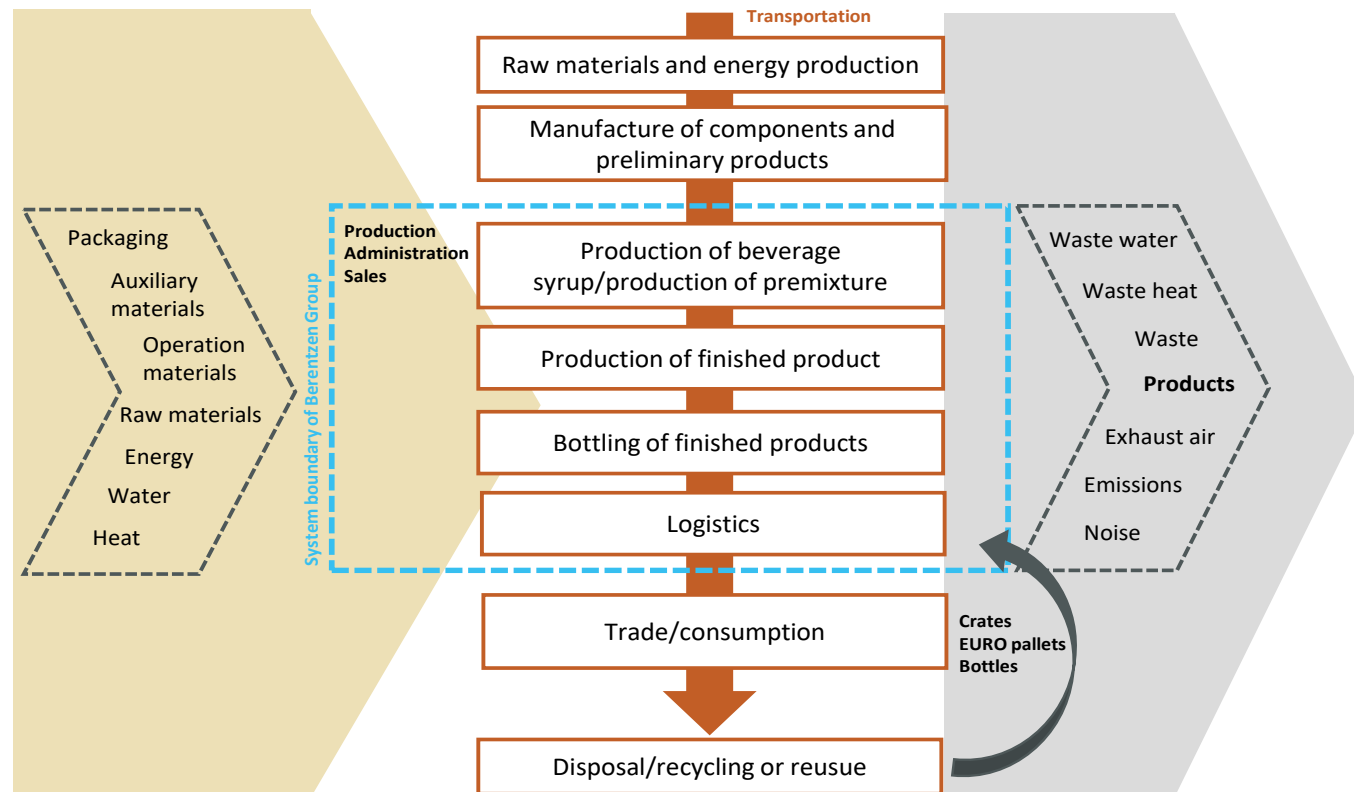
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(4.1) Value added chain

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

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

Our Spirits and Non-alcoholic Beverages value added chain





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

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

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.

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 2020 financial year as recorded in ERP system SAP are used as a basis. Changes in inventories over the course of the year are not taken into consideration.

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

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

Input-output statement 2020

Input	Quantity	Unit
Raw materials		
Herbs/spices	9.1	Metric tons
Oils	62.4	Litres
Aromas/concentrates/primary products	3,031.7	Metric tons
Sugar/sugar syrup	9,213.3	Metric tons
Distillates	21,316.1	Litres
Semi-finished products	876,917.0	Litres
Various raw materials	85.3	Metric tons
Auxiliary materials		
Nitrogen	56,038.0	Cubic metres
Carbon dioxide	1,839.2	Metric tons
Colourings	4.8	Metric tons
Packaging materials		
Paper labels	531,058.0	Thousand units
Cardboard packaging	22,821.4	Thousand units
Box stickers	9,991.2	Thousand units
Film labels	190,353.3	Thousand units
PET bottles	1,351.9	Metric tons
Shrink covers	936.8	Thousand units
Stretch foil, unprinted	57.2	Metric tons
Stretch foil, printed	5,446.4	Thousand metres
Other plastic packaging material	6,014.7	Thousand units
Tin cans	0.0	Thousand units
Plastic caps	95,670.0	Thousand units
Metal caps	229,487.1	Thousand units
Glass bottles	35,810.2	Metric tons
Output	Quantity	Unit
Litres of finished product	218,436,357	Litres
Fillings	336,305,299	Units
Average quantity filled	0.65	Litre/unit



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

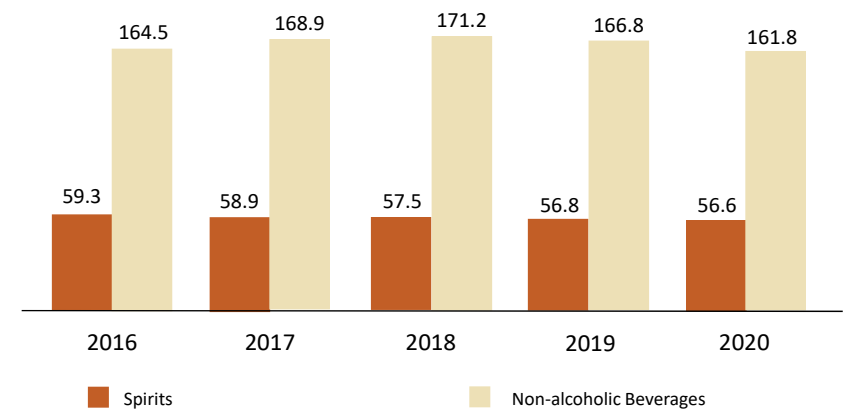
Basically, many measures to reduce material input have already been implemented in past years. For example, transitioning card qualities from solid board to corrugated board to achieve lower surface weights brought about a significant reduction in material input.

Production volume

	2020	2019	2018	2015
NAB				
Litres of finished product [l]	161,818,837	166,781,070	171,212,156	148,754,399
Fillings [units]	191,083,269	192,810,792	195,165,083	163,049,443
Average quantity filled [l/unit]	0.85	0.86	0.88	0.91
Spirits				
Litres of finished product [l]	56,617,520	56,762,769	57,465,826	54,701,144
Fillings [units]	145,222,030	145,947,482	152,233,477	156,715,803
Average quantity filled [l/unit]	0.39	0.39	0.38	0.35
Total litres of finished product [l]	218,436,357	223,543,839	228,677,982	203,455,543
Average quantity filled [l/unit]	0.65	0.66	0.66	0.64

Development of the Berentzen Group's production volume

In million litres finished product



The average quantity filled with regard to NAB has fallen slightly again in comparison to the previous year. At 0.85 litres per filling, it is lower than the figure for 2019 (0.86 litres per filling). The quantity filled in the area of spirits remained constant in the 2020 financial year at 0.39 litres per filling. The average quantity filled for both segments fell slightly in the reporting year to 0.65 litres per filling (previous year: 0.66 litres per filling).

Compared with the previous year, the 2020 financial year saw a slight decrease in the production volume in litres of finished product.





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(4.2) Water

As an operator of mineral springs, we know how precious the resource of water is. We therefore attach great importance to the sustainable use of water. It is essential for our business operations and therefore a material topic for us. While there is no lack of water at our production locations, careful treatment of the springs and other sources of water owned by the Group minimises the impact on the environment and secures the basis for the production of beverages in the long term.

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



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

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



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



[Introduction](#)[Principles](#)[People](#)[Planet](#)[Value added chain](#)[Water](#)[Climate protection](#)[Use of resources](#)[Products](#)[Appendix](#)**Absolute water consumption and production of waste water**

	2020	2019	2018	2015
Well water [m ³]	263,505	277,275	291,427	276,825
Municipal water [m ³]	226,336	207,894	224,236	207,109
Total water consumption [m³]	489,841	485,169	515,663	483,934
Waste water [m³]	240,790	233,499	245,912	224,340

Water and waste water meters are used to measure water consumption and the quantity of waste water produced at all locations. More than 99% of the water consumption and waste water produced throughout the Group is incurred directly in production. In the 2020 financial year, water consumption rose slightly to 489,841 m³ (2019: 485,169 m³). The amount of waste water also increased from 233,499 m³ in the 2019 financial year to 240,790 m³ (2020).

This is primarily due to the increasing production quantity of non-alcoholic products being filled into reusable glass containers. The glass bottle cleaning process requires more water than the cleaning process for reusable PET bottles. Compared with single-use PET products, the water consumption is also considerably higher as single-use bottles do not need to be cleaned beforehand. This refers to both water consumption and the associated production of waste water.

**Specific water consumption and production of waste water**

	2020	2019	2018	2015
Water consumption per litre of finished product [l/l]	2.24	2.17	2.25	2.38
Waste water produced per litre of finished product [l/l]	1.10	1.04	1.08	1.10
Average quantity filled [l/unit]	0.65	0.66	0.66	0.64

The increase in absolute water consumption and waste water produced also caused specific water consumption to rise from 2.17 to 2.24 litres per litre of finished product and specific waste water produced to rise from 1.04 litres per litre of finished product in the 2019 financial year to 1.10 litres per litre of finished product in the reporting year.



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(4.3) Climate protection

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

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

Furthermore, we calculated the CO₂ footprint of different brands in the reporting year. In particular, we are pleased that, since the 2020 financial year, it has been possible to fully offset the CO₂ emissions from our water brands *Emsland Quelle* and *Märkisch Kristall* as well as all *Mio Mio* products available in Germany by supporting climate protection projects. Our support for climate protection projects saves/avoids over 10,000 t CO₂ per year. Further information can be found in the chapter → [Climate-neutral products](#).

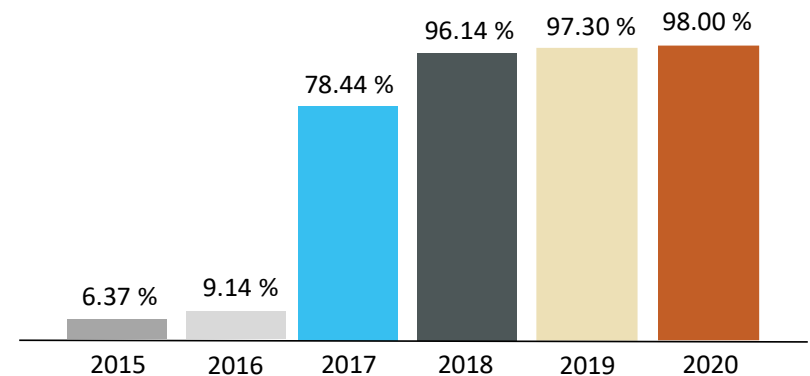


Our contribution to achieving SDG 13 “Climate action”: we avoid emissions by using 100% green electricity in our production processes and offset any currently unavoidable emissions for water brands *Emsland Quelle* and *Märkisch Kristall*, and the *Mio Mio* brand in Germany.

Renewable energy

We are committed to using renewable energy and therefore started to switch to electricity from renewable energy sources within the corporate group a few years ago. The share of renewable energy in our total electricity consumption has exceeded 95% since the 2018 financial year. We increased this share further to 98% in the reporting year. We already use 100% renewable energy in our production processes.

Year on year comparison of the share of electricity from renewable energies





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

Corporate carbon footprint

Since the 2017 financial year, we have been determining the corporate carbon footprint of the entire corporate group on the basis of the approved  [Greenhouse Gas Protocol \(GHG\)](#). This calculation tells us the quantity of CO₂ emissions incurred by the Berentzen Group and where they come from. This information helps us to reduce our CO₂ emissions in the long term.

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. We have included all active production, sales and administrative locations for the 2020 financial year. The operational system boundaries show the sources of emissions that are taken into consideration within the organisational boundaries.



The Greenhouse Gas Protocol (GHG) distinguishes between three categories, known as scopes, to differentiate various sources of emissions:

Scope 1

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

Scope 2

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



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Scope 3

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

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

We determined the CO₂ emissions in Scope 1 and Scope 2, and emissions falling under Scope 3 from the upstream chain of electricity, heat and transport, for the 2020 financial year in the same way as for the previous year.

Emissions in 2020

In the 2020 financial year, the corporate carbon footprint of the Berentzen Group for Scope 1 and Scope 2 (including upstream chain Scope 3) stood at 5,285 metric tons of CO₂ equivalents (2019: 5,972) due to the consumption of energy and cooling throughout the Group. Accordingly, we reduced our absolute emissions by 11.5% and our specific emissions by 9.5% year on year. During the reporting year, the specific emissions stood at 24.20 kilograms of CO₂ equivalents per cubic metre of finished product compared with 26.72 CO₂ equivalents per cubic metre of finished product in the previous year.

We achieved this by considerably reducing both our natural gas consumption and our consumption of electricity and diesel in the reporting year. Further information on our energy consumption can be found in the chapter → [Use of resources](#).

Corporate carbon footprint

	2020	2019	2018	2017
Emissions from heating incl. upstream chain Scope 3 [t CO ₂ e]	4,219	4,719	5,286	4,271
Emissions from electricity incl. upstream chain Scope 3 [t CO ₂ e]	383	437	503	1,416
Emissions from transportation incl. upstream chain Scope 3 [t CO ₂ e]	683	816	1,093	900
Coolant [t CO ₂ e] ¹⁾	0	0	284	-
Total emissions [t CO₂e]	5,285	5,972	7,166	6,587
Specific emissions [kg CO ₂ e/m ³]	24.20	26.72	31.34	28.92
Comparison to previous year [%]	-9.4%	-14.7%	8.4%	

¹⁾ Fugitive greenhouse gas emissions from leakage and from filling air conditioning systems have only been included since the 2018 financial year.

During the 2020 financial year, we considerably minimised emissions from heat, electricity and transport. As no coolants had to be refilled in the reporting year, no related CO₂ emissions were incurred.



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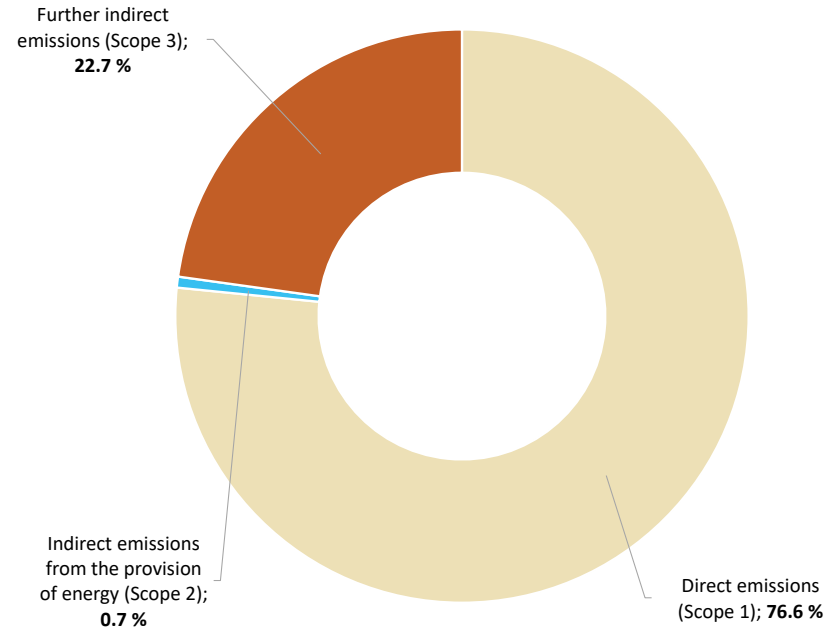
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Distribution of CO₂ equivalents



In terms of percentage, Scope 1 emissions also accounted for 76.6% of the emissions in the reporting year. The proportion of Scope 2 emissions increased slightly from 0.6% to 0.7%. Scope 3 emissions also remained virtually constant in the reporting year at 22.7% (2019: 22.8%).

Data collection and calculation

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

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

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

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





(4.4) Use of resources

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

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.

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



Energy management pursuant to ISO 50001

In 2013, we successfully introduced an energy management system pursuant to ISO 50001:2011 at the Grüneberg and Haselünne production locations, which was rolled out to all of the corporate group's German locations in 2016. In the reporting year, we successfully switched to the ISO 50001:2015 standard and included our the Austrian subsidiary.

Systematic energy management makes it possible to record all energy flows within the corporate group on the basis of measurements and other data and to assess the consumption levels of the most important equipment and processes. The transparency provided in this way regarding energy consumption levels gives us the possibility to identify potential for optimisation and to gradually implement the same. This can be used as a basis to derive technical as well as strategic

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

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





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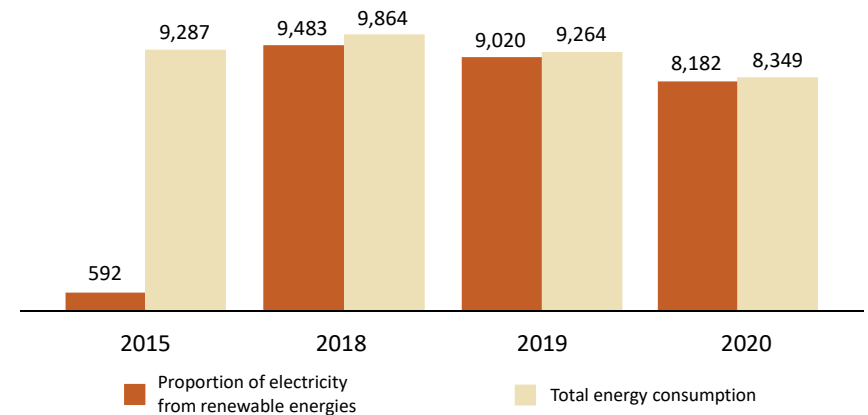
Electricity consumption

We significantly reduced our absolute and specific electricity consumption in the reporting year thanks to a variety of efficiency measures that were successfully implemented in the 2020 financial year. By improving production planning, machine capacity was optimised to enable larger batches or lot sizes to be filled, thus reducing the number of facility retrofits. Retrofitting production facilities results in higher energy consumption, particularly as a result of recommissioning these facilities.

Furthermore, we achieved further savings by, for example, continuously replacing fluorescent lights with LED illumination. This led to a considerable reduction in our absolute electricity consumption in the 2020 financial year, from 9,263,963 kWh (2019) to 8,348,772 kWh, which caused the specific electricity consumption of 42.41 kilowatt hours per cubic metre of finished product (2019) to likewise fall significantly to 38.22 kilowatt hours per cubic metre of finished product (2020). In the 2020 financial year, 16.3% less electricity was therefore used per cubic metre of finished product than in the base year.

Year on year development of electricity consumption

In thousand kWh



Absolute and specific electricity consumption at Group level

	2020	2019	2018	2015
Electricity from fossil energy sources [kWh]	166,712	243,567	380,614	8,695,980
Electricity from renewable energies [kWh]	8,182,010	9,020,396	9,483,256	591,991
Total electricity consumption [kWh]	8,348,722	9,263,963	9,863,870	9,287,972
Specific electricity consumption [kWh/m ³]	38.22	42.41	43.30	45.65
Comparison to base year 2015 [%]	-16.3%	-7.1%	-5.1%	Base year



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Fuel consumption

In the reporting year, we successfully decreased fuel consumption both in absolute and in specific terms. Our specific consumption of fuel declined from 82.57 kilowatt hours per cubic metre of finished product in 2019 to 75.27 kilowatt hours per cubic metre of finished product in 2020. Compared with the 2015 base year, this is a fall of 12.0%.

The lower fuel requirement is likewise attributable to both the improved production planning and the building insulation measures taken. Furthermore, more efficient management of the steam boiler resulted in a reduction in our natural gas consumption.

Absolute and specific fuel consumption

	2020	2019	2018	2015
Natural gas [kWh]	14,152,705	16,340,775	18,000,149	15,186,172
Heating oil [kWh]	2,290,000	2,340,000	2,713,660	2,226,590
Total fuel consumption [kWh]	16,442,705	18,680,775	20,713,809	17,412,762
Specific fuel consumption [kWh/m ³]	75.27	82.57	90.58	85.59
Comparison to base year 2015 [%]	-12.0%	-3.5%	5.8%	Base year

Total energy consumption

Our total energy consumption at all locations stood at 27,105,744 kilowatt hours in the 2020 financial year. This means that absolute and specific energy consumption has decreased significantly in comparison to the previous year. The specific energy consumption decreased from 137.57 kilowatt hours per cubic metre of finished product (2019) to 124.09 kilowatt hours per cubic metre of finished product (2020).

These results are primarily attributable to our ongoing efforts to use resources in a more efficient manner. For example, the reduction in our fuel consumption was in particular the result of switching from forklift vehicles powered by fossil fuels to those with electric drive systems. Furthermore, the coronavirus pandemic restricted the travel activities of our external field staff and the measures taken to reduce our fuel and electricity consumption also led to declines in our absolute and specific energy requirements.

Absolute energy consumption at Group level

	2020	2019	2018	2015
Natural gas [kWh]	14,152,705	16,340,775	18,000,149	15,186,172
Heating oil [kWh]	2,290,000	2,340,000	2,713,660	2,226,590
Diesel [kWh]	2,095,100	2,562,420	2,543,220	3,216,146
Petrol [kWh]	97,888	122,047	131,762	72,496
Electricity [kWh]	8,348,722	9,263,963	9,863,870	9,287,972
District heating [kWh]	121,329	124,000	88,000	48,000
Total energy consumption [kWh]	27,105,744	30,753,205	33,340,661	30,037,376
Specific energy consumption [kWh/m ³]	124.09	137.57	145.80	147.64
Comparison to base year 2015 [%]	-15.9%	-6.8%	-1.3%	Base year



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Amount of reusable material and waste produced

Our absolute amount of reusable material and waste produced increased from 3,725.3 metric tons in 2019 to 4,076.4 metric tons in 2020. The specific amount of reusable material and waste produced also increased during the reporting year, from 16.66 grams per litre of finished product (2019) to 18.66 grams per litre of finished product (2020). However, the increased quantity of waste is largely attributable to recyclable reusable materials. The specific amount of waste for disposal only marginally increased during the reporting year, from 0.57 grams per litre of finished product (2019) to 0.59 grams per litre of finished product.

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 Grüneberg location and the associated improvement in the control technology with a more refined sorting system. The quantity of glass waste is likewise influenced by another rise in the production quantity in the Non-alcoholic Beverages segment 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. In addition, there was an extraordinary disposal in the single-use PET area at the Haselünne location, which explains the increase in plastic waste.

In addition to the increase in total waste produced, the proportion of reusable/recyclable waste also increased slightly. The amount of reusable material we produced therefore accounted for most (over 96%) of our waste in the 2020 financial year. This means that 96.7% of our waste production is returned to the material cycle as a reusable material.

Absolute and specific amount of reusable material and waste produced

	2020	2019	2018	2015
Glass waste [t]	2,182.9	1,953.0	1,690.5	1,250.7
Paper & card [t]	518.5	513.5	520.0	560.0
Plastic [t]	778.0	684.0	593.4	603.3
Metal [t]	149.2	126.3	141.8	139.2
Waste wood [t]	24.3	27.7	24.0	36.5
Compostable waste [t]	26.2	37.9	29.3	44.9
Hazardous waste [t]	7.2	10.2	6.4	3.4
Other waste for recovery [t]	264.3	255.8	188.1	135.3
Other waste for disposal [t]	125.8	116.9	163.5	172.7
Total amount of waste and reusable material [t]	4,076.4	3,725.3	3,357.0	2,946.0
Waste and reusable material produced per litre of finished product [g/l]	18.66	16.66	14.68	14.48
Recyclable waste per litre of finished product [g/l]	18.05	16.10	13.94	13.61
Waste for disposal per litre of finished product [g/l]	0.59	0.57	0.74	0.87

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

	2020	Portion
Reusable/recyclable waste [t]	3,943.4	96.7%
Waste incineration [t]	125.8	3.1%
Hazardous waste [t]	7.2	0.2%
Total amount of waste and reusable material produced [t]	4,076.4	100.00%



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(5) Products

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



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

Further information can be found in the chapter → [Climate-neutral products](#).

With our new sustainability strategy developed in the reporting year and the objective of one hundred sustainable products, we want to further intensify our focus on the topic of sustainable products and more environmentally friendly product packaging from the 2021 financial year onward. We are therefore continuing to focus on more strongly integrating sustainability into our business activities on a step-by-step basis, and therefore on making it an integral part thereof.

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



product packaging using the guidelines for more environmentally friendly product packaging and, lastly, 4. Systematically modifying selected product packaging on the basis of the aforementioned scores.

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



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



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(5.1) Sustainable products and packaging

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

Packaging has also become an increasingly well-known topic over the last few years. In the Spirits segment, the environmentally glass bottle has been our most-used packaging for many decades. However, owing to use restrictions for glass containers – e.g. at public events – we also need to offer a comparatively low proportion of our product portfolio in fully recyclable miniature PET bottles. If disposed of properly, they can be returned to the material cycle. In the reporting year, the share of glass containers, calculated on the basis of the entire production volume in the Spirits segment, was 98.69%.

Development of packaging types in the Spirits segment ¹⁾

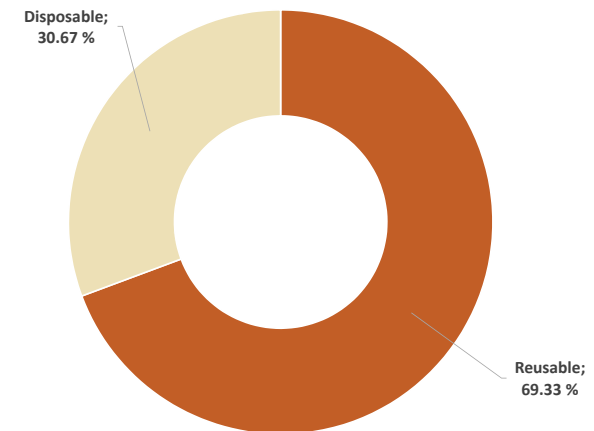
	2020	2019	2018
Glass containers	98.69%	99.01%	99.01%
Other containers	1.31%	0.99%	0.99%
Total	100.00%	100.00%	100.00%

¹⁾ On the basis of litres produced

Owing to very heterogeneous customer and consumer wishes, we offer our products in the *Non-alcoholic Beverages* segment in a variety of packaging types. With a reusable container share of 69.33% on the basis of litres produced, our focus is predominantly on environmentally friendly reusable containers, with reusable glass bottles accounting for the largest portion. In the area of PET bottles, a variety of single-use and reusable containers are used as packaging, e.g. PET CYCLE bottles, which on average consist of 65% recycled materials.

Proportion of disposable and reusable containers used in the reporting year

Based on litres produced in the *Non-alcoholic Beverages* segment



Development of the reusable share in the Non-alcoholic Beverages segment ²⁾

	2020	2019	2018
Reusable	69.33%	69.12%	67.82%
Single-use	30.67%	30.88%	32.18%
Total	100.00%	100.00%	100.00%

²⁾ On the basis of litres produced



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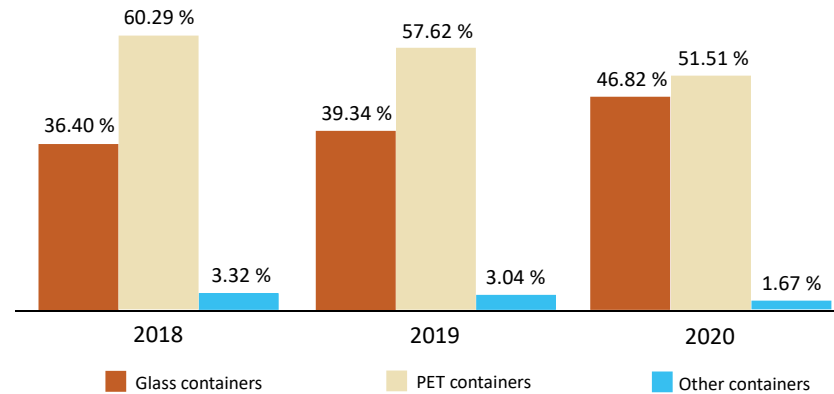
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Development of packaging types in the Non-alcoholic Beverages segment

On the basis of litres produced



In the Fresh Juice Systems segment, sustainability means developing long-lasting, efficient machines, continuing to implement the already-extensive responsibility concept for oranges used in the frutas naturales brand and establishing the range of new rPET bottles – made of up to 100% recycled materials – on the market.

A key feature of our sustainability concept in connection with our range of juice oranges is the decision only to harvest fruits when they are fully ripe. Allowing our oranges to ripen fully on the trees means we can fully process their valuable vital



substances. In addition, all oranges are left untreated after harvesting. By avoiding waxes and fungicides designed to prolong shelf life, we do not introduce these substances into the environment and avoid their consumption. In addition, we will expand the range of frutas naturales in 2021 and offer organically grown juice oranges for the first time.

Responsible marketing

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

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

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

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



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(5.2) Climate-neutral products

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

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

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

CO₂ emissions for the mineral water brands *Emsland Quelle* and *Märkisch Kristall* were offset in the reporting year by two certified climate protection projects: “Clean drinking water, Uganda” and “Forest conservation in Portel, Brazil”.



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



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

Quelle and *Märkisch Kristall* www.climatepartner.com/13574-1909-1001 as well as the *Mio Mio* brand www.climatepartner.com/13574-1912-1002.



The success of our first climate-neutral products has given us the motivation to continue along this path, and inspired us to include the objective “One hundred sustainable products” in our new sustainability strategy. The mineral water brands *Emsland Quelle* and *Märkisch Kristall* as well as the climate-neutral *Mio Mio* products represent our first sustainable products.

With regard to the objective of establishing 100 sustainable products in the product portfolio of the Berentzen Group, we have decided to also make our soft drinks in the *Emsland Sonne* brand climate-neutral as of the 2021 financial year. In 2021, CO₂ emissions will be offset through the two certified climate protection projects “Forestation in Guarané, Uruguay” and “Clean drinking water, Uganda”.



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

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

The “Clean drinking water, Uganda” project we support is part of the “Improved Kitchen Regime” programme and implements projects throughout the country. Emissions are saved by constructing and maintaining boreholes, for example. This gives people access to clean drinking water without having to boil it first, thus



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avoiding the CO₂ emissions that would have been created through the boiling process. At other project locations, this is achieved by using efficient cooking stoves that consume less firewood and thus incur much fewer CO₂ emissions than conventional cooking methods.

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



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

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

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

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





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(5.3) Product security and quality

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

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

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

The annual IFS audit was performed at our Minden plant, the central location for the production of spirits, in March 2020 at a higher IFS standard level. For the *Non-alcoholic Beverages* segment, the audits for IFS certification over the course of the year for the facilities in Haselünne and Grüneberg were completed in November 2020. Certification of the *Fresh Juice Systems* segment according to the IFS Broker Version 2 Standard was performed at a higher level in October 2020.



ISO 9001

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

ISO 9001 is a quality management system with a process approach that scrutinises all operational processes and uncovers potential for optimisation. As is the case with ISO 50001, the quality management standard involves the implementation of a continuous improvement process. In June 2020, the supervisory audit for ISO 9001:2015 was successfully completed.



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Research and development

To keep the range of products attractive for consumers and exploit consumer potential, the Group's Research and Development department continued to work continuously on improving the quality and taste of existing spirit products and developing innovative new products in 2020. In the 2020 financial year, 346 (2019: 421) recipes for spirits were developed and examined in the area of brands and private-label brands.

In the *Non-alcoholic Beverages* segment, another addition was introduced within the existing product line under the proprietary *Mio Mio* brand in the 2020 financial year. Our core product *Mio Mio Mate* was supplemented by a sugar-free variety called *Mio Mio Mate Zero*.

The research and development activities in the segment *Fresh Juice Systems* focused on machine technology including accessories in the reporting year. In addition to the development of new fruit press product lines – 8000 Connect, 8000 eXpress and iMpress in the reporting year – continuous improvements to the current series played a key role. The various developments signalled significant progress in the areas of handling, cleaning and digitalisation.

The direct expenses for research and development and quality assurance amounted to EUR 1.7 million in the reporting year (EUR 1.8 million).





(5.4) Responsible sourcing

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






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

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

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

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

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

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



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

Sedex Members Ethical Trade Audit

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

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

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

Reauditing took place at our German and Austrian locations during the reporting year pursuant to the Sedex Members Ethical Trade Audit. The social audits centred around working conditions, occupational health and safety, pay and working hours,

business practices and environmental management. Owing to spiralling rates of infection at the end of 2020, we decided to postpone the outstanding audit at one location to the start of 2021 in order to protect our employees. We were able to successfully carry out the audits at all other locations at an earlier point in time in 2020.

Our duty of care concerning human rights in the supply chain

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

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





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Human rights in the supply chain: Three-stage plan

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

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

As another part of our sustainability strategy, we are striving to develop a business partner screening concept in the 2021 financial year. The objective of the business partner screening concept is to carry out a risk assessment related to human rights abuses within our supply chain and among other key business partners.

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

With the help of the risk profile, business partners and suppliers are prioritised and an audit concept is drafted on the basis of which business partners and suppliers with the highest risk assessment rating are subjected to an in-depth review. This in-depth assessment takes place in the second stage of the business partner screening concept. It is intended to detect effects relating to human rights, whether of an actual or potential nature, and how to rectify the same.

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

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



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(6.1) About this report

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This Sustainability Report concerning Berentzen-Gruppe Aktiengesellschaft and its affiliated subsidiaries is our fourth report on our sustainability activities. The German Sustainability Code ([Deutscher Nachhaltigkeitskodex, DNK](#)) with the set of indicators for the GRI standards was used as a framework for reporting. 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. The report refers to the 2020 financial year.

At the same time as this Sustainability Report, we are publishing the [2020 Annual Report](#), which contains the Management Report, consolidated annual statements and the Corporate Governance Report. The Annual Report contains all financial indicators of importance for economic development, while the Sustainability Report mainly covers economic and social matters. For this reason, the ratios and information contained in the Annual Report will only be repeated in this Sustainability Report where absolutely necessary for understanding the matter at hand. In order to avoid an excessive number of double entries, a reference is generally made to the relevant page of the Annual Report where further information on the issue can be found. The Annual Report further contains a summary of the content of this Sustainability Report.

The contents of this report were based on the areas of activity and material topics defined as part of the materiality analysis in the 2019 financial year. The contents of this report were not subject to a voluntary review by external third parties.

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

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

Data collection

The reporting period is the 2020 financial year. 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. Unless otherwise specified, this information refers to the corporate group as a whole.

The information on employee ratios refers to the headcount and, unless otherwise specified, refers to the reporting date as at December 31, 2020.

The underlying data generally stem from 2020. 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 2018 and 2019 financial years and the base year 2015. For the employee ratios, only the previous two years were taken as a basis of comparison.



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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. Significant changes to the figures disclosed in this report are not expected.

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

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

To improve the comparability and assessment of quantities consumed in the “Planet” area of activity, we specify both absolute and specific consumption in relation to the production volume in question. This information provides a more reliable assessment of the efficiency of individual processes than would be obtained by only using the absolute values.

A total of 218,436,357 litres of finished product was produced in the 2020 financial year (2019: 223,543,839 of finished product). In terms of fillings, 336,305,299 bottles (2019: 338,758,274) were filled with an average quantity of 0.65 litres (2019: 0.66 litres). Due to the large number of products filled into different packaging units ranging from 0.02 litre for spirits through to kegs (reusable barrels) with 20 litres in the case of non-alcoholic beverages, the reference value used for sustainability reporting is the quantity of finished product produced in litres.



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The consumption data and the quantity of waste and waste water produced was determined taking into account the sales and administrative locations. While there is no direct link between the activities at these locations and the manufacture of the finished product in litres, the quantities consumed should not be left out of the calculation as no separate parameters are established for these activities. In principle, the proportion of the sales and administrative locations in the consumption data and the quantity of waste and waste water produced is not significant, however. For example, the production of waste water by our distribution company in Turkey only accounts for 0.12% of the total waste water produced.

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

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.





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DNK criterion/GRI indicator	Description	Page/ comments
General information	Company name, logo, reporting year, set of performance indicators, third-party audit, reporting obligation yes/no, contact business model (e.g. business purpose, products/ services).	Company portrait About this report
1. Strategic analysis and measures	The company discloses whether 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.	Sustainability strategy
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.	Sustainability strategy Detailed information on the materiality analysis process is available in the 2019 Sustainability Report in the chapter "Material topics and areas of activity". Further information on the individual material topics and their impacts can be found in the respective individual chapters.
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.	Sustainability strategy Sustainability management
4. Depth of the value added 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.	Value added chain Water Climate protection Use of resources Sustainable products and packaging Responsible sourcing
5. Responsibility	Accountability within the company's management with regard to sustainability is disclosed.	Sustainability management
6. Rules and processes	The company discloses how the sustainability strategy is implemented in the operational business by way of rules and processes.	Sustainability management Detailed statements on implementation can be found in the chapters on the individual topics.
7. Control	The company states how and what performance indicators related to sustainability are integrated into its periodic 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.	Sustainability strategy About this report The ratios shown in this Sustainability Report are largely also used for internal monitoring purposes.
GRI 102-16	Organisation's values, principles, standards and norms of behaviour (Code of Conduct and Ethics)	Sustainability strategy Sustainability management
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).	Employee retention and satisfaction Code of Conduct



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GRI 102-35a	Remuneration policy for the highest-level controlling body and senior executives.	Employee retention and satisfaction 2020 Annual Report (chapter 101 ff.)
GRI 102-38	Ratio of annual remuneration of the highest paid employee in each country with significant business activities to the median level of the total annual remuneration of all employees (excluding highest-paid employees) in the same country.	The ratio of annual remuneration is not calculated by the Berentzen Group as this ratio is not a material performance indicator.
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.	Stakeholder engagement
GRI 102-44	Key topics and concerns raised through stakeholder involvement and how the organisation has responded to such important topics and concerns, including through its reporting. Name the stakeholder groups who raised these key topics and concerns.	Sustainability strategy Employee retention and satisfaction Stakeholder engagement
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 lifecycle are assessed.	Water Climate protection Use of resources Sustainable products and packaging Climate-neutral products
G4-FS11	Percentage of financial assets subject to positive and negative environmental or social screening.	The Berentzen Group reserves the right not to include this indicator in its reporting as the indicator stems from the Sector Disclosures for financial services and the Berentzen Group is not part of this industry.
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 lifecycles of products and services.	Value added chain Water Climate protection Use of resources
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.	Sustainability strategy Planet Water Climate protection Use of resources Climate-neutral products
GRI 301-1	Materials used by weight or volume	Input-output statement
GRI 302-1	Energy consumption within the organisation	Use of resources
GRI 302-4	Reduction of energy consumption	Use of resources
GRI 303-1	Water withdrawal by source	Water
GRI 306-2	Waste by type and disposal method	Use of resources
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.	Climate protection Use of resources

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GRI 305-1	Direct GHG emissions (scope 1)	Climate protection
GRI 305-2	Energy indirect GHG emissions (scope 2)	Climate protection
GRI 305-3	Other indirect GHG emissions (scope 3)	Climate protection
GRI 305-5	Reduction of GHG emissions	Climate protection Use of resources
14. Employee rights	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 retention and satisfaction Responsible sourcing
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.	Employee retention and satisfaction Health and safety in the workplace Responsible sourcing
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.	Employee retention and satisfaction Training and development
GRI 403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and gender	Health and safety in the workplace
GRI 403-4	Health and safety topics covered in formal agreements with trade unions	Health and safety in the workplace There are no formal agreements on health and safety topics.
GRI 404-1	Average hours of training per year per employee by gender and employee category	A ratio of the average number of hours for training and further development has not been calculated to date.
GRI 405-1	Diversity of governance bodies and employees (gender, age group, minority background and other diversity indicators)	People Employee retention and satisfaction 2020 Annual Report (chapter 47 ff.)
GRI 406-1	Incidents of discrimination and corrective actions taken	In the 2020 financial year, no cases of discrimination were identified or reported within the corporate group. Employee retention and satisfaction
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.	People Responsible sourcing Supplier Code of Conduct



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GRI 412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	No investment agreements or contracts that were relevant in terms of their size or strategic importance and through which the Berentzen Group either purchased shares in another organisation or initiated an important investment project that was material for the balance sheet were concluded in the 2020 financial year.
GRI 412-1	Operations that have been subject to human rights reviews or impact assessments	Responsible sourcing Four of the five business locations were subject to a review.
GRI 414-1	New suppliers that were screened using social criteria	Responsible sourcing
GRI 414-2	Negative social impacts in the supply chain and actions taken	In the 2020 financial year, no negative effects relating to human rights were identified within the corporate group.
18. Corporate citizenship	The company discloses how it contributes to corporate citizenship in the regions in which it conducts its core business activities	The materiality analysis carried out in 2019 revealed that the aspect of social issues is not material within the meaning of the CSR Directive Implementation Act. Accordingly, no concepts were developed or risk analyses carried out in this regard. Our commitment
GRI 201-1	Direct economic value generated and distributed	2020 Annual Report (chapter 154 f.)
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 input relating to legislative processes or political donations were made in the 2020 financial year.
GRI 415-1	Political contributions, presented by country and recipient/benefactor	No input relating to legislative processes or political donations were made in the 2020 financial year.
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.	Sustainability management Compliance and transparency
GRI 205-1	Operations assessed for risks related to corruption	To date, no business location has been inspected in terms of corruption risks as part of a formal test in line with relevant external or internal standards.
GRI 205-3	Confirmed incidents of corruption and actions taken	In the 2020 financial year, no incidents of corruption were reported within the corporate group.
GRI 419-1	Non-compliance with laws and regulations in the social and economic area	2020 Annual Report (chapter 104 ff.)



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This report contains forward-looking statements relating in particular to future business development and future financial performance as well as future circumstances or developments concerning Berentzen-Gruppe Aktiengesellschaft and the Berentzen Group. These are based on the management's assumptions, assessments and expectations of future company-related developments at the time of publication of this report. They therefore carry risks and uncertainties which are named and explained, particularly (but not exclusively) as part of the management report within the risk and opportunities report and the forecast report. To this extent, events and results which actually occur may deviate substantially from the forward-looking statements, be it positively or negatively. Many uncertainties and the resulting risks are due to circumstances that are outside the control or influence of Berentzen-Gruppe Aktiengesellschaft and cannot be assessed with certainty. These include, but are not limited to, changing market conditions and their economic development and effect, changes in financial markets and exchange rates, the behaviour of other market actors and competitors and legal changes or political decisions by regulatory and governmental authorities. Berentzen-Gruppe Aktiengesellschaft is not obliged, unless otherwise stipulated by law, to make any corrections or adjustments to the forward-looking statements owing to circumstances that occurred after the date of publication of this report. Berentzen-Gruppe Aktiengesellschaft shall not make any guarantee or accept any liability, either express or implied, for the currentness, accuracy or completeness of the forward-looking statements.

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For information purposes, this report is also available in English. In the event of deviations, the German version shall be the sole definitive version and take precedence over the English version.

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