# #IMPROVING TOGETHER





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## Dear reader,

There have not been many times which were as challenging as the last couple of years. In 2020, COVID-19 changed everything. This unprecedented situation was a challenge for all of us and we had to find new ways of doing things.

On the 16th of March 2020, the German government called for a national lockdown. In a very short period of time, we had to rethink everything in order to meet our responsibilities as a food producer and even more so, as an employer. The closure of pubs and restaurants, canteens and businesses caused our daily business to grind almost to a standstill. The importing of raw materials became very challenging as a result of border closures. At the same time, we had to meet our responsibilities towards our suppliers and find solutions for the potatoes which we had cultivated. As a company, we were faced with enormous challenges but by pulling together, we were able to ensure the reliable supply of foodstuffs to the population. Because other critical sales channels were closed to us, our focus lay on the food retail business.

Within a very short period of time, we had to reorganise our administrative and production processes. Our staff needed equipment to allow them to work from home, the internal communication needed to continue to function and video calls became part of our day-to-day working lives. Comprehensive hygiene regulations and plans needed to be implemented overnight to ensure the continuity of production. The interruptions to the supply chain required quick reactions on the part of the relevant staff members. With resilience and hard work, our team was able to ensure that we could continue to work. Our employees received free Covid tests, protective equipment, and vaccination opportunities. Instead of the cancelled Christmas parties, our staff received vouchers for restaurants belonging to our customer base.

In spite of all this, we continued to plan for the future. We want to demonstrate the goals and vision which have grown from our experience in the last number of years and show how we are determined to implement these.

We are more committed than ever to providing good food for all types of consumers and at the same time, to continuing to ensure a secure future for the coming generations. A willingness to innovate and the commitment to sustainable business practices belong together and are more important to us than ever.

In order to systematically pursue and track our activities in the area of sustainability, we have been certified according to the ZNU Standard Driving Sustainable Change every year since 2017.

This is now our second sustainability report. It shows which topics have been key for us in 2020-2022 and makes clear the incredible contribution which our employees – consciously and unconsciously – have made and are making every day on our path towards a sustainable future.

We hope that you enjoy reading this report, and that it inspires you!

Best wishes,

Martin Ponzel

Alfred Kessen

Andreas Sostmann

Stefan Trenkamp

Executive management team of Wernsing

Stefan Wernsing



## > EDITORIAL AND COMPANY PROFILE

## Tradition, family and diversity





## >> SUSTAINABILITY STRATEGY AND OBJECTIVES



## **UNDERLYING STRATEGIES, POLICIES, AND VALUES**

We take an integrated approach based on ecological, economic, and social goals. These three pillars have an equal standing in our sustainable practices. Our activities are guided by strategies, goals, and action plans as well as by a policy framework.



### From vision to mission

n 2016, we began to restructure our company activities according to sustainable principles and to prepare for the professional implementation of a sustainability management system at Wernsing.

The sustainability teams first defined the fundamentals and the management team decided on a general guideline based on the guiding principle "Sustainable business **shaping the future**". All the key elements of this strategy were identified and these act as a guideline for defining the goals in our daily business.

In 2022, we once again communicated this strategy internally to all employees. Wernsing is guided by the Sustainable Development Goals, which are also part of the trainee workshops.

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#### "Through intensive communication with internal and external stakeholders, we try to continuously optimise our goals and to adapt them to the current situation" says Jana Ecke, Sustainability Project Manager.

After achieving the first certification according to the ZNU Standard - Driving Sustainable Change, we implemented an integrated management system for the sustainable orientation of our business. The standard also requires short-term and long-term sustainability goals to be set within the company. These guide our day-to-day actions. The following are some examples:

By 2025, CO<sub>2</sub> emissions should have been reduced by more than 70 % per tonne of production output in comparison with 2012



Reduction of 10 % in the proportion of plastic in food retail packaging by 2025 relative to 2015



Increasing the recyclability of our packaging to more than 95 % by volume by the end of 2025





Reduction of 23.5 % in the total energy consumption per tonne of production output by 2025 in comparison with 2012



20% reduction in the rate of work accidents per 1,000 employees by 2025 relative to 2018



The development and implementation of a structured further development programme for our staff



Continuous improvement in our raw material vield



Securing the supply of goods in all procurement areas to guarantee the production and availability of high-quality food products



Intensifying the circular economy and managing the C/L product life cycle

Promoting the sustainable cultivation of raw materials as part of our commitment to the SAI (Sustainable Agriculture Initiative)



Establishment of a commodity group management system in our technical procurement team based on sustainability aspects by 2023



We currently have 91 trainees (as of the 01.09.2021) and this should continue to grow by 5 % based on our business needs



## >> STAKEHOLDER DIALOGUE AND MATERIALITY MATRIX

### Communication as a core element of our sustainability strategy

Wernsing has an ongoing open dialogue with many different internal and external stakeholders. During the past years and since the publication of the first Sustainability Report, this dialogue has been intensified and sustainability has increased in importance on all levels. The company communicates in a comprehensive and transparent way in all aspects of business, whether in our daily work, at exhibitions, events or in internal or external working groups. An annual Sustainability Week repeats and strengthens the internal communication process in the organisation.

Throughout the entire value chain, the company seeks dialogue with all parties. Whether it is about specific

problems or future visions: **Wernsing is characterised by open and solution-oriented communication.** In our work in a whole range of regional and international committees and forums, we attempt to play a role in determining cultural and political developments. **It has been clear to us for many years that responsible management can only take place through dialogue with stakeholders.** All members of the two sustainability teams, more than 50 staff members, are an active link in the exchange of information with internal and external stakeholders. A sensitivity towards questions and issues regarding sustainability is part of their daily working lives.



## STAKEHOLDER DIALOGUE AND MATERIALITY MATRIX

### The most important action areas – always in our sights

very year since 2017 we have created a materiality matrix as part of our sustainability management process. We identify the hot topics in the organisation and assess them according to their influenceability by both sides. This matrix forms the basis for our sustainability goals and determines the annual direction for many business units in terms of investment, project planning and specific measures.



#### Material Matrix 2022

## >> EMISSIONS AND RESOURCES

### Focus on security of supply, CO<sub>2</sub> and resources

A s a food producer, Wernsing has many energyintensive production processes, including cooling, deep-frying, blanching, boiling and storage in chilled and deep-frozen areas. The security of our energy supply is critical for us. In the last two years, energy management has seen many significant challenges. In the context of issues such as the pandemic and the war in the Ukraine, we re-worked our strategic direction and adapted it to the new conditions.

Energy supply, minimisation of CO<sub>2</sub> and energy generation are now more important than ever to ensure smooth production processes. The conditions on the energy supply markets need a lot of attention and require short-term and long-term decisions. **The energy management system**, **based on DIN ISO 50001:2018 and implemented in 2013, is the cornerstone of our activities in terms of energy consumption, process efficiency and innovative technologies.** Our years of preparation and experience have enabled us to maintain our production at normal levels without any restrictions or supply shortages.

In previous years, we implemented specific measures to continuously reduce Wernsing's emissions. These include the installation of heat recovery systems and the improvement of our energy controlling systems. In addition, we set up a PLC control team for our infrastructure to improve and automate the networking of our energy processes. Because our infrastructure is already of a high standard, we have been able to focus our efforts since 2022 on reducing  $CO_2$  emissions, implementing the associated self-sufficient energy generation systems, and creating closed loops, for example for water as a key resource.

Here is an overview of our energy management system and its goals:

Goal	Progress
Reduction of 40 % in $CO_2$ emissions per tonne of production output by energysource by 2025 in comparison with 2018 (electricity, natural gas, fuels)	Reduction in $CO_2$ emissions 2018: base 100 % Reduction in $CO_2$ emissions 2021: actual -17 % Reduction in $CO_2$ emissions 2025: target -40 %
The total water con- sumption per tonne of production output is to be reduced by 15 %	Water consumption 2018: base 100 % Water consumption 2021: actual -0,1 % Water consumption 2025: target -15 %
The electricity output of the biogas plant is to be increased by 40 %	Electricity generated 2018: base 14,362,969 kWh Electricity generated 2021: actual + 12 % Electricity generated 2025: target + 40 %



## >> EMISSIONS AND RESOURCES

### Focus on security of supply, CO2 and resources

A further Wernsing goal is the highly energy-efficient production of compressed air for our complete production area in Addrup.

The planned compressed air cogeneration plant will enable the energy efficient generation of compressed air and heat using a gas-powered processor. This will produce up to 100 % useful heat with compressed air as a by-product of heat generation. Both energy sources, compressed air and heat, are produced efficiently in one system and will be made available to the entire organisation.

## The advantages of a compressed air cogeneration plant are:

- Fewer CO<sub>2</sub> emissions
- High output and energy efficiency
- · Significant reduction in compressed air generation costs

#### Successful together

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In addition to the activities at the plant in Addrup, the team, led by Hartwig Sibbel, Operations Manager Technical Infrastructure, also focusses on the strategy for the entire group of companies. "Looking at the big picture and creating common solutions are critical for safeguarding the future", says Hartwig Sibbel. This includes finding synergies in self-sufficient energy supply. A common balancing group which makes it possible to develop our own sources of supply and to make surpluses available to others is the path to the future. It could be CO<sub>2</sub> neutral energy from wind or photovoltaic sources, or heat energy from heat recovery systems.

It will also be an option to generate and store cooling energy from surplus electrical energy from PV arrays. Making heat or cooling energy storable in equivalent systems and supplying it when required will be a key element in the success of the energy revolution.

Energy generation will increasingly move away from fossil fuels such as natural gas, leading to an increasing electrification of production activities. Heat will be largely supplied by high temperature heat pumps. This will be a great challenge for the electrical infrastructure, which in many cases will have to be extended significantly.

Photovo	oltaic	<ul> <li>→ 493,000 kWh produced</li> <li>→ 13,000 m<sup>2</sup> on roofs in the plant</li> <li>→ Additional arrays are in planning</li> </ul>
	change	<ul> <li>→ 90 % of old light sources have been replaced</li> <li>→ Electricity savings approx. 38 %</li> </ul>
() Heat re	covery	<ul> <li>→ 24,068,000 kWh recovered</li> <li>→ Room heating, heating of water for production and cleaning</li> </ul>
Heat sto compare networ	orage with new ny-wide heat k	<ul> <li>→ Transport of around 14,000,000 kWh of heat using the entire heat network in the plant from the heat recovery systems to the production machines</li> <li>→ In 2022, a total of 2,002,000 kWh were fed into and withdrawn from the heat storage</li> </ul>
Biomas	s heating plant	→ Future savings of 20,000t of $CO_2$ → $CO_2$ reduction using biomass (waste wood)

CAVING / LICE

## >> BIOMASS HEATING PLANT

### Future-oriented energy supply

The construction of a biomass heating plant in 2023 is a further important step by the company towards decarbonisation of the organisation's energy supply, and an important milestone in our internal environmental strategy. The biomass heating plant uses biomass as a fuel. The heat generated using the heating plant is transported as saturated steam through the steam network to the production areas and used for making high-quality food products. The saturated steam has a high energy density and, because no really adequate alternatives to natural gas are available, will provide the energy for high-temperature applications like the peeling and deep frying of potatoes.

## With this project, Wernsing is expanding its security of supply and will start to generate CO2-neutral

**steam.** The burning of waste wood does not release more greenhouse gas than the wood itself absorbed and stored during its growth. This will result in an annual reduction of around 20,000t of plant-specific  $CO_2$  emissions relative to fossil fuels such as natural gas.

#### Method:

The waste wood is stored in a closed storage building with air filters. This prevents dust and odour emissions. The wood is processed before delivery. Metal chips and longer pieces of wood are automatically removed during transport of the waste wood from the storage area to the biomass furnace. The waste wood is then burned in a biomass furnace at 850-950 degrees Celsius. The hot exhaust gases heat water in a boiler to produce saturated steam. This is then supplied to the production areas as an energy source via a pipeline.

#### FACT:

### What does the term waste wood class A1 and A2 mean?

Industrial waste wood and used wood are described under the category of waste wood. Industrial waste wood is wood chips which are produced during wood working or wood processing, for example sawdust from a sawmill. Used wood refers to existing items made from solid wood, wood materials or wood composite materials made primarily from wood – for example old beams, floorboards or fences.

Waste wood is a by-product of other manufacturing processes. Instead of allowing it to rot in landfills, it can be used. As a result of special sorting and processing techniques, a valuable and environmentally friendly secondary raw material is created to be used in energy generation, for example as wood chips or wood pellets.



## >> CLIMATE PROTECTION STRATEGY

### Taking the long view to enable security and change by 2050

Wernsing laid the foundations for its efforts in terms of environmental protection through strategy and concrete measures in 2019, when the organization became a member of the ZNU goes Zero initiative from the ZNU (Centre for Sustainable Management) at the University of Witten/Herdecke.

As one of the founding members of the ZNU, it was important for us to become leaders in terms of environmental protection. The initiative encourages organisations to achieve climate neutrality in five steps. As an enhanced commitment to the sustainability of the Earth, the partner companies, in addition to avoiding, reducing, and reaching net climate neutrality, use green energy and support additional projects under the banner "Education, Soil and/or Trees". **This initiative is focussed on the organisational level, where potential can be realised in a pragmatic and immediate way.** Collaborative climate protection along the value chain remains a key issue which should be tackled in the medium term. Wernsing's climate protection strategy was developed on the basis of this approach.

This is divided into five steps. Avoiding and minimising CO<sub>2</sub> emissions is a constant focus in our daily activities. **Our motto here is: Reduce, reuse, recycle.** 

As an innovative organisation, Wernsing has always been open to the newest technologies. The use of cuttingedge technology not only enables progress in the area

of production, but also leads in many cases to a reduction in emissions. Wernsing has been in close dialogue with the suppliers on our whole value chain for decades,



and as a result, is always aware of the latest developments.

STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Capturing the status quo	Avoidance and reduction of CO <sub>2</sub> emissions	Greening	Net carbon neutrality	Carbon neutrality +
• Taking stock of the site-specific greenhouse gas emissions according to the GHG protocol	<ul> <li>Certified energy management system in place since 2013 (DIN EN ISO 50001:2018)</li> <li>Certified according to the ZNU Standard – Driving Sustainable Change</li> <li>Company-owned waste management centre including biogas plant</li> <li>CHP, photovoltaic and heat recovery systems, heat management concept including heat store (1,800 m<sup>3</sup>)</li> <li>Sustainable procurement of raw materials and packaging</li> <li>Waste recycling, return of packaging films, reusable transport packaging</li> </ul>	• Using green energy	<ul> <li>Compensation for unavoidable emissions by supporting environment protection project through ClimatePartner</li> <li>Climate neutral organisation since the 1.10.2020 with an extensive portfolio of climate neutral products</li> </ul>	<ul> <li>Supporting renaturation projects in the region</li> <li>Planned implementation of educational projects</li> </ul>
		ڰۣٵ	CO	Creatral +

## >> CLIMATE PROTECTION STRATEGY

### **Compensation as an additional commitment**

Wernsing carried out a site-based climate assessment for the first time in 2018 based on the Greenhouse Gas Protocol. This understanding of the level of our CO<sub>2</sub> emissions at our site in Addrup provided a basis for further decisions about future investments to reduce and avoid emissions in subsequent years. In retrospect, we were able to achieve significant savings, but a total reduction to 0 is not really possible for an industrial company. **Because of this, it is critical for our management team that we not only practice climate protection at our own site, but that we also take social responsibility to play our part in preventing a global climate crisis.** 

Compensating for the  $CO_2$  emissions which we were able to avoid became a part of our climate protection strategy. By offsetting these emissions, Wernsing is taking responsibility for our own emissions in the global battle against the climate crisis. The selection of the certified climate protection projects occurs in close cooperation with the consulting company ClimatePartner. Climate protection projects reduce greenhouse gas emissions and support sustainable development in the countries where the projects are carried out.

#### As an energy-intensive company, promoting CO<sub>2</sub>neutral energy generation in a global context is a key concern for Wernsing.

In addition, Wernsing has for many years supported a project with a social enterprise which has taken over the manufacture and sale of energy efficient cooking stoves in Ghana. In this case, not only the avoidance of  $CO_2$  is key, but also social education; developing awareness, together with improving health benefits were key arguments for the choice of this project.

The contribution which our climate protection projects make to the Sustainable Development Goals (SDGs) is a key factor in the decision process and reinforces our decision to continue to take responsibility for our own emissions.

#### Cooking stove project, Ghana

Project standard: Gold Standard (GS)

Contribution to the UN goals for sustainable development (SDGs):

#### Health and wellbeing



Better health conditions, particularly for woman and children, due to a reduction in the production of smoke during the cooking process. The project improves the living conditions of 828,000 people by saving time and money which would otherwise be used for gathering fuel.



Life on land

Protection of forests and biodiversity by reduced charcoal consumption.

#### Solar energy, India

Project standard: Verified Carbon Standard (VCS)

Contribution to the UN goals for sustainable development (SDGs):



#### Affordable and clean energy

The project improves the energy security in the region and reduces dependency on fossil fuels.



#### Decent work and economic growth

People from the region have been employed for security and maintenance work.





n January 2023, we joined the Science Based Targets Initiative (SBTi) for counteracting climate change and committed to the net-zero goals of this initiative. "We see it as part of our corporate responsibility that we play an active part in protecting the environment. The commitment to achieve the science-based goals of the initiative by 2050 is a key step in implementing our climate strategy" explains Jana Ecke, Sustainability Project Manager.

This commitment to the SBTi means that Wernsing Feinkost GmbH is going a step further: meeting the requirements of the globally unique net-zero standard of the STBi. This involves drastically reducing emissions along the entire value chain. **In addition, the company has to define short and long-term goals – including the aim to be virtually emission-free by 2050.** The SBTi requires companies to make investments above and beyond their own goals. Having signed the Science Based Targets Initiative "commitment letter", Wernsing has 24 months to submit our own targets and have them validated by the SBTi. As a result, we are currently harmonising many existing targets.

#### FACT:

The Science Based Targets Initiative helps companies to formulate and validate climate targets which are aligned to current science-based findings. It was founded in 2015 by the World Wide Fund for Nature (WWF), the Carbon Disclosure Project (CDP), the United Nations Global Compact and the World Resources Institute (WRI) to support companies in making their contribution to driving a fast and dramatic reduction in global greenhouse gas emissions. The Science Based Target is a validated climate goal which follows the aim of the Paris Climate Agreement to limit global warming to a level significantly below 2 degrees, ideally 1.5 degrees.

You can find more information about the Science Based Targets Initiative here:





DRIVING AMBITIOUS CORPORATE CLIMATE ACTION



## >> CROP MANAGEMENT



Since the founding of the organisation, the potato has been our most important raw material. It is crucial that we continue to ensure an ecologically and economically sustainable potato crop in the future. To guarantee this, Wernsing has long-term supplier relationships with farmers from the region around Addrup with whom we are in regular close communication. In the future, we will have to fundamentally rethink our potato cultivation strategy. There are many challenges which must be solved, and these cannot be tackled overnight, but must be part of a longer-term and well-considered adaptation of our current production processes. But how exactly does Wernsing do this?

Wernsing Feinkost GmbH only uses potatoes from controlled and certified cultivation sources. The potato farmers are certified according to GlobalG.A.P. or QS-GAP or similar. We also pay close attention to maintaining soil fertility. We require at a minimum a four-year crop rotation cycle, meaning that potatoes can only be grown in the same field every four years. This supports the soil fauna and maintains soil health, so that potato crops will also be possible in the coming decades. In addition, we recommend that the potatoes which are produced for processing by Wernsing are planted after a grain and a catch crop. The catch crop helps to create good quality and to minimise the leaching of nutrients into the water table during the winter months.

We are assiduous about testing new potato strains. New genetic combinations can bring advantages such as greater

drought tolerance, higher resistance against disease and pests or decreased requirement for nutrients. After harvesting, the test potato crops are sorted, evaluated for quality, and processed in our production area. Is the potato long enough? Does it bake evenly? Do the fries taste good? We understand that potatoes are natural products. They grow differently every year and we as a potato processor have to react to this and to make sure that different batches are processed in an optimal way to ensure a maximum yield in production. We take samples of each batch so as to know which farmer produces which quality, and to use this in the most efficient way.

In addition, Wernsing is committed to projects which support the efficient use of resources. These include water saving irrigation methods and models of the vegetation process of the potatoes. In addition, we advise our farmers about the most efficient and targeted ways to use plant protection products, and to store potatoes with minimal losses, to comply with the guideline for integrated plant protection in potato cultivation.

## >> RAW MATERIALS

### **Current developments in raw materials procurement**

Using the past three years, the COVID pandemic and the war in the Ukraine led to a complete restructuring of our focus in the area of procurement. We have never before seen a situation where external societal conditions required such a high level of reactivity in our production departments.

#### Supply chain security has become more critical than ever since 2020 – the turbulent conditions in global supply chains presented us with major challenges within a few days, or even hours.

Disruptions in shipping routes, delayed processing of containers in the harbours or basic issues with product availability led to massive organisational efforts in the company. "The fact that our deli range in particular contains many different ingredients made it even more difficult. This complexity created many challenges for the responsible staff members" says Raw Material Procurement Manager Frank Lübke-Narberhaus.

In overcoming these barriers, the fundamental values and the strategic direction which have been at the core of this family-led business since its founding, proved to be advantages for us:

- Long-term focus in our commodity group strategy
- Partnership and trust-based business relationships
- ➔ A high level of dependability
- Distribution of risk because of a multiple supplier strategy for key commodity groups
- A high level of reactivity, flat hierarchies, fast decisionmaking processes in the team together with production and quality management and quality assurance

#### Another important factor in Wernsing's procurement strategy is our focus on collaboration with regional suppliers for the key commodity groups. These

relationships are based on short communication paths, a strong bond with our suppliers and a high level of trust and reliability. Especially in the last three years, this brought us the following advantages:

#### For Wernsing:

- Securing continuity of production
- Securing the supply of product to our customers

#### For the suppliers:

• Purchase guarantees and stability of contracts

#### For our trade and retail customers:

- Security of product availability
- Contribution towards securing the basic needs of the population

An example from the first lockdown in Germany, when all restaurants were closed: our sales of French fries collapsed, and we were faced with the question of what to do with our potatoes. We maintained the production of frozen products and increased quantities in storage in order to honour our contracts with our potato producers and to prolong the storage life of the potatoes through processing and freezing. In this way, we were able to avoid destroying raw materials and ensure continuity of supply of the population with frozen products.



## >> SUPPLIER MANAGEMENT

### **Transformation in indirect supplier management**

recent years, due to the company's growth, Wernsing has also comprehensively addressed the integration of sustainability aspects into its strategic and operational work in the specialist area of indirect purchasing. Stakeholder relationships with suppliers are becoming increasingly important and require the company to engage in conscious and intensive dialog along the entire value chain.

In 2020, the first structural analyses and detailed market observations were carried out. **The first classifications and objectives followed and in the next step comprehensive portfolio analyses of all indirect product groups were implemented.** 

From these emerged the company's own sustainable evaluation criteria, which were developed in line with the company's hotspots.

Based on this work, the definition of commodity group strategies began in 2022. In this way, the sustainability goals of Wernsing Feinkost GmbH can be gradually anchored in the commodity group strategies of indirect purchasing, which will be continuously refined. By establishing this holistic supplier management for the main commodity groups of indirect materials, such as energy or operating equipment, the company has succeeded in directing its focus towards long-term corporate management and intensifying contact with suppliers. Two-way dialogue and negotiations have created a basis of trust in the business relationship. The company's key focus areas have now been defined as criteria in the three interlocking processes within commodity group management.





## >> SUPPLIER MANAGEMENT



When selecting suppliers, the company pays increased attention to sustainable corporate governance. New suppliers undergo a comprehensive qualification process, which includes sustainability activities at the corporate level and sustainable product characteristics (sustainable labelling, resource consumption, service life, recycled product components, etc.)

The sustainability activities of the supplier are an important decision criterion when awarding contracts. During the annual meeting, the sustainability activities are reviewed on an ongoing basis and joint target areas are defined for the coming year.

The joint target agreements within an intensive stakeholder dialogue form the basis for the long-term orientation of the company.

In the area of sorting systems, for example, Wernsing has been working with TOMRA Sorting GmbH for many years. The company is a leading manufacturer of sensor-based sorting systems and technologies in the field of food processing for suppliers of fresh and processed foods.



Oliver Ludwig, Area Sales Manager, TOMRA

"TOMRA and Wernsing are united by a sustainably designed customer relationship. Both companies are pioneers and are very active in implementing and developing sustainable business goals and projects.

TOMRA appreciates this commitment at Wernsing - even far beyond legal requirements. Together we can achieve these goals, increase the circular economy, and secure our contribution to the livelihood of future generations," says Oliver Ludwig, Area Sales Manager, TOMRA.





## RISK ANALYSIS AND DUTY OF CARE

### Responsibility along the upstream value chain

Due to the large number of raw materials and thus suppliers, Wernsing has always always considered itself to be responsible for intensively reviewing the upstream parts of the value chain for risks and aspects of sustainability.

In order to expand on this, a risk analysis of the countries of origin was developed in 2021 with regard to social and environmental sustainability. This comprehensive analysis aims to create more transparency along the upstream supply chain of raw material purchasing.

It is important to Wernsing to obtain comprehensive knowledge about the countries of origin and their risks and to create a ranking including recommendations for action through a multidimensional assessment. The risk assessment highlights the following aspects and creates a ranking of the countries of origin through weighting:

#### Social aspects



#### **Ecological aspects**

Water (water stress)	Climate protection measures
Animal welfare	Environmental Perfor- mance Index
Biodiversity	Renewal energy

The use of defined sources and a scoring key allows for a validated evaluation with good comparability. The resulting recommendations for action are also used by the raw material procurement department to consider alternatives and to offer potential for possible decisions on a change of country of origin and the associated possible change of supplier or similar measures.

Risk analysis is a first building block of the sustainable supplier management strategy. It thus forms a basis, among other things, for the implementation of the Supply Chain Sourcing Obligations Act within the Wernsing Food Family, the group of companies around Wernsing Feinkost GmbH.

This defines responsibility within the supply chain as a legal requirement, and the company therefore has extensive opportunities to comprehensively assess the risks. The German government's Supply Chain Sourcing Obligations Act (LkSG) serves to prevent human rights violations along supply chains. Through the following sub-steps, the Wernsing Food Family aims to actively manage its supply chain in the long term.





Environment

Water consumption

Production methods

Environmental disasters

**Fighting corruption** 

**Biological diversity** 

Animal welfare

Food waste

Bribery

Corruption

Transparency

Chemicals

Wastewater

#### Human rights

Secure food supply Local communities

#### Workers' rights

Workplace safety Workplace health Employment conditions Child labour / forced labour

Waste and recycling Pollution



**Climate** CO<sub>2</sub> emissions

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#### INGREDIENTS AND SUPPLIERS

Human rights Secure food supply Local communities

#### Workers' rights

Workplace safety Workplace health Employment conditions Child labour / forced labour Payment

#### Environment

Chemicals Water consumption Wastewater Waste and recycling Pollution **Environment** Animal welfare Production methods Environmental disasters Food waste

**Climate** CO<sub>2</sub> emissions

**Fighting corruption** Bribery



Secure food supply Local communities

#### Workers' rights

Workplace safety Workplace health Employment conditions Child labour / forced labour Payment

Environment

Air pollution Animal welfare Waste and loss **Climate** CO<sub>2</sub> emissions

**Fighting corruption** Bribery Gifts

TRANSPORT

0

WERNSING

for good food

#### **Human rights** Odours Noise

Marketing Secure food supply

**Workers' rights** Workplace safety Workplace health Employment conditions

#### Environment

Harmful products Food waste Waste and recycling Composition of product range Packaging

**Climate** CO<sub>2</sub> emissions

Human rights

Environment

Food waste

Packaging return

Health

Waste

Secure food supply

**Fighting corruption** Bribery Gifts

WERNSING

#### PRODUCTION

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Human rights Secure food supply

Workers' rights Workplace safety Workplace health Employment conditions

Environment Packaging return Food waste Waste

#### **CUSTOMERS**

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**Climate** CO<sub>2</sub> emissions

**Fighting corruption** Gifts



CONSUMERS





he Young Potato Farmers brand stands for longstanding and trusted partnerships as well as short decision-making and transport routes, and is also committed to the conservation of natural, limited resources. This was the decisive factor for the Young Potato Farmers Tabea, Arne and Henning when they launched the project in cooperation with Wernsing. It is especially close to their hearts to increase the appreciation for local food and the daily work of farmers.

Tabea, Arne and Henning supply Wernsing with delicious potatoes several times a week. The potato is a staple food and raw material for products such as french fries, croquettes and potato salad. Tabea, Arne and Henning have made it their goal to continue their respective family businesses. This decision requires good instincts, because every potato year is different.

Becoming a farmer is a brave decision in today's world. On the one hand it is the dependence on the weather and on the other hand the demands of society and the market that motivate the three. Potato growing is very costly and timeconsuming. In addition, it is necessary to meet the demands of society and to improve in each harvest: less use of water, energy, fertilisers and pesticides while maintaining food quality. This is a major challenge that must be met.

For Young Potato Farmers, sustainability means, among other things, generating electricity from renewable sources. In addition, flowering meadows are sown along the edges of the fields to protect biodiversity. Combining operations in the field to increase efficiency and using the latest technologies to reduce the use of inputs are also part of their mission.



The Young Potato Farmers project has succeeded in drawing attention to the target group of young farmers. They are a symbol of the new generation that is facing the challenges of the future of agriculture with a great deal of commitment, innovativeness, willingness to innovate and passion.

## >> SHOPFLOOR MANAGEMENT

### Shop floor management as a sustainable management tool

ptimisation of the performance, quality, and availability factors in the potato salad department, taking sustainable aspects into account, was the start of internal shop floor management at Wernsing in 2021.

This holistic management tool has enabled the company to achieve an increase in production and efficiency in the specialist department. A competent team accompanied the entire implementation process. In 2022, the system was extended to other departments.

#### Continuity and communication bring success.

The aim of a daily, structured meeting between department employees, division managers and process engineers is to provide an overview of the current situation in the department within 15 minutes. With the help of key figures, also known as KPIs (Key Performance Indicators), the day's topics and issues are worked on together as a team. Deviations from the KPIs are discussed and problems are resolved by means of a structured determination of the causes. The goal is not to propose short-term solutions, but rather to determine the root cause in order to minimize systematic errors. Challenges and issues are thus considered from the perspective of the entire value chain.

#### What has been achieved?

Measures and projects were gradually implemented

to improve performance in the department. Numerous departments were involved in these. These include production, maintenance, the technical project engineers, production planning, packaging development, the quality assurance team, and the process engineers. This teamwork has made it possible to increase production output by more than 10 %, with fewer production hours. Saturday work occurred only in rare cases and overtime was also used less than in previous years. A great achievement by all involved, and especially by the employees of the Potato Salad Department.

## What influence does this management system have on sustainability?

By implementing the store floor management system, Wernsing has succeeded in achieving both ecological and economic advantages:

- ✤ Productivity is significantly increased
- The use of packaging materials, finished goods and resources is measurably reduced
- Less energy is required for the manufacture of the products, as the efficiency of the machine capacities has been improved
- The working atmosphere and internal communication are improved



## >> PLANT TOURS CONCEPT

### **Plant tours at Wernsing**

or many years, the expansion of external communication has been an important goal in our sustainability management. The communication of corporate information, but also of knowledge about the production of food, is a major focus. Our focus is on creating transparency with regard to modern food production in all its facets.

With a new, structured visitor tour concept, Wernsing has been able to give interested groups from the surrounding districts, as well as business and project partners, a comprehensive insight into the company since the beginning of 2022. During the guided tour of the company, which lasts several hours, the groups of visitors will gain a wide range of insights into our production processes, product range, sustainability activities and, above all, into the history of this familyowned company.

Tradition, family life and enjoyment are key aspects of the tour. The interactive guided tour with our newly installed visitor platforms with views into the production floor, short film sequences at points of interest on our site, and a tasting session is an exciting experience. Our experienced employees provide interesting insights and information about the wide-ranging product portfolio.

The entire course of the value chain is illustrated to the visitor groups. This begins with the cultivation of the potatoes and our partnership with the farmers and continues through the purchase of the raw materials and the procurement of the packaging materials to the production of the high-quality foodstuffs. Quality control and food safety throughout the entire production line are very important to Wernsing, and this is naturally reflected in the products.

The visitor groups are also amazed by the job opportunities in a wide range of professions combined with the use of efficient technology in the form of production and filling machines, conveyor systems and innovative logistics. Presenting the wide range of training and further education opportunities at WernsIng as a certified TOP training company of the Oldenburg Chamber of Industry and Commerce is also part of the tour.

Integrating the area of sustainability into all aspects of corporate activity requires a holistic view, but also an

individual approach. The diverse sustainability activities show how firmly these are integrated into the corporate strategy. We demonstrate regionality, energy management, collaborative purchasing strategies and much more to our visitor groups.

Wernsing is the headquarters of a large European family of companies, characterised by short lines of communication and flat hierarchies. Interested visitors can now experience all of this live in Addrup.

At the end of the year, the proceeds from the company tours are donated to charitable institutions or worthy causes by the "Social Commitment" team. In this way, additional help is made possible.

Interested parties can access the registration form via our website. Here, all relevant data is requested and important information is provided.

Direct contact can also be made by e-mail to wernsing-besuchen@wernsing.de.



## >> EXPANSION OF CENTRAL WAREHOUSE II

### An innovative warehouse management system with modern technology

The challenges in potato and vegetable processing have changed significantly in recent years. Climate change with increasing global warming and the resulting fluctuations in the harvest yields of our contract partners result in more fluctuations than ever before in the seasonal yields in terms of weight and also the time of ripeness. Wernsing's goal is to fully utilise the seasonal potato harvests in order to store them as products of perfect quality. The new central warehouse II offers the space for this and the utilisation rate of approx. 95 % of the heavily optimised floor space is ideal.

## Warehouse automation and bundling helps to reduce CO<sub>2</sub> emissions.

"We take a holistic view in our investment decisions" says Tobias Steenken, Head of Intralogistics, about the awarding of the contract. "We consider our investments economically, ecologically, socially and in terms of energy within the framework of our energy management system, for which we were certified in accordance with DIN EN ISO 50001 back in 2013." **The result was a clear decision in favour of resource-saving warehouse technologies.** These have intelligent drive controls for energy balancing between the travel and lifting axes – braking energy is made available as lifting energy, for example, and electricity is fed back into the system. The bearing layout also reduces energy consumption. "As part of our continuous growth, we have increasingly used external storage capacities," explains Tobias Steenken. Wernsing already had 60,000 storage spaces for foodstuffs. Short delivery times, a high level of service and a wide range of refrigerated, frozen and dry storage items to reduce complexity on the customer side are all part of the business model. With the addition of around 23,000 automated storage spaces using space and energy-saving satellite technology, Wernsing can now provide very effective storage and shipping logistics with simplified processes directly from the production site.

The automated storage system makes storage processes more efficient and secure, and this also has an impact on social sustainability. By using automated storage, Wernsing is addressing the shortage of skilled workers and the challenging working conditions in the frozen food sector. The number of staff required for storage and retrieval is kept low and at the same time the workload is reduced. For the company, people and automation belong together, because employees in intralogistics are increasingly expected to perform supervisory tasks. The workload is reduced, and job openings become more attractive as a result.



## >> AGRI-GAIA

### Strong company alliance develops open AI standard

w can a food manufacturing company improve the utilisation of raw materials? Wernsing Feinkost GmbH is constantly asking itself this question. The raw materials used are grown in a responsible manner by farmers. Therefore, Wernsing, as part of the food industry, must also handle these raw materials responsibly and in a way that conserves resources. We place a very high priority on improving the raw material yield by optimising how it is supplied to the production facilities. If the raw material meets our high quality standards for the finished product, less has to be rejected or destroyed during the food production process. Artificial intelligence can serve as a tool here to use resources more efficiently and protect ecosystems sustainably.

## Open KI ecosystem for the small and medium-sized businesses in the agri-food industry

This is where the Agri-Gaia project comes in. Together with a growing number of supporters from associations, research, politics and industry, the project partners have been working since 2021 to develop an open, decentralised infrastructure for the development and exchange of AI algorithms in the agriculture and food industry. In this way, the aim is to create an AI ecosystem for the SME-dominated agri-food industry, based on the European cloud initiative Gaia-X. Agri-Gaia is the first use case of the agricultural application domain in the largescale European project.

As part of the joint project, Wernsing, together with **Osnabrück University of Applied Sciences and the** DFKI, is developing an AI-supported potato classifier that continuously determines the potato quality from harvesting through intermediate storage at the farmers' premises to delivery to the production **company.** Subsequently, the Agri-Gaia platform is to be used to develop an Al-supported planning and control system that will improve the material flow of the potato raw material in and to the processing lines. For this purpose, the raw material quality requirements for production planning are recorded and compared with the available raw material qualities of the suppliers, traders or farmers. The planning and control system then recommends the quantities of raw material to be purchased that optimally meet the quality requirements.

Thanks to the ongoing capture of potato quality data and the optimal use by the system, the potato raw material can be used more efficiently and in a more targeted manner in the production of finished goods. This reduces the proportion of waste in potato processing to a minimum. The transportation of raw materials along the entire value chain becomes more sustainable and the unnecessary transport of raw materials is avoided.





## >> PACKAGING

### A sense of responsibility in the area of packaging

odern packaging has to meet a wide range of requirements. Product protection, product presentation and user-friendliness have a high priority. On the production side, a high level of automation and flexible application options are required.

For many years, it has been of great importance for Wernsing to use packaging in a way that conserves resources. This includes, first and foremost, reducing the amount of material used without compromising other criteria. Every gram of plastic or paper that is not used, does not need to be recycled, and leads directly to an improvement in the CO<sub>2</sub> footprint.

The Packaging Development department is continuously working on improvements in a wide variety of projects. "We were able to implement a very successful project for material reduction as part of the redesign of our series of plastic buckets with handles. In close cooperation with the supplier and after an intensive series of tests, we were able to achieve a material reduction of 30 % for the bucket with a filling weight of one kilogramme." says Jessica Gerst, Head of Packaging Development.

Wernsing has thus succeeded in using the lightest possible bucket with a capacity of one kilogramme. At the same time, it was possible to optimise the delivery of the containers for filling. By reducing the stacking height of the empty buckets, an improved pallet factor was achieved.

#### Saving CO<sub>2</sub> through different projects

Even though the opportunities for plastic material savings have been largely exhausted under the current conditions, Wernsing's packaging development department is continuously trying to work out further optimisations along the entire value chain. This requires close coordination with all parties involved, such as packaging materials purchasing, production, quality assurance, logistics, but also our suppliers, because only together is it possible to sustainably reduce the CO<sub>2</sub> footprint.

## Another lever for more effective resource protection is the preferred use of polypropylene plastics. In

the deli food sector, PET and PP plastics are primarily used, although Wernsing has, for many years and out of conviction, prioritised the use of PP. Although PET plastics have a very high transparency, they are not recyclable at the present time and cause a 32 % higher CO<sub>2</sub> consumption. (Source: Pöppelmann, 2023, PP = 1.63 kg CO<sub>2</sub>/kg plastic and PET = 2.15 kg CO<sub>2</sub>/kg plastic).







n this context, further packaging has been transferred to PP containers. This brings Wernsing closer to its goal of making at least 95 % by volume of the packaging material used recyclable by 2025.

In cooperation with our suppliers of cardboard boxes, which are used as secondary packaging, we have succeeded in making a big difference by making a small adjustment to the packing method at the time of delivery.

Until now, Euro pallets were used as standard to cover the cardboard boxes in order to protect them from external influences and to avoid deformation due to fluctuating humidity. The use of so-called multiplex boards has made it possible to optimise the pallet factor by 8 % while maintaining the same pallet height. This has been particularly noticeable in the number of deliveries and has significantly reduced the  $CO_2$  footprint. In addition, the handling also became easier, both for the suppliers' staff and for our employees.

In addition, it has been possible to achieve a reduction in  $CO_2$  by using alternative materials. Although it is currently not permitted in Germany to use so-called recyclates for packaging with direct food contact, in the case of shrink films, which combine individual plastic containers into a sales unit, the packaging development department has succeeded in using a film with a recyclate content of 50 % while maintaining the same quality, thus achieving a  $CO_2$  saving of 76 %.

### FACTS:

- The paper and cardboard materials used are fully recyclable
- Wernsing is working on new packaging concepts in development partnerships with long-standing, predominantly regional suppliers
- Since 2020, the fibres used for cardboard packaging have been exclusively purchased from FSC-certified sources, making a positive contribution to the protection of the forests
- All films for frozen products are made from a mono-material and are therefore 99 % recyclable
- The packaging materials (cardboard boxes, plastic containers, etc.) are almost exclusively supplied in reusable containers
- ✤ By 2025, the recycling quota (recyclability of the packaging used in terms of volume) is to reach 95 %

## >> DIGITALISATION

### Green IT – the digital connection between business and ecology

Sustainability and digitalisation are particularly crucial topics for Wernsing's corporate management. At first glance they may seem contradictory, but in fact they are closely intertwined. Digitalisation has been a key focus in sustainability management for many years and this is reflected in the company's materiality matrix. The upcoming transformation in the company ties up resources in many respects and requires readiness for change, but it also makes a decisive contribution to securing the future of the company.

As a service provider within the Wernsing Food Family, WFF IT pursues the goal of digital transformation for the Wernsing Food Family - divided into five levels: IT security, IT stability, transparency, efficiency, and collaboration. In line with the goals of the Wernsing Food Family, the IT department aims to facilitate the work of the group through its services, and to create an innovative working environment.

What is Green IT? Green IT is intended to counteract a negative trend which leads to increasing energy expenditure and overly complex processes, and combines the goals of digitalisation and sustainability into a holistic concept that places environmental compatibility and resource conservation in the foreground. In this context, green IT brings not only ecological but also economic and social benefits.

#### The four cornerstones of Green IT

#### 1. Saving energy

The use of tools and systems to measure and control energy consumption. With information provided in a timely manner, consumption and production data is analysed, from which measures to reduce energy consumption are derived. In addition, the company uses energy-efficient equipment and technologies. It also uses 100 % green electricity.

#### 2. Conserving resources

This is where IT can make the greatest contribution to sustainability. The networking of processes and the strategic evaluation with the help of business intelligence (BI) and process mining make it possible to create transparency with regard to resources and consumption. Measures for optimal resource consumption can be identified and directly controlled at the same time.



## >> DIGITALISATION



### FACT:

Our ongoing goal is to use technology to optimise processes, avoid waste and make efficient use of our human resources.

#### 3. Creating transparency and maintaining expertise

A large number of IT systems are used in the Wernsing Food Family today. IT networks these systems with each other and makes the interaction between systems, employees and processes visible. The IT staff create transparency with regard to processes, tools and resources. These topics are centrally documented and presented in IT tools such as Signavio (for process documentation) and Confluence (for regulations and manuals). This is because, in addition to measures to optimise processes and conserve resources, sustainable IT also means maintaining and sharing expertise within the company. IT also uses collaboration tools to facilitate the fast and easy exchange and sharing of knowledge. This improves internal collaboration and makes it easier for new employees to get on board.

#### 4. Raising awareness

Raising sustainability awareness among employees requires many measures and comprehensive communication. In 2022, various initiatives were launched to achieve this. For example, the training software used in the corporate group was updated and rolled out to other companies. In addition, employees were sensitised to the topics of IT awareness and information security through mailings, posters and training.

## **GREEN IT**



## >> NUTRITION AND HEALTH

### Wernsing – for good food. Every day.

n addition to product safety, Wernsing associates this motto not only with tasty, but also health-conscious nutrition. Wernsing produces good food for all consumer strata. Clean label products, the development of vegan options and recipe modifications with regard to salt, sugar and fat are our activities on a daily basis. The challenge is to actively contribute to a healthier diet while at the same time offering the consumer good taste and maintaining the convenience factor.

#### **Clean Label strategy**

Many Wernsing products carry a Clean Label. Since 2014, their share of the product range has been increasing and this is an important part of Wernsing's sustainable focus. It is our ambition to produce as many products as



possible with the Clean Label, i.e. without the addition of preservatives, flavour enhancers, antioxidants, colourings, emulsifiers, flavourings, yeast extracts and chemically modified starches.

#### Keeping an eye on social developments

Veganism has been a trend in society for many years. Within the last six years, the number of people living a vegan lifestyle in Germany has almost doubled. According to the Allensbach Market and Advertising Media Analysis, the number of vegans in 2021 was 1.41 million. (Source: Statista, 2021)

Vegetarians, flexitarians and people who follow a balanced diet are nowadays turning to foods without animal ingredients in their everyday lives. Many of Wernsing's products are already vegan and our focus is on continuous development.

## Vegan products as an integral part of the wide product range

The topic of healthy nutrition has played an important role in sustainable corporate management for many years. We also research future trends through intensive market observation.

### FACT:

According to the Federal Ministry of Food and Agriculture (BMEL), 10 % of the German population were vegetarians and 2 % vegans in 2021 - twice as many as in the previous year!

(Source BMEL, 2021, Germany, as it eats - the BMEL Nutrition Report 2021)



## >> NUTRITION AND HEALTH



Ultimately, our primary goal is to produce nutritionally valuable products which taste good, have a suitable shelf life and contain high-quality ingredients. The company is always aware of its responsibility and always acts in the interests of the customer and end consumer.

At Wernsing, modern product development forms the focal point between purchasing, quality assurance, production, retail, and the end consumer. **Our staff's extensive expertise and years of experience provide the best prerequisites for addressing nutritional trends.** 

There are many complex issues behind the development of vegan products. Consistency (emulsion or texture), appearance and taste, not only of meat alternatives but also when replacing dairy products, pose a challenge to product development. In some cases, alternative technologically effective raw materials are used that mimic the properties of known non-vegan products. This can take several months or even years of development time.

One of Wernsing's biggest goals is to avoid adding flavour enhancers such as aromas or yeast extracts to vegan products as much as possible, in contrast to many other vegan products on the market.

#### FACT:

Our product range (by number of products) under the Wernsing brand is 89 % vegetarian. In addition, 48 % of our range is vegan. (Status: December 2022)

#### Reductions in salt, sugar and fat

In various production areas, the company is working on slow but sustainable reductions in salt and sugar. Wernsing tries to make the reductions carefully in small steps in order to slowly get consumers used to salt and sugar-reduced products. For example, initial successes have already been achieved in the area of french fries.

However, a reduction in salt and sugar is only successful if the consumer accepts this change and does not add salt or sugar to the product, for example.

## >> DIVERSITY AND EQUAL OPPORTUNITIES

### Wernsing is known for its diverse facets

Diversity, tolerance and equal opportunities are a given throughout the company. Wernsing respects and promotes uniqueness and potential regardless of ethnic and social background, gender, culture, sexual orientation or physical and mental abilities.

For Wernsing, diversity, tolerance and equal opportunities begin in the application process and continue in the way we work together. Wernsing hires people who share the same values. For this reason, individual application processes have already been deliberately changed: gender, age, career and current employment have been pushed into the background. Curricula vitae and other personal details are deliberately omitted in the first step. What is important for Wernsing: the experience gained and the enthusiasm for employment at Wernsing, as a food producer. Targeted questions ensure more equal opportunities in the recruiting process and that the necessary information is obtained.

Skills and abilities can be acquired and learned in some positions and areas. For example, the 'internal qualification and integration programme' has been created in the production department. People are given the opportunity to gain real practical experience in a specified area of production for an individually defined period of time, thus preparing them for a "real" job in production according to their needs and possibilities. In this way, applicants are given an opportunity to pursue a position as a skilled worker in the future. In future, the more intensive onboarding process will be accompanied by a language course so that work instructions, hazard warnings and everyday working life can be mastered even better. It is important to Wernsing that every person in the company – regardless of their individual starting position – has the same development opportunities and chances.

Employees who have not been able to complete any vocational training in the past, or who have completed training unrelated to their job, have already started the third round of retraining as "machine and plant operators" in 2022. After a total of 16 months, the IHK qualification is completed in cooperation with a regional educational institution and the employment agency. The mix of theory and practical phases is financially supported so that the eight participants can continue to maintain their standard of living.

#### FACT:

Diversity has many facets, faces, and stories. More than 30 different nationalities work together at Wernsing.







ernsing currently employs around 1,440 people at its main site in Addrup. Attracting and retaining such a large workforce in a rural area requires structured and innovative human resources management. Therefore, it is very important to the company's management to offer an attractive working environment and a good working atmosphere, including a wide range of benefits.

Keeping a company of this size moving forward requires a lot of motivated and committed employees. Wernsing starts with this idea right at the beginning and sees the greatest potential in good vocational training. Through quality and effective training, the company is trying to counteract trends such as demographic change and the increasing shortage of applicants. As a result, the range of apprenticeships has been expanded in recent years. Wernsing faces many challenges in the future, especially in the field of IT. The range of apprenticeships has therefore been expanded to include the professions of "IT specialist for data and process analysis" and "IT specialist for digital networking".

In 2019, Wernsing was already recognised as a TOP training company by the Chamber of Industry and Commerce. This standard has been maintained and efforts



are constantly being made to further improve it. This year, the recertification is due. In addition, Wernsing trained two apprenticeship ambassadors with the IHK in 2021. Both can now talk extensively about vocational training, its advantages and their own experiences at events.

In 2021, the NaReLe project, which was carried out in cooperation with Leuphana University Lüneburg, was successfully completed. The aim of the project was to integrate and implement the idea of sustainability in professional activities, work processes and procedures. Within this framework, the trainee project "Leakage elimination in the compressed air supply" was successfully implemented by the prospective food technology specialists, thus contributing to energy saving. The film about this, prepared by the trainees themselves, received an award from NaReLe.

It is particularly gratifying that many former trainees are now in management positions. Many of them have personnel responsibility as heads of department and are part of the management team around the executive board. This shows that comprehensive training as well as the intensive promotion of young talent offer the company many advantages in terms of succession planning.

#### FACT:

Since 1962, a total of 630 apprentices have been successfully trained. Of these, 282 are still currently employed at Wernsing.





orking together for more safety at work. In a company like Wernsing, with more than 1,200 employees, one area of social sustainability is particularly important: workplace safety. In the area of occupational safety, it is therefore essential to set short-term as well as long-term goals. For this reason, an additional staff member has been added to the department.

In the years 2020–2022, the following projects were carried out in the area of occupational safety:

- Checking and further construction of guardrails on the roofs
- The "occupational safety person" project was successfully introduced throughout the company
- Intensification of return-to-work interviews with accident victims
- The LOTO project (Lock Out/ Tag Out) started with the first pilot phase
- Digitalisation of risk assessments

The company is currently pursuing the goal of reducing the occupational accident rate (1,000-man rate) by 20% by 2025 compared to the starting year 2020. So far, Wernsing is making good progress. All production departments are also pursuing a special goal: obtaining the accident-free bonus. Through participation in the award scheme which Wernsing has initiated, employees can receive a financial bonus if they are accident-free. **Many departments decide to donate the premiums jointly to charities, associations, or other social institutions.** 

### FACTS:

#### What is Lock Out/Tag Out?

It is a technical and organisational measure that ensures that the switch, lock and ball valves of a system are fixed in a certain position. This is to ensure protection against unauthorised access and also to prevent unintentional switching on, for example during maintenance.

**Lock Out:** Shutting off dangerous energy sources, releasing and draining any residual energy, securing the shut-off points with locks.

**Tag Out:** Marking with tags "Locked off – do not remove/switch on" and other necessary information.

Other exciting projects are planned for the future. For example, the occupational safety person project is to be continued. Here, in a rotating system, a special perspective on occupational safety at the workplace is given to a particular employee. This person is responsible for questions about occupational safety for the duration of their term of office. This creates awareness and leads to improvements in the workplace.

The implementation of occupational safety days in Spring 2023, especially for the trainees, is planned. Important topics here are trip and slip parcours, ergonomics, hearing protection, safety shoes and respiratory protection.

To increase transparency, an electronic display will be installed in a first test department, to show the accidentfree days for the department.

## >> FOOD SAFETY CULTURE

### Safe foodstuffs are a joint accomplishment

Product safety, product quality and sustainability are integral parts of our shared core values. Wernsing is committed to producing safe, high-quality products, meeting the needs of consumers and complying with all government regulations.

An active "Food Safety Culture" which avoids mistakes by working together is of great importance to the company, and the key to its success. The quality management system is a valuable tool for this purpose. This is based on many laws and the company's own guidelines. It is also based on standards such as IFS, Bio-Audit, Energy Management (50001:2018), ZNU Standard - Driving Sustainable Change, Sustainable Business, Halal, Beter Leven, KAT and RSPO. Continuous investment and comprehensive procurement mechanisms are essential for the further development of the company. Of particular note is our interdepartmental collaboration in the development of new products, as this makes a significant contribution to compliance with quality requirements.

With the help of the quality management system, Wernsing fulfils its commitments to safety and quality by ensuring that the company:

- fosters a corporate culture that follows the principle of "Safety First" and in which employees are motivated through ongoing professional development and training programmes
- adheres to standardised global guidelines, systems and standards

- supports investment and sourcing activities while being vigilant about food safety, quality and sustainability
- collaborates across business units to ensure that quality is built into the development of new products
- optimises and standardises processes through automation, validation and trend analysis
- continuously improves through benchmarking, audits and performance monitoring
- cultivates a culture characterised by trust, account-ability, open communication, and reporting of optimisation potential

#### FACTS:

#### What exactly is food safety culture?

A culture of shared values, beliefs and standards that influence behaviour and attitudes towards food safety within the organisation.



## >> SOCIAL COMMITMENT



"Social commitment and interest in our fellow human beings are an integral part of Wernsing's corporate culture. As a major employer in the region, people are at the heart of everything we do. By donating to non-profit organisations and sponsoring projects in the region and on relevant topics, the family-owned company has been fulfilling its social responsibility for decades. For us this is a way of sharing our successes with people who need help. However, the commitment and personal dedication of our employees to good causes are also important factors for us", says Andreas Sostmann, Finance Director.

#### The "Committee for Social Commitment", which consists of employees from all departments, was founded

**in 2018.** Every year, project proposals are reviewed and decisions regarding support are made on an equitable basis. This also makes spontaneous help possible. This is well illustrated by the support for three families in the Ahr valley who lost almost everything in the flood disaster in summer 2021. Here, the committee was very quick to agree on support. The separate "Employees in Need" fund makes sufficient financial resources available at any time to provide immediate assistance for employees who are going through difficult times.

The local food banks are regularly supported with donations of goods. The focus is also on local associations. We are very happy to donate money for purchases such as balls, jerseys, and other items. But social commitment also needs community. For several years now, the company has been sponsoring the employees' Christmas baking campaign. The sales support charitable organisations. The doubling of the donation by the management is a special incentive. Another great gesture by the employees of the specialist departments is, for example, the donation of accident-free bonuses to social projects. This creates incentives for the other departments to take an even more conscientious approach to the issue of occupational safety. The year 2022 was by no means an easy year for the entire population. The pandemic was followed by war in Europe and the population as well as the entire economy looked to the future with great concern. In addition to the goods donated by the entire Wernsing Food Family to the border areas, it was also important for Wernsing to support the humanitarian institutions on the ground.

The aid organisations Caritas, Malteser and Red Cross received financial support to the value of  $\in$ 50,000 each from five large companies in the districts of Vechta and Cloppenburg. The total amount of  $\notin$ 250,000 is for the victims of the Ukraine war. The amount will be used for long-term and sustainable aid for counselling of the refugees and care by those helping them.



Together for refugees: Caritas, Malteser and Red Cross together receive €250,000 © Kattinger/Kreiszeitung, 03.04.2022

## BIODIVERSITY AND RENATURING

### Creating new habitats and maintaining biodiversity

egional involvement in the field of ecology and the preservation of biodiversity have been important priorities of the company for many years.

The installation of insect hotels in the surrounding area and their free distribution to contract farmers are just a few of the measures taken in recent years. Every spring, 2,000 seed packets are distributed to employees in order to create small flowering areas in their private surroundings and to raise awareness for the issue of biodiversity. Some committed employees also distribute the sachets in regional institutions such as day-care centres or associations to create an even broader basis.

#### Support for a regional renaturation project

In 2021/2022, Wernsing provided financial support by assuming the entire costs of the project to relocate the course of a local stream, the Nadamer Bach, for ecological purposes, including the creation of a secondary floodplain. This was implemented by the Hase-Wateracht Association.



A new, meandering course of the Nadamer Bach was created on a 9,000 m<sup>2</sup> area. The new course of the stream was provided with secondary floodplains and still waters on both sides. Within the new course of the stream, ecological enhancements were created by installing structural elements such as fascines, stumps, tree trunks and gravel. The deliberate narrowing of the watercourse profile and the creation of varying bed widths are intended to promote the river's own dynamics over the long term.

The "old" course was not filled in but rather dammed, so that it can be flooded as an artificial oxbow lake during periods of high water, and provides an additional ecological habitat.

In the future, our involvement in this area will also serve to compensate for the impact on nature necessitated by the company's expansion.



Preliminary profiling of the terrai



Planning 2022

## >> ABOUT THIS REPORT

Since 2015, Wernsing Feinkost GmbH has been strategically analysing and systematically recording the issues of sustainability and long-term viability. The establishment of appropriate sustainability management structures throughout the company plays an important part in this. For the second time in the company's history, measures, processes and organisational structures that have already been successfully implemented, as well as short-, medium- and long-term goals and plans, are summarised in a report. The report is intended to illustrate the further development of holistic sustainability management. The analysis was carried out exclusively for Wernsing Feinkost GmbH, which is part of the Wernsing Food Family.

The company's first sustainability report was published in Spring 2020.

With the publication of this follow-up report, the company is underscoring its express desire and willingness to communicate transparently with all relevant stakeholders and to enter into an open dialogue based on partnership. The report - together with the company's website, other publications, and other external and internal communication measures - is an essential component of Wernsing Feinkost GmbH's integrated communication concept. The report is also available on the website www.wernsing.de.

#### **Report parameters**

The content of this report is based on the recommendations of the Global Reporting Initiative (GRI) – without, however, claiming to fully comply with this standard at this point in time. We plan to continue sustainability reporting on an ongoing basis and to develop it further in a sensible and pragmatic manner. The publication of the next comprehensive sustainability report is planned for 2025.

#### **Reporting framework**

In 2017, Wernsing Feinkost GmbH was certified for the first time by ARS PROBATA GmbH, an independent certification company, in accordance with the ZNU Standard – Driving Sustainable Change. This standard was developed by the Centre for Sustainable Management (ZNU) at the University of Witten/Herdecke. It is designed to help manufacturing companies in the food industry to implement an integrated sustainability management system. In the course of this certification, three fields of action were identified which cover the pillars of sustainability: ecological sustainability, economic sustainability, and social sustainability.

#### **Reporting period**

The information presented in this report as well as the reported data and figures refer to the years 2020-2022. In addition, relevant information from previous years has also been presented. The editorial deadline for this report was 31.01.2023.



SDGs (Sustainable Development Goals)	ZNU Standard Requirement	Wernsing Sustainability Report Chapter
Goal 1 No Poverty	II.10 Innovation	1.3.1 Biomass heating plant, 2.4 Shop floor management, 3.1 Expansion of Central Warehouse II, 3.2 Agri-Gaia, 3.3 Packaging, 3.4 Digitalisation
	II.14 Fair competition	2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis
	II.15 Local commitment	5.3 Social commitment
	II.16 Procurement	2.1 Crop management, 2.1.1 Raw materials, 2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis 2.3 Young Potato Farmers, 3.2 Agri-Gaia, 3.3 Packaging
<b></b>	II.21 Human rights	2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis, 4.2 Diversity and equal opportunities
/ IU <del>A</del> TU TU AN IU	II.17 Fair payment	2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis, 4.2 Diversity and equal opportunities
	II.18 Fair value creation	Editorial and company profile, 2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis
Goal 2	I.2 Philosophy / values	Editorial and company profile, Data, facts and goals, 1.1 Sustainability strategy and objectives
	II.15 Local commitment	5.3 Social commitment
2 ZERO HUNGER	II.16 Procurement	2.1 Crop management, 2.1.1 Raw materials, 2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis 2.3 Young Potato Farmers, 3.2 Agri-Gaia, 3.3 Packaging
	II.20 Health	4.1 Nutrition and health, 5.2 Food safety culture
<u> </u>	II.21 Human rights	2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.I Value chain and risk analysis, 4.2 Diversity and equal opportunities
	II.10 Innovation	1.3.1 Biomass heating plant, 2.4 Shop floor management, 3.1 Expansion of Central Warehouse II, 3.2 Agri-Gaia, 3.3 Packaging, 3.4 Digitalisation
	II.15 Local commitment	5.3 Social commitment
	II.17 Fair payment	2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis, 4.2 Diversity and equal opportunities
	II.18 Fair value creation	Editorial and company profile, 2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis
	II.1 Climate	1.1 Sustainability strategy and objectives, 1.2 Stakeholder dialogue and materiality matrix, 1.3 Emissions and re- sources, 1.3.1 Biomass heating plant, 1.3.2 Climate protection strategy
	II.6 Soil	2.1 Crop management, 2.3 Young Potato Farmers, 3.2 Agri-Gaia
	II.10 Innovation	1.3.1 Biomass heating plant, 2.4 Shop floor management, 3.1 Expansion of Central Warehouse II, 3.2 Agri-Gaia, 3.3 Packaging, 3.4 Digitalisation
	II.11 Quality	2.1 Crop management, 2.3 Young Potato Farmers, 3.2 Agri-Gaia, 4.1 Nutrition and health, 5.2 Food safety culture
	II.8 Biodiversity	Data, facts and goals, 1.1 Sustainability strategy and objectives 2.1 Crop management, 2.3 Young Potato Farmers, 5.4 Biodiversity and renaturing
Goal 3	II.16 Procurement	2.1 Crop management, 2.1.1 Raw materials, 2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis 2.3 Young Potato Farmers, 3.2 Agri-Gaia, 3.3 Packaging
GOOD HEALTH	II.19 Occupational safety	1.1 Sustainability strategy and objectives, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis, 3.1 Expansion of Central Warehouse II, 5.1 Work safety
<b>J</b> AND WELL-BEING	II.20 Health	4.1 Nutrition and health, 5.2 Food safety culture
	II.21 Human rights	2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis, 4.2 Diversity and equal opportunities
	II.22 Diversity	Data, facts and goals, 4.2 Diversity and equal opportunities
	II.23 Demography	4.2 Diversity and equal opportunities
	I.2 Philosophy / values	Editorial and company profile, Data, facts and goals, 1.1 Sustainability strategy and objectives
	II.13 Fair advertising	4.1 Nutrition and health
	II.19 Occupational safety	1.1 Sustainability strategy and objectives, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis, 3.1 Expansion of Central Warehouse II, 5.1 Work safety
	II.4 Waste	Data, facts and goals, 1.1 Sustainability strategy and objectives, 3.3 Packaging
	II.5 Water	Data, facts and goals, 1.3 Emissions and resources, 2.1 Crop management, 5.4 Biodiversity and renaturing
	II.6 Soil	2.1 Crop management, 2.3 Young Potato Farmers, 3.2 Agri-Gaia
	II.7 Air	1.1 Sustainability strategy and objectives, 1.3 Emissions and resources, 1.3.2 Climate protection strategy



SDGs (Sustainable Development Goals)	ZNU Standard Requirement	Wernsing Sustainability Report Chapter
Goal 4	II.16 Procurement	2.1 Crop management, 2.1.1 Raw materials, 2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis 2.3 Young Potato Farmers, 3.2 Agri-Gaia, 3.3 Packaging
4 QUALITY EDUCATION	II.21 Human rights	2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis, 4.2 Diversity and equal opportunities
	II.22 Diversity	Data, facts and goals, 4.2 Diversity and equal opportunities
	I.5 Education / learning process	Data, facts and goals, 1.1 Sustainability strategy and objectives, 3.4 Digitalisation, 4.3 Apprenticeship and training, 5.2 Food safety culture
	II.15 Local commitment	5.3 Social commitment
	II.23 Demography	4.2 Diversity and equal opportunities
Goal 5	II.16 Procurement	2.1 Crop management, 2.1.1 Raw materials, 2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis 2.3 Young Potato Farmers, 3.2 Agri-Gaia, 3.3 Packaging
<b>5</b> GENDER EQUALITY	II.21 Human rights	2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis, 4.2 Diversity and equal opportunities
Ę	II.22 Diversity	Data, facts and goals, 4.2 Diversity and equal opportunities
Goal 6	II.15 Local commitment	5.3 Social commitment
	II.20 Health	4.1 Nutrition and health, 5.2 Food safety culture
6 GLEAN WATER AND SANITATION	II.21 Human rights	2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis, 4.2 Diversity and equal opportunities
	II.5 Water	Data, facts and goals, 1.3 Emissions and resources, 2.1 Crop management, 5.4 Biodiversity and renaturing
	II.10 Innovation	1.3.1 Biomass heating plant, 2.4 Shop floor management, 3.1 Expansion of Central Warehouse II, 3.2 Agri-Gaia, 3.3 Packaging, 3.4 Digitalisation
	II.8 Biodiversity	Data, facts and goals, 1.1 Sustainability strategy and objectives 2.1 Crop management, 2.3 Young Potato Farmers, 5.4 Biodiversity and renaturing
Goal 7	II.10 Innovation	1.3.1 Biomass heating plant, 2.4 Shop floor management, 3.1 Expansion of Central Warehouse II, 3.2 Agri-Gaia, 3.3 Packaging, 3.4 Digitalisation
7 AFFORDABLE AND	II.15 Local commitment	5.3 Social commitment
GLEAN ENERGY	II.16 Procurement	2.1 Crop management, 2.1.1 Raw materials, 2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis 2.3 Young Potato Farmers, 3.2 Agri-Gaia, 3.3 Packaging
-0-	II.21 Human rights	2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis, 4.2 Diversity and equal opportunities
	II.2 Energy	Data, facts and goals, 1.1 Sustainability strategy and objectives, 1.3 Emissions and resources, 1.3.1 Biomass heating plant, 1.3.2 Climate protection strategy, 2.4 Shop floor management, 3.1 Expansion of Central Warehouse II, 3.4 Digitalisation



SDGs (Sustainable Development Goals)	ZNU Standard Requirement	Wernsing Sustainability Report Chapter
Goal 8	II.15 Local commitment	5.3 Social commitment
8 DECENT WORK AND ECONOMIC GROWTH	II.16 Procurement	2.1 Crop management, 2.1.1 Raw materials, 2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis 2.3 Young Potato Farmers, 3.2 Agri-Gaia, 3.3 Packaging
	II.17Fair payment	2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis, 4.2 Diversity and equal opportunities
	II.10 Innovation	1.3.1 Biomass heating plant, 2.4 Shop floor management, 3.1 Expansion of Central Warehouse II, 3.2 Agri-Gaia, 3.3 Packaging, 3.4 Digitalisation
	II.18 Fair value creation	Editorial and company profile, 2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis
	II.19 Occupational safety	1.1 Sustainability strategy and objectives, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis, 3.1 Expansion of Central Warehouse II, 5.1 Work safety
	I.4.1 Integration / individual commit- ments	Editorial and company profile, Data, facts and goals, 1.1 Sustainability strategy and objectives
	I.5.4 Education / learning process	Data, facts and goals, 1.1 Sustainability strategy and objectives, 3.4 Digitalisation, 4.3 Apprenticeship and training, 5.2 Food safety culture
	II.1 Climate	1.1 Sustainability strategy and objectives, 1.2 Stakeholder dialogue and materiality matrix, 1.3 Emissions and re- sources, 1.3.1 Biomass heating plant, 1.3.2 Climate protection strategy
	II.2 Energy	Data, facts and goals, 1.1 Sustainability strategy and objectives, 1.3 Emissions and resources, 1.3.1 Biomass heating plant, 1.3.2 Climate protection strategy, 2.4 Shop floor management, 3.1 Expansion of Central Warehouse II, 3.4 Digitalisation
	II.3 Packaging	Data, facts and goals, 1.1 Sustainability strategy and objectives, 3.3 Packaging
	II.4 Waste	Data, facts and goals, 1.1 Sustainability strategy and objectives, 3.3 Packaging
	II.5 Water	Data, facts and goals, 1.3 Emissions and resources, 2.1 Crop management, 5.4 Biodiversity and renaturing
	II.6 Soil	2.1 Crop management, 2.3 Young Potato Farmers, 3.2 Agri-Gaia
	II.7 Air	1.1 Sustainability strategy and objectives, 1.3 Emissions and resources, 1.3.2 Climate protection strategy
	II.8 Biodiversity	Data, facts and goals, 1.1 Sustainability strategy and objectives 2.1 Crop management, 2.3 Young Potato Farmers, 5.4 Biodiversity and renaturing
	II.9 Animal welfare	Not covered in this report
	II.22 Diversity	Data, facts and goals, 4.2 Diversity and equal opportunities
	II.21 Human rights	2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis, 4.2 Diversity and equal opportunities
Goal 9	II.10 Innovation	1.3.1 Biomass heating plant, 2.4 Shop floor management, 3.I Expansion of Central Warehouse II, 3.2 Agri-Gaia, 3.3 Packaging, 3.4 Digitalisation
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	II.16 Procurement	2.1 Crop management, 2.1.1 Raw materials, 2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis 2.3 Young Potato Farmers, 3.2 Agri-Gaia, 3.3 Packaging
	I.6.3 Diagnosis / performance	Data, facts and goals, 1.3 Emissions and resources, 2.1 Crop management, 5.4 Biodiversity and renaturing
	I.4.1 Integration / individual commit- ments	Editorial and company profile, Data, facts and goals, 1.1 Sustainability strategy and objectives
	I.5.4 Education / learning process	Data, facts and goals, 1.1 Sustainability strategy and objectives, 3.4 Digitalisation, 4.3 Apprenticeship and training, 5.2 Food safety culture
Goal 10	II.15 Local commitment	5.3 Social commitment
10 REDUCED INEQUALITIES	II.16 Procurement	2.1 Crop management, 2.1.1 Raw materials, 2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis 2.3 Young Potato Farmers, 3.2 Agri-Gaia, 3.3 Packaging
	II.18 Fair value creation	Editorial and company profile, 2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis
	II.17Fair payment	2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.I Value chain and risk analysis, 4.2 Diversity and equal opportunities
	II.21 Human rights	2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis, 4.2 Diversity and equal opportunities
	II.22 Diversity	Data, facts and goals, 4.2 Diversity and equal opportunities



SDGs (Sustainable Development Goals)	ZNU Standard Requirement	Wernsing Sustainability Report Chapter
Goal 11 11 SUSTAINABLE CITIES	II.10 Innovation	1.3.1 Biomass heating plant, 2.4 Shop floor management, 3.1 Expansion of Central Warehouse II, 3.2 Agri-Gaia, 3.3 Packaging, 3.4 Digitalisation
	II.15 Local commitment	5.3 Social commitment
	II.16 Procurement	2.1 Crop management, 2.1.1 Raw materials, 2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis 2.3 Young Potato Farmers, 3.2 Agri-Gaia, 3.3 Packaging
	II.21 Human rights	2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis, 4.2 Diversity and equal opportunities
	I.5.4 Education / learning process	Data, facts and goals, 1.1 Sustainability strategy and objectives, 3.4 Digitalisation, 4.3 Apprenticeship and training, 5.2 Food safety culture
	II.1 Climate	1.1 Sustainability strategy and objectives, 1.2 Stakeholder dialogue and materiality matrix, 1.3 Emissions and re- sources, 1.3.1 Biomass heating plant, 1.3.2 Climate protection strategy
	II.2 Energy	Data, facts and goals, 1.1 Sustainability strategy and objectives, 1.3 Emissions and resources, 1.3.1 Biomass heating plant, 1.3.2 Climate protection strategy, 2.4 Shop floor management, 3.1 Expansion of Central Warehouse II, 3.4 Digitalisation
	II.3 Packaging	Data, facts and goals, 1.1 Sustainability strategy and objectives, 3.3 Packaging
	II.4 Waste	Data, facts and goals, 1.1 Sustainability strategy and objectives, 3.3 Packaging
	II.5 Water	Data, facts and goals, 1.3 Emissions and resources, 2.1 Crop management, 5.4 Biodiversity and renaturing
	II.6 Soil	2.1 Crop management, 2.3 Young Potato Farmers, 3.2 Agri-Gaia
	II.7 Air	1.1 Sustainability strategy and objectives, 1.3 Emissions and resources, 1.3.2 Climate protection strategy
	II.8 Biodiversity	Data, facts and goals, 1.1 Sustainability strategy and objectives 2.1 Crop management, 2.3 Young Potato Farmers, 5.4 Biodiversity and renaturing
	II.9 Animal welfare	Not covered in this report
Goal 12	All requirements of the ZNU-Stan- dard Driving Sustainable Change, in particular:	Entire contents of Sustainability Report
12 RESPONSIBLE CONSUMPTION	I.5.4 Education / learning process	Data, facts and goals, 1.1 Sustainability strategy and objectives, 3.4 Digitalisation, 4.3 Apprenticeship and training, 5.2 Food safety culture
AND PRODUCTION	II.10 Innovation	1.3.1 Biomass heating plant, 2.4 Shop floor management, 3.1 Expansion of Central Warehouse II, 3.2 Agri-Gaia, 3.3 Packaging, 3.4 Digitalisation
	I.6.3 Diagnosis / performance	Data, facts and goals, 1.3 Emissions and resources, 2.1 Crop management, 5.4 Biodiversity and renaturing
	II.5 Water	Data, facts and goals, 1.3 Emissions and resources, 2.1 Crop management, 5.4 Biodiversity and renaturing
	II.6 Soil	2.1 Crop management, 2.3 Young Potato Farmers, 3.2 Agri-Gaia
	II.7 Air	1.1 Sustainability strategy and objectives, I.3 Emissions and resources, I.3.2 Climate protection strategy
	II.11 Quality	2.1 Crop management, 2.3 Young Potato Farmers, 3.2 Agri-Gaia, 4.1 Nutrition and health, 5.2 Food safety culture
	II.16 Procurement	2.1 Crop management, 2.1.1 Raw materials, 2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis 2.3 Young Potato Farmers, 3.2 Agri-Gaia, 3.3 Packaging
	II.2 Energy	Data, facts and goals, 1.1 Sustainability strategy and objectives, 1.3 Emissions and resources, 1.3.1 Biomass heating plant, 1.3.2 Climate protection strategy, 2.4 Shop floor management, 3.1 Expansion of Central Warehouse II, 3.4 Digitalisation
	II.3 Packaging	Data, facts and goals, 1.1 Sustainability strategy and objectives, 3.3 Packaging
	II.1–11.8 (all environmental requi- rements)	1 Focussed, 2.1 Crop management, 2.3 Young Potato Farmers, 3.2 Agri-Gaia, 3.3 Packaging, 5.4 Biodiversity and renaturing
	II.20 Health	4.1 Nutrition and health, 5.2 Food safety culture
	II.4 Waste	Data, facts and goals, 1.1 Sustainability strategy and objectives, 3.3 Packaging
	I.4.1 Integration / individual commit- ments	Editorial and company profile, Data, facts and goals, 1.1 Sustainability strategy and objectives
	I.7 Culture of dialogue	Data, facts and goals, 1.2 Stakeholder dialogue and materiality matrix, 2.1 Crop management, 2.1.1 Raw materials, 2.1.2 Supplier management, 2.4 Shop floor management, 2.5 Plant tours concept, 3.4 Digitalisation, 5.2 Food safety culture
	II.1 Climate	1.1 Sustainability strategy and objectives, 1.2 Stakeholder dialogue and materiality matrix, 1.3 Emissions and re- sources, 1.3.1 Biomass heating plant, 1.3.2 Climate protection strategy



SDGs (Sustainable Development Goals)	ZNU Standard Requirement	Wernsing Sustainability Report Chapter
Goal 13	II.1 Climate	1.1 Sustainability strategy and objectives, 1.2 Stakeholder dialogue and materiality matrix, 1.3 Emissions and re- sources, 1.3.1 Biomass heating plant, 1.3.2 Climate protection strategy
13 CLIMATE	II.2 Energy	Data, facts and goals, 1.1 Sustainability strategy and objectives, 1.3 Emissions and resources, 1.3.1 Biomass heating plant, 1.3.2 Climate protection strategy, 2.4 Shop floor management, 3.1 Expansion of Central Warehouse II, 3.4 Digitalisation
	II.8 Biodiversity	Data, facts and goals, 1.1 Sustainability strategy and objectives 2.1 Crop management, 2.3 Young Potato Farmers, 5.4 Biodiversity and renaturing
	II.9 Animal welfare	Not covered in this report
	II.10 Innovation	1.3.1 Biomass heating plant, 2.4 Shop floor management, 3.1 Expansion of Central Warehouse II, 3.2 Agri-Gaia, 3.3 Packaging, 3.4 Digitalisation
	II.16 Procurement	2.1 Crop management, 2.1.1 Raw materials, 2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis 2.3 Young Potato Farmers, 3.2 Agri-Gaia, 3.3 Packaging
	I.4.1 Integration / individual commit- ments	Editorial and company profile, Data, facts and goals, 1.1 Sustainability strategy and objectives
	I.5.4 Education / learning process	Data, facts and goals, 1.1 Sustainability strategy and objectives, 3.4 Digitalisation, 4.3 Apprenticeship and training, 5.2 Food safety culture
Goal 14	II.2 Energy	Data, facts and goals, 1.1 Sustainability strategy and objectives, 1.3 Emissions and resources, 1.3.1 Biomass heating plant, 1.3.2 Climate protection strategy, 2.4 Shop floor management, 3.1 Expansion of Central Warehouse II, 3.4 Digitalisation
14 BELOW WATER	II.8 Biodiversity	Data, facts and goals, 1.1 Sustainability strategy and objectives 2.1 Crop management, 2.3 Young Potato Farmers, 5.4 Biodiversity and renaturing
	II.16 Procurement	2.1 Crop management, 2.1.1 Raw materials, 2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis 2.3 Young Potato Farmers, 3.2 Agri-Gaia, 3.3 Packaging
	I.5.4 Education / learning process	Data, facts and goals, 1.1 Sustainability strategy and objectives, 3.4 Digitalisation, 4.3 Apprenticeship and training, 5.2 Food safety culture
	II.4 Waste	Data, facts and goals, 1.1 Sustainability strategy and objectives, 3.3 Packaging
	II.5 Water	Data, facts and goals, 1.3 Emissions and resources, 2.1 Crop management, 5.4 Biodiversity and renaturing
	II.9 Animal welfare	Not covered in this report
	II.7 Air	1.1 Sustainability strategy and objectives, 1.3 Emissions and resources, 1.3.2 Climate protection strategy
	II.10 Innovation	1.3.1 Biomass heating plant, 2.4 Shop floor management, 3.1 Expansion of Central Warehouse II, 3.2 Agri-Gaia, 3.3 Packaging, 3.4 Digitalisation
	II.18 Fair value creation	Editorial and company profile, 2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis
Goal 15	II.2 Energy	Data, facts and goals, 1.1 Sustainability strategy and objectives, 1.3 Emissions and resources, 1.3.1 Biomass heating plant, 1.3.2 Climate protection strategy, 2.4 Shop floor management, 3.1 Expansion of Central Warehouse II, 3.4 Digitalisation
	II.3 Packaging	Data, facts and goals, 1.1 Sustainability strategy and objectives, 3.3 Packaging
	II.4 Waste	Data, facts and goals, 1.1 Sustainability strategy and objectives, 3.3 Packaging
	II.8 Biodiversity	Data, facts and goals, 1.1 Sustainability strategy and objectives 2.1 Crop management, 2.3 Young Potato Farmers, 5.4 Biodiversity and renaturing
	II.16 Procurement	2.1 Crop management, 2.1.1 Raw materials, 2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis 2.3 Young Potato Farmers, 3.2 Agri-Gaia, 3.3 Packaging
	II.5 Water	Data, facts and goals, 1.3 Emissions and resources, 2.1 Crop management, 5.4 Biodiversity and renaturing
	II.6 Soil	2.1 Crop management, 2.3 Young Potato Farmers, 3.2 Agri-Gaia
	II.7 Air	1.1 Sustainability strategy and objectives, 1.3 Emissions and resources, 1.3.2 Climate protection strategy
	II.1 Climate	1.1 Sustainability strategy and objectives, 1.2 Stakeholder dialogue and materiality matrix, 1.3 Emissions and re- sources, 1.3.1 Biomass heating plant, 1.3.2 Climate protection strategy
	II.9 Animal welfare	Not covered in this report



SDGs (Sustainable Development Goals)	ZNU Standard Requirement	Wernsing Sustainability Report Chapter
Goal 16	II.15 Local commitment	5.3 Social commitment
16 PEACE, JUSTICE AND STRONG INSTITUTIONS	II.16 Procurement	2.1 Crop management, 2.1.1 Raw materials, 2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis 2.3 Young Potato Farmers, 3.2 Agri-Gaia, 3.3 Packaging
	II.21 Human rights	2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis, 4.2 Diversity and equal opportunities
	II.14 Fair competition	2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis
Goal 17	II.14 Fair competition	2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis
17 PARTNERSHIPS FOR THE GOALS	II.15 Local commitment	5.3 Social commitment
	II.16 Procurement	2.1 Crop management, 2.1.1 Raw materials, 2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis 2.3 Young Potato Farmers, 3.2 Agri-Gaia, 3.3 Packaging
	II.18 Fair value creation	Editorial and company profile, 2.1.2 Supplier management, 2.2 Risk analysis and duty of care, 2.2.1 Value chain and risk analysis
	I.5.4 Education / learning process	Data, facts and goals, 1.1 Sustainability strategy and objectives, 3.4 Digitalisation, 4.3 Apprenticeship and training, 5.2 Food safety culture
	II.10 Innovation	1.3.1 Biomass heating plant, 2.4 Shop floor management, 3.1 Expansion of Central Warehouse II, 3.2 Agri-Gaia, 3.3 Packaging, 3.4 Digitalisation

## >> LEGAL NOTICE

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All information in the Sustainability Report 2.0 for the years 2020-2022 has been collected and processed with the greatest of care. Nevertheless, errors cannot be completely excluded.

All forward-looking statements were made on the basis of current assumptions and estimates at the time of publication.

#### More information at:

www.wernsing.de

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"ONE MIGHT THINK IT IS CLEVER TO GATHER GOOD PEOPLE AROUND ONESELF WHO ARE ABLE TO COMPLEMENT ONE'S OWN STRENGTHS AND COMPENSATE FOR ONE'S OWN WEAKNESSES."

~ Heinz Wernsing

