

VISION FOR GENERATIONS

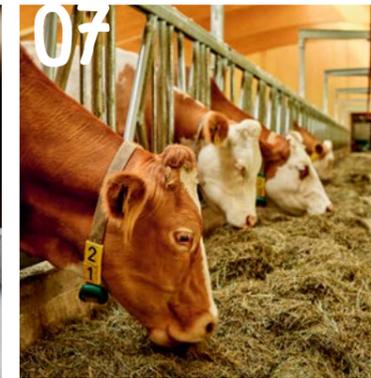
Sustainability report 2020



**ENNSTAL**

Die Milch voraus.

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01

PREFACE

With this sustainability report, we want to take our corporate responsibility seriously and report transparently and comprehensively on our sustainability management. In this report, we describe the status quo, but also provide insights and outlooks on what has already been achieved, progressed and future goals.

We are writing this report for our stakeholders, who include our customers, employees, suppliers, associations and, above all, our milk suppliers and owners as well as all other interested groups.

The structure of the report is based on the guidelines of the Global Reporting Initiative (GRI).

To make this sustainability report easier to read, no genderspecific distinction has been made in the texts. However, the report is addressed equally to all genders.

DEAR READER,

the future of all of us lies in sustainability. Ennstal Milch stands for sustainability. For several decades we have been dealing with the ecological production of high-quality food out of conviction. The respectful treatment of the environment and natural resources is genetically anchored in our company due to our cooperative ownership structure. For us, sustainability does not only mean making a valuable contribution to the security of the food supply, it also means making the future worth living, for future generations. The highest priority is given to people, the climate, water, soil, animals and plants. At the Stainach location, we already produce almost climateneutral. With the use of wood chips, heat pumps and the use of solar energy through photovoltaics for energy generation, we continue to focus on the future. We also place a special focus on the use of the By-products of our production. For example, we try to build up humus with the raw materials from our in-house sewage treatment plant and also to bind CO₂ (carbon dioxide) in the soil.

EVERYTHING STARTS WITH THE GROUND

The vitality of the soil and the quality of our milk are closely linked. If the soil is healthy, the forage that grows on it is healthy and therefore for our milk. Our access to healthy soil ecology is related to the protection of biological diversity. Climate change and - associated with it - the increasing loss of species endanger soil fertility and, in the long term, food security. We literally have to "make up ground". Seen in this way, biological diversity is the basis of life for all of us.

Thanks to our high-quality raw material, which we obtain from our 680 farmers, we preserve the environment and landscape of the Ennstal. We work together and in all areas to really live sustainability at Ennstal Milch and thus integrate it into our everyday life.

At Ennstal Milch, we like to orientate ourselves on the motto "What you do, you like to do". This means that we do what we can with devotion, namely to produce the best food.

As part of our sustainability strategy, we set ourselves long-term, strategic and sustainable goals. With this in mind, we plan our measures and take an uncompromising path. It makes us proud when we finally achieve our ambitious goals. In 2007 we created our own central environmental competence center under the leadership of an external environmental officer. We see that this commitment pays off in the ongoing projects and improvements and in our CO₂ footprint. Because of that it makes us one of the best in the industry worldwide.



As a cooperative, we think in terms of generations. It is important to us to create joy, meaning and diversity and to leave a positive footprint that shows that we act responsibly and sustainably. Our descendants should like to follow in these footsteps". That drives us and gives meaning to what we do.

TODAY FOR TOMORROW

We believe that good needs vision, knowledge, action, transparency and, above all, committed people. This sustainability report shows that we take this very seriously. As Ennstal Milch has around 119 years of tradition, we feel committed to our values. The careful use of our resources plays a decisive role in this. In all of our activities, we keep an eye on the needs of current and future generations. As a cooperative, we focus on people and the environment and not just maximizing profits. Trust and an appreciative cooperation are particularly important to us. We think and act in generations and for our future and thus create sustainable added value - on a social, ecological and economic level.

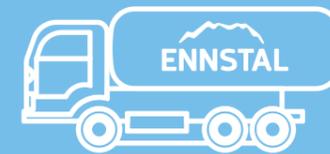
Harald Steinlechner
CEO Ennstal Milch KG



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ENNSTAL MILCH – THE COMPANY

KEY FIGURES FROM 2020



680

MILK
SUPPLIERS



84,4

SUPPLIED
MILK
IN MIO. KG

PRODUCT RANGE:
DRINKS,
DESSERTS,
SPREADS AND
SOFT CHEESE



47%

EXPORT SHARE
IN 54 COUNTRIES



247

EMPLOYEES

108 WOMEN
139 MEN

102,6

TURNOVER

IN MIO. EUR





Ennstal Milch KG is a food manufacturer that processes only the regional milk. Additionally, Ennstal Milch is known as flexible and competent co-manufacturing partner of international renown.

Ennstal Milch consists of the dairy and Camembert cheese dairy in Stainach and the blue cheese dairy in Gröbming. In 1902 the foundation stone for today's dairy was laid. Right from the start, the founding members laid down clear guidelines in order to manufacture products of the highest quality. The early focus on quality enabled orders such as daily baby milk deliveries to Vienna or fresh milk production for the US Army to be achieved. The commissioning of the first fully aseptic CartoCan and glass filling systems continues to promise a high level of quality for our products.

Over the years and decades, new products have been added to the range and new partners have been found.



a supervisory board, which consists of elected members. The full-time executive board is appointed by the supervisory board to manage the operative business. The supervisory board is elected every 5 years, with each member having the option of being elected to the supervisory board. The supervisory board represents the cooperative members, the cooperative and promotional mandate in the company and, as the most important control body in the cooperative, is regularly informed about business activities by the management board. At Ennstal Milch, there is a clear demarcation between management and control. The supervisory board must give its consent to certain decisions (e.g. milk payment price), which are regulated in the articles of association. In our cooperative value system, sustainability (defined in the cooperative statutes) is a supporting pillar in order to be able to offer future generations all possibilities. Business activities are also geared accordingly - foresight for generations.

CORPORATE GOVERNANCE

The operational and strategic management of Ennstal Milch is carried out by our managing director, Dir. Harald Steinlechner, who also acts as deputy chairman of the board of the Ennstal Landgenossenschaft (LGE). The strategic and tactical measures are coordinated in regular meetings with the department heads in the so-called management committee. This lean structure enables quick and short decision-making processes. The managing director reports to the supervisory board at supervisory board meetings that take place several times a year. The direct contact between the chairman of the supervisory board and the managing director also enables an exchange on current business processes at any time.



CORPORATE PHILOSOPHY

The corporate philosophy of Ennstal Milch is not based on short-term success, but builds on sustainable, future-oriented development in order to be able to offer our future generations all possibilities. The focus is not only on economic goals, ecological and social values are also the pillars of our company. We are firmly convinced that the alignment of the company's activities on economic, ecological and social aspects is the right way for us and that this guarantees a long-term successful development of Ennstal Milch.

CORPORATE VALUES AND CORPORATE CULTURE

The principles of our mission statement and thus our corporate culture and corporate values are supported and lived by all employees. This creates a climate in which people enjoy working and developing.

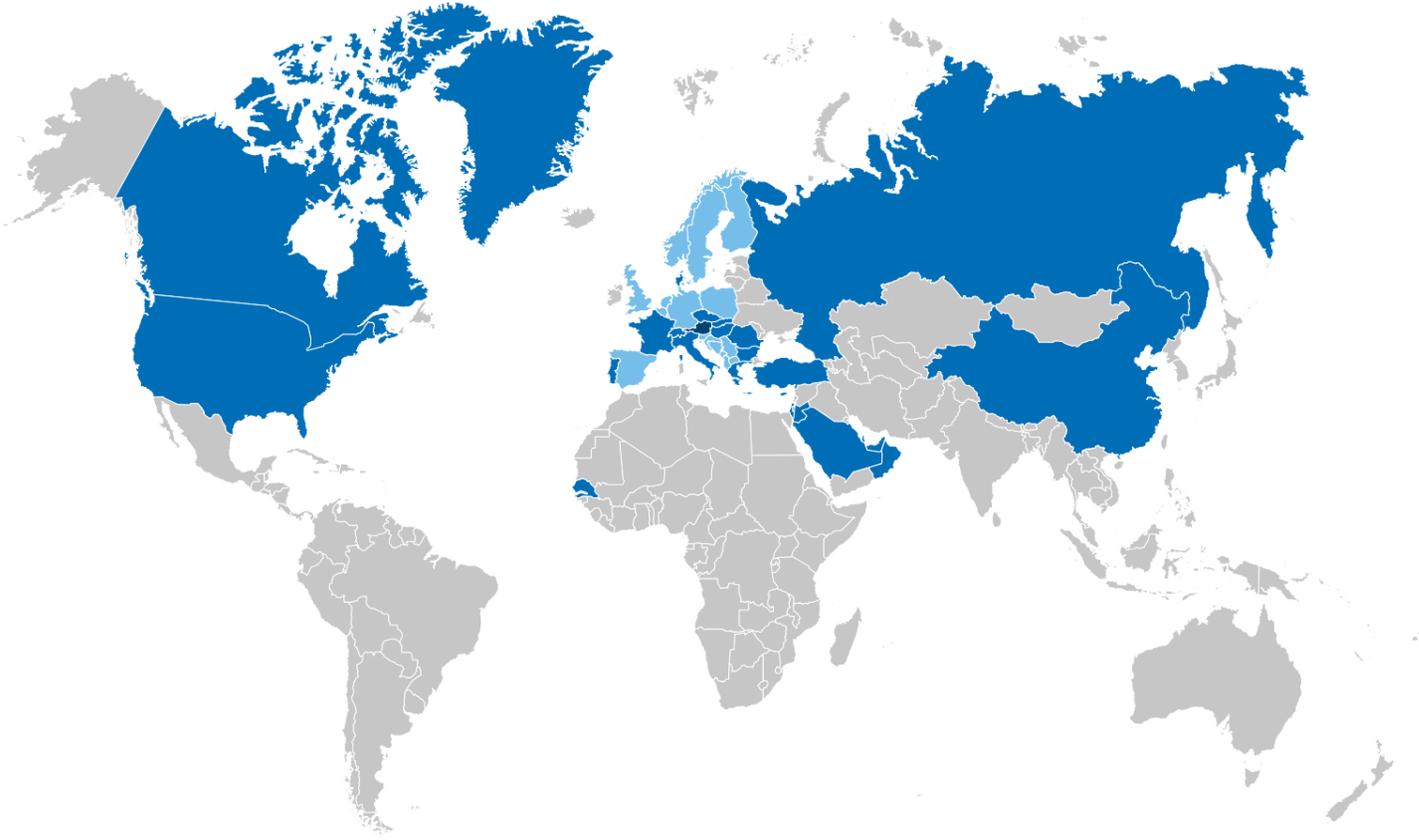
STANDARDS

Whether with the daily baby milk deliveries to Vienna or with the products of the first fully aseptic CartoCan and glass filling systems, the quality of our products has been the focus from the start. All Ennstal Milch production lines are certified according to international standards. The IFS standard (higher level) is just as natural as production with Halal certification. When it comes to our ingredients, quality is the top priority - starting with our fresh regional milk through to certified coffee, fruit preparations and milk alternatives. One of our specialties is the production of organic products such as drinks, desserts and soft cheese. In general, each of our products is also available in organic quality.



SUBSIDIARY OF LAND-GENOSSENSCHAFT ENNSTAL (LGE)

From the cheese dairy founded in 1902, the Ennstal country cooperative developed over time, which consists of almost 1,800 members and is wholly owned by the farmers. The Landgenossenschaft Ennstal acts as a holding company, under whose umbrella Ennstal Milch is also a part of, as an internationally renowned subsidiary. The Landgenossenschaft Ennstal and thus also Ennstal Milch are managed by the management board and



DISTRIBUTION COUNTRIES

- | | | | |
|----------------|-----------|-------------|--------------|
| ARMENIA | GREECE | MONTENEGRO | SLOVENIA |
| AUSTRIA | HUNGARY | NETHERLANDS | SOUDI ARABIA |
| BAHRAIN | INDONESIA | NIGERIA | SOUTH AFRICA |
| BELGIUM | IRAN | N-MACEDONIA | SOUTH KOREA |
| BULGARIA | IRAQ | PALESTINE | SPAIN |
| CROATIA | ISRAEL | POLAND | SWEDEN |
| CYPRUS | ITALY | PORTUGAL | SWITZERLAND |
| CZECH REPUBLIC | JORDAN | QATAR | TURKEY |
| DENMARK | KOSOVO | REUNION | UKRAINE |
| EGYPT | KUWAIT | ROMANIA | UAE |
| FINLAND | LATVIA | RUSSIA | UK |
| FRANCE | LITHUANIA | SERBIA | USA |
| GEORGIA | MALTA | SINGAPORE | |
| GERMANY | MOLDOVA | SLOVAKIA | |



03

PRODUCTION UND PRODUCTS

The Ennstal Milch KG produces safe and sustainable food products of highest quality. Quality is first priority and has a strong influence on all production steps. Highest standards and severe sanitary regulations always must be guaranteed.

OUR PRODUCTS - HIGH QUALITY, BIG DIVERSITY

Ennstal Milch has grown steadily over the past few years. Both the quantities of milk supplied and that of processed raw milk has risen steadily. In addition to the classic dairy products, as have Ennstal Milchs numerous innovative plant-based products. Due to new technologies and the most modern systems, customer requests can be met at the highest level. Ennstal Milch also acts as a flexible co-manufacturer for numerous national and international top companies, which means that the product range is constantly expanding. Drinks, desserts

and spreads, vegan products and traditional soft cheese - our product portfolio is diverse and much larger than that of a classic dairy. Milk was the beginning and is still a fundamental ingredient in a large number of our products today. Nevertheless, the Ennstal Milch is not limited to this and we are constantly expanding our horizons and thus the product range. A smoothie comes as naturally into the CartoCan as an oat drink cappuccino into the beverage cup.

OUR PRODUCT
RANGE IS CONSTANTLY
GROWING.



ENNSTAL MILCH PRODUCT PORTFOLIO

DRINKS

cups, carton, glass



MILK BASED BEVERAGES

e.g. Cafe Latte, Cocoa, Milkshake



WATER-BASED DRINKS

e.g. smoothies, juices, iced teas, energy drinks, etc.



PLANT-BASED DRINKS

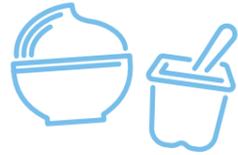
e.g. oats, coconut drinks, almonds, etc.



ALCOHOLIC BEVERAGES

such as sangria or cocktails

DESSERTS AND SPREADS



SKYR, YOGURT, CURD CREAM, GREEK YOGURT



DIPS AND SPREADS

based on milk and plants

SOFT CHEESE



SOFT CHEESE WITH WHITE MOLD AND RED CULTURE

e.g. Camembert



SOFT CHEESE WITH BLUE MOLD AND DOUBLE MOLD



STEIRERKÄSE

traditional regional gray cheese, made from skimmed milk

LONG LIVE DIVERSITY!

AWARDS

The many national and international awards we have received in recent years are proof of the high quality of our products. Below is a short list of these:

2017

Käsekaiser:

Schärdinger Kaisertaler (soft cheese)
Schärdinger Affineur Weinkäse (speciality and tradition)

Steirische Prämierung für Milchspezialitäten:

Gold for Steirerkas (regional speciality)

Most Unique Product Award (NOFF Malmö):

Gold for Innate Birch Sap Lemon Elderflower & Acai Cranberry (water based drink)

DLG (Deutsche Landwirtschaftsgesellschaft):

Gold for "Bio Bio" Topfencremen

DLG (Deutsche Landwirtschaftsgesellschaft):

Prize for long-term product quality

2018

Käsekaiser:

Schärdinger Österkron

Steirische Prämierung für Milchspezialitäten:

Gold for Steirerkas (regional speciality)

World Cheese Award:

Super Gold for Schärdinger Dolce Bianca
Bronze for Schärdinger Österblu

Käsiade Award:

Gold for Steirerkas

Gulfood Award:

Gold for Maresi Coco Aloha Drinks

DLG (Deutsche Landwirtschaftsgesellschaft):

Award for long-term product quality

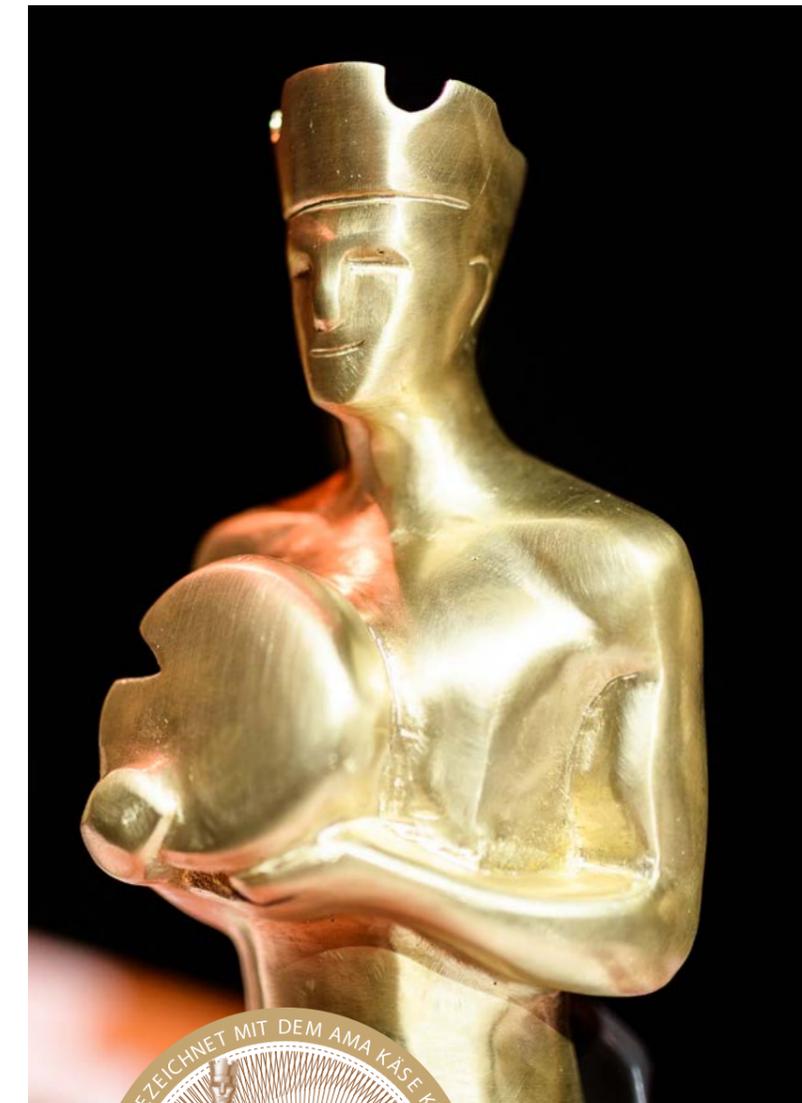
2019

Käsekaiser:

Schärdinger Österkron (soft cheese)
Schärdinger Affineur Kracher petit (cheese specialty and traditions)

World Cheese Award:

Silver for Schärdinger Dolce Bianca



CUSTOMER SATISFACTION

According to the motto "Satisfied customers are happy customers", an annual customer satisfaction survey is carried out as part of the management review. These surveys have existed since 2012, thus providing a continuous overview of developments. In the past two years, restructuring measures and the creation of supply chain order management have resulted in an improvement in overall satisfaction. Product complaints and complaints are processed by sales and quality management. The regular evaluation of the received complaints leads to valuable knowledge and a constant optimization of the processes, which leads to a further reduction of the complaints.



COMPLAINT MANAGEMENT



SETTLEMENT TIME (DAYS)

SOMETHING FOR EVERYONE

It is often a long way from the idea to the finished product, especially in the food sector. However, we firmly believe that it doesn't have to be a rocky road. Awareness of the origin of the food and raw materials is just as important as the growing interest in health and nutrition. Thanks to state-of-the-art systems, trained employees, attention to detail and many years of experience, there is almost nothing that we at Ennstal Milch cannot realize - whether holistic product development, innovative packaging or high-quality co-manufacturing including logistics. For customers, Ennstal Milch likes to take a back seat so that the brand can shine in the foreground. We combine knowledge with feeling, experience with curiosity and profitability with sustainability. It is not for nothing that we have been producing at the highest level for well-known companies from all over the world for decades. We always uphold the moral and ethical values in all our ventures - and yet, and precisely because of this, we are successful.

DISTRIBUTION

The range for export includes, products that are specially developed for customers, and, on the other hand, private label products. Ennstal Milch supplies export markets worldwide (2020: 54 countries), the export share of sales is approx. 47 %.

PACKAGING

Ennstal Milch is traditional and down-to-earth in terms of its values and in relation to the Austrian production site. In order to produce food of the highest quality and at an international level, we have always relied on the most modern technologies. Aseptic filling of beverages and desserts is now standard. Packaging that meets the highest demands in terms of convenience and quality and at the same time sets new standards in terms of sustainability is our flagship. With the sustainable CartoCan cardboard can and aseptic glass bottle filling, Ennstal Milch offers unique packaging concepts that are constantly being further developed.

CARTOCAN

The environmentally friendly alternative to aluminum and PET. The shape of a classic can and great design options make the CartoCan an eye-catcher. In Europe, the Ennstal Milch CartoCan is unique in terms of appearance and filling technology. The look of a classic can and the feel of a composite paper packaging make CartoCan an extraordinary and environmentally friendly packaging solution in several ways. CartoCan lies perfectly in the hand and is perfect for to-go drinks. The composition of the CartoCan from more than 70 % renewable raw material, based on certified wood, significantly reduces CO₂ emissions compared to other packaging materials.



TO-GO-CUPS

The cups are perfect for enjoying a variety of drinks on the go, as they offer comfortable and practical drinking pleasure thanks to their drinking lids or drinking plates. Aseptic filling guarantees a longer shelf life at room temperatures. The to-go cup itself is made of PP. Depending on the design of the decorative sleeve, it is made of paper or plastic. Depending on the decoration, the cup is separated into individual parts and recycled separately according to the requirements of the country.



GLASS

Ennstal Milch has been producing drinks in glass bottles since the 1950s. The products can be filled into the packaging in various formats - from 250 ml to 750 ml. Glass has always been seen as premium packaging.



DESSERTS AND SPREADS

Ennstal Milch offers a large number of dairy and plant-based recipes and has many packaging options, from 125 g to 500 g, square or round, tailored to the needs of customers.



CHEESE

Different packaging sizes are also possible for cheese, both for small households and for bulk buyers. Ennstal Milch makes sure that the cheese tastes perfect and uses different foils and outer packaging for this. It is important that the packaging does not adversely affect the taste of the cheese, but rather that it is optimally preserved.



FAIR PARTNERSHIPS - OUR SUPPLIERS

In addition to raw milk, other means of production such as milk alternatives, coffee, salt, fruit preparations and the like are required for the manufacture of our products. Additives and auxiliaries are also important for processing. Detergents, disinfectants and other materials are required to operate the systems. The packaging material is also an important element of our production. The goal of Ennstal Milch is to build up a long-term relationship with each individual manufacturer or supplier of these means of production. We evaluate our suppliers annually in order to achieve continuous improvement in product quality and the relationship. When it comes to purchasing, sustainability aspects also play an important role, as we are increasingly relying on regional partners. The proximity of our partners to Ennstal Milch and the resulting short transport routes protect the environment and increase flexibility and security of supply.



WITH A SYSTEM - OUR QUALITY MANAGEMENT

The demand for flawless product quality, not only with regard to the raw materials and packaging materials used, but also with regard to the processes through to the finished product, is of the highest priority to us and our customers. The continuous improvement of product and process quality is at the center of everything we do. In order to meet all the necessary criteria, Ennstal Milch operates a strict quality management system that is actively practiced and is evident throughout the company at all levels. As an IFS - higher level certified company, food safety is the top priority in addition to quality. The basis for this is the fully implemented HACCP system including specific control and preventive measures. Chemical and microbiological tests as well as tests for allergens are carried out in the company's own laboratory. Comprehensive test plans and an IT laboratory system based on active approval ensure that only food that has been fully tested and comply with the product specifications leave our warehouse. Due to numerous internal, external, announced and unannounced inspections (by authorities, IFS certification body, customers, etc.), the procedures and processes on the one hand in the documentation system and on the other

hand in the production areas and at all other levels are constantly optimized. In addition, there are defined procedures to ensure compliance with all relevant legal provisions in the EU and Austria.

TRANSPARENT AND OPEN LABELING

The food law requirements for the entire product range are of course complied with in Ennstal Milch. Our products are labeled according to the current legal requirements. The correct labeling is checked internally on the one hand, but also ensured through external marketability tests and official food monitoring.

It is very important to us to provide our customers and consumers with transparent information about our products - information about our products and our suppliers can be obtained at any time. Because only correct information helps customers to make a purchase decision.

MARKETING AND PUBLIC RELATIONS

Ennstal Milch is a co-manufacturer for branded goods companies and private labels. Own brands and the associated classic B2C marketing are only operated to a very limited extent - especially for the regional soft cheese brand Ennstaler and for dairy products. The marketing of the products that are produced and bottled in and by Ennstal Milch is carried out by the brand owners and thus by our customers themselves.

The following communication platforms are used to reach our different target groups:

- Trade fairs
PLMA Amsterdam, ANUGA Cologne, BIOFACH Nuremberg
- Websites
www.ennstalmilch.at, www.ennstaler-kaese.at
- LinkedIn
partly for B2B or employer branding
- Facebook, Instagram, YouTube
mostly for employer branding and B2C
- Classic media
especially regional media and specialist media in the area of F&B
- Events and activities
for employees and owners
- Cooperation with partners
in the context of events and publications

The majority of the trade fairs were canceled in 2020 due to the corona pandemic. In order to still reach potential B2B customers and continue to provide them with information, we are invested in the conception and design of a new website (www.ennstalmilch.at). This is online since autumn 2021 and essentially focuses on two large target groups:

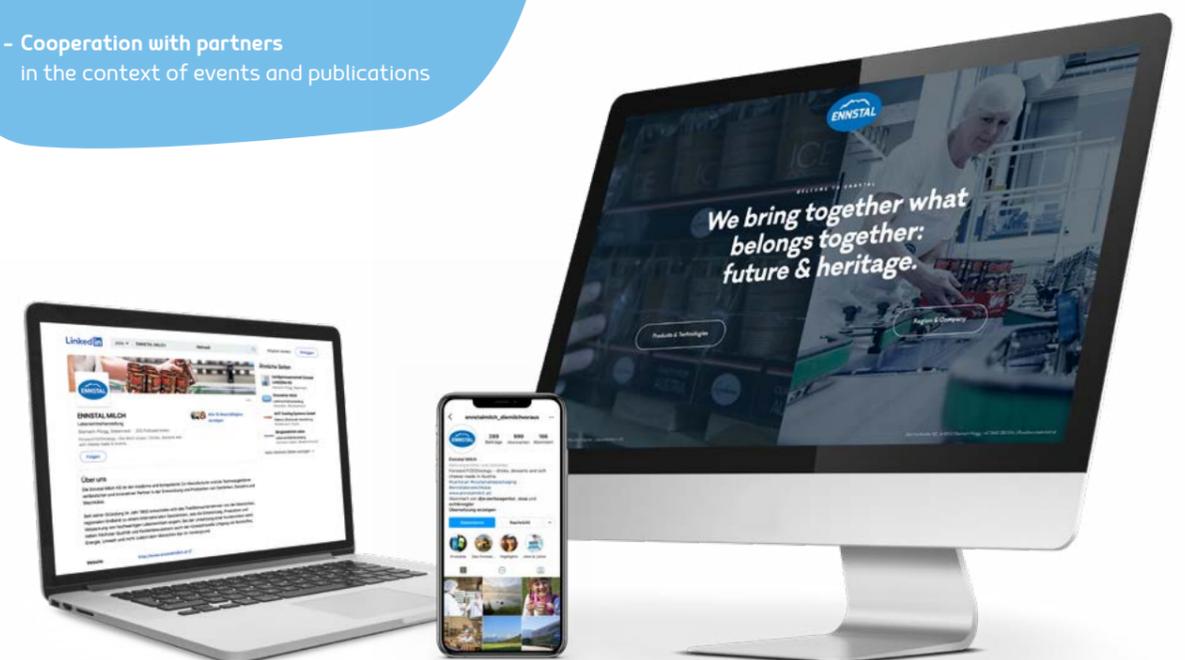
1. B2B

potential new customers as well as existing customers (national and international)

2. B2C

regional consumers, the owners of Ennstal Milch and future workers

The requirements for communication are very complex and heterogeneous due to the different target groups. In the future, a major focus will be on communication on digital channels.





OUR GOALS REGARDING PRODUCTS AND PRODUCTION

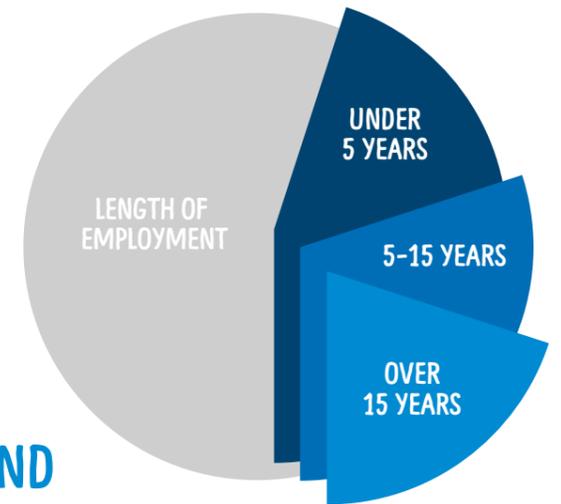
- CONSTANT AND SUSTAINABLE GROWTH WITH REGARD TO TURNOVER AND OUTCOME
- ENSURE ADDED VALUE WITHIN THE REGION
- FLEXIBILITY WITH REGARD TO SHORT-TERM INQUIRIES AND INCREASING COMPETENCE CONCERNING THE DEVELOPMENT OF NEW PRODUCTS
- KEEP REDUCING THE AMOUNT OF COMPLAINTS
- CONSTANT MODERNISATION, DIGITALISATION AND AUTOMATION OF THE PRODUCTION FACILITIES
- STIMULATE INNOVATION, RESEARCH AND DEVELOPMENT



044

ATTRACTIVE EMPLOYER

AROUND 1/5 HAVE BEEN WITH THE COMPANY FOR OVER 15 YEARS.



Our employees are our key to success. Only together can top performance be achieved and the goals set can be achieved. Secure jobs, fair wages, high motivation as well as training and further education form the cornerstones of our successful company. Ennstal Milch also attaches great importance to flat hierarchies and a familiar corporate culture. Our main task is to provide optimal framework conditions to ensure the satisfaction, motivation, health and safety of our employees.

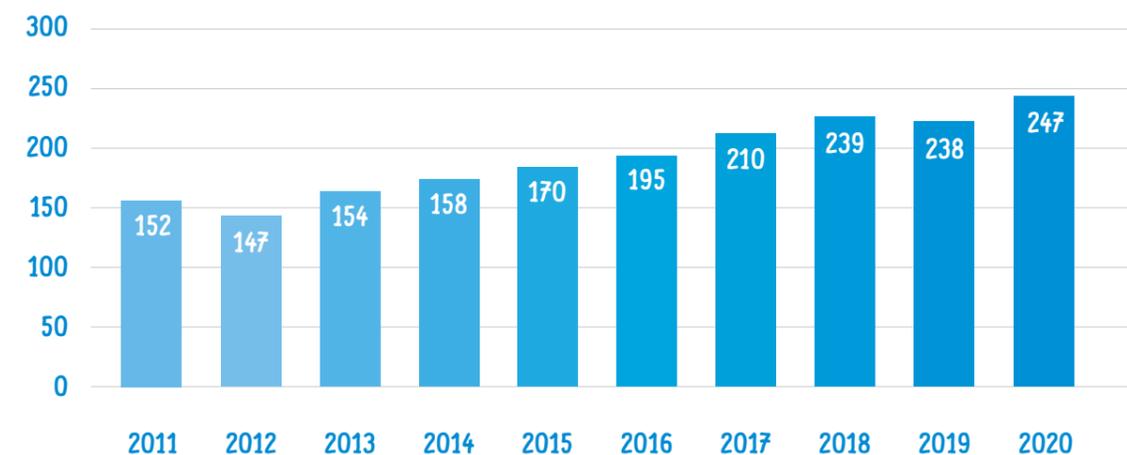
FIND AND RETAIN EMPLOYEES

In the future, it will be of enormous importance for our company to find suitable specialists. The acquisition of skilled workers is particularly challenging in rural areas. That is why it is all the more important to position Ennstal Milch as an attractive employer. In 2020, 29 new employees were hired, around 45 % of them women. Most of the new hires - 10 people - were among the apprentices in 2020. Our company strives to keep the skilled workers (often apprentices from our own company) and thus to be able to fall back on their knowledge and experience. Around a fifth of our employees have been with the company for over 15 years. Most of the apprentices stay with our company. Employee turnover is at a low level. Ennstal Milch is a reliable and crisis-proof employer, which is particularly important in generally difficult economic times. As a growing company, we also use leasing workers. However, the number of leasing workers has steadily decreased in recent years because they are often taken on by the permanent staff.

EMPLOYEES AS THE BASIS FOR THE FUTURE

The basis of our successful actions is laid by the employees. The responsibility for achieving the goals and the further development of Ennstal Milch therefore rests with us all. The employees feel at home in Ennstal Milch and they identify with their own company very well. As an attractive employer, we attach great importance to the compatibility of work and family, diversity, equal opportunities, a pleasant working atmosphere and of course the health and safety of our employees. The number of employees has risen steadily over the past 10 years: In 2011, 152 people worked in Ennstal Milch, in 2020 we are already employing 247 people.

TOTAL EMPLOYEE DEVELOPMENT



EVERY EMPLOYEE IS WORTH THE SAME

For full-time employees, part-time employees and leasing employees, there are the same operational benefits in the Ennstal Milch. We do not differentiate between the type of employment contract and fully integrate all employees into operational life. All employees are provided with drinks and snacks machines in the break rooms, and milk and fruit are also provided for free. Another highlight for our employees is the monthly deposit in the form of a "milk card" that they can redeem at the regional supermarket. A subsidy is granted for lunch in our partner restaurant.

In our company, one works council for blue-collar workers and one for white-collar workers represent the interests of the employees. The works councils are involved in all important decisions. Our employees are constantly informed personally or via a notice on the "information board" and a central information screen. So that our employees are always up to date about the company, there has been an information letter "EMI-News" since 2010, which is sent out every 2 months and contains the most important news.

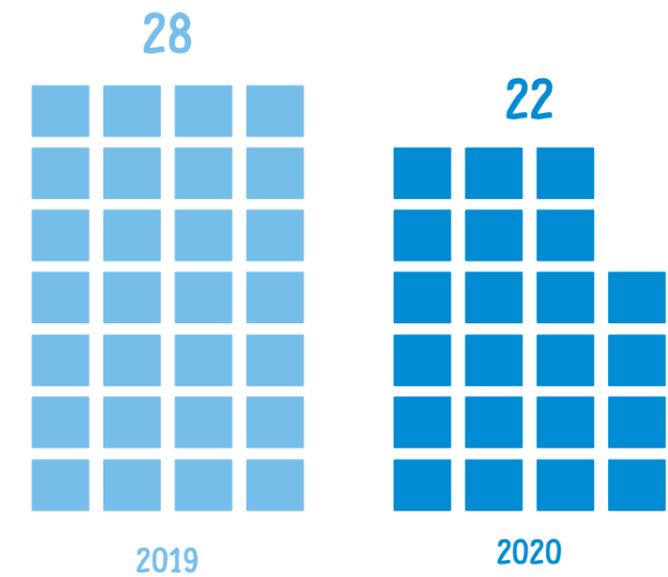
FAIR PAY FOR GOOD WORK

Our employees all receive the same operational benefits. We make no distinction between full-time employees, part-time employees and employees with fixed-term contracts.

WORK AND FAMILY

Nowadays one should no longer have to choose between family and job. At Ennstal Milch, the compatibility of family and work is an important pillar of employee loyalty and corporate culture. This starts with caring for relatives and continues through parental leave to partial retirement. For us, it doesn't matter whether it's time off for family or private reasons, or training and further education (educational leave). We try to support all of our employees in all situations. All in all, our company offers many family-friendly options such as support in the event of absence from work due to illness, opportunities to temporarily reduce working hours, home office and flexible working time models. A special offer for our employees is the LGE Kids Holiday Fun - a care program in summer for the children and grandchildren of our employees. To relieve and support parents and grandparents, the children are looked after and entertained by specialist staff for two weeks. The children experience a varied program that not only includes sporting and creative activities, but also visits and guided tours at the parents' workplace. The children are looked after all day long and enjoy games and fun with other children.

EVERY ACCIDENT IS ONE TOO MANY.



HEALTH AND SAFETY

Occupational health and safety in the professional environment has a significant influence on the performance and motivation of our employees. Thus, Ennstal Milch strives to provide a safe working environment and also to promote the health of our employees. The company has a safety officer who identifies dangers and defines measures to increase the safety of employees. In addition, our company provides a company doctor and several first aiders. Compliance with the legal requirements for employee protection is a matter of course. For Ennstal Milch, the health and safety of its employees have the highest priority.

at a low level. Nevertheless, we have set ourselves the goal of further reducing the number of occupational accidents. It is gratifying that the average number of sick days is also falling continuously. Prevention plays an important role in the areas of occupational accidents and health. That is why Ennstal Milch has also introduced "fresher for longer" - a project to promote the health of our employees.

ACCIDENTS AND SICK DAYS

In a production plant in which man and machine work together, there are risks that must be minimized. Every accident is one too many. The analysis of occupational accidents in recent years shows that we are already

"FRESHER FOR LONGER" HEALTH PROMOTION

So that our employees pay more attention to their health, we have set up a voluntary health promotion program in which we offer a variety of different workshops and activities on health-related topics. Our employees are professionally coached and supported by trained trainers. The entire cost of this program will be borne by Ennstal Milch. The principle here is prevention is better than aftercare.

THE FUTURE OF ENNSTAL MILCH - TRAINING AND FURTHER EDUCATION

Ennstal Milch sees the future of the company as being closely linked to well-trained and motivated employees. Especially in times of a shortage of skilled workers, in-house training is an important pillar for achieving corporate goals.

The shortage of skilled workers is becoming increasingly noticeable, especially in rural regions such as the Ennstal. In order to be able to meet the need for well-trained employees also in the future, we train a large proportion of our employees ourselves. Apprenticeship training plays a particularly important role in this. Not only training, but also continuing education is promoted in our company. Employees can thus adapt to the increasing demands in the work environment and develop themselves further.

A FULL POT FOR THE FUTURE

It is our aim to train excellent specialists in-house who grow with the company and ultimately become a valuable asset to the Ennstal Milch team. Ennstal Milch offers six apprenticeships to help you get off to a successful start in your career. We offer our apprentices varied activities as well as a special training concept with various focuses and additional internal and external training opportunities. Our apprentices work together with experienced employees and can thus benefit from their extensive knowledge.

The central contact persons are the trained apprenticeship officers, there is also an apprentice coordinator. Together they are responsible for the ongoing supervision of the apprentices and carry out coordinating activities for the apprentices (help with registration for the final apprenticeship examination or organization of preparatory courses).

In the Ennstal Milch, apprentices have the opportunity to develop personally and professionally in master courses and advanced training. In addition, as a modern company with innovative technologies, we offer crisis-proof jobs and thus give our apprentices the prospect of being taken on after their apprenticeship has ended. Around 10 % of our employees were originally accepted and trained as apprentices. A third of them are female trainees. This clearly shows that technical professions are becoming more and more attractive for young girls. The proportion of women among the apprentices will continue to increase in the future.

APPRENTICESHIPS @ENNSTAL MILCH

- Dairy technologist
- Mechatronics engineer
- Mechanical engineer
- Laboratory technician
- Logistics expert
- Office administrator

FIND NEW APPRENTICES

Arousing interest in our apprenticeships among young people In order to interest young people in our dairy and our apprenticeships, we are in close contact with the schools in the vicinity. Information days are held annually at the schools and Ennstal Milch takes part in local career information fairs. With the opportunity to spend a day at the company in advance, we give potential apprentices an insight into the job description. This makes the decision to learn an apprenticeship in the Ennstal Milch easier for the young people.

#LEHREVORAU

FOLLOW US @ENNSTALMILCH



OUR STRATEGY:
APPRENTICES AND
EXPERIENCED EMPLOYEES
WORKING HAND IN HAND.





FUTURE KNOW-HOW: FURTHER TRAINING

Constantly growing and changing professional requirements are covered with training and further education offers. It is very important to our company that these qualification measures are provided and used.

Ennstal Milch offers its employees numerous opportunities for further education and training. Among other things, language courses are offered, but also the attendance of specialist seminars, trade fairs and the like. is supported or promoted. All employees are trained annually in the areas of operational hygiene, the HACCP concept, occupational safety and occupational safety. Training and further education are particularly important for managers, which is why Ennstal Milch has designed a special training program for this.

EMI 4.0 – TRAINING CONCEPT FOR FUTURE MANAGERS

Emi 4.0 is a training concept that lasts 2 to 3 years. Every six months, workshops on key topics are held with specially trained trainers. The target group of this program are employees with potential for further development, not only for a management position, but also for special projects.

The workshops aim to get to know instruments and tools that support you in mastering professional challenges. It's not just about conflict resolution, communication and social responsibility, but also about personal development. The technical training is combined with cross-departmental cooperation, which makes it an extremely successful and future-oriented training concept.

ENNSTAL MILCH SAFEGUARDING THE FUTURE

This program offers every employee the opportunity to suggest improvements for their own workplace as well as for entire departments. Every single person, regardless of their position, has great potential that must be used to remain successful in the future.

FEEDBACK ON WORK

If our employees have questions or problems, want to express suggestions or criticism, the doors of the department heads and executives are always open. Our employees receive individual feedback in the employee appraisals, which are also intended to strengthen the bond between manager and employee. Among other things, there is a performance assessment by the supervisor in these discussions. Conversely, however, the employee can also bring his concerns to the manager.



DIVERSITY AND EQUAL OPPORTUNITIES

There is an appreciative, pleasant, tolerant and productive atmosphere in the Ennstal Milch. All employees have equal opportunities regardless of any diversity characteristics such as gender, age, origin or social circumstances.

All employees have the same training opportunities and career opportunities. The best example is our managing director, who started as an apprentice in our company. Diversity and diversity are not obstacles, but a great strength that we like to use in our company. There is not always just one right solution - different perspectives help us to look at a problem from several perspectives and to identify new and innovative approaches to solutions.

Here in the Ennstal Milch, employees of all ages work hand in hand - every age group is represented here. While our youngest employees are only 15 years old, our oldest employees are already over 60 years old. This leads to a lively exchange of experiences. The age pyramid shows that 48 % of our employees are under 35 and 20 % over 50 years old. The proportion of female employees is very high at 43 %.

NON-DISCRIMINATION

A basic requirement at Ennstal Milch is that all employees are treated equally. Discrimination against employees based on gender, age, appearance, religion, race and the like will not be tolerated.

SOCIO-ECONOMIC COMPLIANCE

All applicable laws, ordinances and guidelines that are related to the business activities of Ennstal Milch are of course complied with. Information is obtained by managers and passed on to employees via various channels. Necessary changes and further training are organized. The latest requirements are implemented quickly.

MUTUAL APPRECIATION
AND TOLERANCE ARE AN
INTEGRAL PART OF OUR
COMPANY CULTURE.



OUR GOALS AS AN ATTRACTIVE EMPLOYER

- SECURING REGIONAL JOBS
- INCREASE IN REPUTATION AS AN ATTRACTIVE EMPLOYER
- REGULAR EMPLOYEE SURVEY
- EXPANSION OF THE TRAINING OFFER FOR ALL EMPLOYEES
- IMPLEMENTATION OF INFORMATION EVENTS ON THE TOPIC OF SUSTAINABILITY
- CONTINUE TO PROMOTE OCCUPATIONAL HEALTH AND SAFETY

05

ENVIRONMENT



OUR GOAL AS ENNSTAL MILCH: TO KEEP EMISSIONS AS LOW AS POSSIBLE.

OUR CONTRIBUTION TO ENVIRONMENT PROTECTION

Ennstal Milch works with the natural product milk. An intact environment is not only important for our members and suppliers, but also represents an important business basis for Ennstal Milch. The effects of our processing and production on the environment are closely monitored.

ACTIVE FOR AN INTACT NATURE

An important cornerstone of Ennstal Milch is the sustainable and cross-generational economy. Future generations must also be able to live from our nature and our environment. There is no planet B! One of the main concerns of Ennstal Milch is therefore to preserve our environment and our climate. This not only has an ecological, but also an economic impact on our daily business life. We consider the effects of our activities on the entire value chain - from raw milk to the consumer.

An important factor in this context is the consumption of raw materials - energy and water - which should be as resource-efficient as possible. The manufacture of our products should be as efficient as possible at all levels. Reducing wastewater, waste and emissions is also an important factor in operating sustainably. The goal of Ennstal Milch is to keep emissions as low as possible.

ENVIRONMENTALLY FRIENDLY ENERGY SOURCES FOR RESOURCE-SAVING PRODUCTION

At Ennstal Milch, electricity is the most important energy source. Our company uses 100 % green electricity. This is a mix of hydropower, wind, photovoltaics and other renewable energies. In order to achieve a reduction in energy consumption, Ennstal Milch relies on innovative technology for processing and production. The aim is to adapt energy consumption to the processing of raw materials in the best possible way. Outdated technology is constantly being replaced by new technology, for example a photovoltaic system will be built on the roof of our dairy in the summer of 2021. The electricity generated is used in the dairy. The entire steam generation takes place in the nearby biomass heating plant, which supplies us with the steam we need to keep all production processes running. In the biomass power plant, mainly natural wood from the area - a regional alternative to fossil fuels - is used to generate steam. The wood is burned in the combustion system, the flue gases that arise in the combustion chamber are used to generate steam via a downstream boiler system. This steam is passed on to the various production areas as process steam via insulated pipes. Compared to fossil fuels such as coal or gas, the use of biomass saves a considerable amount of CO₂ emissions.



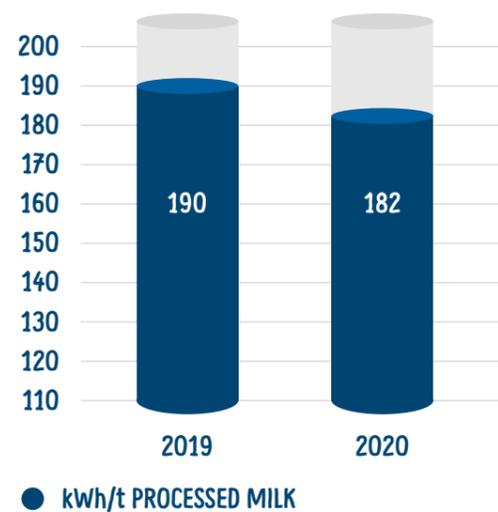
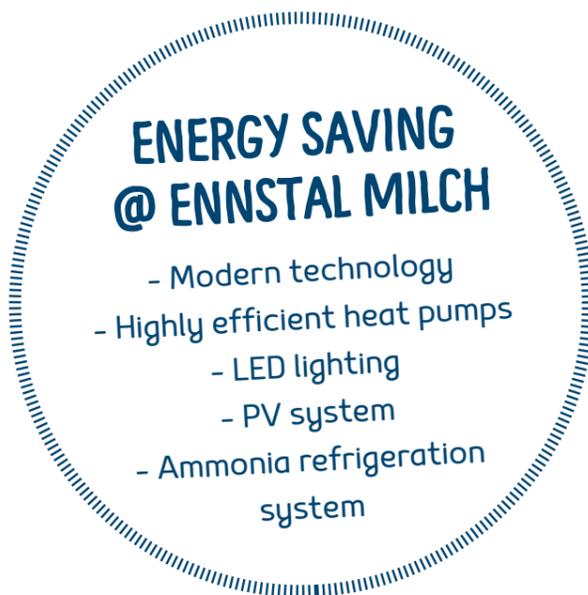
SUCCESSFUL ENERGY SAVINGS

With the growth of Ennstal Milch, of course, the absolute energy consumption also increases. Through general optimization of work and manufacturing processes in all production areas and investments in the latest technologies, energy consumption has already been reduced by approx. 4.5 % and should continue to decrease in the next few years. Measures that have already been taken in recent years are having an effect: heat pumps, ammonia refrigeration systems, conversion to LED lighting and much more. make an important contribution to reducing energy consumption. Ennstal Milch has set itself the goal of reducing energy consumption to below 170 kWh / t of processed milk. Electricity consumption per ton of processed milk was 190 kWh in 2019 and 182 kWh in 2020.

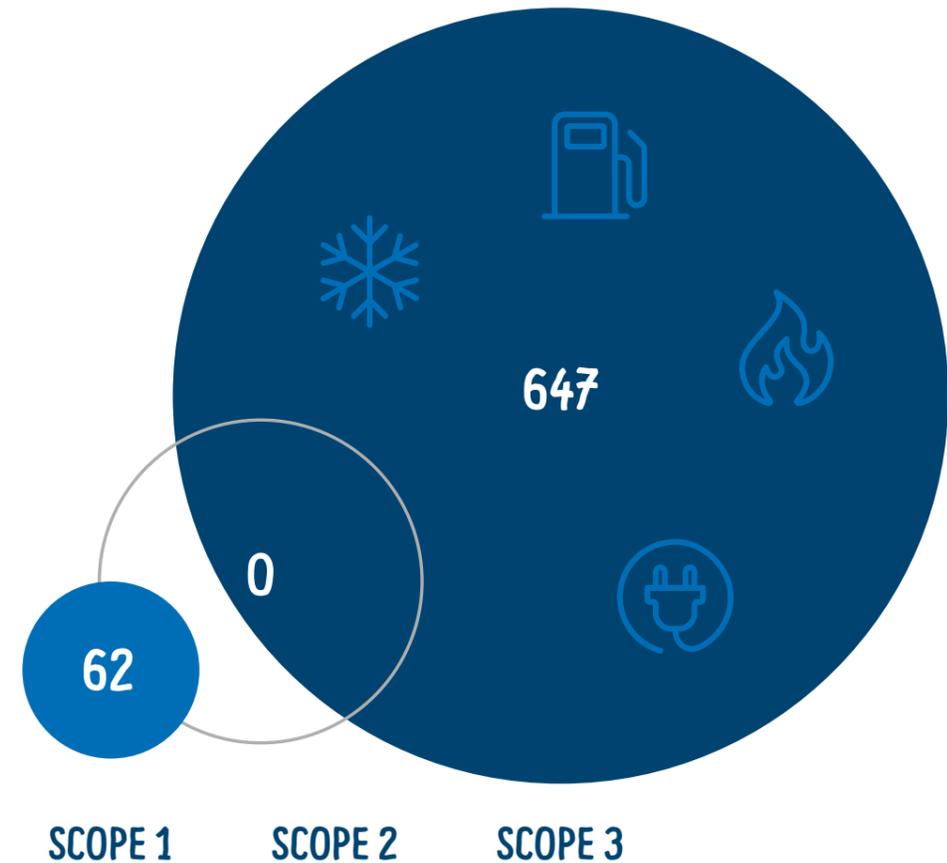
ENERGY CONSUMPTION WHEN TRANSPORTING MILK AND WHEN TRAVELING ON BUSINESS

For the transport of the raw milk from the farms of our producers to our dairy, there are 6 milk collection vehicles that are operated by 5 individual companies. The raw milk is collected from a radius of only approx. 50 km - the geographic catchment area of the Ennstal Milch is therefore very small. In order to keep the transport costs (diesel consumption, tire wear) as low as possible, the route planning is adapted and optimized to the changing circumstances. Our two types of milk - conventional and organic - are collected together, as our milk collection vehicles are technically equipped so that the types of milk cannot be mixed. This saves unnecessary additional kilometers and thus reduces diesel consumption.

E-cars are increasingly being made available as Ennstal Milch company cars. The e-cars are charged directly at several charging stations on the company premises with 100 % green electricity.



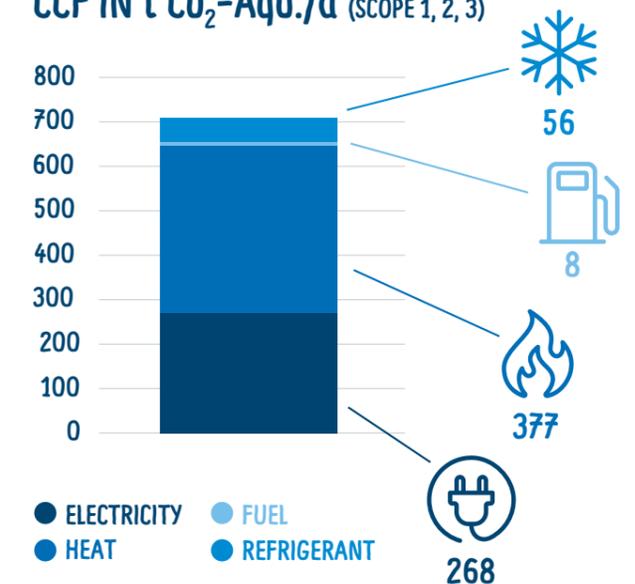
t Co₂-Äqu./a ENNSTAL MILCH STAINACH



OUR EMISSIONS

In 2019, Ennstal Milch commissioned a study on the Corporate Carbon Footprint (CCF) to determine the impact of our business activities on the climate footprint. The "Corporate Value Chain (Scope 3) Accounting and Reporting Standard" of the World Resources Institute served as the basis. The consumption of electricity, heat, natural gas, heating oil, petrol and diesel fuel, kilometers traveled by the vehicle fleet and refrigerants were analyzed. The results for Scope 1 & 2, i.e. those emissions on which Ennstal Milch has a direct influence, show a value of 62 tons of CO₂ equivalents for the Stainach location. We already have a very good corporate carbon footprint compared to other companies. However, we will continue to identify potential greenhouse gas savings and implement further reduction measures.

CCF IN t Co₂-Äqu./a (SCOPE 1, 2, 3)



ENVIRONMENTALLY FRIENDLY - WATER, SEWAGE AND WASTE



THE END PRODUCT OF COMPOSTING IS USED AS A NATURAL FERTILIZER FOR SOIL STRUCTURE AND GREENING.



The entire water supply for the Ennstal Milch comes from its own deep well. Along with milk, clean water is our most valuable raw material. It is therefore a matter of course for Ennstal Milch to use water carefully and sustainably. A lot of water is required for the production of food - be it as an ingredient in the product, for cleaning the systems and milk collection trucks and other hygienic processes.

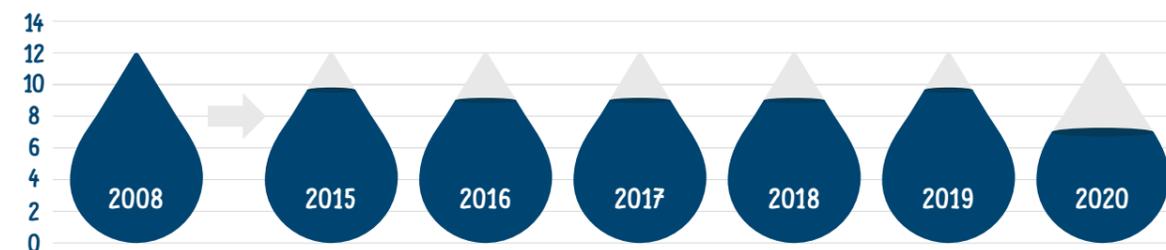
SEWAGE

Water is also required to clean the systems and tank trucks and is also used as wastewater for this purpose. Ennstal Milch operates its own sewage treatment plant, which runs on the highest technical standard and is already prepared for future requirements. With our separation technology, we are able to clean and process the wastewater of a small town with 30,000 inhabitants. The main problem in food production is the high fat content in wastewater. This fat is separated from the water in state-of-the-art separation systems, the remaining wastewater is cleaned by microorganisms in the sewage treatment plant. The separated fat is fed to a local biogas plant, which in turn generates sustainable electricity. The remaining high-quality sewage sludge is dewatered on site, pressed and then fed to composting and digging. The end product of composting is used as a natural fertilizer for soil structure and greening.

WATER CONSUMPTION

In order to ensure economical and environmentally conscious production, the water consumption per processing ton should be less than 10 m³. Through various measures, we have been able to reduce the consumption of water in the Ennstal Milch in recent years from over 12 m³ to less than 10 m³ per processing ton.

WATER CONSUMPTION M³/t PROCESSED MILK



WASTE MANAGEMENT

An important aspect in the careful handling of our environment is a sensible and efficient management of the entire waste disposal. For this purpose, a waste disposal system was installed in Ennstal Milch, which is intended to ensure that waste is separated as environmentally friendly as possible. The ongoing control and advice ensure efficient implementation. One reason for the economic and ecological importance of the waste problem is the increasing number of multiple packaging of products, which significantly increases the packaging volume. The task of waste management is, on the one hand, to optimize disposal and, on the other hand, to observe international developments in the packaging sector. For the complete handling of our system, we use external, highly qualified and certified companies, who not only guarantee the best possible recycling of our waste, but also provide employees on site who guarantee that our environmental policy runs smoothly. An in-house environmental officer is responsible for coordinating all activities and thus ensuring that our future-oriented recycling system is sustainable.

SEWAGE-MANAGEMENT

- Own sewage treatment plant
- Production of compost soil
 - Own deep well
- Environmental officer
- Reduction of plastic through new types of packaging

The presorting of all waste is carried out by the employees on site, a further check is carried out in our own waste material collection center. The recycling of the old materials takes place through thermal or material processing. Ennstal Milch has set itself the goal of recycling all waste from the production area and providing high-quality thermal material for energy generation. The recycling rate is currently 99 %.

To further reduce the amount of waste, we will systematically analyze our processes in terms of optimization potential in the coming years.

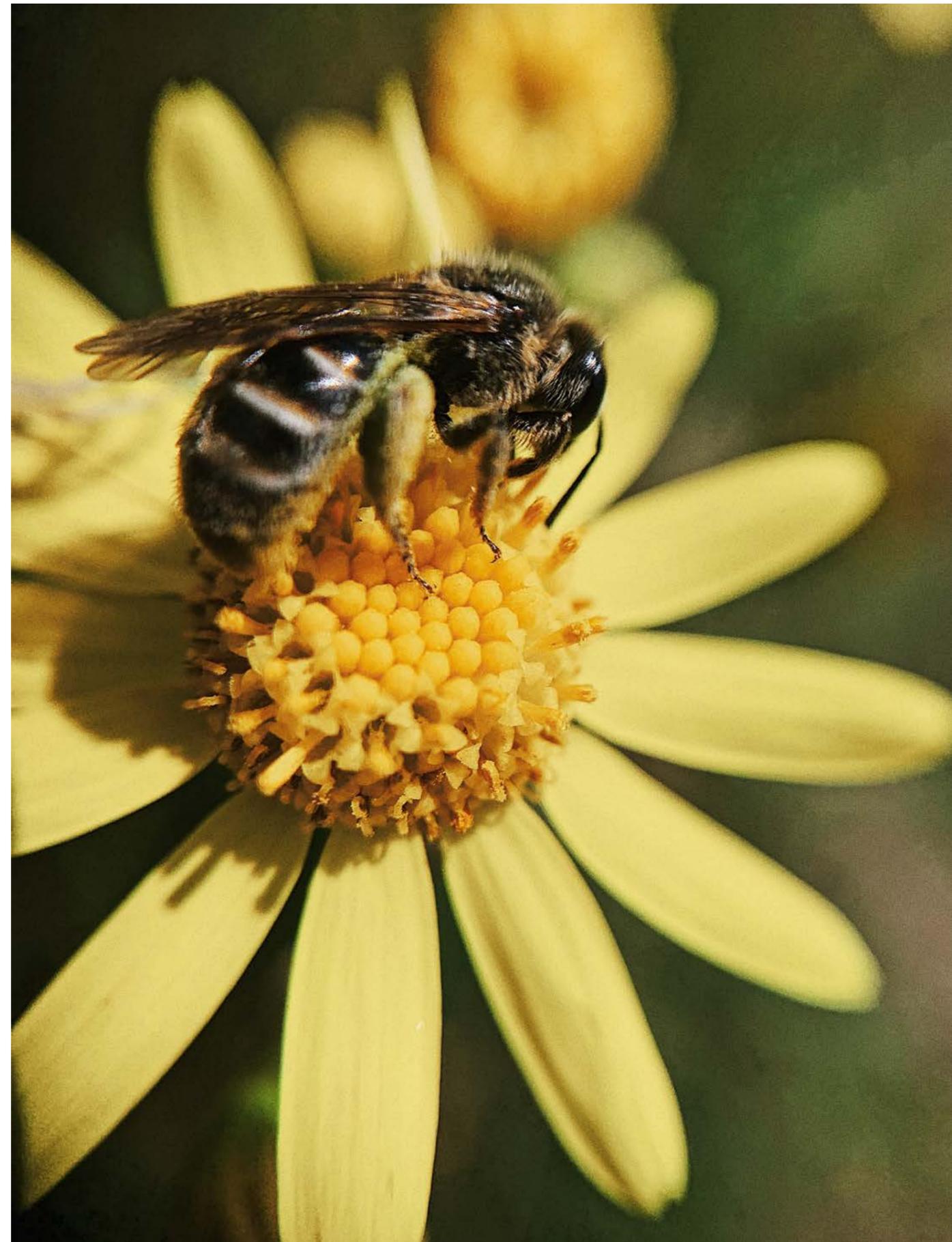
USING PACKAGING EFFICIENTLY

With a few exceptions, such as, the liquid shipping of whey and cream, packaging is necessary for our products. However, since the market determines what we produce and our customers often have very specific ideas about the type of packaging, we can only influence the type of material used indirectly. We at Ennstal Milch try to implement our customers' requirements as sustainably as possible and therefore use the most modern technologies. Aseptic filling of beverages and desserts is now standard. Packaging that meets the highest demands in terms of convenience and quality and at the same time sets new standards in terms of sustainability is our flagship. With the sustainable CartoCan cardboard can and aseptic glass bottle filling, Ennstal Milch offers packaging concepts that are unique in Europe and is constantly developing them further. Packaging optimization is therefore an important topic at Ennstal Milch: As early as 2020, the Comfort Lid (drinking plate) was successfully implemented in some products as an alternative to aluminum plates and drinking lids. The drinking plate also enables clean drinking pleasure and saves approx. 3 g of plastic per unit. The CartoCan products have been switched from a plastic drinking straw to a paper drinking straw - another step in the right direction, which saves approx. 0.6 g of plastic per unit and thus approx. 7 tons of plastic per year.

Tests with cardboard cups (for fresh products and ESL products, i.e. products with a longer shelf life) have already been carried out on the dessert lines. Depending on the packaging size, this could save up to 9 g of plastic per unit. We want to continue on this path in order to be able to realize even more savings in the future.

ENVIRONMENTAL COMPLIANCE

It goes without saying for our company to comply with the currently applicable laws, ordinances and guidelines. In this regard, current information is continuously obtained via various media (subscriptions, newsletters) and necessary changes are implemented.





OUR GOALS FOR OUR ENVIRONMENT

- CORPORATE CARBON FOOTPRINT (CCF)
- ACHIEVING CLIMATE NEUTRALITY
AT THE STAINACH LOCATION
- INCREASE OF ENERGY EFFICIENCY
- INCREASE IN THE OWN SHARE
OF THE ENERGY USED
- FURTHER REDUCE WATER CONSUMPTION
PER TON OF PROCESSED MILK
- FURTHER REDUCE WASTEWATER AND WASTE
PER TONNE OF MILK PROCESSED
- PROMOTE SUSTAINABLE PACKAGING
AND SAVE PLASTIC

06

OUR MILK SUPPLIERS



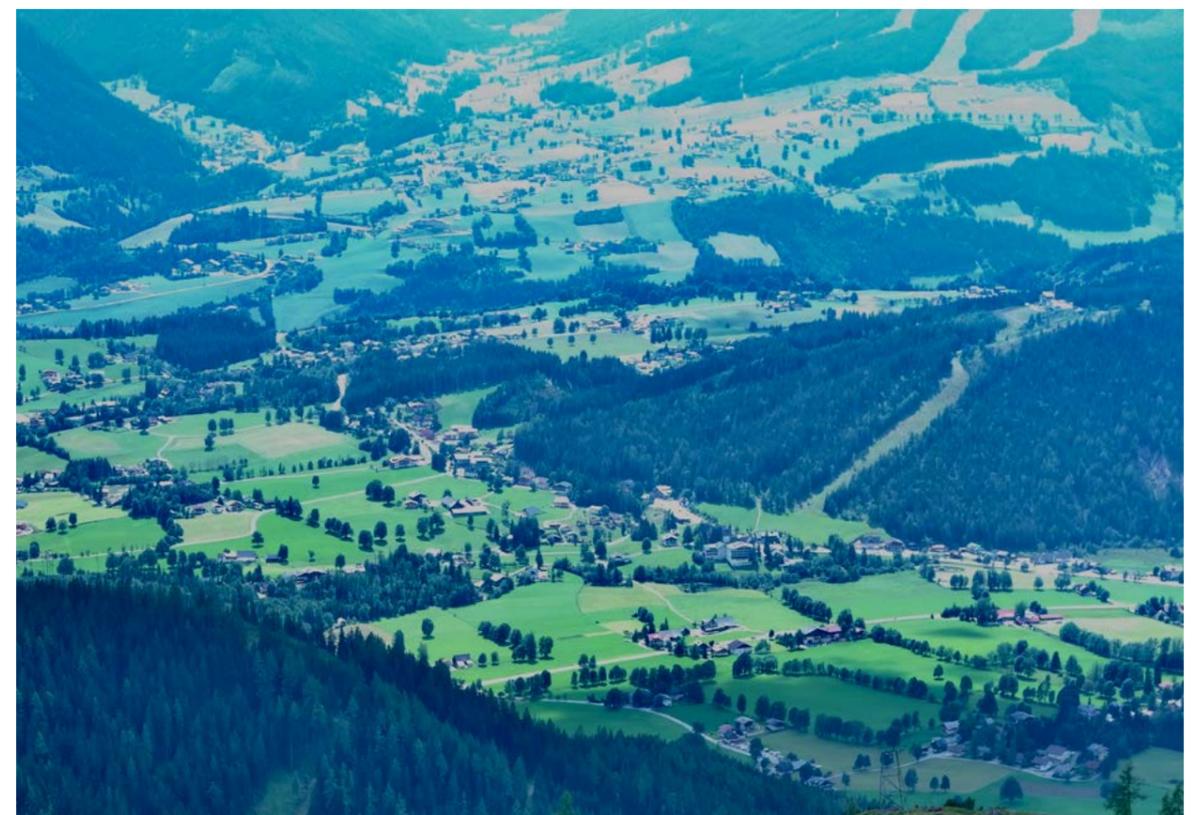
Our milk suppliers from the region supply us with high quality raw milk - both conventional, GMO-free milk and organic milk. The milk suppliers are supported by Ennstal Milch in all matters in order to be able to produce high quality raw milk on a sustainable basis.

OUR MILK PRODUCTION

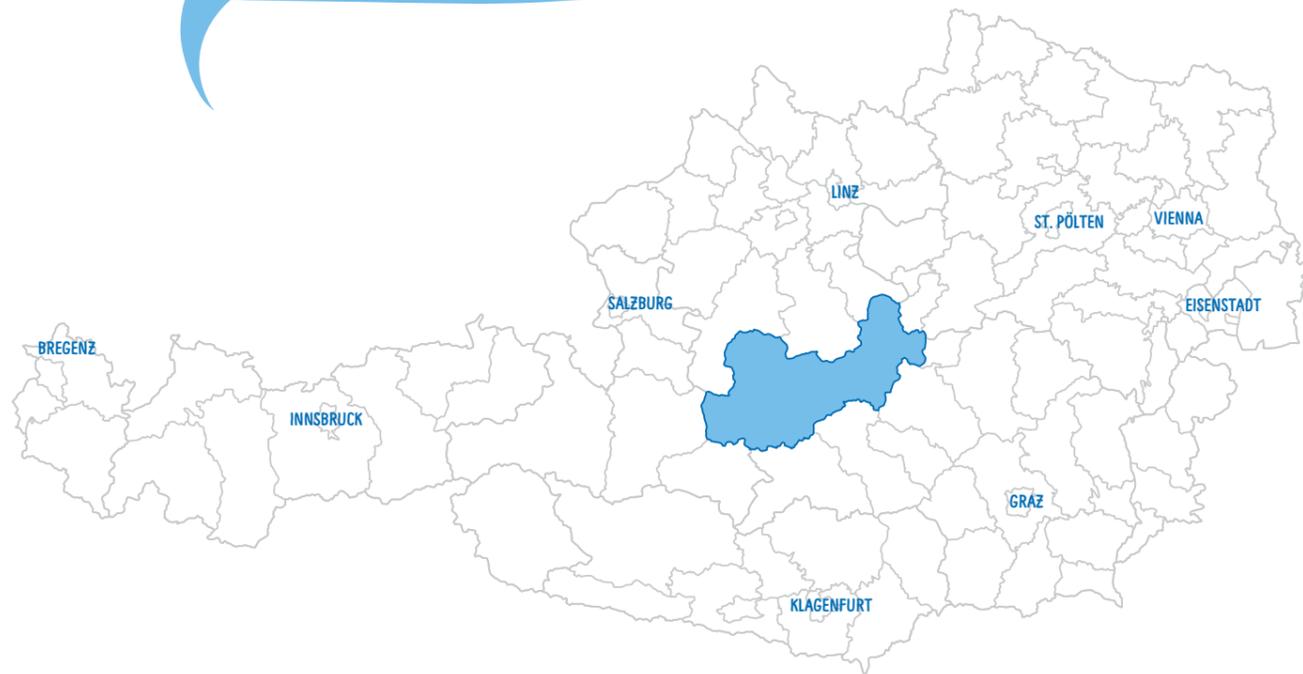
The raw milk from our suppliers is our most important raw material. Our milk suppliers are therefore also at the center of our business activities. We at Ennstal Milch are in close contact with our suppliers and are at their side with advice and action. Our farmers have a great responsibility with the preservation and care of the unique natural and cultural landscape. The Ennstal is one of the most popular holiday regions in Austria. Our farmers therefore also make a significant contribution to other branches of the economy, such as tourism, and enable them to do business positively.

THE MILK WAY

All milk suppliers to Ennstal Milch are also members of the cooperative and therefore the owners of the dairy. In the various bodies of the cooperative Milk collection, our milk suppliers set the course for the future. Conventional, GMO-free milk and organic milk are processed in our dairy. The production methods and husbandry of the dairy cows of the individual suppliers are very different - everything is represented, from full-time farmers to part-time jobs. The Ennstal Milch stands for nature-friendly and generational farming methods and will continue to develop in the future in accordance with the emerging challenges. The demand for sustainably produced products is increasing rapidly. We have already taken this development into account in the past and put the production of raw milk on a more sustainable footing. In order to be well equipped for future developments, we will continue to work with our suppliers and owners to make the production of raw milk even more environmentally friendly.



OUR MILK SUPPLIERS MANAGE THEIR FARMS SUSTAINABLY AND CROSS-GENERATIONAL.



SUSTAINABILITY AND ANIMAL WELFARE

In recent years, we have been working with our suppliers to implement projects on sustainability and animal welfare for improved, ecological milk production.

GMO-FREE FEED

Our Ennstal milk farmers are only allowed to use feed that is 100 % GMO-free. Ennstal Milch decided years ago to forego genetic engineering in the feed of our dairy cows in order to secure the natural population of species in the long term.

FEED FROM EUROPE AND NO PALM OIL

In principle, the farm's own feed (hay, green fodder, grass silage, maize silage) is mainly fed. If feed is bought in, it must not come from overseas. Soy from South America is not fed to our suppliers. It is also not allowed to feed palm oil. This greatly reduces the transport routes for our dairy cows' feed, while at the same time supporting the cultivation of Austrian and European soy and counteracting the deforestation of the rainforest. In general, we make sure that the animals are fed with sufficient roughage such as grass, grass silage or corn silage and hay. Concentrated feed should only be used as a supplement and to balance the basic feed and should not be used as a main feed. Even if the Ennstal Milch has "only" a few and small dairy farms and thus the ecological impact of our ban on feed from overseas and palm oil is very small, it is important.

ANIMAL WELFARE IS IMPORTANT:

- GMO-free feeding
- No feed from overseas
- No palm oil
- No permanent tethering
- Controlled animal health
- No use of glyphosate

OUR CATCHMENT AREA

The milk catchment area of the Ennstal Milch is a radius of around 50 km from our main location in Stainach which is very small. We only use regional milk without long transport routes. Our milk comes from the middle of Austria, from the political district of Liezen. The climatic conditions here are ideal for the grassland and thus for dairy farming. In total, we purchase raw milk from around 680 milk suppliers. As in the national and EU-wide trend, the number of suppliers is decreasing every year, but there are also farms that want to start producing milk. These new suppliers are assessed according to various sustainable criteria and presented to the Supervisory Board for acceptance as members. If the admission letter is positive, a milk supply contract will be concluded with the new members.

MILK SUPPLIERS - WIDE RANGE

Each of our milk suppliers is unique. The farms are managed by our farmers in accordance with the given natural conditions (area, climate, workforce). This results in a large variety of possible operating modes. What they all have in common is that the farms are not geared towards short-term profit maximization, but are built on sustainable and cross-generational management. Together with Ennstal Milch, the farmers repeatedly take up sustainability issues and implement them in their businesses. All Ennstal milk farmers are family businesses. On average, around 120,000 kg of milk per supplier are delivered each year. Compared to international values, this delivery volume is very small and reflects the small-scale structure of the courtyards.



RAISING DAIRY COWS

The welfare of the dairy cows plays an important role for the Ennstal Milch. The legal framework (Animal Welfare Act) must be adhered to uncompromisingly by our members. Only healthy cows produce high quality milk. Every milk supplier ensures that the dairy cows are adequately fed, cared for and properly housed and protected.

NO PERMANENT TETHERING

Ennstal Milch does not consider permanent tethering as behaviorappropriate housing for dairy cows. Therefore, the few farms with permanent tethering were converted to combination housing. In combination housing, the animals have at least 90 days of exercise / pasture a year. In most cases, our farms have 120 grazing days per year.

CONTROL OF ANIMAL HEALTH

Animal health checks are carried out on the dairy cows on a regular basis. This checks the health of the animals and ensures that the animals are healthy. Treatments of any kind must be carried out properly. So, for example, the number of animals suffering from mastitis is assessed on the farm in question. Farms with a conspicuously high number of mastitis are forwarded to the dairy.

NO USE OF GLYPHOSATE

The plant protection product glyphosate may not be used on the surfaces of our suppliers. If protective measures are necessary, mechanical methods are preferred.

REGULAR EXTERNAL REVIEWS AND INTERNAL CONTROLS

Our farms are regularly checked by external auditors for compliance with our requirements, whereby our suppliers must reckon with daily checks. The external audit partners are allowed to perform unannounced audits. The results of the audit are transmitted to us by the external partners. Our organic farms are also checked annually for compliance with the organic guidelines. As the results of the audits show, the measures taken are adhered to by our milk suppliers. There have been no complaints in recent years.

EATING AND RESTING PLACES

In order to ensure balanced feeding of the animals, a feeding place must be available for each dairy cow. Furthermore, there must be a place to lie down for each dairy cow. Dairy cows spend a large proportion of their time chewing on the ruminant. So that these important activities can take place undisturbed, every dairy cow needs a resting place.



OUR INTERNAL FARM ADVISORS SUPPORT OUR FARMERS.

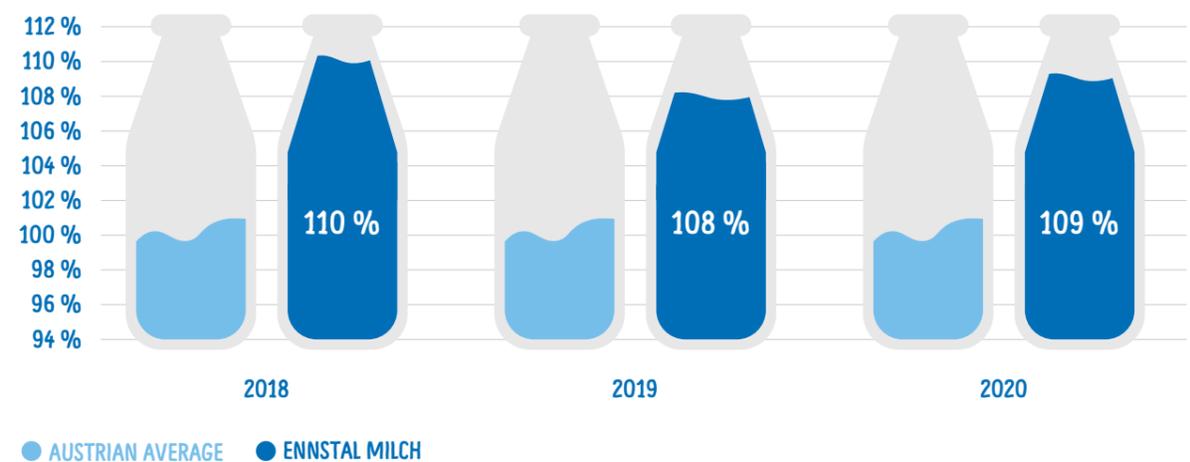
ABOVE-AVERAGE MILK PAYMENT PRICE

In order to enable our members to operate sustainably in the long term, the milk price is of great importance. The aim of our cooperative and Ennstal Milch is to enable a milk price that is above the average annual price in Austria if the strict quality criteria are adhered to. On the one hand, this is associated with considerable challenges for our suppliers and, on the other hand, Ennstal Milch needs great efforts to be able to succeed on the free milk market. In recent years we have always been able to achieve an above-average milk price due to the high quality criteria and thus contribute to the sustainable development of our raw milk suppliers.

FARM ADVICE

Our internal farm advisors support and advise the suppliers. The Ennstal Milch experts are always the first point of contact, especially for questions about milk quality and hygiene. But other topics such as feeding, market development and much more are always topics that the Ennstal Milch farm advisors support.

MILK PRICE





OUR GOALS FOR SUSTAINABLE DAIRY FARMING

- INCREASE IN THE AMOUNT OF MILK PROCESSED
- GENERATE ADDED VALUE FOR OUR MILK SUPPLIERS THROUGH ABOVE-AVERAGE MILK PRICE.
- OUR FARMERS PRODUCE THE MILK IN HARMONY WITH NATURE AND AS SUSTAINABLY AS POSSIBLE
- PROMOTION OF ANIMAL WELFARE

07

COMPANY KEY FIGURES

KEY FIGURES FOR THE SUSTAINABILITY REPORT

		2018	2019	2020
SALES IN THOUSAND EUROS	Total	99.938	107.227	102.664
	Cheese	19.897	19.444	21.632
	Desserts	10.549	10.968	10.580
	Drinks	45.968	53.731	46.828
	Others	23.524	23.084	23.624
PRODUCTION	Cheese in t	3.895	3.887	4.466
	Desserts pro unit	22.379.000	24.302.000	23.262.000
	Drinks per unit	124.791.000	140.189.000	121.700.000
PROCESSED AMOUNT OF MILK	Amount in kg	84.139.100	84.254.800	84.368.000
EMPLOYEES	Total (permanent staff)	229	238	247
	Women	96	102	108
	Men	133	136	139
	Apprentice male	20	21	28
	Apprentice female	4	7	9
	Part time worker	20,5 %	18,9 %	16,2 %
	New hires	42	54	40
	New hires women	18	22	17
	Age structure of employees			
	< 30 years old	80	86	93
	30-50 years old	113	116	115
	> 50 years old	36	36	39
	Commercial employees	27 %	24 %	22 %
	Technical staff	73 %	76 %	78 %
WORK ACCIDENTS	Number of accidents at work	25	28	22
	Days of absence (per 100 employees)	12,69	12,95	11,91
	Work-related deaths	0	0	0
POWER CONSUMPTION	kWh electricity	13.445.406	14.766.619	13.535.966
	kWh district heating	30.145.460	31.706.340	29.062.230
WATER	Water usage in m ³	559.250	616.702	463.361
	l/kg processed milk quantity	8,69	9,43	7,38
WASTE FOR RECYCLING	Total waste in t	1.080,56	1.112,51	1.001,01
	Layered foods in t	502,70	384,33	178,32

Information on the GRI standards:

This sustainability report and the key figures are based on the guidelines of the international Global Reporting Initiative (GRI).

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401-3	Parental leave	28

EMPLOYEE-EMPLOYER RELATIONSHIP		
402-1	Minimum notice period for operational changes	28

OCCUPATIONAL HEALTH AND SAFETY		
403-1	Representation of employees in formal employer-employee committees for occupational health and safety	28, 29
403-2	Type and rate of injury, occupational diseases, lost days, absence and number of work-related deaths	29
403-4	Health and safety issues covered in formal agreements with trade unions	29

INITIAL AND CONTINUING EDUCATION		
404-1	Average number of hours for training and further education per year and employee	32
404-2	Programs to improve employee skills and transition assistance	32
404-3	Percentage of employees who receive regular performance and professional development reviews	32

DIVERSITY AND EQUAL OPPORTUNITIES		
405-1	Diversity in governing bodies and among employees	33

NON-DISCRIMINATION		
406-1	Incidents of discrimination and corrective actions taken	33, none during the reporting period

CUSTOMER HEALTH AND SAFETY

416-1	Assessment of the health and safety effects of various product and service categories	19
416-2	Violations related to the health and safety effects of products and services	19, none during the reporting period

MARKETING AND LABELING

417-1	Requirements for product and service information and labeling	21
417-2	Violations in connection with product and service information and labeling	21, none during the reporting period
417-3	Marketing and Communication violations	21, none during the reporting period

SOCIO-ECONOMIC COMPLIANCE

419-1	Failure to comply with laws and regulations in social and economic areas	33, none during the reporting period
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