

## *Solina Denmark 2020*

*COP – Communication on progress –  
UN Global Compact*



## *Statement of continued support UN Global Compact -by Solina Denmark General Manager*

Solina Denmark reaffirm our support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress report (COP), Solina Denmark describes our CSR strategy and our activities to improve integration of the Global Compact and its principles into our daily operations.

We also commit to share this information with the main company stakeholders using our annual report as well as our primary channels of communication.

Specific policies, including The Ten Principles of The United Nations Global Compact, have been defined for human rights, labour rights, occupational health and safety, environment and climate and anti-corruption.

**Solina Denmark wishes to promote and develop its Corporate Social Responsibility with respect to human rights, social matters, environmental and climate matters and combating corruption.**

**Vision og Mission:**

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

*We make food matter*

**Products**

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

**People**

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

**Planet**

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

**Partners**

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

**Performance**

Aim for our historical organic growth.

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

Solina Denmark, part of Solina Group, is a food producing and trading company situated in Denmark and has been selling primarily ingredients, utensils, packing materials to the food industry for more than 100 years.

- Our production handles production of more than 3,000 blends and liquid marinades
- In 2020 we produced 7858 ton spices, blends and marinades
- In 2020 employed Solina Denmark 108 people- including 1 trainee and 4 flexworkers.



We put an effort into making a safe and healthy work environment, and to produce responsible and sustainable products with as little impact on the environment as possible.

Solina Denmark purchases products in several countries around the world and 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.

Being part of Solina Group strengthens our position worldwide with a broader knowledge of the market and giving better possibilities to work with suppliers on issues like social responsibility and environmental behavior.

Solina Denmark is committed to conduct its business in a transparent as well as socially and environmentally responsible manner. Specific policies including The Ten Principles of The United Nations Global Compact have been defined and incorporated in our Code of Conduct and our Human Rights Policy



## Production sites & logistic bases





## SOLINA Human Rights Policy

*Solina's History is - first and foremost - a story of Entrepreneurs who succeeded in sharing their passion.*

*Our Business model is founded on internal and external growth, which implies being able to - continuously - welcome and integrate new comers from a wide variety of backgrounds and cultures.*

*We know that our success depends, for a large part, on our capacity to mobilise all staff members and create the conditions that will enable them to make the most of their skills and talent.*

*We believe Solina's respect for Human Rights is fundamental to our sustainability and the one of the communities in which we operate, therefore it's part of our Solina Strategy.*

*Solina Human Rights Policy is guided by the United Nations Guiding Principles on Business and Human Rights, the regulations, good professional practices and our Corporate Social Responsibility approach. We strengthen our actions towards the work ethics on a daily basis.*

*It applies to Solina Group, the entities that it owns and the facilities that it manages.*

*We are committed to working with and encouraging our partners to uphold the principles in this Policy and to adopt similar policies within their businesses*

### Respect for Human Rights

We respect human rights and we are committed to identify, prevent, and mitigate adverse human rights impacts resulting from or caused by our business activities before or if they occur through human rights due diligence and mitigation processes.

### Community & Stakeholder Engagement

We recognise our impact on the communities in which we operate. We are committed to engaging with stakeholders in those communities to ensure that we are listening to, learning from and taking into account their views as we conduct our business. Where appropriate, we are committed to engaging in dialogue with stakeholders on human rights issues related to our business. We believe that local issues are most appropriately addressed at the local level. We are also committed to creating economic opportunity and fostering goodwill in the communities in which we operate through locally relevant initiatives

### Valuing diversity

We value the diversity of our people, people we work with and the contributions they make. We have a long-standing commitment to equal opportunity and intolerance of discrimination and harassment. We are dedicated to being an equal opportunities employer and to maintaining workplace that is free from discrimination or harassment on the basis of race, gender, colour, national or social origin, sexual orientation, marital status, religion, age, disability, union membership or political opinion or any other protected characteristics. The basis for recruitment, hiring, placement, training, compensation and progression are qualifications, performance, skills and experience.

Regardless of personal characteristics or status, we do not tolerate disrespectful or inappropriate behaviour, unfair treatment or retaliation of any kind. Harassment is unacceptable in the workplace and in any work-related circumstance outside the workplace. These principles apply not only to our employees but also to the business partners with whom we work.

### Freedom of association and Collective Bargaining

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

### Safe and Healthy Workplace

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

### Forced Labour and Human Trafficking

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

### Child Labour

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

### Work Hours, Wages and Benefits

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

### Guidance and Reporting for Employees

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

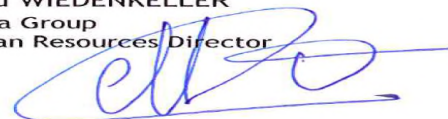
If you have questions about this policy or if you would like to report a potential violation of this policy, you should raise those questions and concerns through existing processes to Human Resources members team which make every effort to maintain confidentiality.

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

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

Bart SCHULTE  
Solina Group  
Quality, Regulatory and Sustainability Director

Maud WIEDENKELLER  
Solina Group  
Human Resources Director



## **Past year**

Being a part of Solina group has given us a possibility to work and affect our suppliers in a more extensive manner to perform on the UN global 10 statements. In 2019 we found the need for a new supplier questionnaire, enforcing a selection of suppliers with sustainable background. Due to the complicity, we hope to finish the work in 2021, but all major suppliers have confirmed, that they comply with the current Solina Code of Conduct.

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

New products based on vegetables have been developed to reduce the consume for meat products. The market is huge, and we have a huge selection of vegetables products to select, and make it easy for our costumers to make a sustainable choice and affect the reduction of CO2

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



## **Past year**

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

In 2020 we focused on Safe and Healthy. Our strategi was 12 livesaving roles, and In December we achieved our first ISO 45001 certificate for work environment.

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

**This year**

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

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

Collect data from the new supplier questionnaire, enforce a selection of suppliers with a sustainable background- and significant supplier audits- focus on the UN Global 10 principles

Sustainability on procurement- Reduce purchases from middlemen as well as agents and start the initial work to increase the carbon footprint by a sustainable sourcing chain

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

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

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

CSR- Corporate Social Responsibility Solina Denmark recognizes the importance of ensuring both product quality and the conditions under which the products have emerged. This entails requirements for ethical, social and environmental conditions for Solina Denmark as well as for our suppliers

It is the company strategy to work actively with issues related to Corporate Social Responsibility. Environment, sustainability and safety are integral part of day-to-day work. In our daily work we put an effort into approaching the Sustainability Development Goal 12- Responsible consumption and production

It is Solina Denmark's goal to follow the UN Global Compact's 10 principles and continuously improve yourselves in areas within CSR and sustainability. This applies to both the activities that take place at Solina Denmark and activities with our suppliers. We will meet our goal by continuously training our employees and guiding our customers in sustainability, as well as influencing our suppliers to comply with the UN Global Compact's 10 principles

### ***Human Rights ( -Principles 1-2)***

#### *Assessment, policy and goals*

Human rights and workers' rights are defined as priority areas for Solina Denmark.

This relates to the fact that Solina Denmark generally respects the principles in UN Global Compact and Danish legislation and demand compliance with basic human rights.

As a leading Nordic player, Solina Denmark has therefore taken an active role in this work and compliance with human rights as described in UN Global Compact is part of company Code of Conduct.

#### *Implementation*

Solina Denmark has implemented the principles in our Code of Conduct and has developed questionnaires / self-assessment to be completed by our suppliers. A new edition will be released in 2021 due to new customer demands.

#### *Measurement of outcomes*

Through our Code of Conduct system, we are able to monitor our suppliers regarding the Human Rights area.

Our Code of Conduct is tested through physical audit when visiting the suppliers, and no finding breaching human rights

The risk of not complying with the human rights principles would have strong negative effects on the reputation of the Company and our future recruitment and growth possibilities

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



### **Labour Principles ( -Principles 3-6)**

#### *Assessment, policy and goals*

Our employees are Solina Denmark's most important resource. Therefore a good working environment is an important foundation stone in the company business strategy. During 2020 the focus has been on Health and safety, and in Dec 2020 we archived an ISO 45001 certification on Health & Safety, with only one minor finding

#### *Implementation*

Solina Denmark works according to Danish legislation that implements all issues related to labour rights as described in UN Global Compact. We have confident collaboration with the Danish safety authorities and the unions.

We constantly optimize our safety guidelines on our factory

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

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

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

#### *Measurement of outcomes*

Every year Solina Denmark conducts interviews with all employees to identify status on workrelated and well-being issues and also needs for education. In 2020 the Covid 19 epidemic hit us, and we have not been able to attend education programs or conferences.

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

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

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

## **Environment & Climate ( -Principles 7-9)**

### *Assessment, policy and goals*

Solina Denmark is an environmentally responsible company that wants to develop and optimize sustainable operations, a good reputation and a profitable business. Environment and sustainability are integral parts of day-to-day work, and management is committed making improvements and incorporating environmental concerns into relevant decisions- including suppliers.

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

### *Implementation*

Measuring key figures in relation to energy and waste consumption and obtain reductions.

All electricity comes from sustainable resources, but we will install automatic switch off- to lower the consumption

New negotiations about waste are underway– to ensure recycling.

Sustainability is inserted into the heart of our business model beginning 2021

### *Measurement of outcomes*

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

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

## **Anti-Corruption ( -Principles 10)**

### *Assessment, policy and goals*

Corruption is forbidden according to Danish law and is therefore a fully integrated part of Solina Denmark business strategy.

Solina Denmark does not accept any use of bribery nor to participate in business transactions where bribery takes place.

### *Implementation*

Terms for anti-corruption is implemented in Solina Denmark through Danish legislation. Solina Denmark Code of Conduct also include the “non-acceptance” of corruption.

### *Measurement of outcomes*

There has been no cases of corruption in the line of our work over the course of the organization’s existence. If such a situation might arise, Solina Denmark’s Code of Conduct requires us to take appropriate action and ultimately withdraw from the assignment. The situation will be evaluated afterwards.

If not complied the company will incur high costs due to fines and also have a major impact on the reputation and trustability towards our stakeholders.