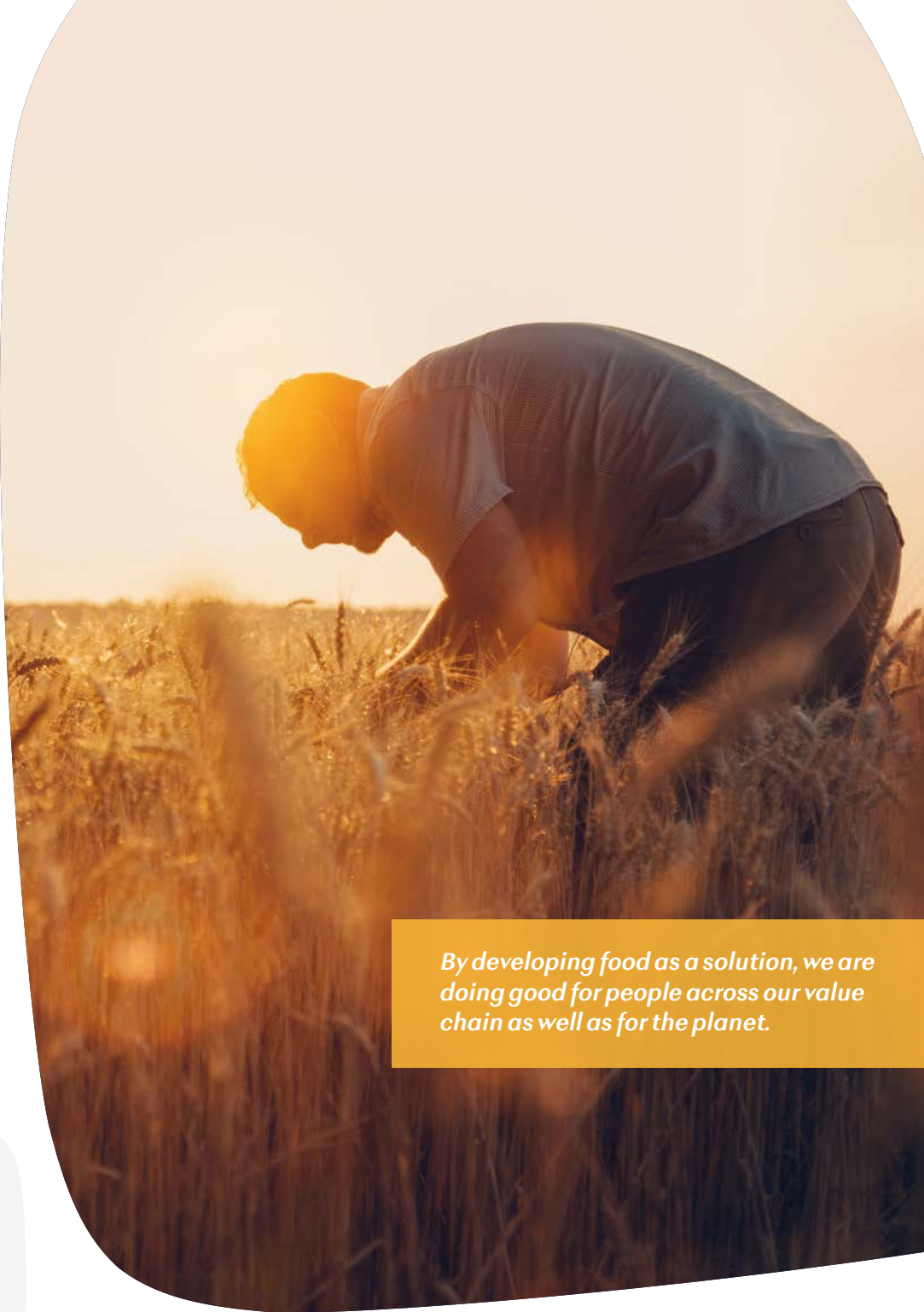


Sustainability

For people, For planet and For business

Sustainability has always been at the heart of our operations. We want to bring joy and well-being to people throughout our value chain, from suppliers to employees and consumers. Respect for the planet and its natural resources gives a solid basis for this work. By developing food as a solution, we are creating a more sustainable world.

In 2018, we renewed our sustainability approach and chose four Core goals to guide our way forward. In 2020, this work continued as we prepared long-term plans towards reaching these goals while carrying out a variety of projects in other areas as well. Sustainability work is a group effort; together, we can make a difference. Our efforts to do good For people, For planet and For business are all part of Northern Magic. Made Real.



By developing food as a solution, we are doing good for people across our value chain as well as for the planet.



Sustainability

Our sustainability approach

Sustainability is at the heart of everything we do. It is ingrained in our strategy and implemented across businesses. Our systematic approach helps us focus our efforts and work towards reaching the Core goals we have set.

Fazer has taken sustainability and corporate responsibility into account throughout its existence. It is a matter of pride to our employees and appreciated by our consumers and customers. Our sustainability approach is aligned with our mission: Food with a purpose. We want to do good for people and the planet, and we have defined specific targets and sustainability topics that help us do just that.

The key elements of our sustainability approach are four Core goals, through which we measure our success in continuously improving the sustainability of our operations. The Core goals are complemented by the Wheel of Essentials, which includes a wider description of the sustainability topics that are important to Fazer.



Wheel of Essentials

The Wheel of Essentials includes topics that Fazer finds highly important and works to promote. The topics are grouped into three themes: For people, For planet and For business. However, many of the topics are interlinked and affect each other. Our action plan addresses these topics and includes key actions, targets and KPIs.

The United Nations' Sustainable Development Goals (SDGs) guide our work. We have mapped our sustainability actions in relation to the SDGs, identified the SDGs most relevant to our operations and defined the ways in which we can contribute to reaching them. We recognise the important role of the food industry in making these goals a reality and want to take responsibility for creating a more sustainable tomorrow.



Sustainability

Sustainability highlights in 2020

We engaged in active sustainability work across all our businesses and functions throughout the year. We aimed high and achieved great results in many areas by working together, as one Fazer.

For people

LTAF (Lost time accident frequency) improved to 4.7, which is better than last years performance (6.5) and ahead of the Group milestone 2020 target, 5.0, leading towards the ultimate goal, 0.0.

Values & Behaviours discussions were held for engaging all Fazer employees to make our renewed Fazer values – Northern Liberty, True Relationships and Fearless Creativity – become alive in our work, every day.

Our results in the Fazer Pulse survey improved in every measured area and in all businesses. According to employee feedback, Fazer's top management has become more visible and increased its presence and availability.

We increased awareness on diversity and inclusion through Diversity e-learning in Fazer Campus. The course inspired us to challenge our biases and look at the world around us from a new angle.

Fazer in Russia received a “Made in St. Petersburg” award, with a special recognition of our partnership with SOS Village Pushkin and the substantial donation programme.





We made a further investment in Solar Foods, which has developed a novel protein ingredient, Solein®. Fazer is now the largest single shareholder in the Finnish start-up.

For planet

Our energy efficiency improved by 18% from the 2011 baseline. Waste generation decreased due to initiatives in Russia supported by no-return policy for retail, and improved production efficiency in large volume units in Finland.

Fazer partnered with Baltic Sea Action Group (BSAG) and Reaktor in creating the Farmers' training platform for regenerative farming. The e-learning was launched in February 2021.

We introduced Fazer Oat Rice, with excellent nutritional value and a smaller carbon footprint than competing products in the category. In Sweden, Fazer Mills won the Food Award 2020 for Oat Rice, sold under the Fazer brand Frebaco.

Systematic internal work was carried out to define sustainable sourcing and to develop related procurement processes.

We saved tonnes of frozen bakery products originally intended for hotels and restaurants from going to waste by organising a drive-in bakery store for consumers in Vantaa and Lahti, Finland.

For business

The construction of our new factory that produces xylitol from oat hull and of the adjoining bio-heating facility proceeded according to plan. The new facilities will be operational on in 2021.

We made a further investment in Solar Foods, which has developed a novel protein ingredient, Solein®. Fazer is now the largest single shareholder in the Finnish start-up.

A Supplier Code of Conduct implementation programme was initiated and suppliers representing 52% of Fazer's spend had signed the Code of Conduct by the end of the year.

Fazer received an all-time high score in the Reputation & Trust survey, with the Financial performance and Products & services dimensions reaching the highest scores in Finland. In Sweden, Fazer remained at the same good level whereas in Russia (St. Petersburg), Fazer's overall reputation reached an excellent level.

Core goals – working towards a more sustainable tomorrow

The four Core goals we have set for ourselves are at the centre of our sustainability approach. We work together across Fazer's businesses and functions to achieve them – not forgetting active cooperation with our external stakeholders.

In 2020, we carried out numerous activities that took us closer to reaching the Core goals. In addition, we continued to develop our monitoring and measuring processes.

Core goal 1: 50% less emissions

The food system has impacts on the climate, and climate change affects food production through changes in farming conditions and the availability of water, for example. We want to reduce the climate emissions of our own operations and throughout our value chain, as well as other emissions in water and on land.

Fazer Group's total annual CO₂ emissions are approximately one million tonnes. Reported emissions are higher than last year due to widening of the scope of the calculation. The majority of our emissions comes from raw material production.

SUSTAINABILITY CORE GOAL STATUS

	2020	2019
Core goal 1, 50% less emissions, CO₂e tonnes/tonne	2.11	2.29
Scope 1, Fuel usage	0.01	0.01
Scope 2, purchased energy, own & leased cars and transportation	0.12	0.12
Scope 3, raw materials, waste from production, wastewater, water consumption, business travel	1.99	2.16
Core goal 2, 50% less foodwaste, food waste tonnes/tonne	0.047	0.051
Core goal 3, 100% Sustainably sourced (% of spend signed Supplier Code of Conduct)	52 %	-
Core goal 4, more plant based, share of plant-based offering (SKU) %	45 %	45% ^c

^c The 2019 figure has been recalculated.

In 2020, we were able to reduce energy consumption per tonne of produced food by 18% from the 2011 baseline. We carried out initiatives to decrease emissions from fossil fuels in transport. In Sweden, we introduced a new car leasing policy and increased the use of vehicles running on renewable HVO diesel in distribution.

We partnered with the Baltic Sea Action Group and Reaktor in creating a Farmers' training platform on regenerative farming. As an example of reducing fossil energy sources in the near future, a bio-heating plant that uses Fazer's production side streams as its fuel is being constructed in Lahti.

Core goal 2: 50% less food waste

By reducing food waste, we can greatly reduce our environmental impacts and, at the same time, increase material efficiency. We engage in active cooperation with various stakeholders to find new solutions to the food waste issue.

Our new xylitol factory in Lahti is the most significant example of our efforts to reduce food waste. The factory produces xylitol from oat hull, turning side streams into edible raw material for products as well as into bioenergy for the factory and our mill, bakery and crisp production lines.

In 2020, we also succeeded in reducing waste due to different initiatives in Russia, supported by no-return policy for retail and improved production efficiency in Finland.

In Finland, we opened a Fazer Bakery Drive-in Store that prevented over 100,000 kg of food waste. The frozen bakery products were originally aimed for the restaurant and hotel business, which came to a stand-still due to the spread of the coronavirus. In Sweden, eight tonnes of oat rings with one incorrect ingredient were sold through MatSMART instead of ending up as food waste.

Core goal 3: 100% sustainably sourced

Through our extensive value chain, we have major impacts on societies, communities and individuals. Sustainable sourcing means that we continuously develop the basic requirements for all our suppliers while paying extra attention to selected raw materials: cocoa, grain, palm oil, eggs, fish and soy.

We are committed to using only 100% sustainable cocoa, palm oil and soy. By 2025, all grain used in Fazer's products in Finland and Sweden will be farmed according to the ten sustainable farming principles defined in Fazer's Grain Vision. We have also made a commitment to source 100% cage-free eggs by 2024 in Finland, Sweden and the Baltics, and by 2030 in Russia. In 2020, the share of cage-free eggs was 31%.

We collaborated with Hanken School of Economics on the topic of sustainable fruit sourcing. In addition, we launched the innovative Paptic packaging material, which is used for the Moomin lentils and replaces plastic packaging.

In 2020, we were part of SIHTI (Status of Human Rights Performance of Finnish Companies) human rights assessments in our own operations as well as in the value chain to review the current situation and identify challenges. The study brought up improvement areas, for example, in the documentation and communication of our Human Rights policies and processes. Based on the findings, we are updating our Supplier Code of Conduct by adding more requirements on respecting the rights of indigenous people, vulnerable groups, including e.g. migrant workers, women, children and disabled people, as well as local communities and land rights.

We engaged in systematic internal work to define sustainable sourcing and to develop related procurement processes. We increased the share of farmer programmes in sustainable cocoa as we want to go beyond certification requirements. We joined a new cocoa farmer programme, Cocoa Horizons. We also supported cocoa farmers in our other programmes with extra donations to address the COVID-19 crisis. Preparations were made for renewing our cocoa vision.

Core goal 4: more plant-based

We see food as a solution. A diet that contains more plant-based products has been proven to enhance well-being. We carry out systematic work to find new plant-based innovations and new products. In addition, we turn classic products plant-based, such as the Pihlaja sweets in Finland. We also investigate new technologies to find more possibilities in plant-based categories.

We launched for presale a limited edition of the Fazer OatChoco oat choco tablet, which is suitable for vegans. We also introduced meal components made of oat, barley and wheat, with significantly higher nutritional value than competing products in the category. The products were launched under the Frebaco brand in Sweden, under the Fazer Alku brand in Finland and under the Fazer brand in Norway and Denmark.



Sustainability

For people

Fazer wants to make a difference in the lives of people – employees, consumers, farmers producing our raw materials, our partners and owners. We strive to create a safe and inspiring working environment in which our personnel can thrive. At the same time, we continue our work to ensure that human rights are respected throughout our value chain.

Safety is a priority for us, and during the year, the safety and health of our personnel gained in importance as we worked to prevent the corona virus from spreading. We also recognised our role in securing the food supply in the exceptional situation. Despite the challenging circumstances, our employees were able to maintain an excellent team spirit and quickly adapt to new ways of working.

Due to the changes in our operating environment and the pandemic, we carried out collaboration negotiations which resulted in both permanent and temporary layoffs. Fazer supported those whose employment was terminated and helped them find new employment by liaising with the local employment administration.

In 2020, the year of the COVID-19 pandemic, Fazer's focus was to ensure the safety of the personnel and the business continuity of the production. Office-based employees moved to partial remote working mode. We paid special attention to ensuring the flow of information, engagement and inclusiveness, well-being and leadership through continuous communications.

Achievements in 2020

During the year, we updated our values and behaviours. To make them a reality in our everyday work, we held Values & Behaviours discussions, engaging all employees. Feedback from the sessions was used to finalise the Fazer behaviours. Employees from all units and countries, and from management to production workers, took part and gave their input.



With the launch of our new values, our cultural change towards a more diverse and inclusive Fazer received a boost. Human rights have always been high on our agenda, and embracing diversity is part of the work we do to improve them across our functions and stakeholders. We launched a Diversity & Inclusion e-learning to help our employees recognise potential biases and challenge them.

Fazer has an e-learning platform for important employee training topics. Human rights-related topics are included in the Ethical principles training, which has been available from 2018.

We re-organised our Human Resources function to better support the implementation of our strategy. This supporting work continues in 2021. HR increased its focus on talent development both to ensure motivating career paths for internal talent as well as to strengthen the organisation's resilience by having a wide talent base for open positions.

We achieved excellent results in the Fazer Pulse personnel survey, improving in every measured area and all businesses. According to employee feedback, management has become more visible and increased its presence and availability. We planned actions within teams and functions to further improve on specified areas.

We educated artisan bakers and employed them in our shop-in-shop bakeries. We started the artisan baking school in 2018, and the first class has already graduated. There are currently 27 students in total studying in their second or third year, and a new class will begin its studies in 2021. We now employ 600 artisan bakers in our shop-in-shop bakeries across Finland. We estimate to open 20 new shop-in-shop bakeries during 2021 and will employ 100 new artisan bakers in Finland.

We further developed the European Works Council (EWC) at Fazer. Active dialogue between employees and employer increased awareness of the EWC among employees.

We held two well-being webinars with external training and coaching professionals. Our employees were also given the opportunity to join a well-being programme, which includes developing motion, nutrition, recovery & stress management and smarter ways of working.

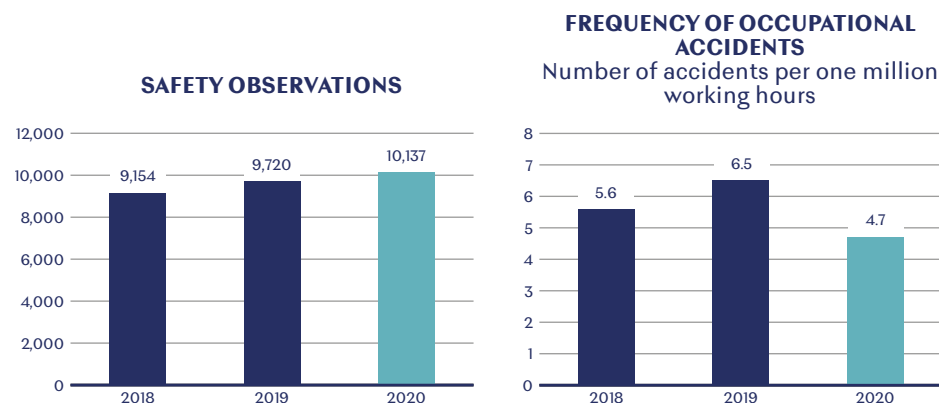
We improved our LTAF (Lost time accident frequency) to 4.7, which is better than last year's performance (6.5) and ahead of the Group LTAF milestone target for 2020, 5.0. The outstanding result follows from long-term systematic daily work and engagement of all employees to improve the safety of the working environment and ways of working. There were no fatalities in 2020. Safety observations increased by 5% from 2019.

To help during the COVID-19 pandemic, we donated Fazer products to health care professionals in hospitals, healthcare and paramedic units. Through our NGO partners, we delivered considerable amounts of products to food aid, elderly people in isolation as well as to families in need.

Fazer in Russia received a "Made in St. Petersburg" award for our social programmes, with a special recognition of our partnership with SOS Children's Village Pushkin and massive donation programme.

FREQUENCY OF OCCUPATIONAL ACCIDENTS

NUMBER OF ACCIDENTS PER ONE MILLION WORKING HOURS	2020	2019	2018
Fazer Bakery	4.0	4.2	3.7
Fazer Confectionery	5.9	14.1	13.1
Fazer Lifestyle Foods	10.1	12.2	7.5
Others	2.7	2.3	1.9
Total in Group	4.7	6.5	5.6



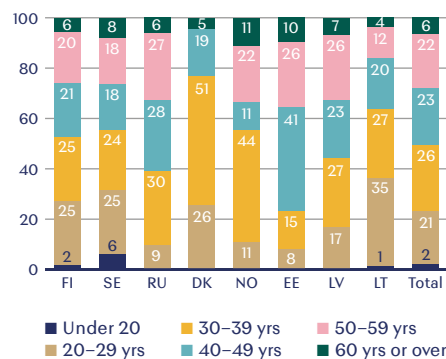
MANAGEMENT BY GENDER, %

	WOMEN	MEN
Board of Directors	11	89
Group Management Team	25	75

MANAGEMENT BY AGE %

	UNDER 30	30-50	OVER 50
Board of Directors	0	11	89
Group Management Team	0	25	75

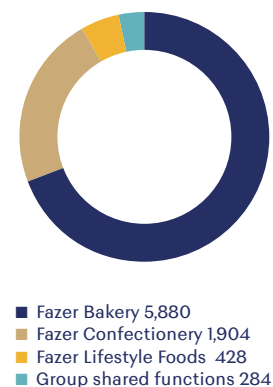
EMPLOYEES BY AGE, %



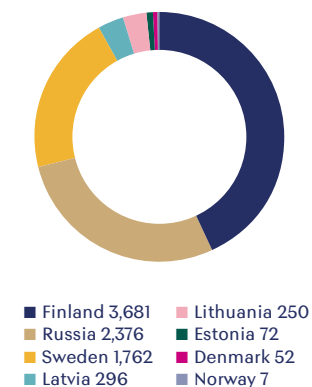
EMPLOYEES BY GENDER, %



EMPLOYEES BY BUSINESS AREA



EMPLOYEES BY COUNTRY



GROUP EMPLOYEES BY GENDER, %

	WOMEN	MEN
Management	43	57
Senior Salaried	60	40
Salaried	47	53
Blue Collar	54	46

GROUP EMPLOYEES BY AGE GROUP, %

	UNDER 30	30-50	OVER 50
Management	0	73	27
Senior Salaried	4	70	26
Salaried	14	59	28
Blue Collar	30	45	25

Going forward

The safety of our personnel is a top priority. The exceptional COVID-19 situation continues in 2021 and our focus will be on ensuring the health and safety of our employees and of everyone working for or with us. Active communication is in a vital role in this work.

In 2021 and onwards, we will continue the work to further develop the human rights practices based on the results from external assessments and other stakeholder feedback. We will also focus on improving our communication on existing practices.

Fazer Values brought to life through discussions

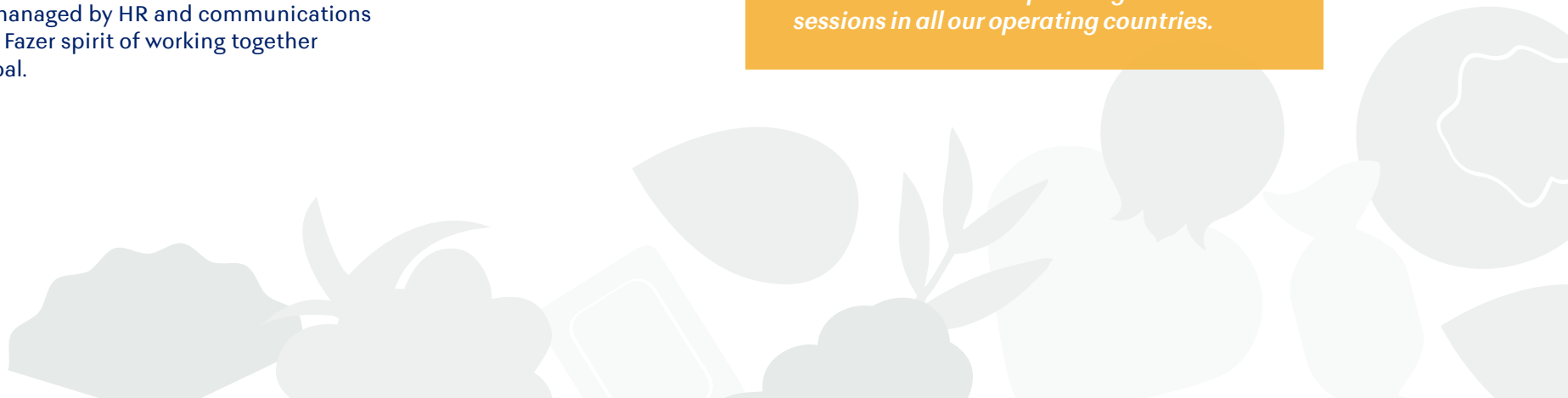
In 2020, we renewed the Fazer values and behaviours. Northern Liberty, True Relationships and Fearless Creativity now guide our way forward. According to our new behaviours, we make magic happen, we improve every day and we win as one Fazer.

However, deciding and formulating new values was just the first step. Making them a reality and an integral part of our everyday work required action. We therefore held Values & Behaviours discussion sessions in all our operating countries. We started the discussions in the spring and continued them as virtual sessions after a break caused by the COVID-19 pandemic.

The sessions aimed to help all Fazer employees to better understand how we can make our values come to life and encounter each other. Feedback from the sessions was used to finalise the Fazer behaviours. The discussions were a joint effort managed by HR and communications and reflect well the Fazer spirit of working together towards a shared goal.



We made the renewed Fazer values and behaviours come to life through discussion sessions in all our operating countries.



For planet

We are committed to innovation around sustainable food solutions – for people and the planet. We drive sustainability across our value chain, all the way from sourcing to packaging.

Our sustainability work is executed across all our businesses. We actively seek projects where we can make a difference and collaborations across the industry, while driving innovative concepts of our own. One example of innovation and circular economy is the new xylitol factory and related biofuel power plant in Lahti. A non-edible side stream from the mill, oat hull, is used as the raw material for xylitol, and the excess materials are used as bio-based fuel in the power plant. Read more on the investment in the For business section.

Our focus areas for 2020 included addressing food waste and developing sustainable sourcing practices. We continued to keep up with the latest food trends that also support the reduction of CO₂ emissions from the food value chain by introducing new plant-based products.

Achievements in 2020

We were able to improve our energy efficiency in 2020 by 18% from the 2011 baseline, our environmental analyses on Fazer Bakery, Fazer Confectionery and Fazer Lifestyle Foods reveal. Our energy efficiency results for the year 2020 show positive progress.

ENVIRONMENTAL INDICATORS

	2020	2019	2018
Amount of production (tonnes)	605,424	565,915	552,749
Energy consumption (MWh)	529,970	507,418	506,768
Energy consumption/produced quantity (MWh/tonne)	0,88	0,90	0,92
Usage of water (m ³)	1,111,412	963,468	923,431
Usage of water/produced amount (m ³ /tonne)	1,8	1,7	1,7
Used raw materials (tonne)	614,179	585,643	562,843
Used raw materials/produced quantity (tonne)	1,014	1,035	1,018
Total amount of waste/produced quantity (tonnes/tonne)	0,17	0,18	0,15
Total amount of waste and by-products (tonnes), of which	100,745	103,014	83,505
Recycled (%)	62	62	76
energy recovery (%)	37	36	21
landfill waste (%)	1,5	1,6	3

Fazer's Sustainable Grain Farming Principles serve as a basis for active sustainability cooperation with farmers. The principles aim at minimising eutrophication and the use of chemicals while supporting resource efficiency and productivity. We continued our work towards the Fazer Grain vision to promote sustainable farming in Finland and in Sweden. We supported a Regenerative Carbon Farming initiative, which includes web-based training for farmers, supporting them in reducing CO₂ emissions and carrying out more sustainable farming practices.

We were able to reduce our total amount of waste as well as food waste. The main reasons for the good development were initiatives in Russia, supported by a new bread order legislation, increased efficiency in Finland and bakeries' active efforts in Finland and Sweden.

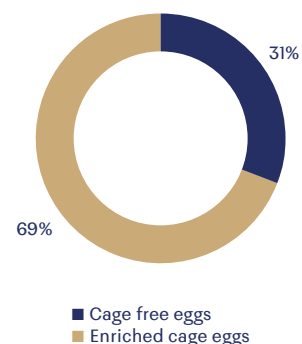
We carried out significant internal work towards our Core goal of having 100% sustainably sourced materials across our suppliers and value chains by 2030. This internal work set the framework for reaching the goal, including defining sustainable sourcing, establishing a Code of Conduct among our suppliers and developing sustainable procurement processes.

We increased the share of our farmer programmes in sustainable cocoa and joined a new cocoa farmer programme, Cocoa Horizons, launched by Barry Callebaut. The programme seeks to drive change in farming communities and promote transparent and sustainable cocoa farming.

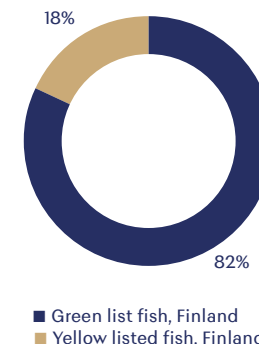
We only use certified palm oil in our production. Of the three different RSPO (Roundtable on Sustainable Palm Oil) supply chain options – Book and claim, Mass balance and Segregated – we strive to use Segregated, in which sustainable palm oil from different certified sources is kept separate from ordinary palm oil throughout the supply chain.

We did not reach our target set for 2020 of all palm oil being Segregated, as our operations in Russia still use the Book and claim supply chain model. In the Nordic and Baltic countries, we use nearly 100% Segregated palm oil. However, in 2020, we increased our support to smallholder farmers by purchasing 50% of the Book & Claim credits as smallholder credits. With such support smallholders can increase their yields, better enter international markets, improve their livelihoods and reduce the risk of land conversion.

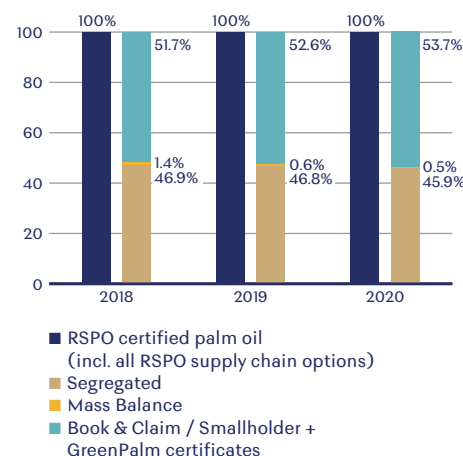
RESPONSIBLE EGG STATUS



RESPONSIBLE FISH STATUS, according to WWF fish guide



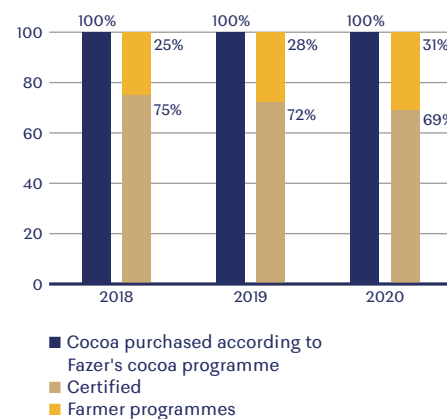
RESPONSIBLE PALM OIL STATUS, %



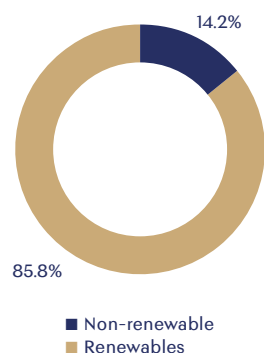
RESPONSIBLE SOY STATUS, %



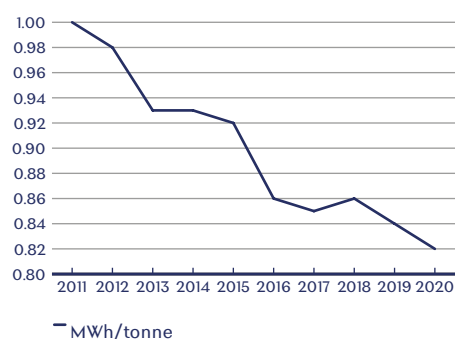
RESPONSIBLE COCOA STATUS



PURCHASED ELECTRICITY, %



ENERGY CONSUMPTION/PRODUCED QUANTITY



DIRECT GHG EMISSIONS (SCOPE 1)

FUEL CONSUMPTION	CO ₂ e TON
Fazer leasing cars	1,357
Fazer owned logistic vehicles for distribution	2,340
Combusted fuels in production	41,419
TOTAL SCOPE 1 EMISSIONS	45,115
Total Biogenic emissions from scope 1 biofuel usage	6,315

INDIRECT GHG EMISSIONS FROM PURCHASED ENERGY (SCOPE 2)

	CO ₂ e TON	% OF TOTAL
District heating	4,706	16%
Steam	14,120	47%
Purchased electricity	11,196	37%
TOTAL	30,022	100%

We continued discussions with NGOs such as WWF on the future of palm oil. We will renew our palm oil commitment in 2021. In addition to buying 100% sustainable palm oil at Fazer, we are in the process of RSPO Supply Chain certification concerning our own internal processes of purchasing and handling palm oil in our production. We also published a case study in the WWF Palm oil buyers' scorecard.

We invested in our partner Solar Foods, a Finnish foodtech startup, as the lead investor in the series A financing round. Solar Foods' novel protein, Solein®, is a carbon-neutral innovation that can contribute to a more sustainable food system.

In 2020, we arranged a sustainability workshop to increase internal awareness of our environmental footprint and to find the most impactful actions to reach our four sustainability Core goals by 2030. The purpose was to support the organisation in developing business-specific sustainability roadmaps and to foster ownership around sustainability-related business activities.

Minimising food waste and our impacts on water

In our own operations, water is used as an ingredient in our products and in various cleaning processes. In our supply chain, it is needed in growing crops to produce our ingredients. To assess and minimise our impacts on water in the value chain, we are working together with our stakeholders.

Fazer has joined the Finnish Water Stewardship Commitment, which challenges Finnish companies and organisations to identify the water risks in their value chains and to develop the sustainable use and management of water. We are also collaborating with WWF Finland, farmers and other partners in Fazer's grain value chain to expand environmental activities on farms and increase cooperation between organisations, businesses and environmental administration in environmental and water conservation.

At our operating locations, we are committed to municipal water treatment policies. Water is in most instances drawn from the municipal water supply and water discharge from production goes to municipal sewage. The majority of our production sites are ISO 14001 certified and as part of certified environmental systems, environmental impacts are assessed, and targets set. Additional goals and targets are set by individual business functions and our Energy and Climate Steering Group.

In 2020, our water consumption increased by 15% and our wastewater output increased by 19%. This was mainly due to construction works of the Lahti xylitol factory and a machinery breakdown in Fazer Bakery Sweden. We continue to work towards reducing our water usage and wastewater in all our operating countries.

Concerning material usage, in addition to water, we need food raw materials such as grain, cocoa, sugar and milk, as well as packaging raw materials as inputs for producing our products. The production of edible products, such as baking bread and making chocolate, generate the majority of our waste. This is why we are focused on reducing food waste and have set Core goal 2: 50% less food waste.

Waste is also generated in the consumption of our products such as pre-packed and store-baked bread, plastic wrapped chocolate and sugar confectionery and cereal cartons. We engage in active cooperation with various stakeholders to find new solutions to waste issues further down the value chain.

PURCHASED ELECTRICITY

	MWH	%
Non-renewable	31,101	15%
Renewables	187,483	86%
TOTAL	218,584	100%

OTHER INDIRECT GHG EMISSIONS (SCOPE 3)

	CO ₂ e TON	% OF TOTAL
Food raw materials, purchased	1,137,199	94.5 %
Packaging raw materials, purchased	48,355	4.0 %
Water consumption	139	0.0 %
Fuel and energy related activities	11,547	1.0 %
Outbound logistics paid by Fazer	4,121	0.3 %
Waste water	549	0.0 %
Waste generated in production	1,415	0.1 %
Business travel	276	0.0 %
TOTAL	1,203,604	100.0 %

GHG EMISSION INTENSITY

	CO ₂ e TON / PRODUCED TON
EMISSIONS / PRODUCED QUANTITY	
Scope 1	0.07
Scope 2	0.05
Scope 3	1.99
Total emission intensity	2.11

MATERIALS THAT ARE USED TO PRODUCE AND PACKAGE OUR PRODUCTS

	KG	
Non-renewable	8,926,617	26%
Renewable	25,000,987	74%
TOTAL	33,927,604	100%

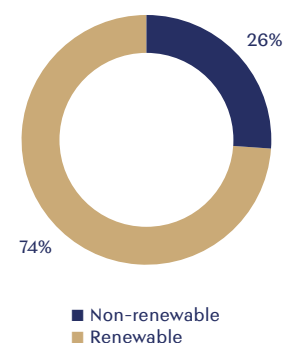
ENERGY CONSUMPTION NON-RENEWABLE / RENEWABLE FUELS

	MWH	% SHARE NON-RENEWABLE - RENEWABLE
ENERGY CONSUMPTION - NON-RENEWABLE FUELS	177,282	92%
Oil	9,851	
Natural gas	151,638	
Diesel	15,177	
Petrol	617	
ENERGY CONSUMPTION - RENEWABLES	14,631	8%
Pellet	5,312	
Biodiesel	9,309	
Biogas	10	
TOTAL	191,913	

ENERGY CONSUMPTION ACCORDING TO USE

	MWH
Electricity	218,584
Heating	32,984
Cooling	-
Steam	67,381

MATERIALS THAT ARE USED TO PRODUCE AND PACKAGE OUR PRODUCTS



We have set a target to reduce waste by 20% compared to 2015 levels by 2020, and we have since monitored a business-specific total waste KPI on a quarterly basis. Waste data is retrieved from external waste handling platforms such as Enpros Zero Waste and collected by Fazer's Sustainability team. To make sure that legislative requirements for waste handling are met in all operating countries, we have a procurement tendering process for new service providers. Our waste management partners are also audited as part of our commitment to ISO standards.

In 2020, 98.5% of generated waste was reused. This has been achieved by directing production side streams to animal feed and food donations, working with external waste handling companies in recycling materials and by energy recovery through energy waste incineration and bioethanol production.

Going forward

We are constantly looking for new ways to improve the sustainability of our value chain, from grain to table. We continuously improve the efficiency of our processes and operations to reduce emissions and food waste. Concerning sustainable sourcing, our focus is on developing practices and plant-based products.

The focus in 2021 will be on developing a new Long-Term Plan for Energy and Climate to identify the most effective actions and measures to reduce CO₂ emissions and to improve the energy efficiency of the production sites. New initiatives and collaborations, such as setting Science Based targets, are an important way for us to reach our Core goals and put sustainable innovations into practice.

As the majority of our CO₂ emissions come from our value chain, it is of utmost importance to work together with the customers, suppliers, NGOs and scientists to find the most effective solutions for the food and agricultural sector. We will continue the collaboration and initiatives with e.g. Baltic Sea Action Group and WWF to find more sustainable practices for the agricultural value chain. At the same time, we will invest in new innovations and businesses to find new solutions for the future, such as Solein®.

We are working on business-specific roadmaps for the four sustainability Core goals that will help us drive results, considering the different needs of our customer base. As part of improving our internal processes, we will also focus on producing more detailed environmental calculations and reporting, ensuring that resources are focused on the most impactful actions and that we are able to quantify and report our progress to stakeholders.




Sustainability case example - For planet

Fazer supports e-Learning for regenerative farming

How we grow food has a major impact on the environment. For the well-being of people and the planet, we decided to invest in regenerative farming and participate in a programme to develop an on-line learning and collaboration platform for farmers, scientists and other partners with Baltic Sea Action Group (BSAG) and Reaktor.

Regenerative farming means farming practices that improve the soil's capacity to capture carbon from the atmosphere and store it, which mitigates climate change. In addition, agricultural practices that store carbon and restore soil health also minimise nutrient loads from fields to waterways, preventing eutrophication. The e-learning for regenerative farming offers a free, high-quality, research-based online course for anyone interested in producing food profitably and sustainably.

Regenerative farming has many positive effects that support biodiversity while making farmers' work more interesting and rewarding. By promoting regenerative farming, we want to change the future of food production, for the benefit of the farmers, consumers and the planet.



We are participating in a regenerative farming programme to develop an on-line learning and collaboration platform for farmers, scientists and other partners.

For business

We consider sustainability in all our operations and want to establish a sustainable working culture – now and in the future. Reducing risks, strengthening our business ethics and improving best practices are all a part of our work in ensuring sustainability in our business.

We conduct our business according to our ethical principles, which are applied across all our business areas and countries of operation. These principles are based on our values and the UN Global Compact, which seeks to promote corporate sustainable development and good corporate citizenship. We also follow the UN's guiding principles on businesses and human rights and related processes. We have identified the ways in which we contribute to the UN's Sustainable Development Goals (SDGs) and work towards reaching them together with our entire value chain.

We are continuing our work around the sustainability Core goals, taking into account the needs of our different business areas. The Core goals are also a way to address the risks that climate change, loss of biodiversity, water scarcity, food waste, adverse impacts on human rights and their implications can cause to our business.

In 2020, we continued promising projects in the field of sustainability as well as carried out new ones. We strengthened our internal practices around sustainability and ethical business while making significant investments and improvements in our ways of operating.

Achievements in 2020

Fazer's reputation among the general public remained strong this year. Our strengths lie particularly in products and services. The survey results provided us with insight on environment-related areas where we could further improve.

The construction of our new xylitol factory, which produces xylitol from oat milling side streams, proceeded in Lahti, Finland. The oat xylitol factory was awarded the Finnish Star Act 2020 – Tähtiteko 2020. A biopower plant that will use oat hull mass from oat xylitol production to provide heating for the entire factory area is being constructed. This is part of our commitment towards Finnish oats and circular economy.

We invested in our partner Solar Foods, a Finnish foodtech startup, as the lead investor in the series A financing round. After the financing round, Fazer is the largest single shareholder of the startup and will continue to support Solar Foods in the form of research, innovation and commercial development to advance future food solutions.

We are also expanding our oat milling capacity. The investment, 30 M€ in total, will be equally divided between the mills in Lahti, Finland and Lidköping in Sweden. Fazer will build two new mills, which will double the current oat milling capacity of the company. Once the expansions have been finalised in 2021, Fazer will be number one in oats in the Nordic countries and one of the leading players in Europe.

We are also expanding our production in Koria, Finland, with a focus on oats, and moved the production of Fazer Yosa products from Kaarina to Koria during autumn 2020. Investments in Koria within the last year totalled over 10 million euros.

We have created a Code of Conduct for our suppliers, which includes consistent supplier requirements and follow-up measures, supporting our Core goal 3 of having 100% sustainably sourced materials across our suppliers and value chains. By the end of 2020, 52% of our suppliers (share of total external spend) had signed the Code of Conduct.

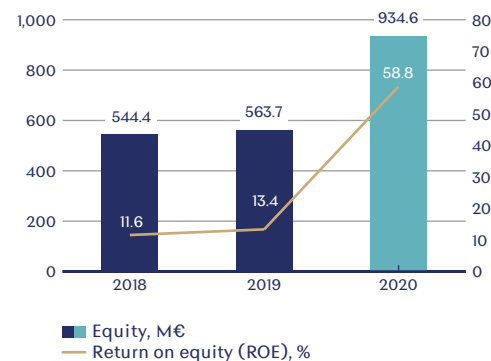
During 2020, 21 cases were reported through our whistleblowing system, which also allows third parties to report observed or suspected breaches of company policies or regulations. These cases were related, for example, to HR, QEHS, conflicts of interest and misuses of company assets. These have been investigated internally and the necessary measures have been taken. Two cases are still open.

During the year, we had no cases related to our marketing actions that were filed to "The Council of Ethics in Advertising". We had three product recalls in total. Product recalls were made due to allergen cross-contamination.

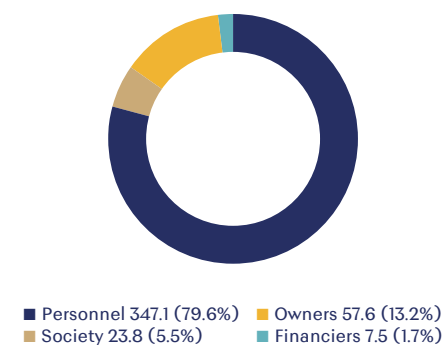
We have a comprehensive anti-bribery programme in place, and we have an anti-bribery e-learning training for our employees to recognise and prevent bribery. We also established a mandatory e-training on competition law.

The Fazer Experience Visitor Centre was awarded the Sustainable Travel Finland certificate by Visit Finland to promote sustainable travel. New attractions for 2020 included a new greenhouse and a web shop.

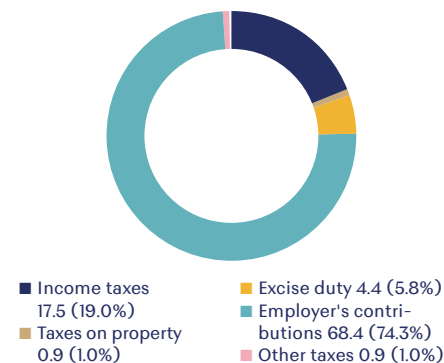
EQUITY AND RETURN ON EQUITY



DIVISION OF ECONOMIC VALUE, M€

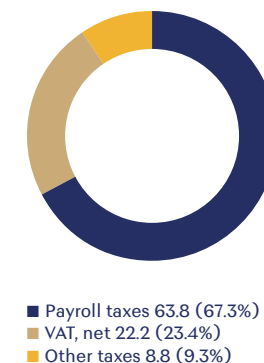


TAXES BORNE AND EMPLOYER CONTRIBUTION, M€^{*)}



^{*)} Insurance taxes and energy taxes not included.

TAXES COLLECTED, M€



ECONOMIC VALUE GENERATED AND DISTRIBUTED

M€	2020	2019
ECONOMIC VALUE GENERATED:		
Customers (net sales, other operating income, financial income, sales of assets)	1,565	1,710
Suppliers		
Direct purchases	-419	-606
Indirect purchases	-280	-363
Operative investments	-93	-57
Added value	773	684
ECONOMIC VALUE DISTRIBUTED		
Personnel (salaries, wages and other indirect employee costs)	-347	-570
Society (taxes and donations)	-24	-25
Owners (dividends)	-58	-60
Financiers (interest and other financial expences)	-8	-2
Economic value retained in business	337	26

Going forward

We will continue to invest in foodtech and sustainable food solutions. Research and innovation will be a key component in seeking new ingredients and collaborations for future sustainability.

Circular economy concepts and the utilisation of side streams are essential in our sustainability work and business solutions. We will strengthen our approach to packaging and innovations for reducing plastics and increasing renewable and recyclable materials in all our business areas. By giving continuous attention to production and material efficiency, we can also enhance our profitability.

Fazer Oat Rice – a true innovation for better health and climate

By introducing Fazer Oat Rice, a new meal component made of oat, we have answered the consumers' growing demand for sustainable, climate-smart food solutions. It is a plant-based, locally sourced product with a low carbon footprint. Oat Rice is a great example of Fazer's innovations for supporting health and climate.

In addition to its climate advantages, Fazer Oat Rice has a significantly better nutritional value than competing products in the category: it has more protein, dietary fibre and polyunsaturated fatty acids as well as less carbohydrates. The mild taste and full-bodied character make it a truly versatile product with a wide range of uses.

Oat Rice was first successfully launched in Sweden by Frebaco, then in Denmark and Norway under the Fazer brand followed by Finland under the Fazer Alku brand. In Sweden, Fazer Mill won the Food Award 2020 for Oat Rice.

As a modern and sustainable product, Fazer Oat Rice has become very popular among Nordic consumers in a short period of time.



Fazer Oat Rice, a new plant-based, locally sourced product with a low carbon footprint, answers consumer demand for sustainable, healthy food.

Stakeholder engagement

Sustainability work is a joint effort. When we develop new products and services, generate business ideas or find new ways to further develop our corporate responsibility, we listen to our stakeholders and engage in active dialogue with them. Their insights and feedback are highly valued.

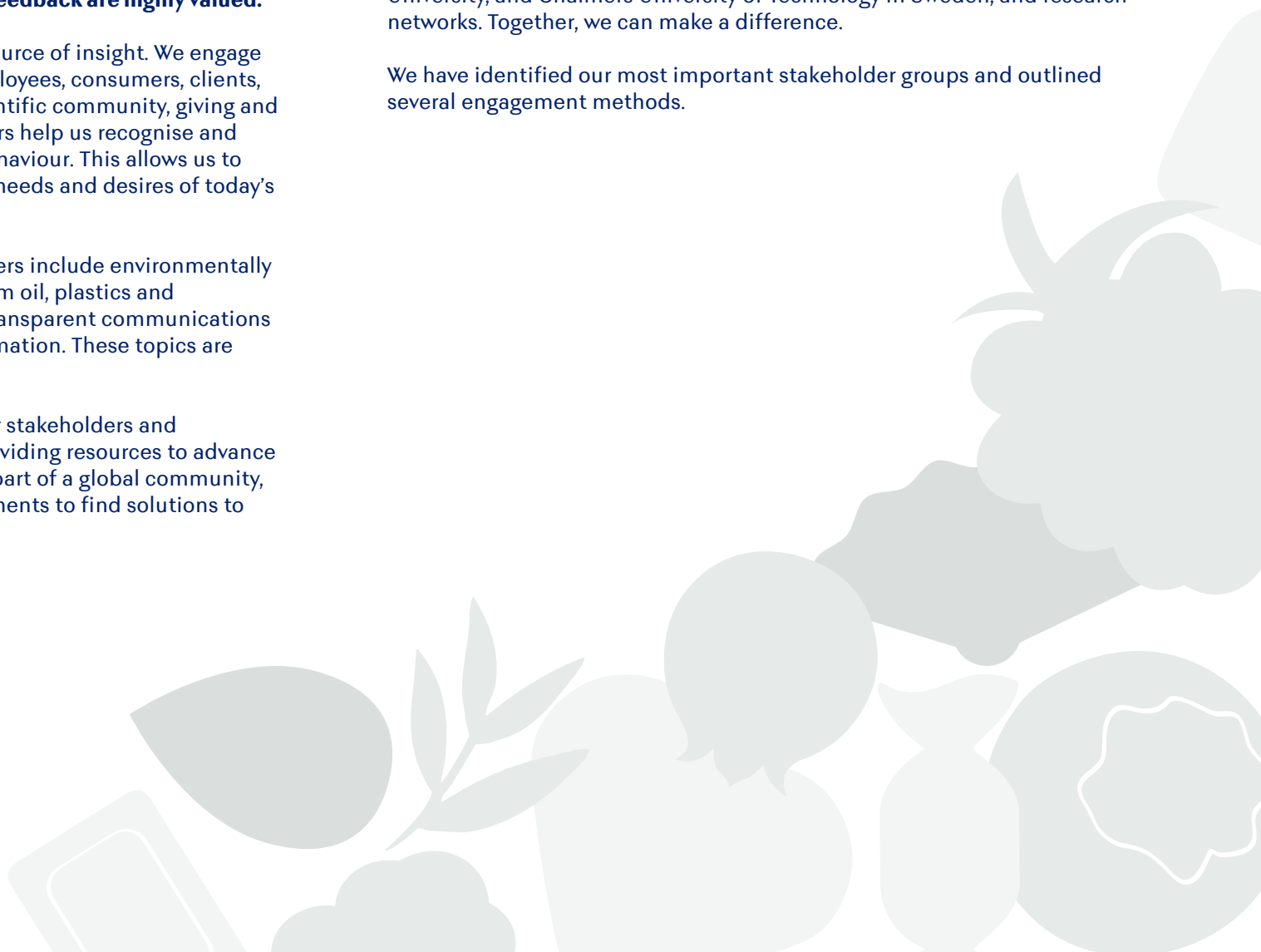
Fazer's extensive value chain is an important source of insight. We engage in continuous dialogue with shareholders, employees, consumers, clients, suppliers, decision-makers, NGOs and the scientific community, giving and receiving valuable information. Our stakeholders help us recognise and anticipate trends and changes in consumer behaviour. This allows us to develop our offering in a way that answers the needs and desires of today's people.

Some of the key topics raised by our stakeholders include environmentally friendly choices, sustainable raw materials, palm oil, plastics and packaging, social responsibility, child labour, transparent communications and innovations, product availability and information. These topics are included in Fazer's sustainability programme.

We reciprocate by sharing information with our stakeholders and supporting scientific research, as well as by providing resources to advance the sustainability of our entire value chain. As part of a global community, we take part in various initiatives and commitments to find solutions to shared challenges.

We work with organisations such as the Baltic Sea Action Group, WWF, Global Compact Finland, FIBS, Climate Leadership Coalition, Hållbar Livsmedelskedja, SOS Children's Villages, the Lake Vesijärvi Foundation, Helsinki Zoo (Korkeasaari), universities such as Aalto University, Hanken School of Economics, University of Helsinki, University of Turku and University of Eastern Finland in Finland, SLU (Swedish University of Agricultural Sciences), Örebro University, Uppsala University, Umeå University, and Chalmers University of Technology in Sweden, and research networks. Together, we can make a difference.

We have identified our most important stakeholder groups and outlined several engagement methods.



KEY STAKEHOLDERS	KEY CHANNELS OF DIALOGUE	HOW WE RESPOND TO STAKEHOLDER EXPECTATIONS
Consumers	Daily encounters, customer service channels, surveys, websites and social media, packaging, visits	Through immediate connections both online and in our cafés and bakery shops we learn what people value. We turn these customer insights into new products and services. Consumers need to be able to trust the quality and safety of our products and services. We need to provide reliable information on our products and services and Fazer as a company.
Customers	Meetings and cooperation, questionnaires, newsletters, customer feedback systems, customer events	We have close customer relationships. We bring value through both services and products that are of high quality and right for the consumer.
Shareholders	Annual general meeting and Annual Review, regular reports and information meetings, other regular events such as the summer meeting, shareholders' website	We provide accurate and reliable information on our performance, governance, business development and sustainability in channels which best suit the shareholders.
Employees	Individual Performance Management Process, continuous communication between managers and employees, personnel events, personnel surveys, Fazer's whistleblowing service, intranet and other internal channels, communication between employees/managers and local HR	Through official communication channels and processes, we can communicate with all employees. Through direct communication between employees, managers and HR, we ensure daily dialogue with employees.
Suppliers	Supplier relationship management process, meetings, agreements, supplier requirements, audit questionnaires, audits, monitoring meetings and visits	We have close supplier relationships and we cooperate with our suppliers for example in the area of sustainability.

KEY STAKEHOLDERS

Society (authorities and governments, media, NGOs and local communities)

Universities and research institutes, start-ups

Investors and financial institutions

KEY CHANNELS OF DIALOGUE

Meetings, partnerships and collaboration, questionnaires, events

Partnerships and collaboration

Meetings and collaboration

HOW WE RESPOND TO STAKEHOLDER EXPECTATIONS

We create value to the society and engage in active dialogue. We are members in and have partnerships with various organisations. We believe in open and transparent communication.

Through partnerships and by combining our own research with university and start-up collaboration, we expand our own expertise and improve our capabilities to introduce sustainable innovations with social significance.

We provide accurate and reliable information on our performance, governance and business development as well as sustainability.



Sustainability

Managing sustainability

In order to carry out our sustainability work efficiently, we manage our activities in a consistent way. Our policies and guidelines, aligned with international principles, give structure and focus to our efforts.

Our continuous sustainability work is managed by the sustainability team and sustainability and QEHS network and steered by the Sustainability Leadership Forum. Each of these functions has a clearly defined role and specific responsibilities. The highest authority in sustainability matters lies with our Board of Directors and Group Management Team.

In our efforts, we are guided by our Sustainability Policy, Human Rights Policy, QEHS Policy, governance practices and procedures. Fazer's ethical principles are based on the ten international principles of the UN Global Compact, which we signed in 2012. We are also strongly committed to supporting the implementation of the United Nations' Sustainable Development Goals (SDGs) and have defined the ways in which our sustainability work contributes to them.

Board of Directors

Approves ethical principles.'

Group Management Team

Approves policies and objectives.'

Group President bears the ultimate responsibility.'

Group EVP, Communications and Sustainability is responsible for sustainability.'

Head of Function

Approves instructions.'

Business Areas and Business Units

Implement sustainability approach and action plans as well as strategic outlines, and set targets and objectives.'

Set sustainability focus areas.'

Implement instructions, practices and operating models.'

Sustainability Team

Develops sustainability approach, supports its implementation and reports on its progress.

Sustainability Leadership Forum

Ensures alignment within the Group: drafts Group-level strategies, policies, guidelines, targets and positions.'

Assesses, monitors and develops sustainability topics within the Group.'

Ensures the agreed actions are implemented.'

Escalates and prepares issues for the right decision forums.'

Sustainability and QEHS Network

Ensures sustainability alignment within the Group.

Ensures the effective use of resources.

Shares knowledge, know-how and market views in different countries and businesses.

Occupational health and safety management system

The health and safety of our people is of the utmost importance to us, and Fazer's QEHS policy covers the entire organisation. The OHS management systems of Fazer sites are based on the local legislative requirements and most of them also hold the ISO 45001 certificate (**see table of certifications**).

Hazard identification and risk assessments form the basis of our health and safety management system. In addition to local risk assessments, the QEHS risks are reviewed on an annual basis at the group level and actions to control and mitigate the risks are taken.

Learning from incidents and taking preventive and corrective actions is crucial to ensure that similar incidents do not happen again. That is why all work-related incidents must be reported and investigated and information on the root causes and corrective actions is shared within the organisation. The OHS statistics are reported on a monthly basis to the management and the safety reports are also available on the company intranet.

To increase awareness of safety and maintain a proactive safety culture, employees are encouraged to actively report safety observations and to conduct safety dialogues. Employees are also advised to remove themselves from work situations which they believe could cause injury or ill health. Employee representatives also participate in the development of our health and safety management systems e.g. in the local health and safety committees.

Employees receive both generic company-level safety training and local safety training relevant to the role and job. Job-specific safety training is a mandatory part of the new employee induction programme and it is available in the local language. Safety trainings are free of charge and conducted during working hours, except those online safety trainings which must be completed before entering the site. Employees working in production have annual refresher trainings, and certain qualifications such as electrical safety and working in confined spaces must be regularly renewed.



	QEHS STANDARDS				FOOD SAFETY STANDARDS				
	ISO 9001	ISO 14001	ISO 45001	ISO 50001	FSSC 22000	ISO 22000	IFS	AIB	AOECS GLUTEN FREE
Fazer Confectionery									
Vantaa	X	X	X		X				
Lappeenranta	X	X	X		X				
Hako (Lahti Crisps)					X		X		
Fazer Bakery Finland									
Vantaa		X			X				
Lahti		X			X				
Lappeenranta		X			X				
Vuohela									X
Fazer Bakery Sweden									
Eskilstuna		X	X		X				
Lidköping		X	X		X		X		
Lund		X	X		X				
Umeå		X	X		X		X		
Stockholm office		X	X						
Fazer Bakery Russia									
Smolenskaya	X	X	X		X	X			
Murinsky	X	X	X		X	X			
Neva	X	X	X		X	X			
Zvezdny	X	X	X		X	X			
Fazer Bakery Baltics									
Ogre				X	X				
Kaunas					X				
Fazer Lifestyle Foods									
Mills Finland Lahti			X		X			X	
Mills Sweden Lidköping		X			X				
Koria					X				

Reporting principles

In this report, Fazer has used the Global Reporting Initiative (GRI) Standards (GRI-referenced) in order to facilitate easier comparison of our sustainability performance with other companies and organisations. A table showing how the sustainability performance indicators presented in our report comply with the GRI Standards is presented in the GRI Content Index. We have also reported on Fazer's own topics in accordance with the GRI standards reporting practice.

The reporting period corresponds with the calendar year and with Fazer's financial year of 1 January –31 December 2020. The content and selected indicators are based on stakeholder feedback and a materiality analysis. Fazer's sustainability Core goals were developed in 2018–2019 to define the focus areas of our sustainability work.

Our approach to sustainability has also been described in the letter from the President and CEO, in the strategy description and in Fazer's Non-financial information statement. The reporting scope covers all major sites and all production units, unless otherwise indicated.

Data collection

All financial data has been collected through Fazer's financial reporting systems. All financial figures presented in this report are based on Fazer's consolidated and audited Financial Statements.

The personnel data is collected through HR information systems and provided by our HR organisation.

The environmental data has been collected from our production units in Finland, Sweden, Russia, Latvia and Lithuania. In the end of 2020 we had 21 production sites. Business travel data has been collected from Fazer's travel agency. Logistics and leasing car fuel consumption data has been collected from Fazer's service providers and covers Finland and Sweden. The logistics data covers the outbound transportation of products from Fazer's production units to customers. The environmental data has been collected from manufacturing sites using a customised data collection spreadsheet. The data has been further consolidated on the Group level.

Fazer's environmental performance has been reported in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard, with an Operational Control approach. The Scope 2 emissions have been calculated according to the dual reporting principles of the GHG Protocol Scope 2 Guidance (market and location-based method). Our service provider guarantees the renewable origin of our purchased electricity. The scope 3 Purchased goods and services-related greenhouse gas emissions are calculated using WRI Cool Food Pledge Calculator CO₂e emission factors (Poore and Nemecek, 2020 for food-related data) and the DEFRA Database (UK Government GHG Conversion Factors for Company Reporting, for packaging and indirect materials, 2020) based on the recommendation of external consultants.

Concerning the Core goals 1 & 2 we have made changes in our calculation method, extended the scope of the reporting and updated our emission factors. The classification of production tonnes has been changed, now excluding the side stream fractions classified as human non-edibles. The production volumes used in the GHG Intensity denominator in the Core goal 1 and Core goal 2 calculations are based on the data from Fazer's Enterprise Resource Planning (ERP) system.

Due to these changes in the calculations, we do not have comparable data from the baseline year 2015 to be able to report on the progress of the Core goal performance vs. 2015 baseline, nor is the earlier data on Core goals reported in the 2019 Sustainability report fully comparable with this year's data. Therefore, we have included recalculated data for 2019 which is comparable with the presented 2020 data. The changes were necessary to increase the accuracy of the emission calculations.

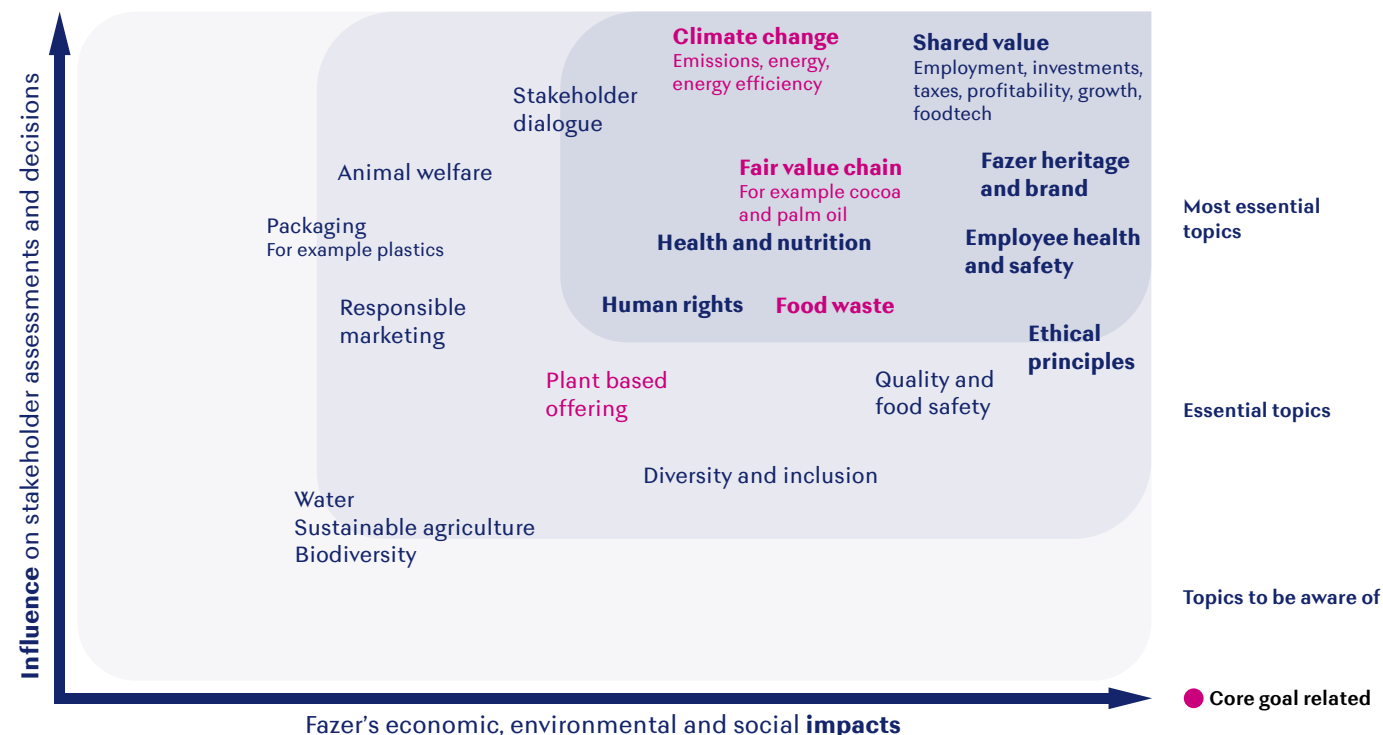
Materiality update

In 2020, we carried out a concise updating process of Fazer's materiality analysis. As a basis, we used the Wheel of Essentials, which is Fazer's overview of material sustainability topics.

We applied the materiality analysis approach of the Global Reporting Initiative in the update. First, we identified potentially material topics by combining Fazer's expertise and existing stakeholder insight. Second, we prioritised them by using the GRI materiality matrix model. As a final step, Fazer's management validated the materiality approach.

As a conclusion, the existing Fazer Wheel of Essentials covers material topics well, and we continue with it and the current Core goals. The materiality matrix complements the Wheel of Essentials and the Core goals from the perspective of prioritisation.

Fazer materiality matrix



GRI CONTENT INDEX

GRI STANDARD	YEAR	DISCLOSURE TITLE	LOCATION	COMMENTS
Ethics and integrity				
102-16	2016	Values, principles, standards, and norms of behaviour	Managing sustainability Mission and vision For business Renewed values make Fazer unique	
102-17	2016	Mechanisms for advice and concerns about ethics	For business	
Reporting practice				
102-47	2016	List of material topics	Material topics and GRI Standards	
Stakeholder engagement				
102-40	2016	List of stakeholder groups	Stakeholder engagement	
102-42	2016	Identifying and selecting stakeholders	Stakeholder engagement	
102-43	2016	Approach to stakeholder engagement	Stakeholder engagement	
102-44	2016	Key topics and concerns raised	Stakeholder engagement	
Economic Performance				
201-1	2016	Direct economic value generated and distributed	Fazer creates value	
Indirect Economic Impacts				
203-2	2016	Significant indirect economic impacts	Core goals – working towards a more sustainable tomorrow For people Sustainability highlights in 2020 For planet For business	
Materials				
301-1	2016	Materials used by weight or volume	For planet	Reported for packaging materials. Information not available from Fazer Mills Finland, Fazer Lifestyle Foods Kaarina and Koria production units.
Energy				
302-1	2016	Energy consumption within the organisation	Core goals – working towards a more sustainable tomorrow	
302-3	2016	Energy intensity	Core goals – working towards a more sustainable tomorrow	

GRI CONTENT INDEX

GRI STANDARD	YEAR	DISCLOSURE TITLE	LOCATION	COMMENTS
Water				
				We are working with our stakeholders to identify potential water risks in value chains and to develop the sustainable use and management of water.
303-1	2018	Interactions with water as a shared resource	For planet	
303-5	2018	Water consumption	For planet	See above.
Emissions				
				No information available for cooling chemical leakages and fuel usage for leasing cars in the Fazer Bakery Baltics, Fazer Bakery Russia and Retail Business Units. Emissions from logistics (company's own fleet/fuel usage) available only from Fazer Bakery Sweden.
305-1	2016	Direct (Scope 1) GHG emissions	Core goals – working towards a more sustainable tomorrow	
305-2	2016	Energy indirect (Scope 2) GHG emissions	Core goals – working towards a more sustainable tomorrow	
				Emissions from inbound logistics of materials to production sites or commuting are not reported. No information available for emissions of packaging materials used in Fazer Mills Finland, Faze Lifestyle Foods Kaarina and Koria production units or emissions of outbound logistics in Fazer Bakery Baltics, Fazer Bakery Russia and Retail Business Units.
305-3	2016	Other indirect (Scope 3) GHG emissions	Core goals – working towards a more sustainable tomorrow	
305-4	2016	GHG emissions intensity	Core goals – working towards a more sustainable tomorrow	
Waste				
306-1	2020	Waste generation and significant waste-related impacts	For planet Core goals – working towards a more sustainable tomorrow	
306-2	2020	Management of significant waste-related impacts	For planet Core goals – working towards a more sustainable tomorrow	
Oy Karl Fazer Ab own topic		Food waste tonnes/tonnes produced	Core goals – working towards a more sustainable tomorrow	

GRI CONTENT INDEX

GRI STANDARD	YEAR	DISCLOSURE TITLE	LOCATION	COMMENTS
Occupational Health and Safety				
403-1	2018	Occupational health and safety management system	Managing sustainability	
403-2	2018	Hazard identification, risk assessment, and incident investigation	Managing sustainability	
403-4	2018	Worker participation, consultation, and communication on occupational health and safety	Managing sustainability	
403-5	2018	Worker training on occupational health and safety	Managing sustainability	
403-9	2018	Work-related injuries	For people	
Diversity and Equal Opportunity				
405-1	2016	Diversity of governance bodies and employees	For people	
Human Rights Assessment				
412-2	2016	Employee training on human rights policies or procedures	For people	
Oy Karl Fazer Ab own topic		Sustainable Farming Principles	For planet	
Customer Health and Safety				
416-1	2016	Assessment of the health and safety impacts of product and service categories	For business	
Oy Karl Fazer Ab own topic		Share of plant-based products in offering	Core goals – working towards a more sustainable tomorrow	
Oy Karl Fazer Ab own topic		Amount of product recalls	For business	
Marketing and Labeling				
417-3	2016	Incidents of non-compliance concerning marketing communications	For business	
Oy Karl Fazer Ab own topic		Share of cage-free eggs	Core goals – working towards a more sustainable tomorrow	

MATERIAL TOPICS AND GRI STANDARDS

FAZER'S MATERIAL TOPIC	GRI STANDARD
Climate change (emissions, energy, energy efficiency)	Energy (302) Emissions (305)
Shared value (employment, investments, taxes, foodtech, profitability, growth, brand)	Economic Performance (201) Indirect Economic Impacts (203)
Fazer heritage and brand (Oy Karl Fazer Ab own topic)	
Employee health and safety	Occupational Health and Safety (403)
Plant based offering (Oy Karl Fazer Ab own topic) Health and nutrition (Oy Karl Fazer Ab own topic)	
Fair value chain (for example cocoa and palm oil) / Human rights	Human Rights Assessment (412)
Food waste (Oy Karl Fazer Ab own topic)	Waste (306)
Ethical principles	Ethics and integrity (102)
Stakeholder dialogue	Stakeholder engagement (102)
Quality and food safety (Oy Karl Fazer Ab own topic)	
Plant based offering (Oy Karl Fazer Ab own topic)	
Animal welfare (Oy Karl Fazer Ab own topic)	
Responsible marketing	Marketing and Labelling (417-3)
Diversity and inclusion	Diversity and Equal Opportunity (405)
Water management	Water (303)
Packaging	Materials (301)
Sustainable agriculture / Biodiversity (Oy Karl Fazer Ab own topic)	