

Solina Denmark 2020

*COP – Communication on progress –
UN Global Compact*



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.

Vision og Mission:

At Solina, we make food matter for people and the planet to be the leading partner constantly rethinking culinary food solutions and products

We make food matter

Products

Create groundbreaking products with tasty, healthier and sustainable food solutions.

People

Make Solina a safe, inclusive, ethical and attractive working environment, with pride of being part of Solina

Planet

Reduce the environmental influences and contribute to a food chain that respects natural resources

Partners

Establish a long-lasting and honest relationship with our customers, suppliers and offer unique customer service

Performance

Aim for our historical organic growth.

We have further more enriched our strategy by putting sustainability into the heart of our business model in order to accelerate our CSR transformation.

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 2020 we produced 7858 ton spices, blends and marinades
- In 2020 Solina Denmark employed 108 people- including 1 trainee and 4 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 operate 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



Production sites & logistic bases



France

- Bréal-sous-Montfort (CORPORATE HQ) • Goussainville • Weyersheim • Manziat

Belgium

- Eupen • Eke • Izegem • Leuven

The Netherlands

- Rotterdam • Nieuw-Vennep

Spain

- Olot

United Kingdom

- Elland • Winsford

Denmark

- Stilling

Sweden

- Malmö

Estonia

- Tallinn (Saue)

Romania

- Alba Iulia

Turkey

- Izmir



Our Purpose

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 Executive Team have signed up to our commitment.

Freedom of association and Collective Bargaining

The Company respects our employees' right to join, form or not to join a labour union without fear of reprisal, intimidation or harassment. Where team member is represented by a legally recognised union, we are committed to establishing a constructive dialogue with their freely chosen representatives. We are committed to bargaining in good faith with representatives in compliance with applicable laws.

Safe and Healthy Workplace

We are dedicated to providing a safe and healthy workplace and to comply with applicable Health & Safety Solina Group policy ("Team up to Health & Safety") laws, regulations and internal requirements in order to maintain a productive workplace by minimizing the risk of accidents, injury and exposure to health risks. We are committed to engaging with our teams to continually improve health and safety in our workplace, including the identification of hazards and remediation of H&S issues.

Forced Labour and Human Trafficking

The use of all forms of forced labour, involuntary labour, including prison labour, indentured labour, and any form of inhumane treatment or of human trafficking is prohibited. human trafficking is prohibited.

Child Labour

The hiring of individuals that are below minimum legal age for working, provisions of applicable local laws, is not allowed

Work Hours, Wages and Benefits

We operate in full compliance with local and European Legislation in term of applicable of minimum wages, deductions from wages/salaries, working time, overtime and benefits laws.

Guidance and Reporting for Employees

We create workplace in which open and honest communications among all team members are valued and respected. We are committed to following all applicable employment laws wherever we operate.

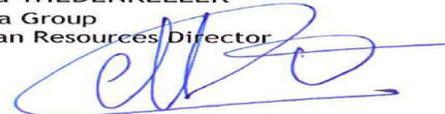
If you have questions about this policy or if you would like to report a potential violation of this policy, you should raise those questions and concerns through existing processes to Human Resources members team which make every effort to maintain confidentiality.

You may also ask questions or report potential violations to Human Resources members team, it will available for you.

We are committed to investigating, addressing and responding to the concerns and to taking appropriate corrective action in response to any violation.

Bart SCHULTE
Solina Group
Quality, Regulatory and Sustainability Director

Maud WIEDENKELLER
Solina Group
Human Resources Director



Past year

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 2019 we found the need for a new supplier questionnaire, enforcing a selection of suppliers with sustainable background. Due to the complicity, we hope to finish the work in 2021, but all major suppliers have confirmed, that they comply with the current Solina Code of Conduct.

Since January 2019 100% of our electricity is derived from sustainable resources- hydroelectric plant. All light sources in the production area and warehouse are replaced to LED and we have decreased the consumption of electricity with 10%.

The market for new products based on vegetables is huge, and we have a well assorted selection of vegetables products, for making it easy for our costumers to make a sustainable choice and affect the reduction of CO2

More than 40% of all waste from Solina Denmark has been recycled. It was less than last year due to challenge in finding a new buyer for mixed paper and plastic

Past year

To accelerate our CSR culture, we designated a CSR-manager in 2020 to put an effort in to work environment, environment og the wellbeing of the employes at Solina Denmark

In 2020 we focused on Health and Safety. Our strategi is the 12 livesaving rules, and In December we achieved our first ISO 45001 certificate for work environment.

2020 has been a very different year, affected by Covid-19 and all the restrictions. Since we were not allowed to meet in groups, we have not had physical meetings or group education. Ergonomics training and massage have also been cancell

This year

Enriched our strategy by putting sustainability into the heart of our business model in order to accelerate our CSR transformation

Create a stronger sustainable profil through communication on CSR related topics on our homepage and in communication with our supplier, customers and employees.

Collect data from the new supplier questionnaire, enforce a selection of suppliers with a sustainable background- and significant supplier audits- focus on the UN Globals 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

Expand our assortment of sustainable packaging for the retail sector and replace most primarily packing material, used for our products of recyclable materials

Achive a certification for ISO14001- for environment. Using the Sustainability Development Goals (SDG)

Finish "Insights personprofiles" workshops in all departments- to keep a good well-being at Solina Denmark

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Late 2020 we completed an employee survey and 96% of the Solina employees participated. The result came out well and Solina was graded with Satisfying+. Our challenges in 2021 will be to reduce work complexity and stress and increase visibility and communication.

CSR- Corporate Social Responsibility 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 Corporate Social Responsibility. Environment, sustainability and 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 ourselves 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

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 has developed questionnaires / self-assessment to be completed by our suppliers. A new edition will be released in 2021 due to new customer demands.

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 audit when visiting the suppliers, and no finding breaching human rights

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

We are meeting new demands from our customers and will try to fulfill them by using the new improved questionnaire.

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 2020 the focus has been on Health and safety, and in Dec 2020 we archived an ISO 45001 certification on Health & Safety, with only one minor finding

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 constantly optimize our safety guidelines on our factory

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

In 2019 we established a whistleblower opportunity for all employees and a policy for Human rights took effect.

During the last years we have optimized our Human resources department, to reinforce the mental work environment

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. In 2020 the Covid 19 epidemic hit us, and we have not been able to attend education programs or conferences.

Due to a culture change on health and safety, we now register all near-by and dangerous situations. The last year we only had one accident that needed medical care.

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

Every new suppliers receive our Code of Conduct / regarding labour rights, and end the end of 2020 over 85% of our suppliers have agreed.

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.

One of our goals this year is to archive a ISO14001 certification on environment.

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

Measurement of outcomes

By following the key figures registered on our use of resources, we have been able to find a deficiency in our heating system

Electricity from sustainable resources and LED has resulted in less discharge of CO2 from Solina Denmark. Since 2019 we have reduced our use of electricity by more than 10 %

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.

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.