



Solina Denmark 2019

CSR report
- 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. We have also broadened our CSR approach by a membership of Sedex supplier company.

In this annual Communication on Progress report (COP), Solina Denmark describes our CSR strategy and our activities to improve the 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 anti-corruption.

Past year - 2019

Further integration with new partner: Solina has continued to work with suppliers in a more intensive manner.

Being able to select suppliers based on higher volumes helps the selection of suppliers on sustainable background.

The installation of LED lighting in 2018 has reduced the energy consumption/hour - but due to longer evening shifts, the absolute reduction in used electricity is more limited.

On the purchasing side of our business we have continued our work to ensure that we receive commitment from major suppliers that they comply with Solina Denmark Code of Conduct.

Our retail sale has expand the assortment of sustainable packing materials very significantly. We have started to develop plant-based meat alternatives to meet the increasing demand by customers, to reduce meat intake, in order to reduce the impact on climate changes.

Comming year - 2020

The process of working with our suppliers with respect to the UN Global Compact will continue in the coming year.

Solina Denmark will keep focus on further reduction of our CO2 footprint by buying all our electricity from sustainably resources, using sustainable packing material in our own products and complete our agenda for sustainable development - a SDG action plan.

We are planning to achieve a ISO14001 environment certification at the end of the year.

Safety first is the key word at Solina for the next year. Solina Denmark will actively work on improvement of Health and Safety for employees and aim for a ISO 45001 certification in work safety at 2021.

Johnny Neergaard

Plant- and site manager

Solina Denmark

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 production of more than 3,000 blends and liquid marinades
- Solina Denmark employ approx 110 people

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 purchases products in many countries around the world and operates in accordance with International standards and relevant laws of the countries in which we operate.

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

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. By end of 2019 over 83% of our suppliers have signed the “Solina Code of Conduct”

Solina Denmark acknowledges the increasing focus from the market on sustainability and social responsibility and the consumers positive interest in buying products with a good history throughout the supply chain from primary producer to final product.

It is the company strategy to work actively with issues related to Cooperate Social Responsibility.

Solina Denmark encourages our business partners to act accordingly by following the principles expressed by the UN Global Compact 10 principles and carry this message on to their business partners, eventually join and support UN Global Compact.

Solina Denmark finds it important for ourselves and our clients / costumers, that the basic principles of UN Global Compact is respected throughout the supply chain in order to respect our fellow human beings and prevent bad will.

In order to communicate our message, Solina Denmark has set up a Code of Conduct for suppliers with a registration and approval.

It is the company policy to immediately take appropriate action in case of non-compliance with our Code of Conduct, ultimately withdraw from the assignment.

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 as laid down in UN Global Compact and Danish legislation demands 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. In 2020 the questionnaires will be renewed.

Measurement of outcomes

Through our Code of Conduct system, we will be able to monitor our suppliers regarding the Human Rights area, and based on our evaluation of the response from our suppliers.

We are a member of Sedex - which is a collaborative platform for buyers, suppliers and auditors to share and report information. Our Code of Conduct is tested through physical audit when visiting the suppliers.

We have so far found no breaches regarding the Human Rights principles.

Labour Principles (-Principles 3-6)

Assessment, policy and goals

Our employees are Solina Denmark most important resource. Therefore a good working environment is an important foundation stone in the company business strategy.

Implementation

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

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

Solina Denmark prioritizes the provision of equal opportunities for all employees, regardless of gender.

Measurement of outcomes

Solina Denmark has received no grievances or complaints from employees or others in relation to (potential) labour rights violations. The organization report all working accident and nearby accidents. Last year we had one severe accident. Solina Denmark is constantly improving the safety environment, both physical and mental. We have put a lot of effort into making our safety work visible. Solina Denmark has initiated a program for employees to measure general health and help improve on individual basis. In 2019 Solina Denmark has continued to offer employees a program for training and massage, to reduce risk for injuries. Also, a hot line for mental help has been established, helping preventing stress and sick leave related to both private and work related issues.

Solina Denmark conduct on a regular basis interview with all employee to identify the status and need for education. In 2019 we have had 4 employees in a Solina school education program. Nearly 20 people attended our intern fire- and safety program. One person achieved a lead auditor education and 2 persons got skills to gain a fork truck certification. And more employed attended conferences and meetings to achieve knowledge about food safety, products and health.

Environment & Climate (-Principles 7-9)

Assessment, policy and goals

Solina Denmark environmental policy is to follow governmental rules and monitor and look for possibilities to reduce energy consumption and emissions of greenhouse gases and other environmentally damaging substances. We work continuously at preventing and reducing the environmental effects of our own activity.

Implementation

Measuring key figures in relation to energy consumption in order to reduce the carbon footprint for Solina Denmark. In accordance with our action plans we have carried out work on packaging, pallet utilization and cooperation with suppliers to reduce costs and emissions in connection with transport. The trend is in the context of targeted work to improve the utilization of load carriers in the transport system.

Measurement of outcomes

The building of a new factory (production and warehouse) have reduced both the need for internal transportation as well as the overall energy consumption. The warehouse stock have been increased from approx. 2000 to 4500 pallet locations. New sustainable packaging materials are for sale (retail) Wastewater system is equipped with alarm, reducing the risk for unintentional emission of excess organic material (fat) and supervision on the heating system is preventing any leaks and overuse.

Anti-Corruption (-Principles 10)

Assessment, policy and goals

Corruption is forbidden according to Danish law and anti-corruption 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 have 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 Code of Conduct requires us to take appropriate action and ultimately withdraw from the assignment. The situation will be evaluated afterwards.

Mission:

"Solina Group aspires to become a European leader in the food market and a worldwide key supplier within 3 main areas of excellence..."

- **FUNCTIONAL SOLUTIONS**
- **TASTE & VISUAL SOLUTIONS**
- **NUTRITIONAL SOLUTIONS**

Vision:

"DESIGNING SUCCESS STORIES TOGETHER"

Values:

Solina Group's main focus are:

- *People commitment & customer proximity*
- *Food safety & sustainability*
- *Financial performance & entrepreneurial spirit*
-in order to become an international reference in customer service with a local approach.