



# SUSTAINABILITY REPORT 20<sup>18</sup><sub>19</sub>

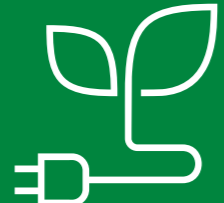


for good food

# DATES, FACTS AND GOALS


**100%**

**100% green energy**  
Since 2019, 100% of the electricity purchased externally has been from renewable sources.




**-23.5%**

Reduction of 23.5% in **total energy consumption** per tonne of production output in 2025 compared to 2012.



**-30%**

Wernsing's goal is to **reduce water consumption** per tonne of production output by 30% between 2012 and 2025.



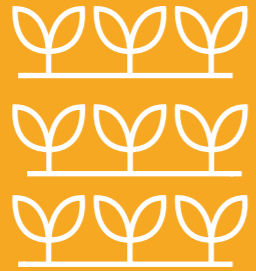
**-22.4%**

The consumption of **wastewater treatment chemicals** decreased by more than 22.4% in the last year.



**100%**

In 2019, 100% of the potatoes used by Wernsing originated from **controlled and certified cultivation** sources such as GLOBALG.A.P.



**> 40%**

More than 40% of our fresh potato products (french fries and potato specialities) are shipped using **innovative reusable packaging systems**.



**16 ha**

In 2019, in cooperation with our contracted farmers, we added approximately **16 hectares of flowering strips** into our agricultural landscape, about the size of 22 football pitches.



**95%**

By 2025, 95% of all **packaging** (by quantity) should be **recyclable**.




By the end of 2022, our **Addrup site**, including the waste disposal centre, will be **CO<sub>2</sub> neutral**.




**450,000 tonnes**

Wernsing uses **450,000 tonnes of potatoes** every year.



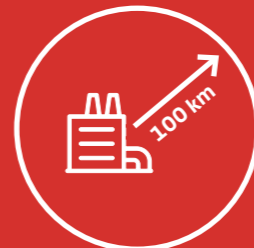
**70%**

Around 70% of our potato requirements are covered through **contract farming**.



**> 50%**

In 2019, more than 50% of our requirements for raw materials and packaging was sourced **regionally within a radius of 100km**.




**125,000**

Each year, Wernsing tests more than **125,000 samples** as part of our **internal monitoring programme**.




**-20%**

By 2020, **reportable workplace accidents** should be reduced by 20% compared to 2015.



**0.000004%**

Wernsing aims to have a **maximum of 4 complaints per 1 million individual packaged units** annually. That is less than 0.000004%.



**10,6 years**

The **average length of service** at the company is 10,6 years.




**16,000 hours**

In 2019, Wernsing invested more than 16,000 hours in the **ongoing training** of our staff.



**-50%**

The **total paper consumption for administrative processes** was reduced by 50% from 2015 to 2018.



**250,000 €**

Joint social responsibility– in 2019, the company and **employee initiatives** supported **regional social projects** to the value of €250,000.





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# EDITORIAL



Dear readers,

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Throughout the history of the Wernsing Feinkost GmbH company, ecological and social aspects have always played an important role. As a food manufacturer, we combine value creation with responsible action: we want to contribute to good nutrition and at the same time safeguard our natural resources for future generations. "Sustainable business - shaping the future": this is the guiding principle behind all our actions.

From the procurement of raw materials to production, packaging and logistics, the entire value chain is the focus of continuous process improvement. We believe that commitment to innovation and sustainable action belong together. We also want to further optimise our energy related performance and continuously reduce the environmental impact of our operations. Regional sources of raw materials, the efficient use of resources, and optimized

processes serve both economic and ecological interests. Sustainability also means meeting our social responsibility towards employees, partners and society. We train young people locally, nurture our employees and place great value on long-term loyalty and a good working atmosphere.

We have been doing all this for many years. However, in order to pursue our sustainability activities even more systematically, we have decided to certify Wernsing Feinkost GmbH in accordance with the ZNU standard for more sustainable management. We want to make our services, activities and goals measurable and visible for everyone - because we take it very seriously. This sustainability report is one result of these endeavours. For the first time in the company's history, this report summarises all our activities in the area of sustainability.

Best wishes

Andreas Sostmann

Stefan Trenkamp

Stefan Wernsing

Martin Ponzel

Alfred Kessen

Executive management team of Wernsing Feinkost

# For good food

Sustainable thinking is our key ingredient.





## FOR GOOD FOOD – SINCE 1962

## WERNSING'S PHILOSOPHY, GOALS AND VISION



Stefan Wernsing and Heinrich Wernsing

**The Wernsing success story began with the production of french fries, and the potato is still the most important raw material for the company today.** Since then, however, the product range has grown to include many more products: in addition to frozen and fresh potato specialities, the company also produces salads, dips, dressings and sauces as well as desserts.

At the Addrup site, located between Osnabrück and Bremen, Wernsing Feinkost GmbH processes over 450,000 tons

Wernsing Feinkost GmbH is the cornerstone of the Wernsing Food Family, an international group of companies with an annual turnover of over 1.3 billion Euro. Founded in 1962 by Heinrich Wernsing in Addrup, Lower Saxony, Wernsing has grown continuously over the intervening decades as a result of the innovative spirit and entrepreneurial courage of the Wernsing family from a small family business to become a modern, dynamic and socially responsible group of companies and an important player in the German food industry.

**The Wernsing success story began with the production of french fries**

of potatoes and 35,000 tons of vegetables every year. **1,150 employees, including around 100 trainees, are the mainstay of the company's success** and make an indispensable contribution every day to making the company one of the leading producers of deli foods in Germany today. Customers can choose from a total of around 650 different products. Wernsing's versatility is also evident in the more than 750 different raw materials that the company uses. Sustainable management, in particular the responsible use of natural resources, is therefore inextricably linked to Wernsing's goal: to produce good food.



Alfred Kessen

"We think outside the box." - The Wernsing employees live up to this maxim every day and are committed to quality-oriented thinking and actions at all levels of the company. Our customers' requirements are always the focus of our attention, often leading to challenges. **"Our solution-oriented thinking and our decisiveness in terms of practical implementation make us a reliable partner"**, says Managing Director Alfred Kessen. "This applies to our collaboration with our customers and employees as well as with our suppliers. At the core of the

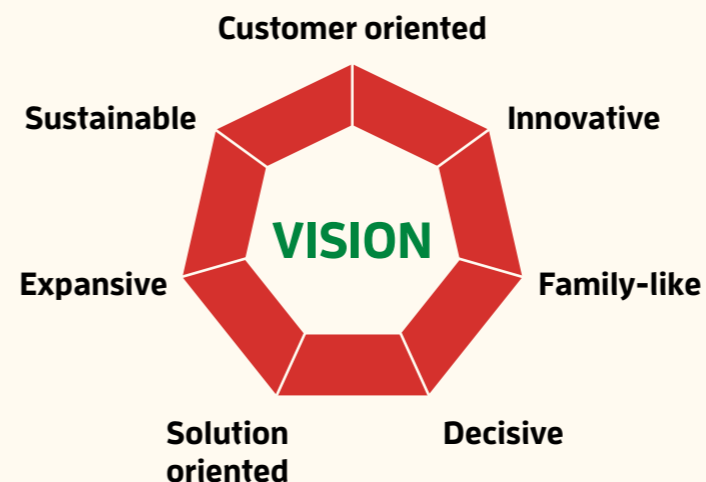
Wernsing Food Family, our actions are defined by family values."

Products and markets are constantly changing, so that innovation is essential. That is why Wernsing takes a holistic approach: new and improved products and modern packaging are combined with the use of state-of-the-art technology and a high degree of customer-specific service. Customers throughout Germany, but also in many European countries and all over the world, also value Wernsing's one-stop shop philosophy, from raw materials to logistics. Digitalisation, industry 4.0 and artificial intelligence are opening up new possibilities.

"These are the building blocks which will allow us to continue to develop and grow together with our partners and suppliers. It is part of our winning concept to combine value creation with responsible conduct in terms of ecological, economic and social sustainability", Kessen sums up.

### WHAT MAKES US SPECIAL?

The Wernsing brand core values



Wernsing has more than **650 finished product recipes** and **over 2,100 production items**, made from **750 different raw materials**, and packed with the help of **2,800 packaging items**, resulting in a very complex production programme.



## “WE WORK OUT OF CONVICTION”



Wernsing has been living sustainability for many years. The company pursues the goal of always looking at the entire value chain and constantly searching for improvement potential. **Stefan Wernsing, Managing Partner, talks in an interview about how sustainability is deeply embedded in the company.**

### What is the significance of sustainability at Wernsing?

Sustainable management is an essential part of our company philosophy. Our strategy involves setting ourselves binding goals every year, and we work hard to meet them. The importance of this issue is underlined by the fact that I and the other four managing directors are all members of Wernsing's sustainability team. Living sustainability in practice also means that every employee is sensitised to keep his or her eyes open everywhere and to look for ways in which we can improve even further. We work out of complete conviction!

### Where do you set your priorities?

The potato is our most important raw material. That's why it's clear that we are committed to continuous improvement in this area in particular. We literally want to make the most out of each potato and therefore optimise its utilisation. This begins in the field and ends with the by-products that are not directly used in the manufacture of our products. But even apart from the potato, there are countless areas and projects which we are already working on, ranging from the broad area of energy, through packaging and logistics, to our employees.

### Sustainable certification

Wernsing has been certified since 2017 in accordance with the ZNU Standard - Driving Sustainable Change. This standard, developed by the Centre for Sustainable Management at the University of Witten/Herdecke, supports the company in the design, implementation and ongoing development of sustainability management.



### ADVANTAGES OF THE ZNU-STANDARD:

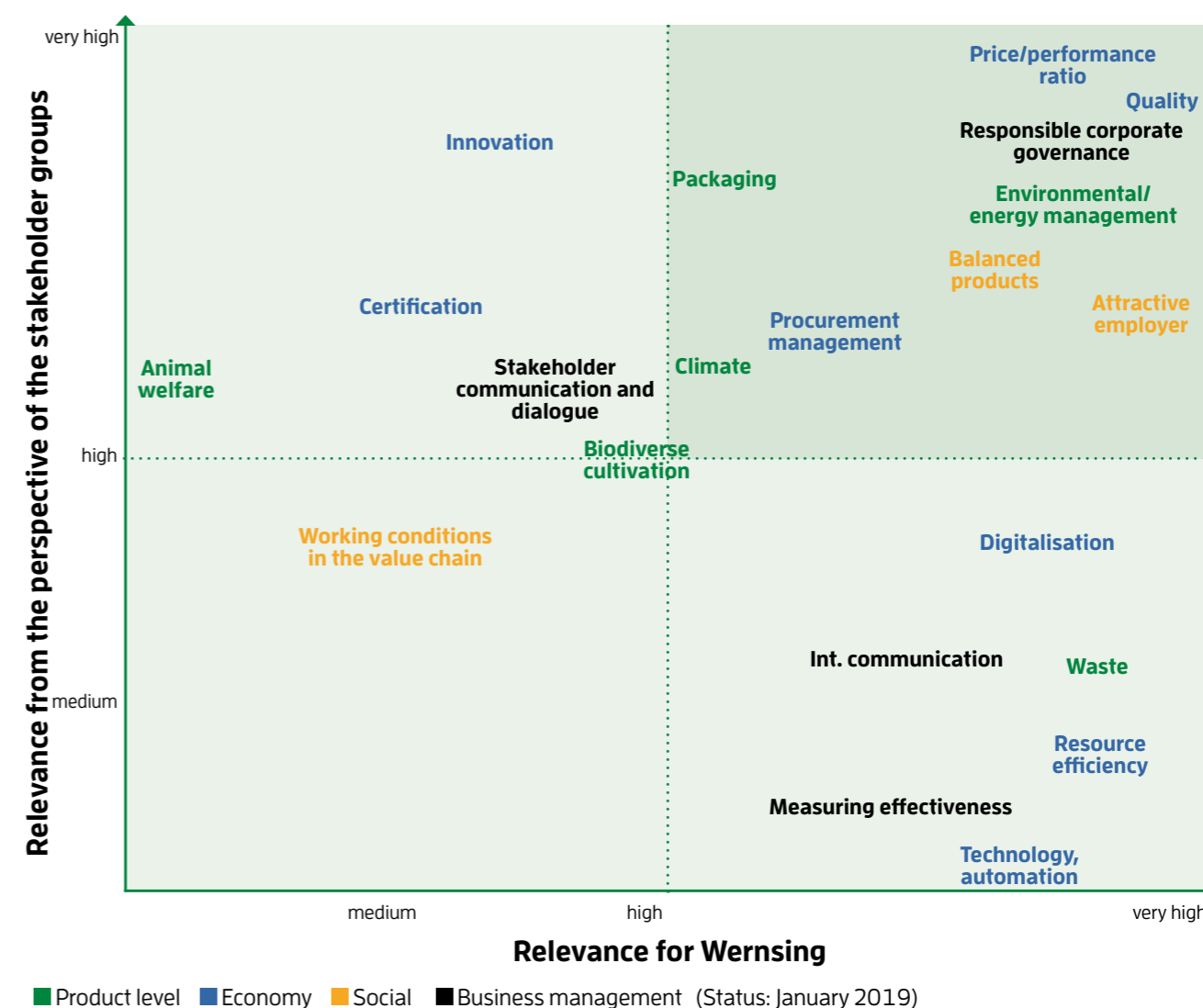
- ✓ It helps to structure sustainability activities and makes them transparent, both internally and externally
- ✓ Sustainability becomes measurable and the strategic and long-term orientation of sustainability activities is supported

As a member of the network of partners of the Centre for Sustainable Management at the University of Witten/Herdecke, Wernsing, together with other companies, is striving to promote a better understanding of the importance of sustainable management.

## MATERIALITY MATRIX 2019

The materiality matrix is the result of the annual stakeholder and hot spot analysis during the sustainability team

meetings. It illustrates the key issues facing the specialist and management teams.



## INNOVATIVE QUALITY MANAGEMENT IS CRITICAL

“Quality is the basis for our success”: this is the heart of Wernsing's company philosophy. Fulfilling quality requirements and ensuring a high level of product safety are directly related to sustainable action. This is also expressed in the high rating of this factor in the annual materiality matrix.

“Our daily operations are designed to ensure that our customers always receive high quality, safe products despite ever-increasing demands”, says Ergüç Oruçoglu, Head of Quality Management. An innovative quality management system consisting of multiple building blocks helps to meet the constantly evolving requirements - internally and externally.

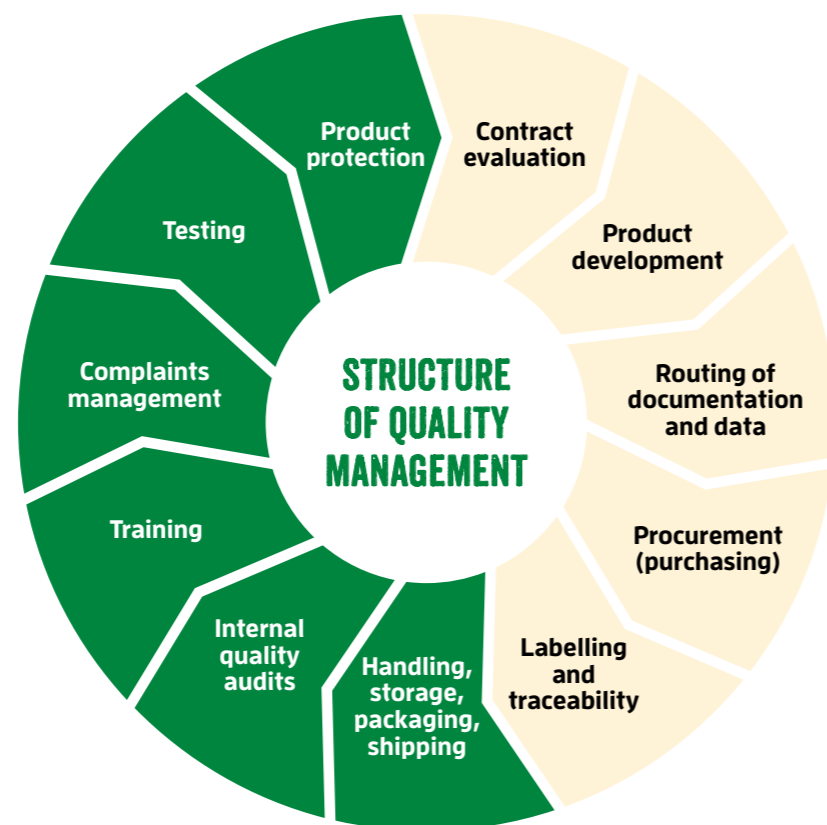
Qualified, usually long-standing suppliers with clear quality agreements for their raw materials and packaging, form an important basis. Continuous evaluations, based on key performance indicators from incoming goods inspections, delivery dates and similar factors, are an integral part of supplier management.

Employees are at the centre of the implementation of quality measures, which include, for example, taking samples of sensitive raw materials requiring refrigeration, or inspections of finished products. “We put great effort into the education, regular training and the motivation of our employees”, Oruçoglu continues. “Because we know that this is the only way to achieve the expertise and quality awareness that are essential for the ongoing optimisation of our processes.”

Internal audits also play a part in this: the company's in-house laboratory analyses compliance with the specified sensory, chemical, physical and microbiological quality parameters during all stages of the process - from the receipt of goods to the finished product. The extensive informa-

- ✓ More than **125,000 samples** are taken every year in accordance with our monitoring plans.
- ✓ In 2019 **more than 20 external audits** took place at our Addrup facility.
- ✓ **Product complaints have been below the target value** of a maximum of 4 complaints per 1 million individual packaging units produced for many years now. **This is less than 0.000004%.**

tion which Wernsing obtains from the individual process steps is evaluated using modern IT systems. In this way Wernsing benefits from the opportunities of digitalisation for innovative quality management.



## IMPERFECT CUCUMBERS ARE PERFECT FOR WERNSING

“A good example of how quality and sustainability can work together well is the processing of fresh cucumbers, which are an important ingredient in delicatessen products such as cucumber salads, tzatziki and potato cream”, explains Lutz Vorpahl, Operations Manager Delicatessen Products.

Wernsing processes several million kilograms of fresh cucumbers every year. **Unlike in the supermarket, crooked, thicker or thinner cucumbers are also used.** “The high quality of our delicatessen products remains completely unaffected by this, because we sort the cucumbers internally and assign them to the ideal product according to their shape”, Vorpahl continues. This is done by hand: each cucumber is checked, processed and sorted by experts. Straight specimens are sliced, and curved ones are processed into sticks. The nutrient-rich skin is always preserved.

“ **Each cucumber is checked, processed and sorted by hand** ”

Although production processes already operate very economically, Wernsing continuously analyses the value chain for further improvement potential. For example, by converting the transport packaging to a smaller, foldable reusable system, it was possible to reduce the breakage of the raw materials being delivered and thus optimise the utilisation of the raw materials. At the same time, the new reusable transport packaging system, which is used from the cultivation of the cucumbers right through to their

processing, enabled the automation of the delivery of the raw materials to the point of production. “This enabled us to create a modern working environment and reduce the physical strain on our employees”, Lutz Vorpahl sums up.

The foldability of the transport crates is another advantage of the new system: It enabled Wernsing to reduce the number of required return transports by almost 75%, thus saving about 35,000kg of CO<sub>2</sub>.

### CUCUMBER PROCESSING AT A GLANCE

- ✓ Use of **reusable crates** from harvest to production in Addrup
- ✓ On-site **audits** of producers in Holland and Spain (main sources of supply)
- ✓ **No peeling of the cucumbers** to preserve the vitamins and minerals
- ✓ Quality is made by hand: **manual checking, processing and sorting** of each cucumber by specialist personnel
- ✓ Utilisation of the rejected (end) pieces in our **own biogas plant**





## REDUCTION STRATEGIES AND CLEAN LABEL: INNOVATIONS IN PRODUCT DEVELOPMENT



Christian Mackus

The needs and requirements of our customers are at the heart of Wernsing's product development. Market research and consumer trends also provide valuable stimuli for product innovation. These demonstrate that **the demand for sustainable, healthy nutrition is becoming more and more important.** In this context, ingredients such as sugar, salt and fats are under special scrutiny.

### Sugar and salt: reduction in small steps

**"We produce high-quality products and want to improve them continuously"**, says Christian Mackus, Head of Product Development. "This also includes reducing the use of sugar and salt." In the case of sugar, for example, the aim is to achieve reductions of between five and twenty percent, depending on the product and customer, while the target for salt content is up to 0.6% for selected products. The challenge in implementing these targets is that sugar and salt directly influence the taste, appearance and texture of a product. In order to meet with consumer acceptance, the reduction of the individual components can therefore only take place in very small increments over a longer period of time. Nevertheless, Wernsing has already been able to successfully implement several development projects:

Examples:

- ✓ **Coleslaw**  
Reduction in sugar from 12.7% to 8.1% (in 2019)
- ✓ **Potato product**  
Reduction in salt from 1.0% to 0.8% (in 2017)

### Clean Label: Lean recipes, dispensing with additives

Another focus: Clean Label. "This term is not defined consistently in the food industry", explains Christian Mackus. "For us at Wernsing it means that **we set our standards high - and simply eliminate all additives as far as possible.**" Wernsing therefore completely dispenses with additives like preservatives, flavour enhancers, antioxidants, colourings, emulsifiers, flavours, yeast extracts and chemically modified starches for many products in the private label and trade brand sector. In parallel, product development often works towards streamlining recipes.



Potato gratin for catering and retail trade



White cabbage salad – piquant



Fried potatoes with bacon and onions

### Palm oil: If at all, then 100% RSPO certified

Wernsing tries to avoid using palm oil as far as possible. Depending on customer and product requirements, either sunflower oil or palm oil is used for deep-frying. **If palm oil is used, it has been 100% certified in accordance with the Segregated supply chain model of the Round Table on Sustainable Palm Oil (RSPO) since 2014.** This label ensures that the sustainability standards set by the RSPO are met throughout the entire production and processing chain. Wernsing has been a member of the RSPO since 2014 and is actively involved in the association.

- ✓ Wernsing uses **sunflower oil for more than 95%** of its deep-fried potato products for the retail food sector.
- ✓ Since 2014, Wernsing has only used palm oil which is **100% certified according to the Segregation model of the Round Table on Sustainable Palm Oil.**



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## SMALL IMPROVEMENTS HAVE A BIG IMPACT: PACKAGING DEVELOPMENT AND OPTIMISATION



Jessica Hellmann

As much as necessary, as little as possible: this is Wernsing's motto when it comes to packaging. For both ecological and economic reasons, the company strives to use as little packaging material as possible and, wherever feasible, reusable packaging material. At the same time, however, the products must be well protected and find a safe way into our customers' homes - while saving space and being economical

to transport. These are also the hallmarks of Wernsing's packaging portfolio.

This balancing act is the responsibility of the Packaging Development and Optimisation Department, which works continuously on improving existing packaging concepts and developing new ones. **Of course, we are also aware of society's expectations regarding sustainable packaging and the reduction of plastic waste.** This department has been working intensively on this topic for some time now and, in addition to reducing the proportion of plastic, is striving for good recyclability, sustainable improvements in CO<sub>2</sub> consumption and a high level of user-friendliness.

"Offering our customers individualised products is an important part of our business model", says packaging developer Jessica Hellmann. "This also applies to our packaging concepts, which reflect the great diversity

of our products." She and her colleagues work with more than 1,000 individual components - such as cups, pouches, sealing films, cardboard boxes, labels or different reusable systems - which are combined into more than 600 different retail items.

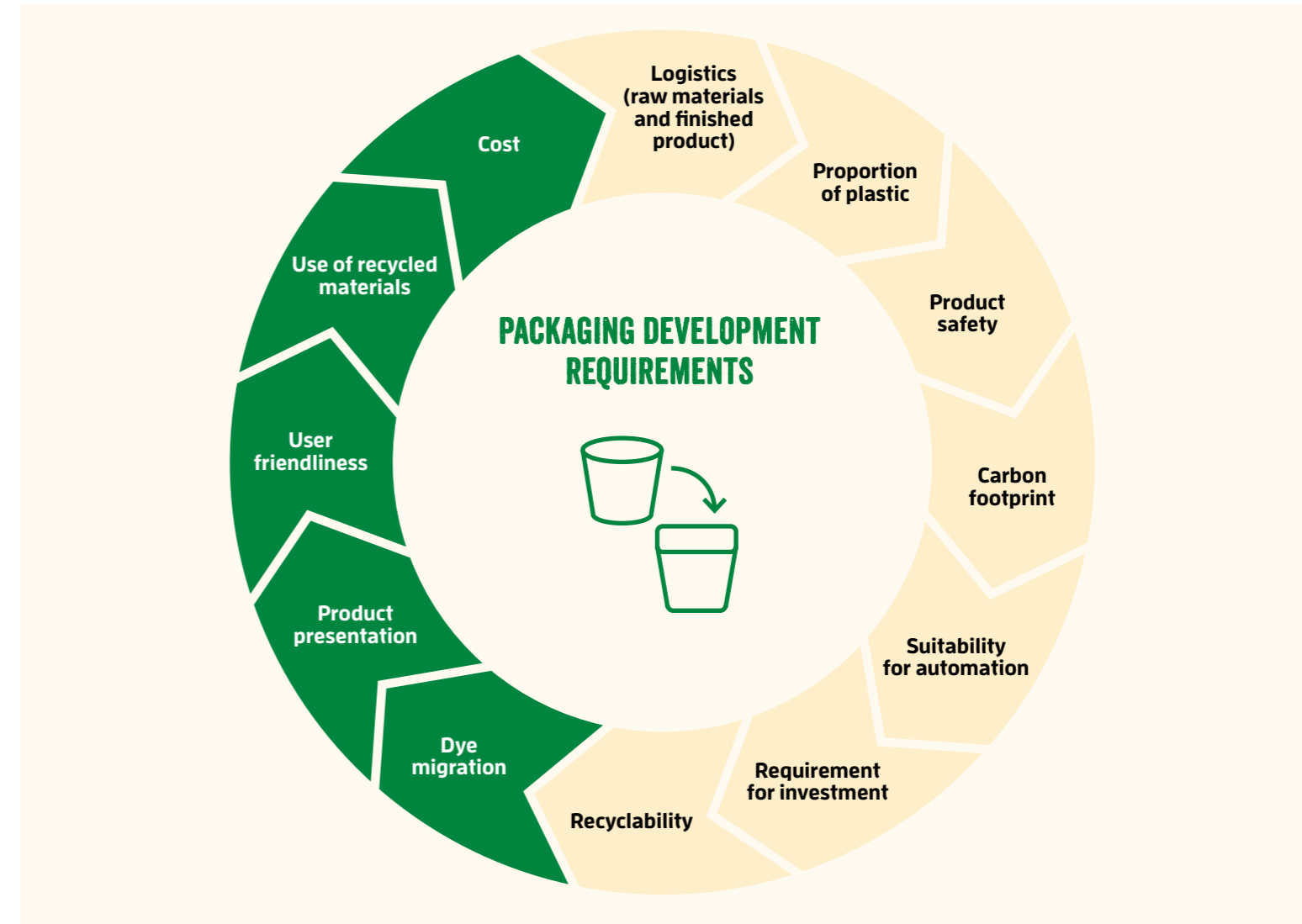
### OUR TARGET FOR 2025:

Reduce the proportion of plastics used in food retail packaging by **10%** by 2025 compared to 2015.

**"To improve a concept, it must always be considered as a whole"**, explains Hellmann. "If we want to reduce the material thickness of a plastic cup for salads, for example, we have to consider not only whether the contents are still sufficiently protected, but also, for example, whether the cup has to serve as a supporting element for the products placed above it during transport."

In order to find the best possible solutions in this complex interplay of different packaging requirements, the department works closely with production, marketing, logistics and packaging material suppliers.

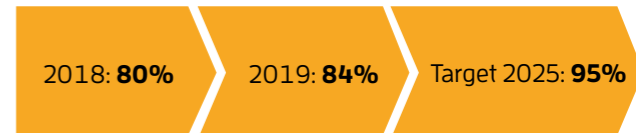
**"Offering our customers individualised products is an important part of our business model."**



✓ The square bucket range used for the Wernsing brand is **100% recyclable**. This was achieved by changing the label material from paper to plastic.

### RECYCLABILITY RATE

By 2025, 95% by quantity of our packaging should be recyclable.



### REUSABILITY RATE

✓ Wernsing delivers more than 40% of its fresh potato products (french fries and potato specialities) using **innovative reusable transport packaging systems**.



## OPTIMISED AND REDUCED: MILESTONES IN THE AREA OF PACKAGING



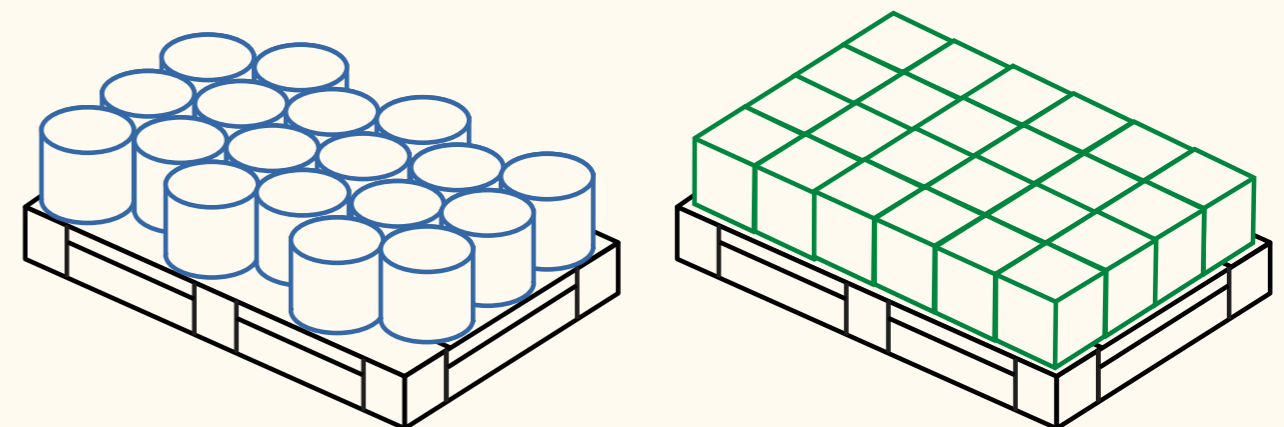
Project	Saving	Use of less material (plastic, cardboard)	Less CO <sub>2</sub>	More recyclability	Reduced costs	Less transport
Introduction of a reusable system for the transport of french fries	<b>Saving of more than 1,000 tonnes</b> of cardboard boxes, 2.1 million reusable crates/ replaced annually		✓		✓	
2018/2019: improvement in the pallet utilisation for a number of deep frozen products	By optimising the dimensions of the boxes and coordinating with customers, the pallet factor was <b>improved by 14%</b> for a number of items		✓		✓	✓
Reduction of film thickness for deep frozen french fries packaging bags by up to 40% for Wernsing branded products	Annual plastic <b>saving &gt; 100 tonnes of film</b>	✓	✓		✓	✓
2019: reduction of the film thickness for the PET snap-on lids	<b>-16% weight reduction for lids</b>	✓	✓		✓	
2019: reduction in the wall thickness for dressing cups	Approx. <b>20 tonnes of plastic</b> annually	✓	✓		✓	
2019: introduction of a new tube cap	Approx. <b>5 tonnes of plastic</b> annually	✓	✓		✓	
2019: elimination of non-recyclable plastic through change to recyclable plastics for the entire Wernsing product range	By changing to polypropylene, a <b>recyclability rate of more than 90%</b> could be achieved			✓	✓	
2019: Change to monomaterial packaging by transition from paper to plastic labels	Wernsing branded products in plastic buckets are <b>100% recyclable</b>		✓	✓		
Recycling of label release liners	<b>61 tonnes</b> of label release liners were <b>recycled</b> in 2018		✓	✓		

### Around 30% better use of space through the introduction of square buckets

In 2006, Wernsing became the first market player to introduce square bucket concepts for the 2kg to 5kg product range, replacing the classic round bucket. This allows the available space - whether on the pallet or truck - to be utilised 30% more effectively. The number of journeys required to deliver the goods has therefore been reduced by around 310,000 kilometres per year, resulting in fuel savings of around 100,000 litres per year.

✓ In 2018 Wernsing was able to optimise the pallet factors of the packaging materials. This was achieved by **adjusting pallet heights to 1.95m** and by **changing the stacking patterns on the pallets**. This measure enabled the total number of pallets to be reduced by 2,200 pallets on an annual basis.

### ILLUSTRATION OF THE INCREASE IN SPACE UTILISATION USING SQUARE INSTEAD OF ROUND BUCKETS



Buckets per layer: 18  
Use of space: 74.6%

Buckets per layer: 24  
Use of space: 97.5%

**Increase in pallet space utilisation: 30%**



# For responsible production

We think outside the box.



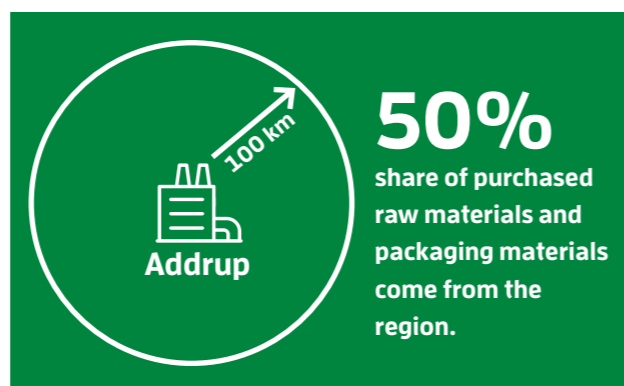


## REGION AND RESOURCE ORIENTED: WERNSING'S PROCUREMENT STRATEGY

Individual recipe specifications, spice mixtures and packaging sizes: the diversity that characterises Wernsing's product portfolio also means that the company requires many different raw materials - especially vegetables - for production. **The comprehensive range of raw materials includes over 750 articles.** The range of suppliers is equally broad.

At Wernsing, skilled supplier management has helped for decades to minimise risks in the value chain. Raw materials are purchased regionally, for example potatoes, as well as worldwide, including spices, tomatoes and peppers. It is equally true for all of these, that high product quality is guaranteed by regular in-house audits by experts from purchasing and quality management. The objective is to understand the products in their entire value chain in order to identify risks early on and manage them. When selecting its suppliers, Wernsing strictly adheres to its own code of conduct and the purchasing conditions developed in-house. Regionality plays an important role here.

In 2019, about 50% of the raw materials and packaging materials were purchased from the region within a radius of 100 kilometres of the Addrup headquarters. In addition to focusing on quality and price factors, Wernsing's purchasing department also carefully considers sustainability aspects along the value chain during the selection process. The responsible use of resources is an important criterion by which suppliers are evaluated.



### Wernsing believes in open, clear and partnership-based communication with its suppliers.

- In addition to personal contact, this includes
- Purchasing terms and conditions
  - Purchasing terms and conditions for machinery and equipment
  - Logistics guidelines
  - Code of conduct

**SAI SUSTAINABLE AGRICULTURE INITIATIVE**

The Sustainable Agriculture Initiative (SAI) is committed to building a sustainable, vibrant and resilient agricultural sector that ensures the success of farms while protecting the earth's resources, human rights and animal welfare. It supports its members and creates added value for the entire food and beverage industry.

## HOLISTIC APPROACH AND LONG-TERM PARTNERSHIPS



Wernsing's main raw material is potatoes. They account for more than 80% of the total vegetable raw materials. Potato cultivation places special demands on farmers and processing companies. **"This is why we aim to build reliable, long-term and close partnerships with our suppliers"**, explains Frank Lüpke-Narberhaus, Head of Purchasing.

Wernsing secures the majority of its potato requirements through contract farming with producer cooperatives and farmers. The contracts are based on the company's own purchasing and acceptance conditions, supplemented by national and European industry agreements, and are concluded annually a few months before planting.

A long-term partnership offers advantages for both sides: "Wernsing benefits from reliable delivery and price stability", Lüpke-Narberhaus continues. **The farmers in turn know that Wernsing is a dependable, fair partner.** The long-term cooperation gives them planning security, so they have a secure sales volume for their potatoes for years to come. As a result, they are able to invest in technology and expertise. Last but not least, this planning stability is also important for maintaining crop rotation in the fields, which is indispensable for maintaining soil fertility.

Within the framework of contract cultivation, both sides have a common goal: to guarantee the production of good quality potatoes for high-quality products in a sustainable system. The cultivation of potatoes is complex and, in addition to high-quality seed potatoes, requires detailed knowledge of planting, cultivation, harvesting and storage.

Companies and farmers share this expertise: Peter Hiltrop has been working as a cultivation consultant at Wernsing for more than 25 years. He supports the contract partners during the year and is available to them in an advisory



capacity. In recent years this area has been expanded by further qualified agricultural engineers. Wernsing's experts often visit the suppliers personally to get an impression of their stocks, cultivation areas, storage facilities etc. The

focus is on consultation and exchange of experience, and this is best done directly on site.

Wernsing regularly organises information events for farmers on current topics concerning potatoes. External experts present and discuss innovations in potato cultivation, new legal regulations or how to deal with climate change. Through close cooperation and constant contact, Wernsing not only ensures the quality of the raw materials: **"In this way we also strengthen the personal relationship with our suppliers, promote mutual understanding - and together we find solutions that work best for both sides"**, says Peter Hiltrop.

## POTATOES, THE MAIN RAW MATERIAL: "EVERYTHING IS UTILISED, NOTHING IS WASTED"



Martin Ponzel

Whether it be crispy french fries, fine potato salad, delicious croquettes or spicy fried potatoes: the potato is a constituent part of many Wernsing products and thus the most important raw material of the fine food producer. Therefore, for many years, special attention has been paid to potato processing: **the aim is to make the most out of the valuable tuber and to waste nothing.**

After all, efficient raw material utilisation is an important element of sustainable production.

This begins long before the potatoes even arrive at Wernsing: during their cultivation. Choosing the right varieties already contributes significantly to ensuring that the potatoes for the various products are delivered in line with demand and can be optimally processed. Size, skin thickness, baking consistency and starch content are only some of the factors that can vary with the natural product and influence further processing.

// **It is particularly important for us that the potato is used in its entirety. Therefore we attach great importance to exact sorting. This is the basis for our high-quality potato products.** //

### Wernsing sets technological standards

Once correctly pre-sorted, the potatoes pass through the so-called pulsed electric fields system. This is a highly modern process that changes the structure of the cells in such a way that the potato can be peeled and cut easily and

cleanly. Previously, this process had to be carried out using hot water. "We developed this new technology, which saves a lot of water and also protects the potato's nutrients, in cooperation with the German Institute of Food Technologies (DIL) and were one of the first companies to introduce it", says CEO Martin Ponzel.

A steam pressure peeler then removes the skin from the potatoes. The peeling times vary and are readjusted every minute, depending on the characteristics of the potato - for an optimum, efficient peeling result. The resulting peelings are boiled and processed into animal feed. The freshly peeled potatoes are then pressed through a knife block using water pressure: knife blades, arranged according to the desired cut of the french fries, cut the potato into sticks. The resulting potato starch is collected and used as a valuable raw material in other industrial sectors.

A small-piece sorter filters out the edge pieces of the potatoes, which are used as a raw material for various potato specialities - for example for hash browns. If they cannot be processed directly, they are used to produce energy in the company's own biogas plant. This ensures optimum added value in every instance. The cut potato pieces are subjected to a double optoelectronic inspection. "Each individual potato stick is visually inspected with state-of-the-art cameras to ensure that it meets our high standards for golden-yellow french fries sticks", continues Martin Ponzel. "Everything is recycled, nothing is wasted", he concludes.

By **optimising the value chain**, Wernsing achieved an annual **saving of more than 14,000 tonnes of CO<sub>2</sub>** for potatoes as a raw material.



## THE FUTURE OF POTATO GROWING

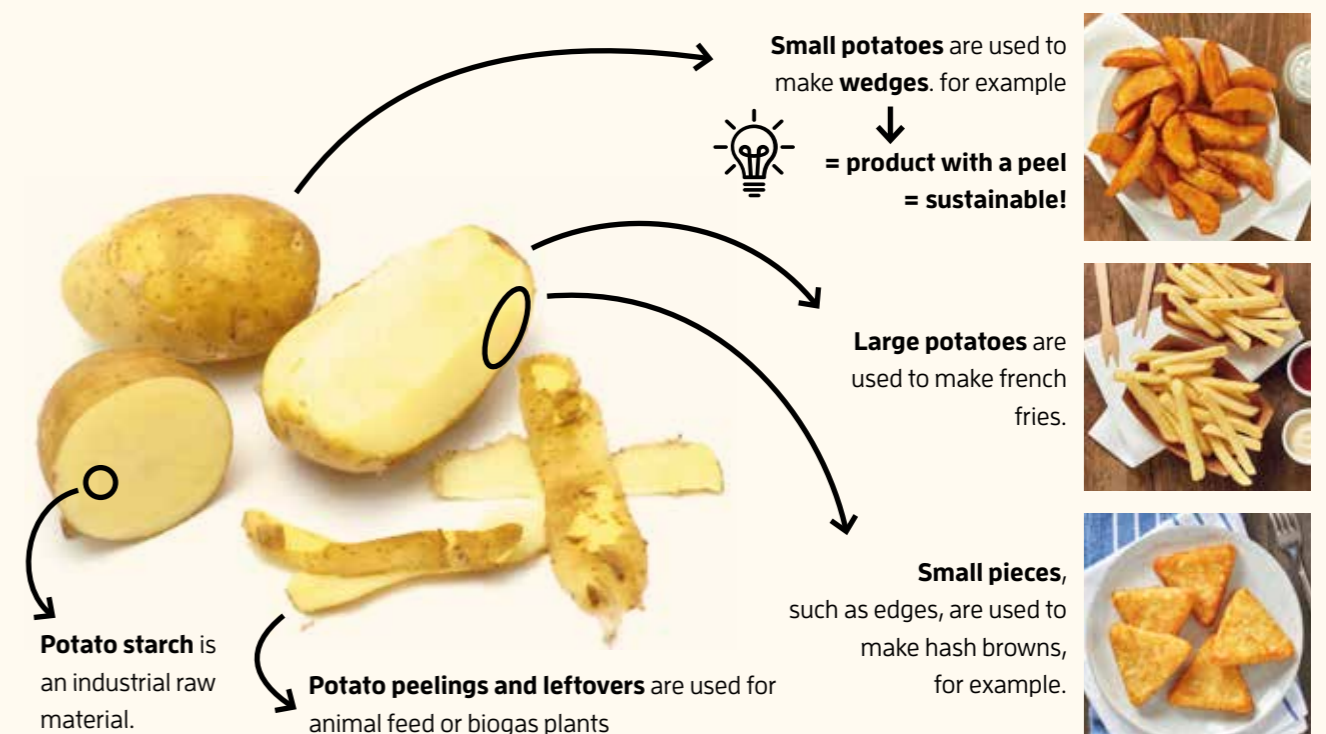
**In 2019, 100% of the potatoes at Wernsing came from controlled and certified cultivation such as GLOBALG.A.P.** By 2025, the stated objective is for the farmers to also be certified according to the sustainable FSA module Farm Sustainability Assessment (FSA).

**The use of artificial intelligence and other innovative technologies is also a focus.** Hot topics such as climate change and the resulting impacts on agriculture are being discussed extensively within the company. Potato cultivation

is facing major challenges because important crop protection products such as CIPC (chloroprotham) will be unavailable in the future and new pests will appear due to climate change. Solutions are being worked on together with contractual partners.

Wernsing receives **17,500 potato deliveries** per year (2019).

## THE OPTIMAL USE OF POTATOES AT WERNSING





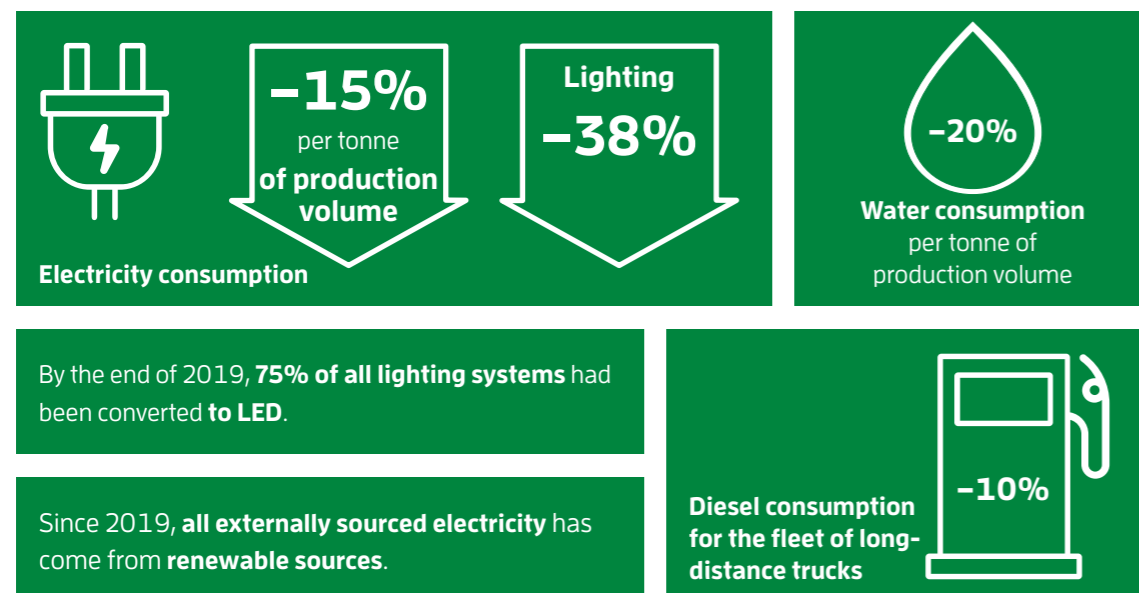
## STRATEGIC ENERGY GOALS REDUCING CONSUMPTION AND BECOMING EVEN MORE EFFICIENT

**To be able to produce food in a resource-friendly and sustainable manner, an efficient and energy-optimised production process is required.** For this reason, Wernsing has been focusing on operational energy management for many years. In 2002, the position of Environmental and Energy Manager was created, which was filled by electrical engineer Hartwig Sibbel, who has been successfully planning and implementing appropriate concepts ever since. Since 2013, energy management for the entire value chain has been certified according to DIN ISO 50001:2011.

In an effort to continuously optimise further, Wernsing sets itself ambitious energy targets that can be divided into two strategic areas: a constant reduction in the consumption of electricity, gas and water, among others, and an increase in energy efficiency. The interim balance shows: by the end of 2019, a number of important milestones had already been reached.

## STATUS QUO 2019: CONSUMPTION MILESTONES REACHED

All key performance indicators refer to the base year 2012



## ENERGY OPTIMISATION USING THE EXAMPLE OF THE CENTRAL WAREHOUSE II AND THE FROZEN PRODUCT LINE TK1



Three questions for Hartwig Sibbel, Environment and Energy Manager.

### From an energy perspective, what were your biggest projects in recent years?

They were the construction of the central warehouse II and the modernization of the deep-freeze tunnel for line TK1. In

both projects, which by the way were implemented during ongoing production, a major focus was on energy optimisation.

### What makes the new central warehouse so energy efficient?

Firstly, the construction method. Cooling the warehouse - and keeping it cool - is one of the biggest challenges. We have taken advantage of the geometry of the building for this purpose and use the cold pool principle: at one end at the top of the building, evaporators generate cold, which is then directed down into the building. The cold spreads out at the bottom and rises again via the natural thermals. This creates a particularly effective flow of cold air and cools the warehouse very efficiently with very little drive energy. In addition, the isopanel on the south side of the building were deliberately designed to be thicker in order to compensate for the strong solar radiation over a large wall surface, especially in the height of summer, and to minimise the loss of cold. On the other hand, we installed loading docks with an air lock function - i.e. two gates each - for the first time,

which prevent cold air, as far as possible, from escaping during the docking of the trucks and the subsequent loading process. **By the way, we use ammonia as a natural refrigerant - there is nothing more efficient in terms of energy.**

### And what improvements did the modernisation of the deep-freeze tunnel bring?

We significantly expanded the cooling tunnel for line TK1, both in length and width, which gives the french fries a longer throughput time for cooling. It is possible to cool with higher evaporation temperatures, so that the electrical energy used to generate the cold can be significantly reduced. A further innovation is the radial fans installed in the tunnel; these consume 60 to 70% less electricity in partial load operation than comparable axial fans used as standard fans in deep-freezing tunnels. Axial fans have a clear disadvantage here: they cannot be used for optimum performance in a tunnel because the required air pressure is no longer achieved in partial load operation to force the air through the product bed.

**IN BRIEF:**

- **The goal:** energy optimisation
- Use of the **cold pool principle**
- The implementation of **radial air filters** leads to energy savings



## HEAT RECOVERY: OPTIMAL, EFFICIENT AND CONSISTENT

At Wernsing, a modern compressed air system supplies all pneumatic drives in production and for the packaging machines. In Autumn 2017 it was expanded by adding a new air compression system, which was installed in the packaging material warehouse PM and connected to the existing compressed air network. Higher-level, speed-controlled compressors and integrated heat recovery systems ensure the best possible use of energy.

Hot water storage tanks play an important role in the use of waste heat - a goal that Wernsing has pushed forward considerably in recent years. For the same reason, the company built two new hot water storage tanks in the packaging material warehouse, together with the new air pressure compression system. The two tanks have a capacity of 50m<sup>3</sup> and have been in operation since Spring 2018.

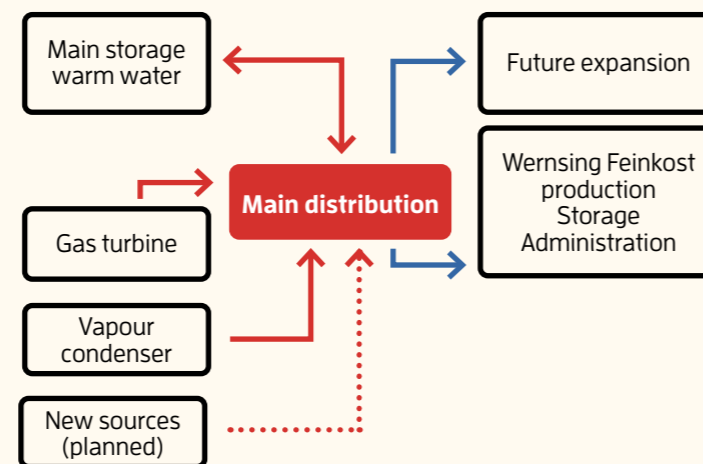
**Thanks to these, the waste heat generated during air pressure generation can be used to heat water.** The hot water produced is in turn used to defrost the evaporators in the new central warehouse II and to heat the PM warehouse during the winter months.

In addition, Wernsing also expanded the hot water tanks in Plant 1 in 2017: with a volume of 360m<sup>3</sup> instead of 150m<sup>3</sup>, their storage capacity has more than doubled. Here, the waste heat from the heat recovery systems in the boiler house and the french fries production serves as a heat source. The hot water produced with this heat is mainly used for cleaning. In 2019, the company entered new territory for consistent heat utilisation with the construction of a further heat storage tank with a volume of 1,800m<sup>3</sup>. A storage tank of this size is a unique feature

in the food processing industry. **This demonstrates the company's great willingness to innovate and its efforts to continuously reduce the primary energy requirement.**

During the week, the storage tank is charged using thermal energy, for example from the exhaust steam of the peeling plants, so that the entire heating of the production buildings and the administration is done using heat from the energy recovery system. In addition, this thermal energy is used to clean the production facilities.

### SCHEMATIC DEPICTION HEAT STORAGE TANK



## AUTOMATION 4.0: OPTIMISED INTERNAL LOGISTICS AND STORAGE



A high level of customer service, combined with the ability to deliver a wide range of products at short notice has always been part of Wernsing's business model. After all, Wernsing, with its range of fresh, frozen and non-chilled delicatessen and potato products, offers a one-stop shop for services which would otherwise have to be procured from different producers. This reduces the complexity for the customer.

**"A finely tuned logistics concept is required to provide this comprehensive service"**, explains Tobias Steenken, Head of Internal Logistics. The incoming orders are brought together in production planning. Production orders are planned based on the product shelf life, inventories, production conditions and departure times of the trucks.

In the central warehouse with over 60,000 pallet spaces, goods from the various production departments are combined, stored temporarily and prepared for dispatch to the customer. At the end of 2017, an additional 18,000 pallet spaces were added to the warehouse. In order to be able to continue offering sustainable, efficient logistics in the future, pallet transport was completely automated during this construction phase. A 500-metre long electric monorail serves the various storage and retrieval locations. This also includes the new, 30-metre high, high-bay warehouses for chilled, frozen and dry products.



**In terms of sustainability, emphasis was also placed on energy-saving technology and optimal work processes for the employees.** Despite extensive automation, Wernsing relies on qualified employees. They are the key to delivery performance. "From individual picking of products to reliable loading, from process control and maintenance of machines to quality control. Our employees and their daily commitment to our customers make the difference", says Steenken. Tools such as a team board for planning working hours and a shopfloor board for applying the 5S methodology help to continuously improve the working environment and work processes.



## SUSTAINABLE THROUGH EFFICIENCY: PERFECTLY DESIGNED LOGISTICS

**A** one-stop shop. In line with this philosophy, in-house logistics is an integral part of the Wernsing business model. For example, the company uses its own fleet of vehicles for around 25% of all journeys within Germany. This consists of 22 state-of-the-art trucks, which undergo ongoing maintenance. Thanks to this and to our team of permanently employed, in-house qualified and regularly trained staff, Wernsing is able to provide a high level of reliability and service which in turn leads to customer satisfaction.

**The company's fundamental goal is to optimise logistics processes in every respect, based on the motto "sustainability through efficiency".** This means avoiding empty runs, minimising the number of kilometres driven and optimising truck utilisation in terms of time. This is achieved through close coordination of delivery days with customers, sophisticated route and time planning and a network of 44 of the company's own long-distance drivers and five trainees. Just how well the system works can be seen from the fact that a Wernsing truck is usually parked in the yard for a maximum of four hours before setting off on a new delivery run. "When it comes to new investments in the area of logistics, we attach great importance to innovation, state-of-the-art technology and safety", says Norbert Landwehr, Head of Fleet Management. The semi-trailers are equipped with mobile partitions and can be divided into three temperature zones. This allows the trucks to be loaded efficiently and ensures that customers are supplied in a resource-friendly manner.

**Safety plays a major role in our fleet management.** The vehicle manufacturers now offer even more safety features, with equipment such as the turning assistant and Mirror-Cam, and Wernsing opted for this technology right away. The MirrorCam replaces the classic main mirror and the wide-angle mirror. They project the image onto two 15 inch screens on the A pillar. The results are improved all-round visibility, protection for pedestrians and cyclists, improved aerodynamics and thus lower fuel consumption.

The installation of a Telematics system for the company's own vehicle fleet in 2019 proved to be particularly sustainable, enabling intelligent networking of drivers, the vehicle

// **When it comes to new investments in the area of logistics, we attach great importance to innovation, state-of-the-art technology and safety** //

fleet and Wernsing. A resource-friendly and proactive driving style is one of the goals. Through their individual driving behaviour, the drivers can influence wear, fuel consumption and the risk of accidents, while deployment analysis helps Wernsing to make its fleet more economical and safe.

The concept is rounded off by regular training for the drivers and joint evaluation of the results of the analyses.

**IN BRIEF:  
ENVIRONMENTALLY FRIENDLY  
MOBILITY THROUGH LIQUEFIED  
NATURAL GAS**

- ↳ In August 2019, the first truck with an **LNG gas tank** was put into operation at Wernsing. **LNG** stands for **Liquefied Natural Gas**.
- ↳ **Natural gas is cooled down to -163 °C.** It condenses and the volume is reduced. As a result, it can be stored in sufficient quantities in a special vacuum-insulated fuel tank in the truck and used for propulsion.
- ↳ Initial tests in Germany show that **LNG reduces CO<sub>2</sub> emissions by up to 20%** compared to diesel.



## INTERVIEW WITH FRIEDHELM IMWALLE, PROFESSIONAL TRUCK DRIVER AT WERNSING



Friedhelm Imwalle started working as a driver for Wernsing in 1977, at the age of 21. In the meantime, he has been with the company for 42 years - and has been accident-free ever since.

### How did it all start back then?

I got into conversation with a Wernsing sales delivery driver after my time in the army and introduced myself two or three days later to Heinz Wernsing. The first thing he said was: "We can use first names!" I was immediately impressed and thought to myself: "This is a great place!" So I started as a sales delivery driver and changed to trucks at the end of the first season. My routes extended between Berlin, Kiel and Kassel - all over Germany.

### What changes in the logistics sector have you experienced over the years?

Back then, we had to do everything ourselves, for example filling out the blank delivery notes by hand with the customers' orders. Today, all this is digitalised - you can just hit the road. In the past, without a navigation system, I used to make my own notes to find the route again, or stop in the middle of Hamburg and ask for directions. Today we have our Fleetboard for navigation, which also displays traffic jam messages. It took me a while to get used to the fact that today's technology can sometimes be better than my own experience (laughs).

### What do you like about Wernsing?

Our quality, the International atmosphere and the family feeling. There was trust right from the start. I always had the feeling: **Here is a place where you can work until you retire.**

### What does sustainability mean for you in your field of work?

First and foremost, economical driving, I find that enormously important. When you're on the road all day, you feel that you can make a big difference through your own driving behaviour. Today we consume almost 30% less fuel than we used to.



## SUSTAINABILITY IN AND AROUND THE ORGANISATION

## WERNSING GOES ZERO: THE PATH TO CLIMATE NEUTRALITY BY 2022



### Flowering strips – an area the equivalent of our production site

As a regional company in an agricultural environment, Wernsing is also aware of its local ecological responsibility and has implemented numerous projects that promote biodiversity and sustainability in various areas. For example, since 2018, a total of

more than 40 insect hotels have been set up on-site and at contract partners, in cooperation with the St. Elisabeth-Stift care centre in Lastrup. "By creating new, species-appropriate habitats, we support the development of a diverse insect world, which is an important issue for us", says Sustainability Manager Jana Ecke.

To ensure that the insects also find enough food, in January 2019, Wernsing also started a project to create flowering strips at the edges of fields. For this purpose, the company collaborates with nine regional contract farmers in Vechta, Oldenburg, Diepholz, Osnabrück, Cloppenburg and in the Emsland. They created a total of 30 individual areas along fields and farms as well as along roads and cycle paths. "The flowering strips add up to a total area of over 150,000 square metres or 22 football pitches", explains Jana Ecke. "This means that the combined area of the flowering strips is almost the same as the entire Wernsing Feinkost GmbH site in Addrup."

### Reintroduction of the peregrine falcon

A third project was the reintroduction of peregrine falcons in the region. With the support of the Nature and Biodiversity Conservation Union (NABU) and the Working Group

for Peregrine Protection North Sea Coast, Franz Oer, Head of Workshop and Technical Instructor at Wernsing, and his team installed several nest boxes on the roof of the central warehouse in October 2018. The benefit: the peregrine falcon is a natural enemy of pigeons and crows and as such keeps them away from the farmers' fields.

### Sustainability week to raise employee awareness

In November 2019, the first sustainability week for all 1,150 employees took place in Addrup. Throughout the week, Wernsing presented sustainable topics on the digital notice boards in the break rooms and on the screens in the canteen. These included important information on waste separation and on ways of saving water and energy in the company, as well as interesting facts about the different types of potatoes used for the products. Wernsing also offered various activities for visitors to try out. For example, employees could taste products with reduced salt and sugar content or feel films of different thicknesses on boards in the break rooms.



Wernsing is totally committed to climate protection.

**The company wants to become carbon neutral by 2022 at the latest.** From 2012 to 2018, we already reduced CO<sub>2</sub> emissions by 42%, for example by using new technologies or switching to green electricity. Wernsing compensates for emissions that are unavoidable despite its best efforts by supporting selected climate protection projects. In 2018, 20% of the emissions at the site were offset in this way - a total of 11,800 tonnes of CO<sub>2</sub>.

Wernsing made a conscious decision in favour of these projects: "We want to support climate protection in countries with which we have a relationship", says Jana Ecke. "Not every spice or ingredient for our recipes can be sourced regionally in Germany. That's why the countries of origin of our raw materials are particularly important to us." On the road to climate neutrality, Wernsing works together with ClimatePartner, among others, whose TÜV-Austria-certified process stands for safety and credibility in climate protection.

Optimisations in the value creation chain led to an annual saving of more than 14,000 tonnes of CO<sub>2</sub> for potatoes as a raw material.

### CLEAN COOKING STOVES IN PERU

In the poorer regions of Peru, malnutrition and the high smoke pollution when cooking over an open fire are the biggest health problems. Both issues are addressed with **efficient, clean and safe cooking stoves**. These significantly **reduce the risk of respiratory illness** and consume **39% less firewood**, leaving **families with more money for food**.

### EXPANSION OF SOLAR ENERGY IN INDIA

Since 2015, **two solar power plants** in southern India have been helping to increase the share of renewable energies. The expansion is essential to halt global warming and **secure energy supply in the long term**.

### FOREST CONSERVATION IN BRAZIL

Preserving the "green lung of the earth" - the rainforest - in the long term: this project **protects the Amazon region** from commercial logging, while at the same time creating alternative **sources of income** and **educational opportunities** for local families.

# For good relationships

Our big family is our recipe for success.





## RELIABLE PARTNERSHIPS AND ONLINE CUSTOMER SERVICE

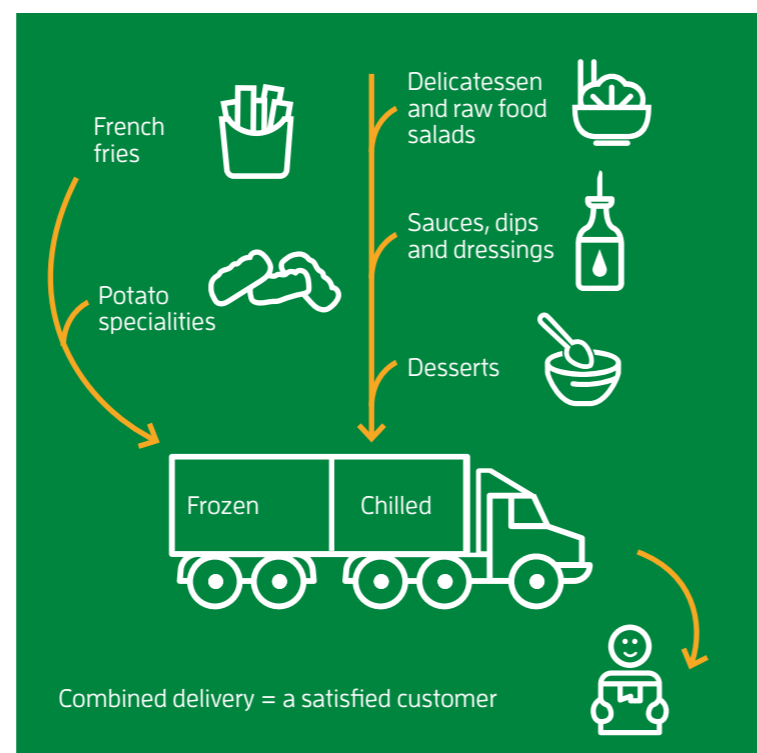
Our customers are at the centre of all our activities at Wernsing. Our unique product portfolio enables us to supply many different markets and target groups. The original clientele from the early days of the company includes the restaurant and catering wholesale trade. Wernsing supports its customers in this segment as a partner and a trusted supplier of a wide range of products, replacing up to five different suppliers. French fries, potato specialities, delicatessen and raw food salads, sauces, dressings, desserts - users can order from Wernsing in full pallets or in individual packaging units. In this way the company can support the customer and help to reduce inventory risks.

“We market our products worldwide and are known in the market for our high product quality and flexibility”

For our partners in industry, we offer bespoke products for further processing, as well as contract production of products. In food retailing, Wernsing is known as a partner for frozen and non-chilled shelf-stable potato products, which are mainly marketed under customers' own brands. The distribution of chilled delicatessen and potato products for the food retail trade is handled by Wernsing's sister companies. In Germany, this is done primarily through Popp Feinkost.

The export business is also very important for Wernsing. “We market our products worldwide and are known in the

market for our high product quality and flexibility”, concludes Stefan Trenkamp, Managing Director.



### The Wernsing customer portal enables customer service anytime, anywhere

Our competent, dedicated sales teams, in the field and in-house, as well as in our order management department, are always available to help customers solve any challenges they may face in their day-to-day business. Authentic partnership with close collaboration and honest communication is what distinguishes Wernsing. In addition to per-

sonal contact, digitalisation offers opportunities to simplify daily business. A customer portal provides comprehensive service and ordering functions, which are tailored to the individual customer. For example, customers have the option of accessing current product specifications. In this way, Wernsing guarantees the greatest possible transparency and provides sound information in a reliable way.

### Carefully selected raw materials for high-quality, safe food

Wernsing stands for the transparent and easily understandable product labelling of foodstuffs. Compliance with all food law regulations is, of course, a given for Wernsing.

“We pay attention to excellent product quality right from the start. **Selected raw materials, gentle production processes and the expertise of highly trained employees guarantee the good taste of our products.** We offer our customers moments of pleasure and the Wernsing name stands for good food”, Stefan Trenkamp sums up.



Product safety has the highest priority. Frequent national and international audits with the highest evaluation rating are proof of the high safety standards within the company.

Thanks to features such as the high degree of convenience, the

products can be prepared within a few minutes and help restaurateurs, consumers and industrial users in their planning and implementation. In addition, many of the products carry a clean label and are free of declarable additives.

The best possible solution can be selected from a wide range of packaging concepts to meet the customer's specific needs. **By using reusable systems and employing mono-materials with high recyclability, the company supports the minimisation of packaging material.** In addition, logistically efficient square packaging is a key factor in the selection process.



## INVOLVING EACH AND EVERY EMPLOYEE



Lars Kramer  
Recognition leads to a spirit of participation: Wernsing's culture is designed to allow employees to be part of what goes on in the company and to promote communication - with each other, with supervisors and with the management. **One of the sustainability goals in the social area is to continuously improve communication.** In an interview, HR Manager Lars Kramer explains the many ways in which this is already happening and what the company has planned for the future.

In 2019, the company invested **more than 16,000 hours** in employee training.

### What modern methods do you use to improve employee communication?

We asked ourselves two questions: Where do we best reach employees? And through which channels? Since we have both young and older colleagues, working in production, administration, technology and logistics, we use a multi-track approach. In 2016, we introduced the Wernsing App, which allows every employee to access information on his or her smartphone anywhere and at any time, for example regarding promotions in our Salad Shop or sustainability activities such as the "Blooming Landscape" green space campaign. In addition, since 2017 we have been using digital bulletin boards at a total of 22 locations throughout the company to provide information about current projects from all departments. Once a month, we distribute company information in the traditional manner, which also includes a "Green Corner" on sustainability topics.

### Why does Wernsing focus on strengthening employee communication?

**By involving the employees, we strengthen the feeling of togetherness and solidarity.** In addition, we are convinced that the company philosophy of involving each and every employee strengthens the sense of identifying with the company. This is reflected in the exceptionally long length of service: on average over 10 years. And although we continue to hire new employees, our goal is to keep the average length of service at this level. Around 250 employees, or almost one in four, have been with us for 20 years or more.

### The shortage of skilled workers also affects Wernsing. How do you meet this challenge?

The whole package is what makes Wernsing an attractive employer. We offer our employees a wide range of career and continuing education opportunities combined with individual advancement prospects, flat hierarchies, a company-sponsored retirement and disability pension plan as well as a whole range of benefits and privileges. We are proud that we retain our employees in the long term, because continuity also contributes to ensuring quality. Our motto is: Our big family is our recipe for success. You can feel this every day at Wernsing.

// **One in four of our employees has been with us for 20 years or more.** //

## A EUROPEAN FAMILY OF COMPANIES – WITH A WIDE RANGE OF BENEFITS FOR GOOD EMPLOYEES

**B**orn out of the Wernsing company, the Wernsing Food Family is a European-wide, responsible family of companies that produces and sells good food. The corporate culture is characterised by mutual exchange, support and the joint celebration of success. **"We are proud of our cultural diversity and our good climate of cooperation"**, says Stefan Wernsing.

### WERNSING FOOD FAMILY DAY

On September 1, 2018, **1,100 employees** of the Wernsing Food Family from Germany, the Netherlands, Belgium, Spain, Poland, Sweden and Denmark met at the plant in Ansager for the **Wernsing Food Family Day**.

Our sister company Flensted organized a **great party** where **young and old** spent the day **together**. An extensive programme of events, consisting of games and competitions as well as culinary delights, made for an unforgettable day for everyone involved.

Ever since Wernsing was founded, the employees have been the special focus of the company's business activities. Over the decades, this has resulted in a multitude of opportunities for the workforce, which are greatly appreciated.

### SOME SERVICES AT THE ADDRUP SITE AT A GLANCE:

**Individual further development** of employees through ongoing training such as **master craftsman qualifications, dual study programmes, language courses** and **specialist further training**

**Premiums and awards** for people celebrating long-service anniversaries

**Health premium** in the form of a **monthly payment**

A reasonably priced and varied range of **meals** in the **in-house canteen**

Option of **company pension and invalidity insurance**

**Holiday and Christmas bonuses**

**Travel allowance** and **e-bike leasing** option

**Company tours** within the companies of the Wernsing Food Family to **promote mutual exchange**



## FOR RESPONSIBLE INTERACTION WITH ONE ANOTHER

## OCCUPATIONAL TRAINING AT WERNSING: ACTING AND THINKING SUSTAINABILITY, RIGHT FROM THE START



As a responsible employer, Wernsing works continuously to reduce the number of accidents at work. The goal: 20% fewer work-related reportable accidents in the company by 2020 compared to 2015. **One key to success is a culture of open discussion** that allows the reasons for accidents to be addressed in follow-up meetings and accident evaluations.

of compliance rules", explains Managing Director Alfred Kessen. In its code of conduct, Wernsing expressly calls for the conservation of resources in the interests of present and future generations and is committed to its social responsibility for people and the environment as well as to the responsible and long-term interaction with consumers, employees and business partners.

**Sustainability is just as important as compliance with legal regulations**

Over and above occupational safety, the company's health management makes an important contribution to the well-being of its employees. Since 2016, Wernsing has been providing a monthly health bonus for every employee, which can be used for various measures such as back and spine exercise courses, stop-smoking courses or nutritional consultation. In 2019, one in four employees had already taken up the offer of the health bonus.

A sense of responsibility and sustainable behaviour: **what the company demonstrates internally, is also what is expected from our suppliers, service providers and customers.** The company has therefore formulated a code of conduct which stipulates integrity, honesty, fairness and compliance with all applicable laws and regulations.

"We want to make it very clear that the issue of sustainability is just as important and valuable in our company as, for example, compliance with legal regulations, respect and fairness in our dealings with each other or the observance

### CODE OF CONDUCT

1. Compliance with legal regulations and internal guidelines
2. Fundamental behaviour
3. Quality assurance
4. Fair competition
5. Corruption and money laundering
6. Non-discrimination and equal treatment
7. Health and safety at work
8. Confidentiality and data protection
9. Sustainability and social responsibility
10. Human rights
11. Dealing with violations of the code of conduct

How is it possible to achieve an impressive proportion of trainees to qualified workers of almost 10% in a rural region, even in these times of demographic change and a shortage of skilled workers? One thing is quite clear: those who start their professional life at Wernsing get more than at many other companies - and this has long been known in the region. It starts with the commute to work: because many young people do not yet have a driver's license and because public transport is not a helpful means of transport due to poor access and shift work, Wernsing simply picks up its young employees from home. The trainee taxi travels about 43.2 kilometres in the region every day.

But there is much more to vocational training at Wernsing: independent and responsible work, a clearly structured training plan and ongoing qualification through further training

are what distinguish vocational training at Wernsing. **"We train for our own needs and would like to take on as many trainees as possible after they have completed their training"**, says human resources specialist Jessica Beuse. "Our above-average hiring rate for our freshly-qualified former trainees is an important consideration for applicants."



In September 2019, the vocational programme at Wernsing was awarded the "TOP training" seal of quality by the Oldenburg Chamber of Commerce and Industry. It represents good, structured training at a very high level and was awarded to Wernsing after an extensive quality evaluation.



**43,2 km**

The distance travelled every day by the trainee taxi to take our young colleagues to work and back home again.



### TRAINEE DAY

- Every two years, an Open Day for Vocational Training takes place at our premises in Ad-drup-Essen/Oldenburg.
- This day gives future apprentices and trainees the opportunity **to get to know the company.**
- Activities such as **"Wernsing from Above"** or **"Show Cooking"** round off the opportunity to get to know our **13 vocational training professions** and **dual study programmes.**



## YOUNG RECRUITS BRING INNOVATION AND A BREATH OF FRESH AIR

Retaining employees in the long term also helps to pass on knowledge and ensure high quality standards. Wernsing uses precisely this approach to mentor and support bachelor and master interns who are working on or completing their final thesis and internships in the various departments of Wernsing. **Many students are former trainees who continue their professional path at Wernsing after successfully completing their final thesis.**

Familiar structures and processes combined with new knowledge and thinking raise the quality level and provide new approaches and exciting projects in the individual departments. True to the motto "Growing together - learning from each other", thinking and acting in terms of sustainability is also anchored in the minds of young employees from the very beginning through regular communication.

### Project NaReLe - Sustainable "resonance chambers" in the food industry



Together with the Leuphana University of Lüneburg, the Sustainable Food Academy, the Federal Institute for Vocational Education and Training and other companies from the

food industry, Wernsing pursues the goal of integrating and implementing the idea of sustainability in the professional activities, work processes and procedures of various jobs. Together with the trainees from the profession of food technology specialist, the company develops, tests and implements various learning tasks on a range of topics, such as regionalism, energy and packaging.

## PROVIDING SUPPORT "OUTSIDE THE BOX": THE SOCIAL RESPONSIBILITY COMMITTEE



**"We don't just see ourselves as an employer, but as a family."**

This is how Managing Director Andreas Sostmann describes how the company sees itself when it comes to its involvement and activities in the region. What does that mean in practice? "Our commitment and interest in our fellow human beings does not end at the gates of the factory, instead we are very aware of our social responsibility in the region", says Sostmann. The crea-

tion of a "Social Responsibility Committee" in 2018 also reflects this fundamental attitude.

bled this amount. In addition, the company donated the complete kitchen including furniture as a shared meeting place for the hospice. Help for employees in need is provided by a fund - to support colleagues who need help, for example, due to an accident or a need for nursing care in the family.

Sometimes it is the small gestures that make a big difference - such as the "Restcent" campaign, where employees can donate the cent amounts after the decimal point on their pay slips. **"I am impressed by the level of compassion and collegiality within the workforce.** It goes without saying that we as a company support this effort", says Andreas Sostmann.

// **Our interest in our fellow human beings does not end at the gates of the factory.** //

The committee is made up of employees from all areas of the company and has the responsibility of allocating donations of money and materials wisely. This involvement is divided into several areas and supports a wide variety of projects, especially in the region around the Addrup site. These can be product donations, such as to the food bank, for cultural or sporting events, or the sponsorship of educational projects or popular sports. When it comes to supporting charitable causes, companies and employees work hand in hand. For example, money which employees had collected at a cookie and waffle sale was donated to the "Wanderlicht" hospice in Cloppenburg. Wernsing dou-



### SOCIALLY COMMITTED, TOGETHER

In 2019, **regional social projects** were supported by the company and employee campaigns to the value of **more than €250,000.**

**22.91%**  
Of the 1,100 employees at the Addrup site, 252 did their vocational training at Wernsing.

**1974** Alfred Dinkgrefe was the first trainee in the company's history to complete his vocational training as an office administrator at Wernsing. He still works for the company today.

**461** trainees have completed their vocational training at Wernsing over the past ten years. 252 of them are still with the company today. This represents **54.66%**.

**1984** was the first time that we trained as "Specialist for Food Technology". Both trainees from that time are still employed at Wernsing today.

4

# Conclusion





## ABOUT THIS REPORT

Since 2015, Wernsing Feinkost GmbH has been committed to looking strategically at the issues of sustainability and future viability and systematically recording them. The creation of appropriate structures for sustainability management throughout the company plays an important role in this process. For the first time in the company's history, successfully implemented measures, processes and the organisation as well as the short, medium and long-term goals and plans are summarised in a report. The report focuses exclusively on Wernsing Feinkost GmbH, which is a part of the Wernsing Food Family.

**By publishing this report, the company underscores its express wish and willingness to communicate transparently with all relevant stakeholders and to enter into an open dialogue based on partnership.**

Thus, the report - together with the company's website, other publications and other means of external and internal communication - is an essential component of the integrated communication concept of Wernsing Feinkost GmbH. The report is also available on the website [www.wernsing.de](http://www.wernsing.de).

### Report parameters

This report is based on the recommendations of the Global Reporting Initiative (GRI) - but without claiming to fully comply with this standard at the present time. The intention is to continue sustainability reporting on an ongoing basis and to develop it further in a meaningful and pragmatic manner. The publication of the next comprehensive sustainability report is planned for 2022.

### Scope of the report

In 2017, Wernsing Feinkost GmbH received certification for the ZNU Standard - driving sustainable change from the certification company ARS PROBATA GmbH. This standard was developed by the Centre for Sustainable Management (ZNU) at the University of Witten/Herdecke. It is designed to support the introduction of an integrated sustainability management system in manufacturing companies in the food industry.

In this context, three action areas were defined to cover the pillars of sustainability: ecological sustainability, economic sustainability and social sustainability. The company will focus on these topics, develop them systematically and set itself concrete, measurable goals.

### Reporting period




The information presented in this report as well as the data and figures quoted refer to the years 2018 and 2019, and relevant information from previous years has also been taken into account. The editorial deadline for this report was 13.03.2020.

## MATRIX

SDGs (Sustainable Development Goals)	ZNU Standard Requirement	Wernsing Sustainability Report Chapter
<b>Goal 1</b> 	II.10 Innovation	1.5 Quality and Innovation, 1.6 Packaging, 2.1 Procurement, 2.2 Energy
	II.14 Fair competition	3.3 Code of Conduct
	II.15 Local commitment	Dates, facts and goals, 2.1 Procurement, 3.5 Social responsibility
	II.16 Procurement	1.6 Packaging, 2.1 Procurement
	II.21 Human rights	3.3 Code of Conduct
	II.17 Fair payment	3.3 Code of Conduct
	II.18 Fair value creation	3.3 Code of Conduct
	<b>Goal 2</b> 	I.2 Philosophy / values
II.15 Local commitment		Dates, facts and goals, 2.1 Procurement, 3.5 Social responsibility
II.16 Procurement		1.6 Packaging, 2.1 Procurement
II.20 Health		1.5 Quality and Innovation, 3.3 Occupational safety
II.21 Human rights		3.3 Human rights
II.10 Innovation		1.5 Quality and Innovation, 2.1 Procurement, 2.2 Energy, 1.6 Packaging
II.15 Local commitment		Dates, facts and goals, 2.1 Procurement, 3.5 Social responsibility
II.17 Fair payment		3.3 Human rights
II.18 Fair value creation		2.1 Procurement, 3.3 Human rights, 2.2 Energy
II.1 Climate		1.2 Philosophy, 2.2 Energy, 2.1 Procurement, 2.5 Emissions and climate neutrality
II.6 Soil		2.1 Procurement, 2.4 Biodiversity, 2.5 Emissions and climate neutrality
II.10 Innovation		1.5 Quality and Innovation, 2.1 Procurement, 2.2 Energy, 1.6 Packaging
<b>Goal 3</b> 		II.11 Quality
	II.8 Biodiversity	2.1 Procurement, 1.5 Quality and Innovation, 2.4 Biodiversity
	II.16 Procurement	1.6 Packaging, 2.1 Procurement
	II.19 Occupational safety	3.3 Occupational safety / Code of Conduct
	II.20 Health	3.2 Human resource management, 3.3 Occupational safety / Code of Conduct
	II.21 Human rights	3.3 Occupational safety / Code of Conduct
	II.22 Diversity	3.2 Human resource management
	II.23 Demography	3.2 Human resource management, 3.3 Code of Conduct, 3.4 Vocational training
	I.2 Philosophy / values	Editorial, Dates, facts and goals, 1.2 Philosophy, 1.3. Sustainability management
	II.13 Fair advertising	1.5 Quality and Innovation, 3.1 Sales
	II.19 Occupational safety	3.3 Occupational safety / Code of Conduct
	II.4 Waste	1.6 Packaging, 2.1 Procurement
	<b>Goal 4</b> 	II.5 Water
II.6 Soil		2.1 Procurement, 2.4 Biodiversity, 2.5 Emissions and climate neutrality
II.7 Air		2.2 Energy, 2.5 Emissions and climate neutrality
II.16 Procurement		1.6 Packaging, 2.1 Procurement
II.21 Human rights		3.3 Occupational safety / Code of Conduct
II.22 Diversity		3.2 Human resource management, 3.3 Code of Conduct, 3.4 Vocational training
I.5 Education / learning process		3.2 Human resource management, 3.4 Vocational training
II.15 Local commitment		Dates, facts and goals, 2.1 Procurement, 3.5 Social responsibility
II.22 Diversity		3.2 Human resource management, 3.3 Code of Conduct, 3.4 Vocational training
II.23 Demography		Dates, facts and goals, 3.2 Human resource management, 3.3 Code of Conduct, 3.4 Vocational training
<b>Goal 5</b> 	II.16 Procurement	1.6 Packaging, 2.1 Procurement
	II.21 Human rights	3.3 Occupational safety / Code of Conduct
	II.22 Diversity	3.2 Human resource management, 3.3 Code of Conduct, 3.4 Vocational training

SDGs (Sustainable Development Goals)	ZNU Standard Requirement	Wernsing Sustainability Report Chapter
<b>Goal 6</b> 	II.15 Local commitment	Dates, facts and goals, 2.1 Procurement, 3.5 Social responsibility
	II.20 Health	3.2 Human resource management, 3.3 Occupational safety / Code of Conduct
	II.21 Human rights	3.3 Occupational safety / Code of Conduct
	II.5 Water	Dates, facts and goals, 2.2 Energy
	II.10 Innovation	1.5 Quality and Innovation, 1.6 Packaging, 2.1 Procurement, 2.2 Energy
	II.10 Innovation	1.5 Quality and Innovation, 1.6 Packaging, 2.1 Procurement, 2.2 Energy
<b>Goal 7</b> 	II.8 Biodiversity	2.1 Procurement, 1.5 Quality and Innovation, 2.4 Biodiversity
	II.10 Innovation	1.5 Quality and Innovation, 1.6 Packaging, 2.1 Procurement, 2.2 Energy
	II.15 Local commitment	Dates, facts and goals, 2.1 Procurement, 3.5 Social responsibility
	II.16 Procurement	1.6 Packaging, 2.1 Procurement
<b>Goal 8</b> 	II.21 Human rights	3.3 Occupational safety / Code of Conduct
	II.2 Energy	2.2 Energy
	II.15 Local commitment	Dates, facts and goals, 2.1 Procurement, 3.5 Social responsibility
	II.16 Procurement	2.1 Procurement, 1.6 Packaging
	II.17 Fair payment	3.3 Human rights
	II.10 Innovation	1.5 Quality and Innovation, 1.6 Packaging, 2.1 Procurement, 2.2 Energy
	II.18 Fair value creation	2.1 Procurement, 2.2 Energy, 3.3 Human rights
	II.19 Occupational safety	3.3 Occupational safety / Code of Conduct
	I.4.1 Integration / individual commitment	Editorial, 1.3 Sustainability management
	I.5.4 Education / learning process	3.2 Human resource management, 3.4 Vocational training
	II.1 Climate	1.2 Philosophy, 2.2 Energy, 2.1 Procurement, 2.5 Emissions and climate neutrality
	II.2 Energy	Dates, facts and goals, 2.2 Energy
	II.3 Packaging	1.6 Packaging, 3.1 Sales
	II.4 Waste	1.6 Packaging, 2.1 Procurement
	II.5 Water	Dates, facts and goals, 2.2 Energy
	II.6 Soil	2.1 Procurement, 2.4 Biodiversity, 2.5 Emissions and climate neutrality
	II.7 Air	2.2 Energy, 2.5 Emissions and climate neutrality
	II.8 Biodiversity	2.1 Procurement, 1.5 Quality and Innovation, 2.4 Biodiversity
	II.9 Animal welfare	not covered in this report
	II.22 Diversity	3.2 Human resource management, 3.3 Code of Conduct, 3.4 Vocational training
	II.21 Human rights	3.3 Occupational safety / Code of Conduct
	<b>Goal 9</b> 	II.10 Innovation
II.16 Procurement		1.6 Packaging, 2.1 Procurement
I.6.3 Diagnosis / performance		Dates, facts and goals, 2.2 Energy, 3.4 Vocational training
I.4.1 Integration / individual commitment		Editorial, 1.3 Sustainability management
I.5.4 Education / learning process		3.2 Human resource management, 3.4 Vocational training
<b>Goal 10</b> 	II.15 Local commitment	Dates, facts and goals, 2.1 Procurement, 3.5 Social responsibility
	II.16 Procurement	1.6 Packaging, 2.1 Procurement
	II.18 Fair value creation	2.1 Procurement, 2.2 Energy, 3.3 Human rights
	II.17 Fair payment	3.3 Human rights
	II.21 Human rights	3.3 Occupational safety / Code of Conduct
	II.22 Diversity	3.2 Human resource management, 3.3 Code of Conduct, 3.4 Vocational training

SDGs (Sustainable Development Goals)	ZNU Standard Requirement	Wernsing Sustainability Report Chapter
<b>Goal 11</b> 	II.10 Innovation	1.5 Quality and Innovation, 1.6 Packaging, 2.1 Procurement, 2.2 Energy
	II.15 Local commitment	Dates, facts and goals, 2.1. Procurement, 3.5 Social responsibility
	II.16 Procurement	1.6 Packaging, 2.1 Procurement
	II.21 Human rights	3.3 Occupational safety / Code of Conduct
	I.5.4 Education / learning process	3.2 Human resource management, 3.4 Vocational training
	II.1 Climate	1.2 Philosophy, 2.2 Energy, 2.1 Procurement, 2.5 Emissions and climate neutrality
	II.2 Energy	Dates, facts and goals, 2.2 Energy
	II.3 Packaging	1.6 Packaging, 3.1 Sales
	II.4 Waste	1.6 Packaging, 2.1 Procurement
	II.5 Water	Dates, facts and goals, 2.2 Energy
	II.6 Soil	2.1 Procurement, 2.4 Biodiversity, 2.5 Emissions and climate neutrality
	II.7 Air	2.2 Energy, 2.5 Emissions and climate neutrality
	II.8 Biodiversity	2.1 Procurement, 1.5 Quality and Innovation, 2.4 Biodiversity
	II.9 Animal welfare	not covered in this report
<b>Goal 12</b> 	All requirements of the ZNU-Standard Driving Sustainable Change	Content of entire Sustainability report
	I.5 Education / learning process	3.2 Human resource management, 3.4 Vocational training
	II.10 Innovation	1.5 Quality and Innovation, 1.6 Packaging, 2.1 Procurement, 2.2 Energy
	I.6.3 Diagnosis / performance	Dates, facts and goals, 2.2 Energy, 3.4 Vocational training
	II.5 Water	Dates, facts and goals, 2.2 Energy
	II.6 Soil	2.1 Procurement, 2.4 Biodiversity, 2.5 Emissions and climate neutrality
	II.7 Air	2.2 Energy, 2.5 Emissions and climate neutrality
	II.11 Quality	2.1 Procurement, 1.5 Quality and Innovation
	II.16 Procurement	2.1 Procurement, 1.6 Packaging
	I.2 Energy	Dates, facts and goals, 2.2 Energy
	II.3 Packaging	1.6 Packaging
	II.1 - II.8 (all environmental requirement)	2. For responsible production
	II.20 Health	3.2 Human resource management, 3.3 Occupational safety / Code of Conduct
	II.4 Waste	1.6 Packaging, 2.1 Procurement
	I.4.1 Integration / individual commitment	Editorial, 1.3 Sustainability management
	I.7 Culture of dialogue	1.4 Materiality matrix, 1.5 Quality and Innovation, 3.1 Sales, 3.2 Human resource management
	<b>Goal 13</b> 	II.1 Climate
II.2 Energy		Dates, facts and goals, 2.2 Energy
II.8 Biodiversity		2.1 Procurement, 1.5 Quality and Innovation, 2.4 Biodiversity
II.9 Animal welfare		not covered in this report
II.10 Innovation		1.5 Quality and Innovation, 1.6 Packaging, 2.1 Procurement, 2.2 Energy
II.16 Procurement		1.6 Packaging, 2.1 Procurement
I.4 Integration / individual commitment		Editorial, 1.3 Sustainability management
I.5 Education / learning process		3.2 Human resource management, 3.4 Vocational training
II.2 Energy		Dates, facts and goals, 2.2 Energy
II.8 Biodiversity		2.1 Procurement, 1.5 Quality and Innovation, 2.4 Biodiversity
<b>Goal 14</b> 	II.16 Procurement	1.6 Packaging, 2.1 Procurement
	I.5 Education / learning process	3.2 Human resource management, 3.4 Vocational training
	II.4 Waste	1.6 Packaging, 2.1 Procurement
	II.5 Water	Dates, facts and goals, 2.2 Energy
	II.8 Biodiversity	2.1 Procurement, 1.5 Quality and Innovation, 2.4 Biodiversity
	II.9 Animal welfare	not covered in this report
	II.7 Air	2.2 Energy, 2.5 Emissions and climate neutrality
	II.10 Innovation	1.5 Quality and Innovation, 1.6 Packaging, 2.1 Procurement, 2.2 Energy
	II.18 Fair value creation	2.1 Procurement, 2.2 Energy, 3.3 Human rights

SDGs (Sustainable Development Goals)	ZNU Standard Requirement	Wernsing Sustainability Report Chapter
<b>Goal 15</b> 	II.2 Energy	Dates, facts and goals, 2.2 Energy
	II.3 Packaging	1.6 Packaging, 3.1 Sales
	II.4 Waste	1.6 Packaging, 2.1 Procurement
	II.8 Biodiversity	2.1 Procurement, 1.5 Quality and Innovation, 2.4 Biodiversity
	II.16 Procurement	1.6 Packaging, 2.1 Procurement
	II.5 Water	Dates, facts and goals, 2.2 Energy
	II.6 Soil	2.1 Procurement, 2.4 Biodiversity, 2.5 Emissions and climate neutrality
	II.7 Air	2.2 Energy, 2.5 Emissions and climate neutrality
	II.8 Biodiversity	2.1 Procurement, 1.5 Quality and Innovation, 2.4 Biodiversity
	II.1 Climate	1.2 Philosophy, 2.2 Energy, 2.1 Procurement, 2.5 Emissions and climate neutrality
	II.6 Soil	2.1 Procurement, 2.4 Biodiversity, 2.5 Emissions and climate neutrality
	II.9 Animal welfare	not covered in this report
	II.8 Biodiversity	2.1 Procurement, 1.5 Quality and Innovation, 2.4 Biodiversity
	<b>Goal 16</b> 	II.15 Local commitment
II.16 Procurement		1.6 Packaging, 2.1 Procurement
II.21 Human rights		3.3 Occupational safety / Code of Conduct
II.14 Fair competition		3.3 Code of Conduct
<b>Goal 17</b> 	II.14 Fair competition	3.3 Code of Conduct
	II.15 Local commitment	Dates, facts and goals, 2.1 Procurement, 3.5 Social responsibility
	II.16 Procurement	1.6 Packaging, 2.1 Procurement
	II.18 Fair value creation	2.1 Procurement, 2.2 Energy, 3.3 Human rights
	I.5.4 Education / learning process	3.2 Human resource management, 3.4 Vocational training
	II.10 Innovation	1.5 Quality and Innovation, 1.6 Packaging, 2.1 Procurement, 2.2 Energy

## LEGAL NOTICE

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