

Arcus

CSR@Arcus

July 2019



2012-2016

RENEWABLE ENERGY

100 %

FOR ALL HEATING

WASTE OF WINE

-40 %

IN PRODUCTION

WATER CONSUMPTION

-8 %

IN PRODUCTION

ENERGY CONSUMPTION

-13 %

IN PRODUCTION

Commitment #1: Reduce Arcus' environmental impact

ARCUS' GOALS 2017–2020

1. EMISSIONS

In 2020, Vectura's CO2 emissions must be reduced by 30 per cent from the 2017 level

2. RECIRCULATION

In 2020, the volume of waste that cannot be recirculated must be reduced by 30% from 2017

3. ENERGY

In 2020, energy consumption in the production process must be reduced by 20% from 2017

STATUS 2018

1. EMISSIONS

Three old trucks have been replaced with vehicles with Euro 6 engines

2. RECIRCULATION

During 2018, Arcus achieved a 20% reduction of waste that cannot be recirculated

3. ENERGY

Energy drivers in production are being surveyed. This will show which measures need to be taken

Commitment #2: Increase number of environmentally-friendly products



ARCUS' GOALS 2017–2020

1. PACKAGING

In 2020, 35% of our own bottling will be in recirculated plastic bottles

2. PRODUCTS

In 2020, 15% of all items sold must be produced on an environmentally-friendly basis

STATUS 2018

1. PACKAGING

Arcus use plastic as a circular-economy material.
Arcus meet the monopolies' requirements

2. PRODUCTS

In Sweden, the ratio is around 20%. In Norway, the ratio is around 3%

Commitment #3: Promote responsible alcohol consumption



ARCUS' GOALS 2017–2020

1. FOR PRODUCTS

In 2020, “Drink Responsibly” will be included on 75 per cent of the products bottled by Arcus

2. EMPLOYEES AS AMBASSADORS

All employees must be aware of Arcus’ standpoint concerning responsible alcohol consumption

3. PROFILING

During this period, Arcus will promote “Think before you drink” in all relevant profiling

STATUS 2018

1. FOR PRODUCTS

Continuously implemented for all new labels, and on redesign of existing labels

2. EMPLOYEES AS AMBASSADORS

All new employees are informed of Arcus’ “Think before you drink” campaign.

3. PROFILING

Sustained internal awareness campaign, and profiled in all major external material as well

Commitment #4: Ensure secure and inclusive workplaces

ARCUS' GOALS 2017–2020

1. INJURIES

Zero absence related to injuries

2. SICK LEAVE

Arcus must have sick leave below 5.8%, compared to the Norwegian industry average of 6.0%

3. SOCIAL RESPONSIBILITY

Arcus must have at least four employees who face special challenges to get job

STATUS 2018

1. INJURIES

Three injuries resulting in sick leave during 2018. Intensive focus on corrective measures

2. SICK LEAVE

In 2018 the sick leave rate was 6.5%

3. SOCIAL RESPONSIBILITY

Two adapted workstations for disabled persons, and two employees on-the-job training

Arcus supports the UN Global Compact initiative for social responsibility work and adhere to the ten principles



HUMAN RIGHTS

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

LABOUR

Principle 3: Businesses should uphold the Freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

ENVIRONMENT

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

ANTI-CORRUPTION

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

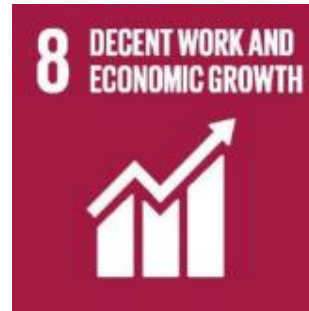


United Nations
Global Compact

Arcus' prioritized UN Sustainable Development Goals



- Active Drink Responsible-Programme
- ISO 9001 certified for sourcing of raw materials and production
- ISO 17025 certified for quality assurance and control
- Yearly audits of compliance to food- and drink-authorities
- Sustainable innovation



- Committed to Nordic Alcohol Monopolies' guidelines for ethical trade (BSCI)
- All suppliers to commit to Arcus' Ethical Code of Conduct and CSR-policy



- Introduced recyclable PET-bottles with deposit
- Introduced light weight bottles in production
- High score on external HSE-audits
- Active participant in environmental NGOs
- Reduced scrapping of obsolete products



- 100% renewable heating for Arcus' facility at Gjelleråsen
- Natural gas used as back-up
- Replacing old trucks with new trucks and Euro 6 engines
- Optimizing inbound logistics for minimum environmental impact

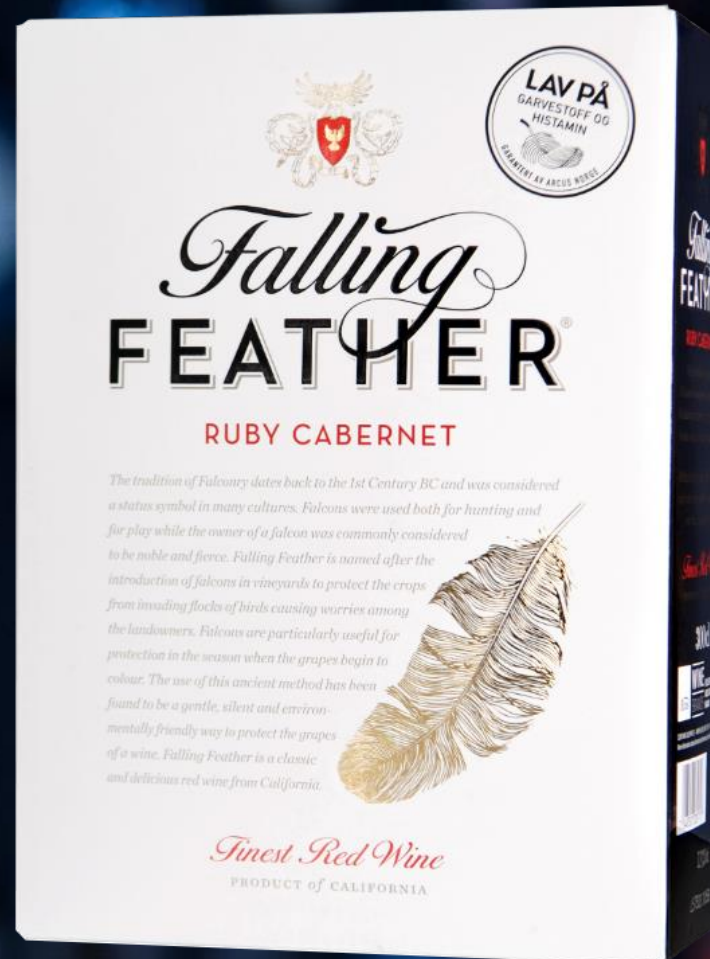
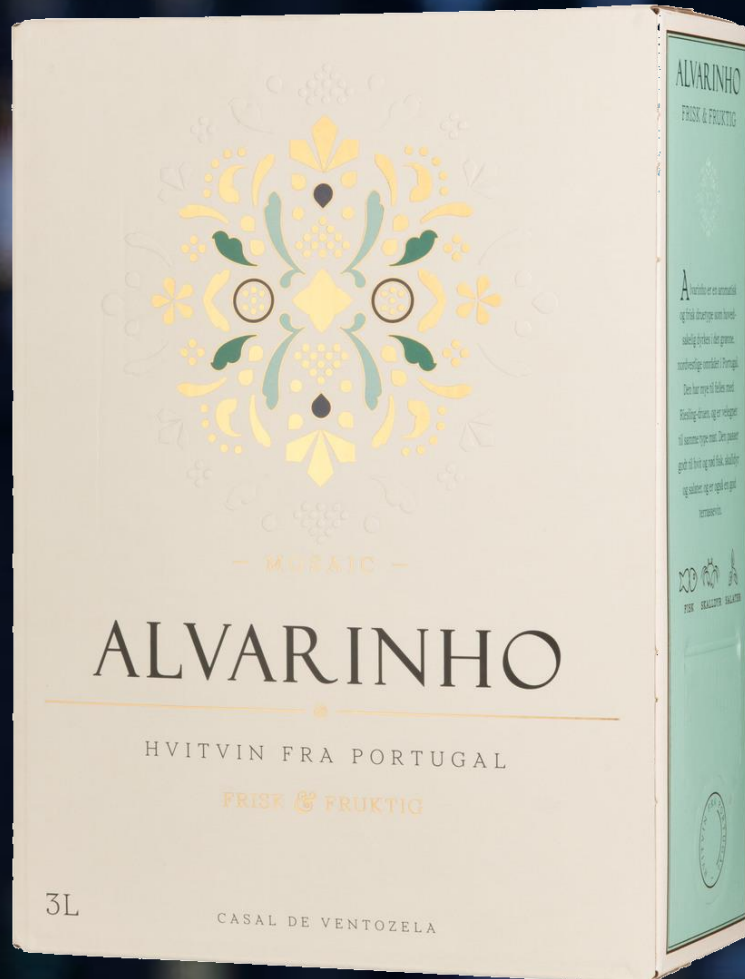


- Ph-neutralisation of waste water from Production
- Initiatives to reduce spill of liquids from production
- Optimizing Cleaning in Place (CIP) for reduction of chemicals and water consumption



- Waste sorted in 11 fractions for recycling
- Residual waste reduced to 36%, and to be improved
- Committed to reduce use of plastic by 30% and less than 50% virgin plastic within 2025 (Plastløftet)

Arcus production: Bag-in-box are popular and environmentally friendly



58 per cent of all red wine sales at Vinmonopolet and 48 per cent at Systembolaget come from bag-in-box

- Bag-in box require less energy:
 - To produce
 - To transport
 - To recycle

Arcus production:

PET-bottle with deposit available at all Vinmonopol-outlets

Arcus



PET, bottled at at Arcus

- Less energy for transport
- Less energy for production
- Less energy for recycling
- No influence on taste of wine
- Compared to glass bottles, PET-bottles reduce emissions with 86-99 percent

Arcus initiative:

Arcus donates 7,000 water bottles to high-school graduates



May every year: High school graduates' celebration

- Often high consumption of alcohol

Arcus provide

- Filled water bottles
- Stations for re-filling of water
- Campaign in social media "Think before you drink"
- No promotion of Arcus

Arcus initiative:

Arcus employees assist blind people at yearly sport event



Yearly relay, attracting 49.000 runners

- Arcus assist 15 blind people to join the race
- In Nepal, Arcus finance operation of 120 blind people with cataract every year, to make them see again
- First time 2016

THINK BEFORE
YOU DRINK. MAKE
GREAT MOMENTS
EVEN BETTER.

Arcus