

Solina Norway 2024

Financial Year 01.01-31.12 2024

Aksomhetsvurdering

June 2025



Solina Human Rights policy

Our Purpose

SOLINA a 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 Executive Team have signed up to our commitment.

December 2020

Anthony Franchetiere
CEO



Thomas Decroix
Director Business Transformation




Gert Verheul
Regional Director – CEMEA



Adam Jones
Regional Director – UK and Northern Europe

Bertrand Via
CEO




Anne-Marie Bouteiller
Group Procurement and Sustainability Director

Christophe Vasseur
Regional Director – Southern Europe



Rory Bowman
Director Boemians Ingredients



Eric Fillet
Group HR Director



Christophe Gysels
Group Technical and Innovation Director



Stefhan Schulte
Regional Director – Emerging Markets





Solina Group



About Solina group

WE MAKE
FOOD
MATTER



Numbers speaking



BUSINESS

1,6 B€ T/O
through organic growth
and M&A

**+ 75
countries**
in which Solina has
business activity

**+ 18 000
customers**
globally served by Solina

SITES

19 countries
in which Solina has facility
presence

**+ 30 R&D
centres**
to rethink culinary food
solutions

**45 production
sites**
across Europe and North
America

2 joint ventures
over 4 sites

PEOPLE

+ 5.000 people
passionate about
food

**> 10% R&D
people**
among all Solina
colleagues

A score
employee survey

About Solina group



45
factories
in total

- 41 production sites
- 4 logistic-only sites

Local proximity,
global footprint.

8

In North
America

37

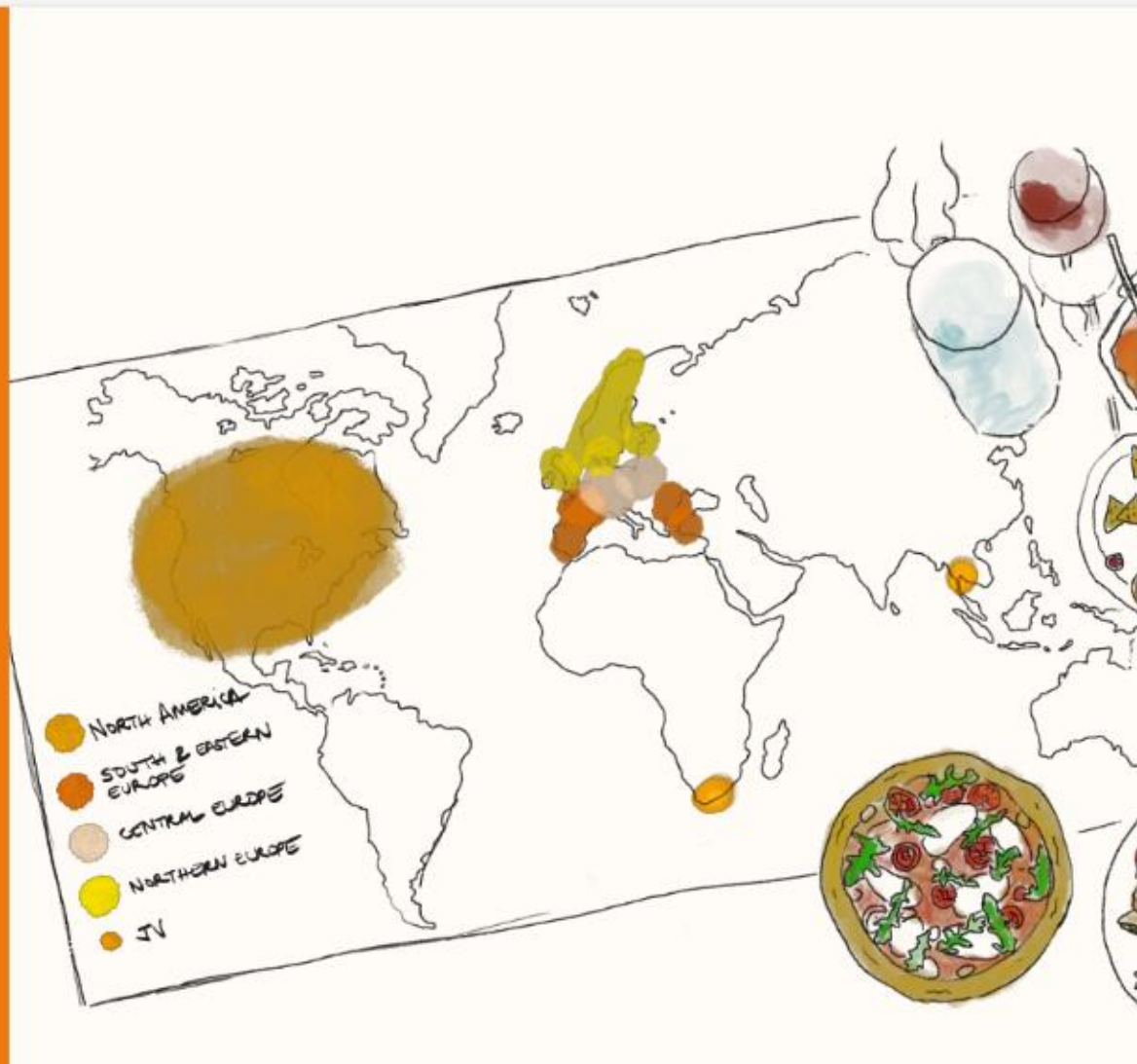
In Europe

1

JV in Africa
(South-Africa)

1

JV in Asia
(Thailand)



Products and Services

SOLINA PRODUCTS AND SERVICES

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



Sustainability commitments

PEOPLE & COMMUNITY

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.

PARTNERS

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

PLANET

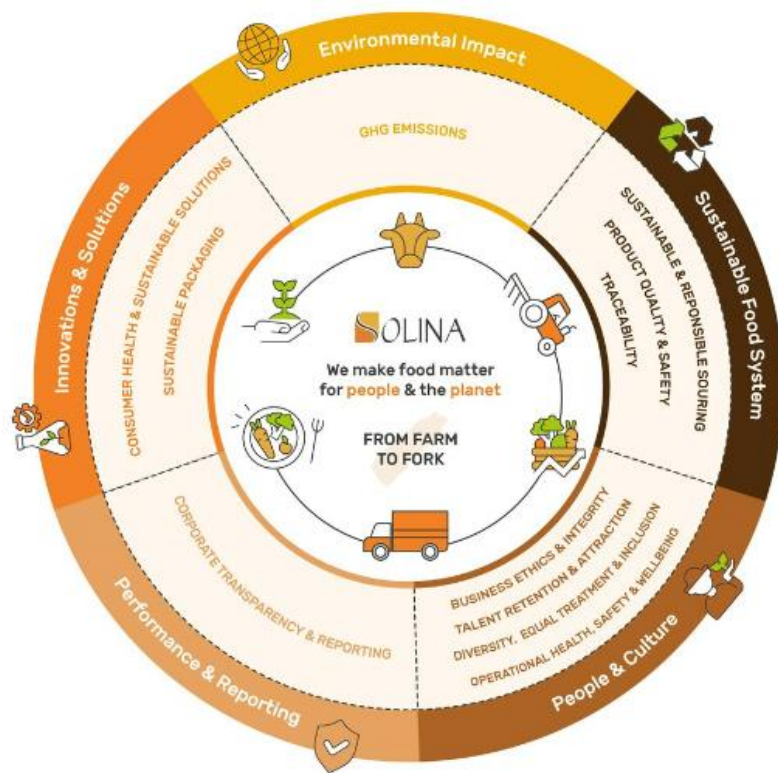
Reducing the environmental footprint of our entire value chain, from raw material inbound supply through our own operations and to the end consumer, contributing to a food system respectful of natural resources and their limited availability.

PRODUCTS & SOLUTIONS

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

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.



Sustainability roadmap

2030 sustainability roadmap



We make
food matter
for people
& the planet

Innovations & Solutions



Consumer Health & Sustainable Solutions

100% of our insight-led innovations are healthier & more sustainable

50% of our sales come from healthier & more sustainable alternatives

Always include more sustainable solutions to customer-led innovations in a proactive approach

Performance & Reporting



Corporate Transparency & Reporting

Fully transparent ESG reporting by 2026 in line with CSRD

People & Culture



Diversity, Equal Treatment & Inclusion

45%
women in
leadership team

Talent Retention & Attraction

90%
talent retention

Operational Health, Safety & Wellbeing

ZERO
accidents & occupational
diseases culture

Business Ethics & Integrity

100%
compliance with 'Code of Ethics'
for employees, suppliers &
business partners

Sustainable packaging

100% of our packaging to be recyclable or reusable by 2025

Increase the proportion of **recycled plastics** in our packaging by 2030



Environmental Impact



-42% of scope 1 & 2 GHG emissions by 2030

-25% of scope 3 GHG emissions by 2030

100% renewable energy by 2030

Sustainable Food System



Sustainable & Responsible Sourcing and Traceability

100% sustainable & traceable sourcing of our high-impact materials and strategic & preferred suppliers by 2030

Product Quality & Safety

100% compliance with product quality & safety standards

Company profile – Norway

Solina Norway, part of Solina Group, is a food producing and trading company situated in Norway and has been selling primarily ingredients, utensils, packing materials to the food industry.

- Our production handles of more than 360 blends
- In 2024 we produced 175 tonnes spices and blends
- In 2024 Solina Norway employed 10 people



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.

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 Norway achieved BRC-certification in spring 2024 with AA.
In the following years, we continue our work towards getting ISO 45001 and ISO 14001 certification.

Working responsibly

Solina Norway 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 Norway as well as for our suppliers.

It is the company strategy to work actively with issues related to ESG.

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.

Also, the principles 1-2 Human Rights and 3-6 Labor Principles affects the daily work. This applies to comply with applicable Norwegian Legislation on the work environment and according to the goal achieving certification in ISO 45001.

Sick Leave

The total sick leave was 1,9 % in 2024.

Risks

Not complying working with the principles and the Norwegian Legislation, will have the consequences that employees will not experience wellbeing while working at the company, and due to that, terminate the employment relationship. Also, this will have a negative effect on the company's reputation and by that reduce sale and work with business partners.

Products and suppliers

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.

Suppliers

Being a part of Solina Group is a possibility to work and affect our suppliers in a more extensive manner to perform on the UN global 10 statements. All suppliers must fill out a questionnaire in our SRM Portal Solina Connect which involve questions about sustainability. Solina Group is increasing the focus on sustainability and a 2024 aim, was that at least 60% of the suppliers was a member of a social organization (ex Ecovadis or Sedex) – a goal that we reached. For 2025 a target for the Nordic region, is that 85% of our suppliers i a member of a social organization. Principles on Human Rights is implemented in our Code of Conduct.

What to come in 2025

Health and safety

We continue to increase the structured work with health and safety and will implement a health and safety group, who will be responsible for performing safety walks and focus on daily safety and wellbeing.

Production

It is the expectation that the productivity will increase to a total of 600 tons in 2025.

WE MAKE
FOOD
MATTER



SOLINA

solina.com