



WE MAKE
FOOD
MATTER

Solina Denmark 2021

*COP – Communication on progress –
UN Global Compact*

Marts 2022





Statement of continued support UN Global Compact -by Solina Denmark General Manager



Solina Denmark reaffirm our support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights Labour, Environment and Anti-Corruption.

In this annual Communication on Progress report (COP), Solina Denmark describes our CSR strategy and our activities to improve integration of the Global Compact and its principles into our daily operations.

We also commit to share this information with the main company stakeholders using our annual report as well as our primary channels of communication.

Specific policies, including The Ten Principles of The United Nations Global Compact, have been defined for human rights, labour rights, occupational health and safety, environment and climate and anti-corruption.

Solina Denmark wishes to promote and develop its Corporate Social Responsibility with respect to human rights, social matters, environmental and climate matters and combating corruption.



Solina Human Rights policy

SOLINA is an entrepreneurial group of companies that continues to expand through both organic and acquisitive growth. At SOLINA, Sustainability is a core foundation of our Business Strategy and is a critical pillar of our growth and investment decisions. Our mission is to Make Food Matter for People and the Planet and our ambition is to work collaboratively with our partners through the food value chain so that we can better deliver innovative solutions that create memorable food experiences but with the comfort that it is done in a sustainable way. This means that we place great emphasis on the longer-term impact of our decisions and footprint of or all our stakeholders. Our Commitment As part of our Sustainability Pillar, respecting and protecting people and their Human Rights is a strategic commitment that enables us to contribute to furthering the beneficial impact of the UN's 17 Sustainable Development Goals ("SDG's"). SOLINA not only commits to uphold the highest standard of Human Rights as set out in the UN SDG's but also pledges to be a positive advocate of them through the food value chain in which it operates and relies upon. SOLINA is also committed to ensuring that people are treated with utmost dignity and respect and its Human Rights Policy has been developed in conjunction with both its Sustainable Sourcing Policy and Code of Ethics. Our mission is to integrate Human Rights Policy into SOLINA's core business processes in every country we operate. Together with our stakeholders all over the world our commitment is to make sustainability a way of life. Accordingly, our

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CEO



Thomas Decroix
Director Business Transformation



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Regional Director – CEMEA



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Group Procurement and Sustainability Director



Christophe Vasseur
Regional Director – Southern Europe



Rory Bowman
Director Bowmans Ingredients



Eric Filiat
Group HR Director



Christophe Gyselink
Group Technical and Innovation Director



Stephan Schulte
Regional Director – Emerging Markets



SOLINA IN NUMBERS

We have built a fast-growing organisation to design customised ingredient solutions that address the biggest challenges and opportunities in food.



FACILITIES

18 COUNTRIES
In which Solina has facility presence

31 R&D CENTRES
To rethink ordinary food solutions

30 PRODUCTION SITES
Across Europe and North America



BUSINESS

650 M€ T/O
Through organic growth and M&A

+18,000 CUSTOMERS
Globally served by Solina

+1,800 RAW MATERIALS

+75 COUNTRIES
In which Solina has business activity

+2,000 SUPPLIERS



PEOPLE

+2,400 PEOPLE
Passionate about food

AA+ SCORE
Employee survey

10% OF ALL COLLEAGUES
In Research and Development

30

production sites

And 3 additional logistic bases

-  Dry production facility
-  Wet production facility
-  Coating production facility
-  Logistic facility

WHERE WE OPERATE

Working out of sites in 18 countries,
we connect with customers on a local level to
meet their specific needs.



Solina offers critical products and services to the food industry, fulfilling a crucial role in the entire supply chain.



Raw material and ingredients supplying



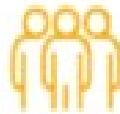
Supply chain



Regulatory and certification experts



Quality control



Market intelligence



Dry and wet blending of tailor-made solutions



Customer service



R&D and innovation



Ad-hoc packing



Technical support



Chef to chef approach and culinary council

Sustainability commitments

OUR SUSTAINABILITY COMMITMENTS (our 5Ps)

PLANET

Reducing the environmental footprint of our entire value chain, from raw material inbound supply through our own operations and to the end consumer, contributing to a food system respectful of natural resources and their limited availability.

PRODUCTS & SOLUTIONS

Pioneering with tasty, healthier, and sustainable food solutions which benefit people and the planet, at an affordable price for the final consumer.



PARTNERS

Establishing long-term and honest relationships with in our ecosystem (customers, suppliers, and other actors) to address sustainable challenges in our value chain, provide unrivaled customer services embodying our societal, social and environmental values, and contribute to the reshaping of food systems.

PEOPLE

Investing in people to make Solina a safe, inclusive, ethical and attractive work environment, enriching our pride of being part of Solina, as well as in our end consumers and communities to improve their wellbeing.

PERFORMANCE

Pursuing our historical organic growth by further developing our customer-centric product strategies in food markets, all the while reconciling this profitable performance with our societal and environmental considerations.

OUR 2023 SUSTAINABILITY INTEGRATION ROADMAP

Complementing our sustainability commitments – the 5 sustainability Ps, is our 2023 Solina **Sustainability Integration Roadmap**.

The roadmap consists of 6 sustainability integration topics with 15 workstreams. Designed to focus our sustainability integration to 2023 and contribute to a more sustainable agri-food value chain and industry. Our roadmap was designed in 2020 to cover all focus areas relevant to all Solina regions, functions and sites and to support the integration of sustainability into the heart of Solina’s business model and behaviour.



Solina Denmark, part of Solina Group, is a food producing and trading company situated in Denmark and has been selling primarily ingredients, utensils, packing materials to the food industry for more than 100 years.

- Our production handles of more than 3,000 blends and liquid marinades
- In 2021 we produced 8221ton spices, blends and marinades
- In 2021 Solina Denmark employed 109 people- including 2 trainee and 3 flexworkers.



We put an effort into making a safe and healthy work environment, and to produce responsible and sustainable products with as little impact on the environment as possible.

Solina Denmark purchases products in several countries around the world and operates in accordance with international standards and relevant laws of the countries in which we operate.

- Purchasing approx. 1000 ingredients from more than 200 suppliers.

Being part of Solina Group strengthens our position worldwide with a broader knowledge of the market and giving better possibilities to work with suppliers on issues like social responsibility and environmental behavior.

Solina Denmark is committed to conduct its business in a transparent as well as socially and environmentally responsible manner. Specific policies including The Ten Principles of The United Nations Global Compact have been defined and incorporated in our Code of Conduct and our Human Rights Policy

Solina Denmark has obtained certificates for the following; Foodsafety, Health and Safety, Environment, Ecology and Sustainable Seafood



EU's økologilogo





CSR policy

Solina Denmark recognizes the importance of ensuring both product quality and the conditions under which the products have emerged. This entails requirements for ethical, social and environmental conditions for Solina Denmark as well as for our suppliers.

It is the company strategy to work actively with issues related to Cooperate Social Responsibility. Environment, sustainability and Health & Safety are integral part of day-to-day work. In our daily work we put an effort into approaching the Sustainability Development Goal 12- Responsible consumption and production

It is Solina Denmark's goal to follow the UN Global Compact's 10 principles and continuously improve yourselves in areas within CSR and sustainability. This applies to both the activities that take place at Solina Denmark and activities with our suppliers. We will meet our goal by continuously training our employees and guiding our customers in sustainability, as well as influencing our suppliers to comply with the UN Global Compact's 10 principles.

Suppliers

Being a part of Solina group has given us a possibility to work and affect our suppliers in a more extensive manner to perform on the UN global 10 statements. In 2021 we found the need for a new supplier questionnaire, enforcing a selection of suppliers with sustainable background- doing progress on human rights ect. Due to the complicity, we hope to finish the work in 2022, but all suppliers have confirmed, that they comply with the current Solina Code of Conduct.

Electricity

In the autumn we signed a new contract- buying electricity from sustainable resources- from solar cell instead of electricity from a hydroelectric plant. Advance. With this new agreement Power Purchase Agreement, our electricity will come from completely newly installed plants, which are exclusively listed on the basis of this agreement. We expect the plant to be ready for delivery in 2023.

We have increased our electricity consume since 2018

Electricity consumption per. kg finished product



Water consume

About 50% of our water consume is used for producing marinades, the rest of the water is used for cleaning and personal hygiene. Today we have optimized our consume of water, by producing more products.

	Waterconsume m3 2018	Waterconsume m3 2019	Waterconsume m3 2020	Waterconsume m3 2021
Total m3 pr. year	3044	2825	3318	3631
Pr. kg produced product	0,60	0,62	0,58	0,44

Sewage

We separates all fat & oil from the sewage water before it is sent to the local serwage treatment plant. The collected fat & oil is sold for biogas extraction.

We analyze water samples after the separator, and I 2021we did not have any non-confirmative results.

Products

The market for new products based on vegetables is rising, and we have a well assorted selection of vegetables products, for making it easy for our costumers to make sustainable choices and to affect the reduction of CO2. The demand for ecologic products from Solina Demark increased with 30% from 2020 to 2021

Waste

Nearly half of all waste at Solina Demark was recycled in the past year. We still have challenges in finding way to recycle paperbags with plastic inliners and buckets, with out using to much time to separate it or clean it.

% recycled "waste"			
Year	Recycled "waste" kg	Waste/ kg	Recycled "waste"i%
2018	96630	243820	40%
2019	95096	265396	36%
2020	104830	297570	35%
2021	139502	319932	44%

In 2021 we started to seperate and collect hard plastic (PP and PET) and glassware.



Our results in 2021

Certifications

In 2021 we focused on environment, and In November we achieved our first ISO14001 certificate for environment, without any findings.

Carbon footprints

Due to the demand from our customers, we start a pilotproject trying to messure our carbonfoot print. We have done most of the preliminary work, and will be able to present our first GHG accounting in 2022

Courses

We held 2 courses in first aid during 2021, and an ergonomics training for the white collard employees.



What to come in 2022

Politics

Solina group published in February new politics for Health & Safety, Codes of Ethics, Human Rights, Anti-bribery/Anti-corruption and Whistleblowing Policy, to amplify our positions and transparency. These politics will help us to state our positions.

MSC certification

In March we achieved a MSC certification, for some of our fish products, which means that the marine environment is protected as well as the fish stock.

Carbonfootprint

During this spring we will be able to present our first GHG-account- measuring our Carbon footprint for our business

Suppliers

Use our new supplier questionnaire, enforce a selection of suppliers with a sustainable background- and significant supplier audits- focus on the UN Global 10 principles

Sustainability on procurement- Reduce purchases from middlemen as well as agents and start the initial work to increase the carbon footprint by a sustainable sourcing chain.



What to come in 2022

Packing materials (plastic)

Solina Denmark will expand our assortment of sustainable packaging for the retail sector and replace most primarily packing material, used for our products of recyclable materials from 60% in 2021 to 80% in 2022.

Electricity

We want to reduce the use of electricity by 3%, by install light sensors in the storage areas.

Nature and Biodiversity

In 2021 we increased our ecology products by 30% in one year, and our strategi is to continue this in 2022.

We became a donation member of the Danish Nature protection association in 2022, to make an effort to the nature and the biodiversity. Joining events, as picking wast in local areas, and sawing seed to attract bees and butterflies, will hopefully make all employes at Solina more concerned about our nature.

Foodwaste

Most foodindustries have huge challanged to bring down the amount of food wast. We haven't set any KPI, but we will do a LCA for our main products, to find out where our lacks are.



Solina Denmark – UN Global Compact: ten principles

Human Rights (-Principles 1-2)

Assessment, policy and goals

Human rights and workers' rights are defined as priority areas for Solina Denmark.

This relates to the fact that Solina Denmark generally respects the principles in UN Global Compact and Danish legislation and demand compliance with basic human rights.

As a leading Nordic player, Solina Denmark has therefore taken an active role in this work and compliance with human rights as described in UN Global Compact is part of company Code of Conduct.

Implementation

Solina Denmark has implemented the principles in our Code of Conduct and our questionnaire has developed questionnaires / self-assessment to be completed by our suppliers. A new edition was released in 2021 due to new customer demands.

We have strengthened our profile with our Human rights policy

Measurement of outcomes

Through our Code of Conduct system, we are able to monitor our suppliers regarding the Human Rights area.

Our Code of Conduct is tested through physical audits when visiting the suppliers, and no finding breaching human rights. We have also joint SSI (Sustainable Spices Initiative), which include sustainability, traceability, quality, foodsafety as well

The risk of not complying with the human rights principles would have strong negative effects on the reputation of the Company and our future recruitment and growth possibilities



Solina Denmark – UN Global Compact: ten principles

Labour Principles (–Principles 3-6)

Assessment, policy and goals

Our employees are Solina Denmark's most important resource. Therefore a good working environment is an important foundation stone in the company business strategy. During the last years the focus has been on Health and safety, Our Health and Safety certification includes a risk assessment for social matters and well being of our employee

Implementation

Solina Denmark works according to Danish legislation that implements all issues related to labour rights as described in UN Global Compact.

We have confident collaboration with the Danish safety authorities and the unions. We

Solina Denmark is working continuously to prevent discrimination on the grounds of gender, ethnicity or disability, and prioritize equal opportunities.

In 2021 we established a 24/7 whistleblower opportunity for all employees and a policy for Human rights took effect.

Measurement of outcomes

Every year Solina Denmark conducts interviews with all employees to identify status on workrelated and well-being issues and also needs for education.

Due to a culture change on Health and Safety, we extended our registration on accidents forms from dangerous situations, nearby-miss, minor accidents and lost time accidents. Last year we 3 accidents, which ended up in 18 lost time accident days.

In 2021 the safety authorities gave us a notice, on to heavy workload in one department- which was solved by hiring 2 extra persons.

Our ISO 45001 leads us to optimize our safety guidelines- and this year we conducted with no remarks

Solina Denmark has received no complaints from employees or others in relation to labour rights violations.

All suppliers have received our Code of Conduct / regarding labour rights, and in the end of 2021 over 95% of our suppliers have agreed.



Solina Denmark – UN Global Compact: ten principles

Environment & Climate (-Principles 7-9)

Assessment, policy and goals

Solina Denmark is an environmentally responsible company that wants to develop and optimize sustainable operations, a good reputation and a profitable business. Environment and sustainability are integral parts of day-to-day work, and management is committed making improvements and incorporating environmental concerns into relevant decisions- including suppliers.

Our ISO14001 includes a detailed risk assessment of environmental issues, that will contribute to our preparedness to mitigate such risks. One of the greater risks for our business is the CO2 emission- especially our raw materials and the impact of transportation of our goods. Sustainable Development Goals (SDG) 12. Responsible Consumption and Production, is our main fokus.

Implementation

Measuring key figures in relation to energy and waste consumption and obtain reductions.

All electricity comes from sustainable resources, but we will install automatic switch off- to lower the consumption

New negotiations about waste are underway- to ensure recycling.

Sustainability is inserted into the heart of our business model beginning 2021, and a designated plan for environment and climate is to be made and implemented.

Measurement of outcomes

By following the key figures registered on our use of resources, Solina has been able to enhance our use of energy, water, recycleable waste and more See results 2021

In 2021 Solina achieve an ISO14001 certification on environment for the first time.



Solina Denmark – UN Global Compact: ten principles

Anti-Corruption (-Principles 10)

Assessment, policy and goals

Corruption is forbidden according to Danish law and is therefore a fully integrated part of Solina Denmark business strategy.

Solina Denmark does not accept any use of bribery nor to participate in business transactions where bribery takes place.

Implementation

Terms for anti-corruption is implemented in Solina Denmark through Danish legislation.

Solina Denmark Code of Conduct also include the “non-acceptance” of corruption. In 2022 a new policy will be introduced.

Measurement of outcomes

There has been no cases of corruption in the line of our work over the course of the organization’s existence.

If such a situation might arise, Solina Denmark’s Code of Conduct requires us to take appropriate action and ultimately withdraw from the assignment. The situation will be evaluated afterwards.

If not complied the company will incur high costs due to fines and also have a major impact on the reputation and trustability towards our stakeholders.



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The SOLINA logo, consisting of a stylized 'S' in orange and yellow followed by the word 'OLINA' in a black, sans-serif font.

solina.com