

2021 | 2022 SUSTAINABILITY REPORT

Dear Reader,

... As a family-owned company, now in its eighth generation, we understand that it is our responsibility to integrate the issue of sustainability in all parts of Interquell. With our sustainability initiative, we have created a central driving force for the dynamic and successful development of our company. We look forward to accompanying you on our journey into a more sustainable future.



GEORG MÜLLER
Managing Partner of Interquell GmbH



ANDREAS MÜLLER
Project leader for the Interquell petfood sustainability initiative

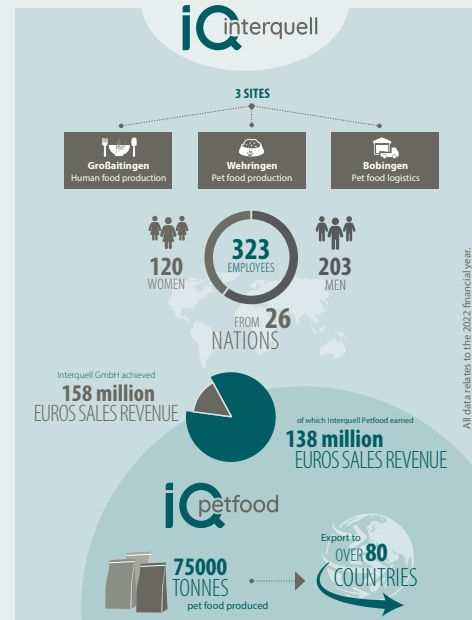
SUSTAINABILITY INITIATIVE



COMPANY & EMPLOYEES

As a family-owned company, Interquell has regarded itself as a pioneer and the home of healthy food for over 250 years. We produce food for people, babies and pets with the maximum care and responsibility using the best natural raw ingredients and accept responsibility for people, animals and the environment. The foundation stone for further development was set by the "Interquell Petfood Sustainability Initiative" and the 2020 report.

WITH OUR PREMIUM BRANDS WE STAND FOR
WE STAND FOR HIGH-QUALITY AND HEALTHY PET FOOD:



VISION & GOALS

We want every pet to have a long, healthy and happy life. Every day we work to ensure that pets have a holistic and healthy diet. In particular, we make sure that our healthy, high-quality pet food is not produced at the expense of the environment, animal welfare or future generations. We want to keep the relationship between pets and people at the heart of everything we do and influence it sustainably.

By setting clear and ambitious goals we can push our sustainability initiative to the fore.

OUR SUSTAINABILITY GOALS UP TO 2030*

- Goal 1** At least **20%** less energy, water and other resources used per tonne of food
- Goal 2** At least **30%** of our power from our own renewable energy sources
- Goal 3** At least **30%** less waste from our company per tonne of food
- Goal 4** At least **70%** of our raw ingredients sourced within a maximum radius of 700 km
- Goal 5** At least **80%** of our packaging to be recyclable, reusable or ecologically usable
- Goal 6** At least **30%** of our branded products are environmentally oriented (veggie, organic, free-range, insects, in vitro, etc.)
- Goal 7** At least **35%** reduction in the lead time for process workflows due to simplification, improvement and digitisation of the workflows
- Goal 8** Constant further development of employee satisfaction and creation of an experienced value-oriented and **honest corporate culture**
- Goal 9** All employee remuneration based on performance and company success, plus strong focus on **personal development**
- Goal 10** Creation of a strong partner network, a common understanding of sustainability and a **clear vision** of a future worth living

METHODOLOGY & MATERIALITY

Our planet and all of mankind are faced with important environmental, social and economic challenges. In 2015, 193 nations of the United Nations (UN) defined the 17 SDGs – see the image below. The SDGs also represent a universal call to all people to help to implement them. We want to play our part in sustainably shaping humanity's development.

THE SUSTAINABILITY GOALS (SDGs) OF THE UNITED NATIONS



THE ESSENTIAL TOPICS FOR US

- PURPOSE**
 - Health & welfare of pets, farm and wild animals
- PEOPLE**
 - Corporate culture, satisfied employees and partnerships
 - Sustainable fleet and employee mobility
- PLANET**
 - Sustainable sourcing of raw ingredients & environmental footprint
 - Sustainable production and resource efficiency
 - Renewable energy sources & climate protection
 - Sustainable packaging & circular economy

* Compared to 2019. Figures may change – to take account of the latest technology and market demand.

OUR SUSTAINABILITY PARTNERS:





Aim:
At least **30%**
of our branded products
to be environmentally
oriented by
2030

PURPOSE

HEALTH & WELFARE OF PETS FARM AND WILD ANIMALS

Every day we work to create species-appropriate and sustainable pet food, minimising the environmental footprint that we leave behind us. We do no testing on animals. Out of conviction, not compulsion. Where possible, we source our animal-based ingredients from livestock raised on high-welfare regional farms. We are also developing new products with alternative protein sources, such as insects.

MILESTONES (short extract)

- › "Augsburg Zoo" for **SPECIES APPROPRIATE** animal **WELFARE**
- › Major animal welfare campaign for dogs in Africa together with **"VETS WITHOUT BORDERS"**
- › The **Good** range is the first German brand to receive 100 points in the independent certification by the **ETHICAL COMPANY ORGANISATION**
- › Training of professional species conservation dogs who go out with rangers to look after the last rhinos together with **"SAVE THE RHINO"**
- › Launch of the first **VEGETARIAN COMPLETE FEED**, vegan snack and **INSECT-BASED FOOD**
- › Since mid-2023, the Wehringen site has had 25 **OFFICE DOGS** as permanent members of the team and the canine colleagues are proving very popular.



Goal
by 2030:
Climate-friendly
and sustainable
mobility

Goal
by end of 2023:
a shared set
of values with
guiding principles
for the corporate
culture

PEOPLE

CORPORATE CULTURE, SATISFIED EMPLOYEES AND PARTNERSHIPS

We want all our employees and partners to feel comfortable and are working with them to establish an open corporate culture with mutual appreciation and respect.

MILESTONES (short extract)



- › For many years we have been supporting Augsburger Ice Hockey Association, guide dogs for the blind training schools, IVH, SOS Children's Village, animal shelters, VDH, breeder's associations, K9 search dogs, climate protection projects by **MYCLIMATE** and **NATURE-OFFICE**
- › Since 2021, introduction of a standardised **MOBILE OFFICE** regulation and extension of the flexible working models
- › Features of the **FURTHER DEVELOPMENT & EMPLOYEE TRAINING PROGRAMME** – average use 13 hours (2022)

SUSTAINABLE FLEET AND MOBILITY

Our employee mobility facilities will be more environmentally-friendly in the future and we are planning to reorganise our vehicle fleet to this end in the next few years.

MILESTONES (short extract)

- › Construction of 10 **CHARGING STATIONS** for the Interquell fleet. In 2022, the number of kilometres travelled with **ELECTRIC CARS** almost doubled compared to the reference year of 2019
- › Interquell Petfood and Interquell Cereals offer employees an attractive **BIKE-LEASING SCHEME**



Goal
by 2030:

20%
savings on steam,
compressed air,
gas & water

Goal
by 2030:

80%
of our packaging
to be recyclable,
reusable or
ecologically
usable

Goal
by 2030:

70%
of raw ingredients
from the surrounding
region

Goal
by 2030:

30%
of our power from our
own renewable
energy
sources



PLANET

We want to minimise the effects we have on the environment and climate and to reduce the environmental footprint for the entire Interquell Petfood product portfolio.

SUSTAINABLE SOURCING OF RAW INGREDIENTS & ENVIRONMENTAL FOOTPRINT

MILESTONES (short extract)

- › Creation of an **ACROSS THE BOARD ASSESSMENT** different product categories and their ecological effects throughout the entire product cycle
- › The **5 most relevant RAW INGREDIENTS CATEGORISED** by transport routes, suppliers and quantity as a basis for decision-making

SUSTAINABLE PRODUCTION AND RESOURCE EFFICIENCY



MILESTONES (short extract)

- › **GREATLY IMPROVED EFFICIENCY** of up to 18% on the largest extruder line
- › **HEAT RECOVERY** and **SOFTENING** of cooling water on several production lines

RENEWABLE ENERGY SOURCES & CLIMATE PROTECTION

MILESTONES (short extract)

- › 100% **GREEN ELECTRICITY PURCHASED** at the Wehringen site
- › Construction and commissioning of **PV-SYSTEMS** on roofs

- › Construction and commissioning of our **NEW SOLAR PARK**



- › Creation of the **CLIMATE BALANCE SHEET** and 100% **CO₂ OFFSETTING** at the Wehringen and Bobingen sites via **MYCLIMATE**
- › Since spring 2023 we have been generating 12.8% **RENEWABLE ELECTRICITY** for our own consumption.

SUSTAINABLE PACKAGING & CIRCULAR ECONOMY



MILESTONES (short extract)

- › The shredded paper we use as packaging filler is **100% FSC-CERTIFIED**
- › Partial use of **RECYCLABLE PACKAGING MATERIALS** for bags and films
- › The amount of **ORGANIC WASTES** has barely increased in the last 3 years, despite the increased production volume, allowing a clear **INCREASE IN EFFICIENCY** to be achieved.
- › Incoming and outgoing products are disposed of in the organic waste. A large proportion of the organic waste (over 90%) we use in a **BIOGAS SYSTEM**



SHARED FUTURE

In the next two years we intend to continue these projects and extend their area of activity. We also intend to prepare for all the applicable EU regulations and to continue to create transparency. We still believe that the most important foundation is that each individual has a holistic understanding, capacity and motivation for this initiative. The future developments should make Interquell a pioneer in the field of sustainability within our industry. There is no standard recipe for success here; all projects and endeavours are constantly evaluated, adapted and developed further. This is the only way we will be able to achieve our goals in the long term. This is also reflected in the guiding principles for our family-owned company – **We care**. Because we want to accept full responsibility as a family-owned company.

For our **EMPLOYEES**.
For our **CUSTOMERS**.
For our **PARTNERS**.
For our **PETS**.
For our **PLANET**.
For future **GENERATIONS**.

