

# LORENZ



**SUSTAINABILITY  
PROGRESS  
REPORT  
2022**



# CONTENTS

<b>Foreword</b>	<b>3</b>
<b>We are Lorenz</b>	<b>4</b>
<b>Strategic approach</b>	<b>5</b>
<b>Progress against targets</b>	<b>6</b>
<b>Our fields of action</b>	<b>8</b>
<b>Lorenz stories</b>	<b>18</b>
<b>Figures at a glance</b>	<b>21</b>
<b>Lorenz &amp; UN Global Compact</b>	<b>23</b>
<b>Our commitments and memberships</b>	<b>24</b>
<b>About this report</b>	<b>25</b>
<b>Legal information</b>	<b>26</b>

## DEAR READERS,

**We are delighted to hold our third progress report in our hands. If you have read our first two reports, you will know that we have a lot planned.**

**We want to combine the joy of life inherent in our brands and products with responsibility for people and the environment, thus driving sustainable development at our company.**



**Moritz Bahlsen**



**Rabea Habel-Beck**



**Thomas Altendorfer**



**Holger Rothfuchs**

Why? Because we need no convincing that this is right and important. We are a family business and want to remain so in future generations. We have left no stone unturned in recent years on the first stages of our journey, questioned a great deal and done some honest “number crunching” in key areas such as health & nutrition, packaging and climate protection. We have set ambitious goals and started work on a total of seven fields of action where we believe we can make the most difference for a more sustainable future.

We have already achieved quite a lot since we started, for example in taking social responsibility along our supply chain. But we also had to realise that some things are not so easy to implement – saving plastic even as we are expanding, or changing the recipes of our brands.

You can read exactly where we are today and where we want to get to in this progress report. What is clear is that we still have a lot of work ahead of us. But we will keep on doing everything we can to achieve our goals. Without the help of our many employees and partners around the world, we would not achieve anything. And for that we are eternally grateful.

We look forward to the next steps of this very challenging but rewarding journey.

**Yours sincerely  
Moritz, Rabea, Thomas and Holger**

Four handwritten signatures in blue ink, arranged in two rows. The top row contains the signatures of Moritz Bahlsen and Holger Rothfuchs. The bottom row contains the signatures of Rabea Habel-Beck and Thomas Altendorfer.



# WE ARE LORENZ

## ONE WORLD – ONE LORENZ

We have been creating snacks for people around the world for four generations and are one of the leaders in the European snack market. We make the precious moments in life just that little bit more precious with our brands and products.

One of the leading **manufacturers** on the European **snack market**

More than

**130** years of experience



Our range includes **crisps, peanut flips, pretzels, crackers and nuts.**

Our brands such as **Crunchips, Saltlets, ErdnußLocken, NicNac's** and **Naturals** inspire consumers as much as our **Rohscheiben, Chickpea** or **Linsen Chips.**



ONE THING IS PARTICULARLY IMPORTANT TO US:

## WE CONNECT JOY OF LIFE AND RESPONSIBILITY



As a family business, we think for the long-term and operate sustainably. We do not think in terms of quarters, but in generations.

That is why we shoulder responsibility not only for the high quality of our products, but also for the ecologically and socially sustainable further development of our company.

We do our best to live up to this every day.

over **3,000** people

ensure high quality and enjoyment – at our headquarters in Neu-Isenburg near Frankfurt am Main (Germany), in 9 international country and sales companies and at 6 production sites.





# STRATEGIC APPROACH

## PEOPLE AND PLANET



Giving people pleasure with our snacks and taking responsibility at the same time – that is our motivation. We are determined to keep getting better at the environmental and social impacts of our actions.

After all, if joy of life is our motivation, then people must be at the centre – whether they're our consumers or employees, the farmers and producers of our raw materials or our business partners. If there is to be joy of life in the future, we humans need an intact environment and nature. As a food manufacturer, we have a special responsibility here.

**We have therefore identified seven fields of action under the People & Planet umbrella under which we bundle our various measures and activities.**

We present the progress against our targets, activities in the fields of action and an overview of important key figures on the following pages.

01

HEALTH & NUTRITION



02

PACKAGING



03

RESPONSIBLE SOURCING



04

CLIMATE & RESOURCES



05

REGENERATIVE AGRICULTURE



06

OUR EMPLOYEES



07

CORPORATE CITIZENSHIP



# PROGRESS AGAINST TARGETS

		Objective	Target value	by	2021	2022
01	HEALTH & NUTRITION	By 2025, we will reduce the salt content in our entire brand product portfolio by 15 per cent compared to 2019.	-15 %	2025	5 %	3.2 %
		From 2022, new products will contain at least 15 per cent less salt than products of the respective brand on average.	100 %	annually	Not specified	54 %
		By 2022, we will print the Nutri-Score on all products destined for the German and Austrian markets.	100 %	2022	15.3 % <sup>1</sup>	89 %
02	PACKAGING	By 2025, we will reduce our plastic consumption for primary packaging by 15 per cent compared to 2019.	-15 %	2025	1.6 %	10.8 %
		By 2025, all primary packaging will be recyclable.	100 %	2025	88 %	88.4 %
		We only use FSC®-certified packaging material.	100 %	2022	100 %	100 %
		By 2023, we will cooperate with initiatives to inform consumers in Germany, Poland and Austria about waste separation and recycling.	100 %	2023	Not specified	Not specified <sup>2</sup>

<sup>1</sup> Figures only available from August 2021.

<sup>2</sup> The target was only set at the beginning of 2023, so we could not report progress at the end of 2021 and 2022.

		Objective	Target value	by	2021	2022
<b>03</b>	<b>RESPONSIBLE SOURCING</b>	By 2022, all our raw and packaging material suppliers will have signed our Code of Conduct.	100 %	2022	99 %	96 %
		By 2023, all our raw and packaging material suppliers will have completed the Sedex questionnaire.	100 %	2023	Not specified	61 %
		By 2023, our “Tell us!” whistleblowing system will be accessible to external parties.	Yes/No	2023	no	no
<b>04</b>	<b>CLIMATE &amp; RESOURCES</b>	By 2030, we will reduce emissions in Scope 1 and Scope 2 by 50 per cent. <sup>1</sup>	-50 %	2030	-28.6 %	-26.2 %
		By 2045, we aim to achieve the net zero emissions target along the entire value chain.	-100 %	2045	-1.4 %	-0.1 %
		By 2023, we will use only electricity from renewable sources at all of our own Lorenz sites.	100 %	2023	99 %	100 %
		By 2026, we will cover 25 per cent of our electricity consumption in our German and Polish plants with self-generated electricity from renewable sources.	25 %	2026	2.4 %	3.5 %
<b>05</b>	<b>REGENERATIVE AGRICULTURE</b>	By 2024, we will have recruited 50 farmers to apply regenerative farming methods.	50	2024	Not specified <sup>2</sup>	Not specified <sup>2</sup>
<b>06</b>	<b>OUR EMPLOYEES</b>	By 2022, all employees will have received training on the Code of Conduct.	100 %	2022	60.1 %	60.1 %
		By 2022, all our production sites will be SMETA-audited.	100 %	2022	50 %	88 %
<b>07</b>	<b>CORPORATE CITIZENSHIP</b>	We donate locally to social initiatives in Germany, Poland and Austria.	Number	annually	Not specified	38

<sup>1</sup> Emissions from energy consumption compared to 2019, related to Scope 1 and Scope 2 of the carbon footprint according to the Greenhouse Gas Protocol

<sup>2</sup> The target was only set at the beginning of 2023, so we could not report progress at the end of 2021 and 2022.



# OUR FIELDS OF ACTION

# DELICIOUS SNACKS THAT BRING JOY

**With our brands, people all over the world experience carefree moments.**

Our products are not vegetables, that's clear, but we want them to meet a modern lifestyle and diet. To this end, we continuously improve the recipes of our products and create orientation for consumers.

## NUTRI-SCORE

The nutritional profiles of our snacks should be immediately clear for everyone. Transparency is important to us. We now print the Nutri-Score directly on the front of the pack in addition to the nutrition tables on almost all brands in Germany and Austria.



The five-level colour and letter scale enables nutritional value comparisons of foods within a category at a glance, providing more transparency at the shelf.

## IMPROVE NUTRIENT PROFILES

For us, giving pleasure with our snacks and taking responsibility at the same time means focusing on the individual eating habits of our consumers. That is why we continuously adapt our recipes.



For example, we are working hard to improve the nutritional profiles of our snacks in a variety of ways. One approach is to increase the amount of protein and fibre in our products. For example, we use wholemeal flour and chia, linseed and sesame seeds for our Saltlets PausenCracker.

# LESS SALT IN NEW PRODUCTS

By 2025, all our new products will contain 15 per cent less salt compared to the average of the respective brand.

For example, new products in the Crunchips product family may now only contain a maximum salt content of 1.5 g per 100 g. In 2022, our new Crunchips Fiesta Aioli and Crunchips Nachos products (in three variants for the Polish market) achieved this target.



<sup>1</sup> than products of the respective brand on average

# DELICIOUS SNACKS THAT BRING JOY



## LABELLING WITH ICONS

We develop recipes that fit many different diets and lifestyles. In the meantime, we offer a variety of vegetarian and vegan, low-fat or gluten-free options. With simple icons on the packaging, we provide information about these product characteristics for easy orientation. 21 out of 25 brands were marked with these labels in the course of their relaunch by the end of 2022.



## WHAT DO WE LOOK FOR IN OUR PRODUCTS?

- **Avoid allergens**
- **Variety of vegetarian and vegan products**
- **Gluten-free flavours in the chips range**
- **Reduced fat variants**
- **No palm oil<sup>1</sup> for deep frying**

## OUR SNACKS ARE "TOO GOOD TO GO"

Large quantities of food end up unnecessarily in the waste because the best-before date (BBD) indicated on the packaging is confused with the use-by date. That's why we support the "Too good to go" awareness campaign in Germany and Austria, helping to reduce food waste. The label can be seen on many of our products. Consumers are encouraged to test a product with all their senses after the best-before date has expired instead of disposing of it immediately.

<sup>1</sup> Palm oil is not used as an ingredient in Lorenz products, but is only used indirectly, if at all, as a minor component of flavours or pellets. 99% of the palm (kernel) oil contained is RSPO-certified according to the "Mass Balance" supply chain model.

# 15 PERCENT LESS SALT UNTIL 2025

Reducing salt is not always easy with our diverse product portfolio. When people enjoy our brands, they do so with all their senses. That is why we place the highest demands on our Ingredients, manufacturing process and product quality.

And nothing will change! Whenever we make adjustments, we test in advance how the product properties such as texture, taste or even shelf life change. This requires good preparation and sufficient lead times.

The overall balance of our recipes shows that we are not yet as far advanced with salt reduction as we would like to be. In 2022, we were slightly up on average across the product portfolio and used more salt than in the reference year 2019. Why? Every year, our product range structure changes (due to new launches/promotional products). If we launch more products with a higher salt content – for example, in the rather salty savoury baked segment – then this has an impact on the average salt content across the entire range.

## WE WERE ABLE TO MAKE PROGRESS AND REVISE RECIPES IN VARIOUS BRANDS IN 2022, SOME EXAMPLES:

- **Peanuts** Roasted and salted and spicy savoury
- **World Selection Cashews, Salted Almonds, Nut Mix, Nut Cocktail** and **Noblenut Variation** (Austria and other markets)
- **Chipsletten** (Poland and other markets)



# LESS PLASTIC, MORE RECYCLING

**We aim to reduce our use of plastic to the bare minimum and increase the recyclability of our packaging.**

Packaging protects our products, but it also creates waste, especially plastic. It is therefore important to us to design all packaging so that its materials can be recycled. Where possible, we also reduce our use of materials by, for example, reducing material thickness and bag length or omitting packaging extras.

**We are working on reducing plastic and our initial measures have already saved many tonnes in the last two years.**

We have not yet been able to reduce our absolute plastic consumption compared to 2019, although we have successfully implemented initial reduction measures. Why is that? We have increased our sales so have to consume more material. If it wasn't for our reduction measures, though, we would actually have 1.3 percent more plastic. The challenge now is to significantly increase this reduction. Because our goal is clear: we want to bring less plastic into the world in the long term.

## EXAMPLE WORLD SELECTION

**3.5T**

**LESS PLASTIC**

per year<sup>1</sup> due to thinner films and adjustments to the length and width of film bags



**We were able to reduce**

**56T**

**OF PLASTIC**  
across 12 brands  
through initial measures  
in 2021 and 2022.<sup>1</sup>

<sup>1</sup> assuming constant order volumes

# OUR AIM: LESS PLASTIC

**By 2025, we aim to reduce our plastic consumption for primary packaging by 15 per cent compared to 2019. In 2022, it was first necessary – as had already been begun in 2021 – to set the right course to be able to realise the potential for reduction that existed in our portfolio.**

After critically examining every single item across the group, we took the next steps for an actual packaging changeover.



It was important for us to first of all use up all the materials we still had. Because that saves waste as well.

Changes in packaging entail careful preparation and long lead times. Whenever we make adjustments, we test them intensively in advance to identify how the change affects product quality and production parameters.



We already implemented the first minor changes for some brands back in 2022, for example by thinning or reducing the size of the films and eliminating extras such as the resealable sticker.



From 2023 onwards, building on this sound basis, we will now be in a position to gradually implement major changes on the path to achieving our target by 2025.



# LESS PLASTIC, MORE RECYCLING

## LESS COLOUR ON THE BACK

Since the end of 2022, we have only used a white background on the back of most of our packs. We have also already reduced the application of ink in isolated cases. Reducing the ink applied saves resources and is better for recycling. In 2023, we will explore whether we can do this for all brands.

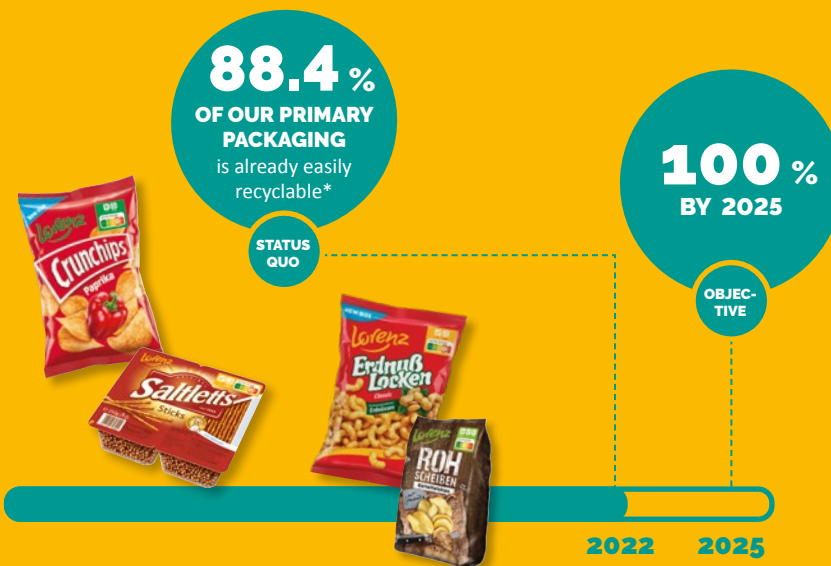
## LORENZ POLSKA IS A MEMBER OF THE POLISH PLASTIC PACT

In March 2022, Lorenz Polska joined the Polski Pakt Plastikowy with the aim of establishing a closed loop of plastic packaging in Poland by 2025. Together with other stakeholders, specific activities are planned in cross-sectoral working groups to achieve the six common goals in respect of the circular economy and recycling in Poland. We can do it together!

➔ [More about Polski Pakt Plastikowy](#)

Since June 2022, we have also been supporting the Plastic Bank social enterprise in Egypt to prevent plastic from entering our rivers, seas and oceans, while supporting local people with an additional source of income.

➔ [More info](#)



\*easily recyclable as defined by the cyclos-HTP institute

## WHAT WE HAVE ALREADY ACHIEVED:

Since the end of 2021, we only use FSC®-certified paper materials for our cardboard boxes, wrapping and blank tins, POS materials and paper labels (FSC-C133957).



# FOR TRANSPARENT AND FAIR SUPPLY CHAINS

**We feel responsible for the people connected to Lorenz. That is why we want to ensure fair and decent working conditions along the supply chain.**

Respect for human rights is an important issue in that regard. We seek direct contact with stakeholders along the supply chain to build trusting, long-term partnerships. In addition to engage our partners to act according to our Code of Conduct for business partners, it is just as important to us to involve and empower people in the countries of origin.

with our suppliers and farmers by founding Lorenz Snacks India, through our involvement in Mozambique and by acquiring a company in South Africa.

Our majority stake in the peanut specialist VGM in South Africa since June 2022 enables us to become active directly on the ground, to involve farmers more closely and to promote sustainable farming practices.

We have been operating our own facility in India to ensure EU standards and quality assurance of peanuts since 2021 and work closely with local shelling companies (see photo below: Lorenz colleagues at the opening ceremony). Since the beginning of 2022, we have been running a project on sustainable and traceable supply chains for peanuts and sesame with an established cooperative in Gujarat with the support of the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ).



## SOURCING POTATOES, NUTS, ETC. RESPONSIBLY

We receive our potatoes directly from our contractors close to our production sites.

We source other raw materials such as peanuts or cashews from countries like Mozambique, South Africa or India. In these countries, there is a particularly high risk of violations in labour and environmental standards in the agricultural sector.

We have taken direct steps to address this and improve the transparency and traceability of our activities together

## ENCOURAGE HUMAN RIGHTS AND ETHICAL BEHAVIOUR

**Respect for human rights is non-negotiable for us – which is also why we signed the UN Global Compact. Over the past two years, we have conducted SMETA (Sedex Members Ethical Trade Audit) audits for our sites in Europe. The Indian and South African branches will follow in 2023 and 2024.**

**In 2022, we also encouraged our raw and packaging material suppliers to join the Sedex online platform and answer a detailed self-assessment questionnaire. The aim is to use this information to increase the transparency of our supply chains to be able to identify and address risks.**



**We commit ourselves to ethically, legally and economically impeccable behaviour with our Code of Conduct.**

We have gradually introduced the Code of Conduct to the suppliers of our raw materials, packaging materials and services.

**91%**

of all business partners have signed our Code of Conduct or have committed to a comparable code of their own.

**The chocolate we use in selected products is 100 per cent Rainforest Alliance Standard certified.**





# OUR CLEAR COMMITMENT TO CLIMATE PROTECTION

**As a manufacturing company, we have set ourselves ambitious climate targets. By 2045, we aim to achieve the net zero emissions target along the entire value chain by the end of 2045.**

We use electricity from renewable energy sources to reduce emissions in our company and even produce some of it ourselves. We also reduce energy use, for example through process optimisation and heat recovery. However, a significant proportion of our emissions are generated in upstream and downstream processes – this is where we are looking for targeted solutions together with our suppliers.

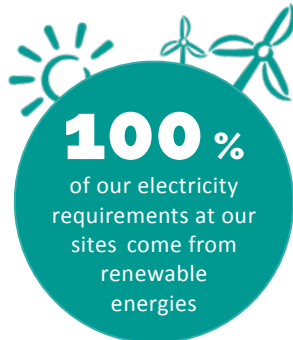
We have primarily laid the foundations for reducing our carbon footprint in recent years: we have analysed and measured, identified our reduction potential and put some initial measures in place. We can influence just under a quarter of the emissions directly at our sites – we have already been able to reduce direct emissions (Scope 1) and indirect emissions from energy purchases (Scope 2) since 2019.

The greater part of our emissions occurs in our supply chain, particularly in the area of our raw and packaging materials. We can only influence this if we work together with our partners. For example, in 2022 we discussed potential for reduction in the area of frying oil (sunflower oil and rapeseed oil) with suppliers.

**At the end of 2022, we joined the Science Based Targets initiative (SBTi), thus reaffirming our ambitions in terms of climate protection. We are committed to company-wide reductions in emissions in line with a science-based net-zero target.**

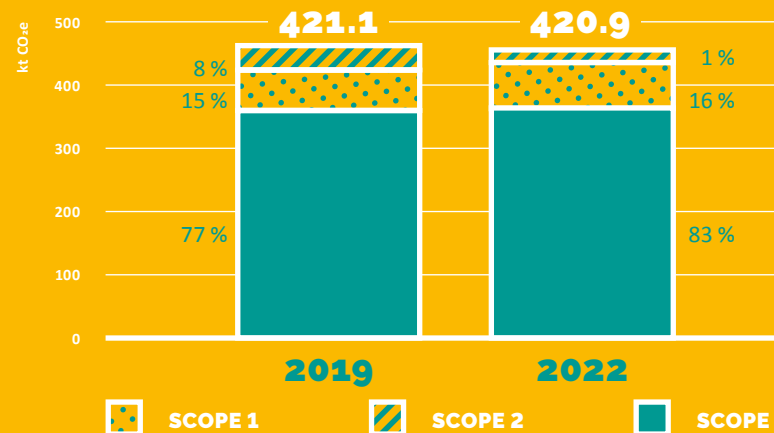
Specifically, the climate targets in Scopes 1 to 3 were revised according to SBTi criteria and backed up with action plans. The short- and long-term goals still have to be reviewed and approved by the SBTi. We expect the results in summer 2023.

[→ More about SBTi](#)



## REDUCTION OF OUR CARBON FOOTPRINT

We measure our greenhouse gas emissions in accordance with the official standard of the Greenhouse Gas Protocol (GHG Protocol) using 2019 as the base year: We are at a similar level in 2022 as in 2019 because we have produced more. However, we were able to reduce CO2 emissions per product sold by 14 percent.



For the 2022 calculation, we have again expanded our calculation basis and included, for example, emissions from our own wastewater treatment (Scope 1) or from upstream production processes for electricity (Scope 3). In line with this expansion, we have also retroactively adjusted our reference value for total CO2 emissions from 2019.

**By 2026, we want self-generated electricity from renewable sources to provide 25 per cent of the electricity consumption in our five German and Polish plants.**

Up to now, we have mainly used natural gas, which is a fossil fuel. To date, there are hardly no other sustainable alternatives here, so our focus remains on reducing this use. We are also working on continuously reducing use of electricity, but we already obtain 100 per cent from renewable energy sources and self-generated electricity satisfies part of our need.

In 2022, we produced 3.5 per cent of our electricity needs ourselves through a photovoltaic plant in Hankensbüttel and our biogas plant in combination with a combined heat and power plant in Neunburg. We have developed photovoltaic plans for the other sites, which we will implement in the next few years. We are also looking into the use of wind power.



# PROMOTING HEALTHY SOIL & BIOLOGICAL DIVERSITY



**Agricultural produce is at the heart of our snacks. The way these are grown and processed has a major impact on people and the environment.**

It is in our own interests to promote environmentally friendly and resource-saving cultivation. We aim to strengthen our commitment in the future and contribute to a fundamental, sustainable change in agriculture. This is important to counteract the climate and biodiversity crisis and its consequences. We have renamed this field of action "Regenerative Agriculture" (previously: Sustainable Cultivation) to underline its importance.

**We rely on long-term sponsorships in controlled contract farming with over**

# 280

**FARMERS**

**some for more than 50 years.**



## AGRICULTURE – FROM CHALLENGE TO SOLUTION

We see regenerative agriculture as a key lever for achieving our net zero emissions target. However, the objective goes beyond climate protection and emissions reduction.

For us, regenerative agriculture means applying a range of environmentally friendly practices with the aim of increasing soil health and biodiversity. Healthy, humus-rich soils are natural CO<sub>2</sub> reservoirs and more resistant to climatic change. This is not only good for the environment, but also important to secure our future supply of raw materials.

We want to empower farmers and smallholders to protect and regenerate agricultural land – both in cooperation with our farmers and, in the future, with our direct suppliers and/or sector initiatives. We know that we cannot start in all raw material areas at the same time, which is why in 2022 we focused on certain raw materials together with experts and analysed initial potential here first. A key raw material for us is the potato. Building on the knowledge gained from previous pilot projects, we have set up a project to promote regenerative practices in potato cultivation. We will launch this in Germany in 2023.

# FLOWER STRIPS TO FOSTER BIODIVERSITY

**Conserving biodiversity is essential for us. Not least because this is fundamental to good crop yields.**

**Wild bees and other insects that pollinate wild and certain cultivated plants have a major impact on ecosystems. That is why we have been working for years with farmers and beekeepers in Poland and Germany on flower strip projects, which we have continued in 2022. In all projects, we either provide the seeds directly or financially sponsor them, while the farmers take care of the sowing and cultivation.**

## 2022



Location	Hankensbüttel (D)	Neunburg (D)	Stanowice (PL)
Project	"Vielfalter (Butterfly)"	Flowering areas project	"Bees, our little heroes"
Seeds for	<b>0.3 ha</b> (organic farming)	<b>18 ha</b>	<b>100 ha</b> (220 kg)
Cooperation with	the von der Ohe family	25 potato growers	6 farmers and 3 bee-keepers

Seeds in total for

## 118.3 ha flower strips



# GET BETTER TOGETHER



**Lorenz: over 3,000 colleagues at many international locations, in the plants, in the field and in the offices. Our common goal: to get a little better every day at what we do.**

Our path to this goal is the learning organisation, in which everyone takes responsibility. We foster an open corporate culture where everyone can grow, develop and actively shape the future of our family business.

Our business activities are founded on value-based, ethical, legally and economically sound conduct. To this end, we have imposed rules on ourselves, which we pulled together in 2019 into a charter for behaviour across the entire Lorenz Group – our Code of Conduct. All Lorenz Group employees receive training to ensure that this attitude is thoroughly embedded.

If employees identify violations of our Code of Conduct, standards or regulations, they can report them confidentially through our Tell us! whistleblowing portal.

**In 2022, all European production sites completed the external SMETA audits. Working conditions, health and safety at work, environmental management and business ethics were reviewed. The results show that we are setting a good example, especially in the area of health and safety at work:**

Our training programmes on health and safety, fire protection, chemical management, cleaning and maintenance are positively received at all locations. We were also praised for our comprehensive documentation of accidents at work: the analysis of this data helps to define countermeasures and action plans to avoid incidents in the future.

→ [More about SMETA audits](#)



## FURTHER DEVELOPMENT AT THE LORENZ CAMPUS



**Our internal "Lorenz Campus" further education platform offers our employees across the world a wide range of opportunities, including in the areas of specialist knowledge, personal development, methodology skills and leadership training.**

Many of our training programmes also revolve around sustainability topics of all kinds and, of course, our own sustainability programme. We use this to deepen the specialist knowledge of our fields of action. We are continuously expanding this offer with the help of our internal experts and speakers. The contribution of the departments and individuals matters – because only together can we advance sustainable transformation at Lorenz.

2022

APPROX.

45,500

learning hours through internal training activity

APPROX. 99

digital learning opportunities

High practical relevance:

> 80 %

of participants in internal training events say that they regularly use the knowledge gained from the training after four weeks.

OVER 130

participants on additional Future Leadership workshops

IN-HOUSE DEVELOPMENT

of five new learning videos in three languages (German, English, Polish).

OVER 1,450

participants in Snack & Learn sessions (German, English and Polish)

86 %

of participants rate the e-learning format as very good.



# GIVE BACK & SHARE JOY

**As a family business, we want to give something back. We stand up for people who need support.**

We support charitable institutions and social initiatives with regular donations at many Lorenz locations – both financially and in kind. Our employees are often directly involved in the activities in our respective neighbourhood locations.

## DONATIONS FOR UKRAINE

In 2022, Lorenz and its employees in Germany and Poland donated more than €100,000 for people in and from Ukraine and for refugees, both directly from the company and through collections organised by employees.



## GERMANY: LONG-STANDING SUPPORT FOR THE BÄRENHERZ FOUNDATION

The Bärenherz Foundation in Wiesbaden cares for seriously ill children and their relatives in their hour of need. Lorenz has supported the foundation financially for many years.

→ [More about the Bärenherz Foundation](#)

## GERMANY: OUR COOPERATION WITH THE "TAFEL" FOOD BANKS

Lorenz has been a "Tafel" food banks partner for many years. We donate monthly to local "Tafel" food banks throughout Germany. We received the Tafel-Teller award for the second time in 2022 in recognition of our commitment.

Once a year, Tafel Germany honours its largest donors with their Tafel-Teller and thanks them for their support of the Tafel's work. The festive award ceremony took place at the 2022 Congress of European Tafel and Food Banks in Berlin with Lisa Paus, Federal Minister for Family Affairs and Tafel patron.

→ [More about Tafel Germany](#)

# CELEBRATING AND HELPING TOGETHER

**Poland:** **WOŚP is the best-known non-governmental charity in Poland. An annual national fundraising campaign is at the heart of the Foundation. The grand finale takes place on a Saturday in January, with the incredible participation of thousands of volunteers raising funds for a specific medical cause across the country.**



In January 2022, Crunchips was the sponsor as we supported the 30th finale of the Christmas Aid Great Orchestra (Polish Wielka Orkiestra Świątecznej Pomocy, WOŚP). The WOŚP Foundation raises funds for medical care and health care facilities. In 2022, 224.4 million zloty was collected for the cause of eye care for children.



→ [More about WOŚP](#)

## AUSTRIA: SUPPORT FOR PEOPLE IN NEED

Our Austrian colleagues regularly donate to "Kärntner in Not". The non-profit organisation helps families and individuals in the Austrian province who have been hit particularly hard.

# LORENZ STORIES



# KINDERGARTEN IN MOZAMBIQUE OPENED

**We have been sourcing our cashew nuts from Mozambique for many years. Around 32 million people live in the country in south-east Africa, which is about twice the size of Germany.**

In the course of our 2019 supplier social audit in Mozambique, we met many women at the cashew processor Condor Anacardium who work there sorting and shelling cashews. Work is extremely important for women as a source of income. Many have small children for whom there are hardly any childcare facilities in Mozambique.



The factory manager told us about the idea of building a kindergarten next door so that the employees' children can be looked after and prepared for school. We liked the idea – and in May 2022 the kindergarten opened its doors. We financed the foundation of the kindergarten together with the Norwegian company Brynild, meaning we can support the families of the employees of our supplier Condor Anacardium.

After the first few weeks, 23 children had already enrolled in the facility. One thing is certain: this number will only continue to rise! We are as delighted as the children and their parents about the new opportunities this place offers – and about the fact that we can make a small contribution to improving the quality of life of staff and children.



We are also involved in a project in Mozambique run by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ): We trained about 700 farmers in good agricultural practices and 1,700 more in the Farmer Business School approach with the aim of increasing their income and improving the quality of raw materials. We have also supported the establishment of tree nurseries in the Nampula and Zambezia regions. Around 220,000 trees were planted there in 2021 and 2022.

*The kindergarten is very welcome. We have needed this for a long time. On behalf of our children, our community, I just want to thank you for this opportunity.*



**Village chief**

➔ More on "Responsible Procurement"



# ONE MILLION PLASTIC BOTTLES COLLECTED



Less plastic, more recycling – that is our goal. Egypt has no infrastructure yet for recycling packaging material. Colleagues in our local branch have therefore been looking for other ways to get involved.

We have been supporting the social enterprise “Plastic Bank” in Egypt since June 2022. Together, we want to prevent plastic from ending up in rivers and oceans, and at the same time support poverty reduction in this emerging country.

How it works: people collect plastic waste from streets, beaches and shores, take it to a Plastic Bank collection point and get paid for it. Plastic Bank processes the

collected plastics. The recycled plastic is reborn as Social Plastic® raw material and used for the manufacture of products and packaging.

Our first year goal was to collect 20,000 kilograms of plastic. We actually achieved this level in November 2022 and thus prevented one million plastic bottles from ending up in the sea!

→ [More on “Responsible Procurement”](#)



# WASTE SEPARATION MADE SIMPLE



We are all part of the cycle. When packaging is correctly separated, valuable raw materials are returned to the cycle. As Lorenz, we are working on recyclability and the reduction of plastic in our packaging – but what happens in the end?

In Austria, we cooperate with Digi-Cycle, a joint venture of Altstoff Recycling Austria AG and Saubermacher AG. Digi-Cycle has created an app to simplify recycling and improve the quality of waste separation: since January 2023, consumers have been able to scan packaging and receive location-specific separation instructions and the location of the nearest collection point via the recycling guide. About 30,000 collection points throughout Austria

are currently registered in the app. This makes waste separation super easy, especially for mobile consumers: scan the product barcode and information on the correct separation and drop-off points in the vicinity is sent directly to your smartphone.

More than 12,000 items are already stored in the app – and since the beginning of 2023, this includes the entire Lorenz range in Austria. Why? Properly disposed of, every bit of our recyclable packaging is a valuable material that can be reused in the system. Closing the circle – that is what we like!



# FIGURES AT A GLANCE

## ENVIRONMENTAL DATA

	Unit	2021	2022
<b>Total greenhouse gas emissions</b>	t CO <sub>2</sub> eq	415,220	<b>420,898</b>
Total greenhouse gas emissions Scope 1	t CO <sub>2</sub> eq	64,872	<b>67,292</b>
Total greenhouse gas emissions Scope 2	t CO <sub>2</sub> eq	3,232	<b>3,074</b>
Total greenhouse gas emissions Scope 3	t CO <sub>2</sub> eq	347,116	<b>350,532</b>
<b>Greenhouse gas emissions per euro turnover</b>	t CO <sub>2</sub> eq / T€	0.71	<b>0.62</b>
<b>Greenhouse gas emissions per ton of product</b>	t CO <sub>2</sub> eq / t of product	2.6	<b>2.4</b>
<b>Absolute energy usage in factories: Gas</b>	MWh	304,098	<b>315,197</b>
<b>Absolute energy usage in factories: Electricity</b>	MWh	56,100	<b>57,870</b>
<b>Total freshwater consumption in factories</b>	m <sup>3</sup>	764,810	<b>855,458</b>

## PRODUCT SUSTAINABILITY DATA

	Unit	2021	2022
<b>Plastic insert (primary packaging)</b>	t	3,726	<b>4,138</b>
<b>Plastic insert (primary packaging) per ton of product</b>	t / t of product	0.038	<b>0.039</b>
<b>Share of recyclable films used in total portfolio in our core markets<sup>1</sup></b>	%	88.0	<b>88.4</b>
<b>Nutrition salt branded business</b>	%	1.94	<b>1.91</b>
<b>Nutrition salt per brand</b>			
Crunchips	%	1.82	<b>1.73</b>
Naturals / Wiejskie Ziemniaczki	%	2.17	<b>2.16</b>
Curly / ErdnußLocken	%	2.22	<b>2.18</b>
Saltlets	%	2.86	<b>2.77</b>
NicNac's	%	2.0	<b>2.04</b>
<b>Share of vegetarian and vegan products</b>			
Vegetarian	%	53.7	<b>57.3</b>
Vegan	%	35.3	<b>40.5</b>

<sup>1</sup> Recyclability grade ≥90% according to cyclos HTP standard.

## SOCIAL DATA

	Unit	2021	2022
<b>Employees</b>	total	3,340	<b>3,314</b>
Female employees	total	1,647	<b>1,674</b>
Male employees	total	1,693	<b>1,640</b>
<b>Employees per age group</b>			
<20 years	total	42	<b>42</b>
20–29 years	total	530	<b>520</b>
30–39 years	total	831	<b>796</b>
40–49 years	total	809	<b>817</b>
50–59 years	total	830	<b>850</b>
>=60 years	total	283	<b>289</b>
<b>Share of employees per age group</b>			
<20 years	%	1.3	<b>1.3</b>
20–29 years	%	15.9	<b>15.7</b>
30–39 years	%	25.0	<b>24.0</b>
40–49 years	%	24.3	<b>24.7</b>
50–59 years	%	25.0	<b>25.6</b>
>=60 years	%	8.5	<b>8.7</b>
<b>Women in management positions</b>	total	180	<b>154</b>
<b>Share of women in management positions compared to total management positions</b>	%	n.a.	<b>37.4</b>
<b>Nationalities working at Lorenz</b>	total	28	<b>30</b>

	Unit	2021	2022
<b>Average length of employment at Lorenz</b>	years	10.7	<b>10.9</b>
<b>Share of employees covered under collective bargaining</b>	%	n.a.	<b>33.5</b>
<b>Average number of training hours per employee per year</b>	hours	8.7	<b>15.0</b>
Female	hours	n.a.	<b>18.4</b>
Male	hours	n.a.	<b>11.5</b>
Female Superior	hours	n.a.	<b>28.3</b>
Male Superior	hours	n.a.	<b>25.9</b>
<b>Tell Us # Cases</b>	total	3	<b>4</b>
<b>Tell Us # Closed Cases</b>	%	100	<b>100</b>
<b>Share of employees who have completed training on corruption prevention<sup>1</sup></b>	%	n.a.	<b>60.1</b>
<b>Share of suppliers in high risk group who have been audited according to SMETA or comparable standard</b>	%	30.0	<b>50.0</b>
<b>Share of suppliers and service providers with completed and analyzed self-assessment according to category<sup>2</sup></b>	%	n.a.	<b>61.0</b>
Share of suppliers for raw materials	%	82.0	<b>66.0</b>
Share of suppliers for packaging materials	%	79.0	<b>45.0</b>

<sup>1</sup> Part of Code of Conduct Training

<sup>2</sup> Contains social, ethical and environmental aspects

# WE ARE SIGNATORIES OF THE UN GLOBAL COMPACT

In December 2020, we signed the UN Global Compact, making us part of the world's largest initiative for responsible corporate governance.

WE SUPPORT



*We not only want to change ourselves, but also to contribute to solving global ecological and social challenges. We are therefore committed to the United Nations Global Compact and to upholding and promoting its ten principles. We are committed to upholding human rights, creating fair working conditions, promoting environmental and climate protection and preventing all forms of corruption within the scope of our influence.*

**Moritz Bahlsen**

→ [More on our progress reports on the UN Global Compact](#)

→ [More about the UN Global Compact](#)

## THE 10 PRINCIPLES OF THE UN GLOBAL COMPACT

### PRINCIPLE 1

Respect for international human rights

### PRINCIPLE 2

Avoidance of human rights violations

### PRINCIPLE 3

Upholding freedom of association and collective bargaining

### PRINCIPLE 4

Elimination of forced labour

### PRINCIPLE 5

Abolition of child labour

### PRINCIPLE 6

Elimination of discrimination

### PRINCIPLE 7

Preventative principle in dealing with environmental problems

### PRINCIPLE 8

Promoting environmental awareness

### PRINCIPLE 9

Environmentally friendly technologies

### PRINCIPLE 10

Fighting corruption



# OUR COMMITMENTS AND MEMBERSHIPS

## SUSTAINABLE DEVELOPMENT GOALS (SDG)

We support the 17 Sustainable Development Goals of the United Nations. In this way, we are making our contribution to enabling a dignified life worldwide by 2030 and to permanently preserving the natural basis of life.

[→ More info](#)

## UN GLOBAL COMPACT (UNGC)

As part of the world's largest initiative for responsible corporate governance, we are actively committed to the ten universal principles of the UN Global Compact.

[→ More info](#)

## SCIENCE BASED TARGETS INITIATIVE (SBTi)

As a member of SBTi, we are committed to climate protection in line with the 1.5 degree target of the Paris Climate Agreement.

[→ More info](#)

## WE MEAN BUSINESS COALITION

Together with over 600 other companies, the G20 countries are calling for efforts to reach the 1.5 degree target to be maintained, for emissions to be halved by 2030 and for support for coal power to be halted.

[→ More info](#)

## VEA CLIMATE-FRIENDLY SME INITIATIVE

By signing the voluntary commitment, we are working with many other companies to develop a climate-friendly SME sector in Germany.

[→ More info](#)

## SUPPLIER ETHICAL DATA EXCHANGE (SEDEX)

Our membership of the Sedex global organisation helps us to establish responsible and sustainable business practices along the entire supply chain together with our suppliers.

[→ More info](#)

## INITIATIVE FOR SUSTAINABLE AGRICULTURAL SUPPLY CHAINS (INA)

As a member of the INA, we work with many stakeholders from the private sector, civil society and politics to promote sustainable global agricultural supply chains that also improve the living conditions of smallholder farmers.

[→ More info](#)

## SUSTAINABLE NUT INITIATIVE (SNI)

As a member of the SNI, we join forces with a wide range of stakeholders from the international nut industry and campaign for more transparency and higher sustainability standards, especially in the nut supply chain.

[→ More info](#)

## CASHEW DEVELOPMENT FUND (CDF)

Since 2018, we have been actively involved in the CDF in Mozambique to promote social and economic development and strengthen the income situation of smallholder farmers.

## SUSTAINABLE AGRICULTURE INITIATIVE PLATFORM (SAI)

Together with over 170 other companies, we are working towards a sustainable, healthy and resilient agricultural sector while creating strong and secure supply chains.

[→ More info](#)

## EU PLEDGE

As a signatory to the voluntary initiative of leading food and beverage companies, we are committed not to expose a target group under 14 years of age to advertising.

[→ More info](#)

## NUTRI-SCORE

Voluntary, consumer-friendly food labelling provides more transparency regarding nutritional values in processed foods.

[→ More info](#)

## OFTEN GOOD FOR LONGER

We are taking part in Too Good To Go's "Often good for longer" awareness campaign to help prevent food waste. We place the label on many of our products.

[→ More info](#)

## POLSKI PAKT PLASTIKOWY

Together with other stakeholders, we are involved in the Polish Plastic Pact with the aim of establishing a closed loop of plastic packaging in Poland by 2025.

[→ More info](#)



# ABOUT THIS REPORT

**We use this voluntary reporting to regularly inform stakeholders and the public about how we integrate sustainability into our corporate strategy.**

## REPORTING PERIOD

This Sustainability Progress Report covers the financial year 2022 (1 January to 31 December 2022). The previous progress report was published in November 2022 for the 2021 financial year.

We plan to publish a sustainability report in Q2 2024 covering the 2023 financial year, in which we will cover individual topics in even greater detail and report in accordance with the currently applicable standards of the Global Reporting Initiative (GRI).

## SCOPE OF CONSOLIDATION AND DATA COLLECTION

The environmental key figures refer to our European national companies with production sites. Information and data on employees and procurement cover all Lorenz Group locations worldwide.

All data and information were obtained from the relevant departments. The personnel indicators are recorded for each company and consolidated in our CSR database.

## INNOVATIONS

For the first time, this progress report provides a consolidated overview of important sustainability-related key figures and expands the documentation on our goals to ensure even more transparent reporting.

# HOW WE ORGANISE SUSTAINABILITY

**At Lorenz, sustainability as well as CSR (Corporate Social Responsibility), is firmly anchored in the management.**

The CSR Core Team, led by Ines Dzeko, is responsible for our sustainability strategy, the derivation of priorities and guidance parameters, and the monitoring of developments in sustainability issues. Ines Dzeko reports directly to the Executive Board, which places sustainable development at the core of our corporate strategy.

The CSR Core Team manages the Lorenz Sustainability Programme, which is implemented and further developed in close cooperation with CSR business partners in various specialist areas and local CSR managers. The activities are implemented at various points in the company, as sustainability affects the entire value chain.



**If you have any questions about sustainability at Lorenz, write to us at [ines.dzeko@lbsnacks.com](mailto:ines.dzeko@lbsnacks.com)**

# Lorenz

## **PUBLISHED BY**

Lorenz Snack-World Holding GmbH  
Rathenastr. 54  
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## **IMAGE SOURCES**

Lorenz (S.01, S. 03 – 09, S. 11 – 16, S. 19 – 23); iStock (S. 02); Shutterstock (S. 10); Lucyna Lewandowska (S. 17); Condor Anacardium (S. 19); Plastic Bank (S. 20); UN Global Compact (S. 23); Shutterstock (S. 25)

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## **DISCLAIMER OF LIABILITY**

The collection and processing of all information in the Progress Report 2022 is carried out with the utmost care. Nevertheless, errors cannot be completely ruled out. Any forward-looking statements were made on the basis of current assumptions and estimates at the time of publication.

## **LAST REVISED**

June 2023