

# VINGRUPPEN I NORDEN

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VINUNIC  
Quality since 1992

WINE<sup>WORLD</sup>  
*Sweden*

the  
wine  
agency

VALID  
WINES

QUAFFABLE  
WINES

## Sustainability Report 2018

*From grapes to glass*

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## Intro by the CEO

# How do we define sustainability?

SUSTAINABILITY HAS BECOME a key concept in almost all businesses and organizations in recent years.

Vingruppen has taken the sustainability challenge seriously and has defined what it means to us. Sustainability is very relevant in many ways to the industry we operate in.

From a leadership perspective, there are also responsibilities to consumers, business partners, society in general as well as our owners and co-workers. The list can be a long one.

Sustainability is for us the same as being responsible. Being responsible for our suppliers, co-workers, owners, clients, society and the planet, by being predictable and showing exactly what and who we are. We also maintain a clear vision of our goals and what we want to become.

Everything begins with us, the team at Vingruppen. We are dedicated and committed to working

with our common value principles. We place great effort into identifying future risks and obstacles within our field of business. We do not hide anything and are aware of both the environmental and social challenges that exist in our business, and we consciously deal with these issues.

Our goal is to work long-term with our sustainability strategy for transparency and responsibility.



*Svante Selling,  
CEO.  
Vingruppen i Norden.*

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*Vingruppen  
has taken the  
sustainability  
challenge  
seriously and  
has defined  
what it  
means to us.*

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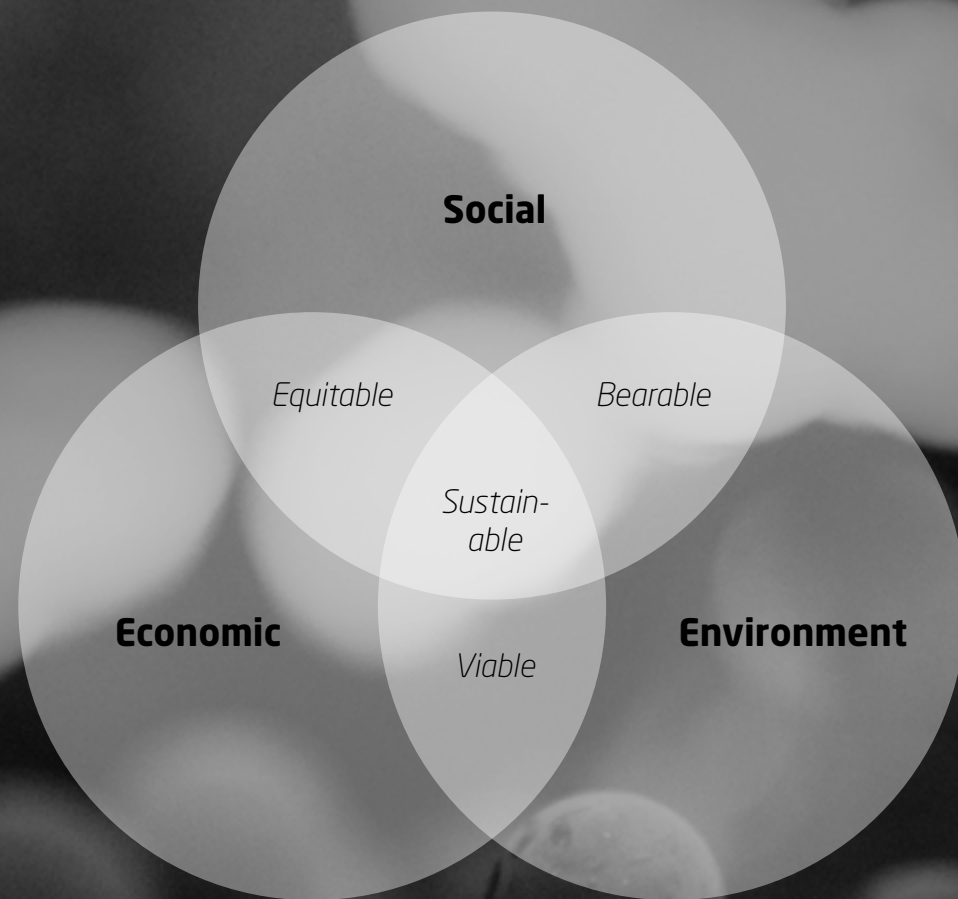
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*Vision:  
Be a role model for sustainable  
and equal growth*

# A clear vision

## *Sustainable and equal growth*

OUR VISION IS TO BE a role model for sustainable and equal growth. So, what does this mean, and how can it be achieved? Our company consists of fifty individuals with different backgrounds and perspectives that contribute to the ongoing discussions about how we create value and achieve sustainable and equal growth. We figure that it all comes down to balancing short-term business activities with long-term sustainability goals – in order to find the most beneficial solutions for the business, our producers, business partners, society in general – and the planet.

### Is our growth sustainable?

The diplomatic answer is: Yes, in some ways, no in others. Yes, because we are growing from a financial perspective, and our business choices have added social values across our supply chain. No from an environmental point of view. There is a lot of work that needs to be done. This mindset allows us to improve, and step-by-step, introduce better solutions – or develop new ones. Supporting our vision, we always have something to explain, justify and most importantly – improve and develop. A lot of the work cannot be done in isolation. By engaging in close and constant dialogue with our producers, the industry, business partners, consumers, researchers, and society, we make sure that step-by-step we move towards our goals of;

- *Sustainable production and farming*
- *Sustainable consumption*
- *Sustainable climate*
- *Sustainable workplace*

### UN Sustainable Development Goals

Reaching a sustainable society for all, means we have to meet the designated SDGs. All 17 of them are important, but some are more important than others to us. We are focusing on the goals that we can contribute the most to;

- Goal 5: Gender Equality
- Goal 6: Clean Water and Sanitation
- Goal 8: Decent Work and Economic Growth
- Goal 12: Responsible Consumption and Production
- Goal 13: Climate Action
- Goal 15: Life on Land
- Goal 17: Partnerships to achieve the Goal



*Kim Forsberg,  
Sustainability manager.  
Vingruppen i Norden.*

### About this sustainability report

In this sustainability report, we provide a transparent account of our impact and our strategy to create a positive influence throughout our value chain. We have chosen to highlight the goals and Key Performance Indicators (KPI) that we consider to be most important in our various strategic areas to reach our long-term goals. This report is developed using the Global Reporting Initiatives guidelines (GRI) for corporate sustainability reporting.

### THE GLOBAL GOALS For Sustainable Development





# Who we are

**W**E CONSIST OF five wine importers namely: Vinunic, Wine World, The Wineagency, Quaffable Wines and Valid Wines.

Our history is deeply rooted in our passion for wine. This has led to a number of successful collaborations with some of the world's best-known wine producers and brands. The close ties to our producers have shaped a way of thinking that permeates through our entire business today; Success is built through strong relationships, care, and commitment. This applies to every aspect of our business approach.

## Equal growth

We strongly believe that our company culture is a big part of our success. We have an equal division of women and men in management positions. We share an entrepreneurial spirit and empower each other to grow and fulfill our full potential at work. We have different backgrounds and perspectives which add value to every decision we make and always keep in mind the balance of everyday business and our long-term sustainability goals.

## Ownership

All of our companies are partnership driven with the CEO as a shareholder and Arcus AS the majority owner. All companies within Vingruppen i Norden share the central functions such as logistic and financial department as well as our on-trade sales team.

## How we create sustainable value

Since 2018, we have developed our sustainability work in all areas. We have:

- hired a full-time sustainability manager
  - integrated sustainability measures throughout the entire organization
  - created a strategy for achieving all of the UN Sustainable Development Goals (SDGs) by applying our expertise and entrepreneurial spirit
  - empowered employees and business partners to move towards the SDGs
- produced our first Sustainability Report

This work is only part of our journey. Other steps we have taken so far include;

- making our transports more sustainable, in collaboration with our logistic partners
- starting projects for sustainable packaging
- empowering certification programs in our supply chain
- joining the Climate Initiative for the Swedish Beverage Industry where we develop activities based on the UN Sustainable Development Goals

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# Our world wine partners

*We work with wine producers from eighteen countries worldwide*



## Our company group 2018:

1 of 10 Swedes consumed our wines | 19 million liters in sold volume | 1,5 billion SEK in turnover | 20% of the sold volume was certified Organic and Fair Trade | 58% sold volume was consumed in Climate Smart Packaging



# Market trends for sustainability

**M**EGATRENDS LIKE CLIMATE CHANGE, biodiversity, increased consumer awareness, the rise of sustainable technology and digitalization, are all strong drivers for our sustainability strategy. That is why we have made it our priority to deliver products made using sustainable farming and production methods. This helps us attract conscious consumers and deliver sustainable transport and packaging solutions.

## Increased consumer awareness

Today's strong consumer movement is demanding sustainable and climate-friendly products, combined with transparency in environmental and social responsibility throughout the value chain. The demand for sustainable new and innovative products is on the rise. To a large extent, the success of sustainable wine is a matter of communication. It requires strong storytelling, a recognized quality stamp and clear communication of the sustainability values.

## Biodiversity and resource efficiency

The significant growth of organic wine is linked to the various conscious consumer movements and committed producers and retailers. Sustainable solutions are also becoming more significant throughout conventional farming – from water, waste and energy management to working conditions and package design. Minimizing the use of pesticides and fertilizers has become a more common requirement in modern farming practices. Around the world we see producers starting sustainable winegrowing programs to drive positive change and gain credibility for their work on sustainability.

## Climate change and sustainable technology

The worldwide energy sector is undergoing changes in technology, policy and market conditions in order to tackle climate change and transit to a low-carbon economy. This movement includes:

- greater demand for renewable energy
- climate-friendly production and packaging
- digitalization



## *The Swedish Beverage Initiative for Climate Action*

Everyone is familiar with the topic of climate change. We know it's important and we know we have to do something about it. Sweden's goal is to become a carbon-neutral country by 2045. In 2019 we became members of Swedish Beverage Initiative for Climate Action. This is a very important partnership for us, which enables us to drive activities in line with the UN Sustainable Development Goals in conjunction with Systembolaget, the industry, and other experts.

## **The Swedish Market** *Systembolaget*

Renewable energy, climate-friendly production and packaging along with digitalization are the main focus of our largest customer – Systembolaget. They are actively working towards a sustainable purchasing process and efficient consumer communications as well as transparency and environmental and social responsibility throughout the supply chain, certified wines and climate-smart packaging.

# Strategy and goals

Our sustainability strategy and goals ensures that we remain competitive, grow sustainably and create value for our business partners and owners. We also continue to strengthen our appeal as an employer to develop and attract the best talent in the industry.



# From grapes to glass

**O**UR COMPANY VISION is to be a role model for sustainable and equal growth. To support that aim, we have set up concrete goals across four strategic areas and we regularly check the Key Performance Indicators (KPI) to make sure we are moving in the right direction. This includes follow-ups, risk analyses as well as action plans.

We have utilized a number of established methods to define what matters the most to us. We interviewed our stakeholders, we have conducted multiple internal workshops, we benchmarked consumer trends globally and nationally, resulting in a materiality analysis with four strategic areas and action plans for each of them.

We call our strategy – From grapes to glass, to simply highlight that improvements are needed throughout the entire value chain. This in order to reach our long-term sustainability goals of;

- 1 Sustainable production and farming
- 2 Sustainable consumption
- 3 Sustainable climate
- 4 Sustainable workplace

## Value creation and Agenda 2030

Here is how we will make a positive contribution through our commitments to Agenda 2030 and the UN Sustainable Development Goals.



### GOAL 5. Gender Equality

Achieved through establishing a culture where women and girls are given the same basic rights and opportunities via empowering change in issues, norms, and attitudes as well as developing frameworks that promote equality between genders. How we create value: We have an equal division between women and men in management positions. We speak openly about gender equality which allows us to rethink norms and attitudes that negatively influence gender equality. We also have a gender equality policy.



### GOAL 6. Clean Water and Sanitation

Achieved through improved water quality, increased recycling and reuse, and efficient water management and secured water supply. How we create value: Grapes needs water. Many of our producers are based in water-scarce areas such as; South Africa, Chile, and

California. Many of them already work actively with sustainable water management. Our mission is to continually empower all producers to establish and ensure a sustainable water management system.



### GOAL 8. Decent Work and Economic Growth

Achieved by protecting worker's rights and promoting a safe and secure workplace, and via higher economic productivity through sustainable innovation and resource efficiency in production. How we create value: We promote sustainable innovation, resource efficiency, and secure supplier responsibility through the amfori BSCI Code of Conduct, internal policy documents and processes.



### GOAL 12. Responsible Consumption and Production

Achieved through solutions for responsible management of chemicals and waste, supporting producers in their sustainability practices and sustainability reporting. Also, by promoting a sustainable consumer lifestyle. How we create value: We promote sustainable production; we evaluate sustainability performance in our supply chain, and we promote sustainable consumption in consumer communications.



### GOAL 13. Climate Action

Achieved through improved climate-smart business activities regarding production, transport, and policy. How we create value: We have a climate strategy and drive projects to reduce our climate footprint from packaging and transportation. We have made transport more sustainable in partnership with our logistics partner and promote climate-smart packaging. Our goal is to become a climate-positive company by 2030.



### GOAL 15. Life on Land

Achieved by improved management of soil and land and protecting and restoring biodiversity and ecosystems. How we create value: Wine production can strengthen biodiversity or contribute to the loss of biodiversity. Our very existence depends upon a healthy environment and functional ecosystems. So, it is



only natural that we care about farming practices. We encourage producers to have as little impact on ecosystems and biodiversity as possible. Our amfori BSCI process monitors farming practices. We have a large and growing assortment of organic and certified sustainable wines that guarantee none or less use of pesticides and fertilizers.



### GOAL 17. Partnerships to achieve the Goal

A successful sustainable development agenda requires partnerships between governments, the private sector, and civil society.

How we create value: Many of our sustainability goals are impossible to achieve without collaboration with our producers, business partners, and researchers that can provide sustainable wines, climate-smart packaging, and fossil-fuel-free transport. It is important for us to find and maintain partnerships in which we can collaborate on these issues to make a real difference and reach our goals.



*We call our strategy – From grapes to glass, to simply highlight that improvements are needed throughout the entire value chain*



# Our strategic framework 2018–2021

Strategic areas	SDGs	Achieved in 2018	Targets for 2021
<b>Sustainable production and farming</b>	Decent work and economic growth Clean water Life on land Partnerships to achieve the goal	All producers in previous risk countries have signed the amfori BSCI Code of conduct to ensure social and environmental responsibility  All producers in previous risk countries have been audited regarding social and environmental risk	All producers have signed the code of conduct based on the amfori BSCI framework  All products will be evaluated for environmental and social risk  Products with high or medium risk will have a corrective action plan
<b>Sustainable consumption</b>	Responsible consumption and production Climate Action	30% of our sold volume is certified  58% climate-smart packaging (% sold volume)  We communicate sustainability values of our products	40% of our sold volume is certified  64% climate-smart packaging (% sold volume)  Increase the number of sustainability campaigns
<b>Sustainable climate</b>	Climate action Partnerships to achieve the goal	0.39 kg Co2e/ per sold liter  58% of sold volume in climate-smart packaging	0.29 kg Co2e/ per sold liter  64% of sold volume in climate-smart packaging
<b>Sustainable workplace</b>	Gender equality Responsible consumption and production	Equal division between women and men in management positions  100% use of renewable energy  Policies that ensure social and environmental responsibility	Equal division between women and men in management positions  100% use of renewable energy  Our policies have been reviewed and updated to ensure social and environmental responsibility

## Our vision

To be a role model for sustainable and equal growth.

## Methods

Materiality analysis, Science-based targets, The UN Sustainable Development Goals, Strategic areas, SDGs Achieved in 2018 Targets for 2021.

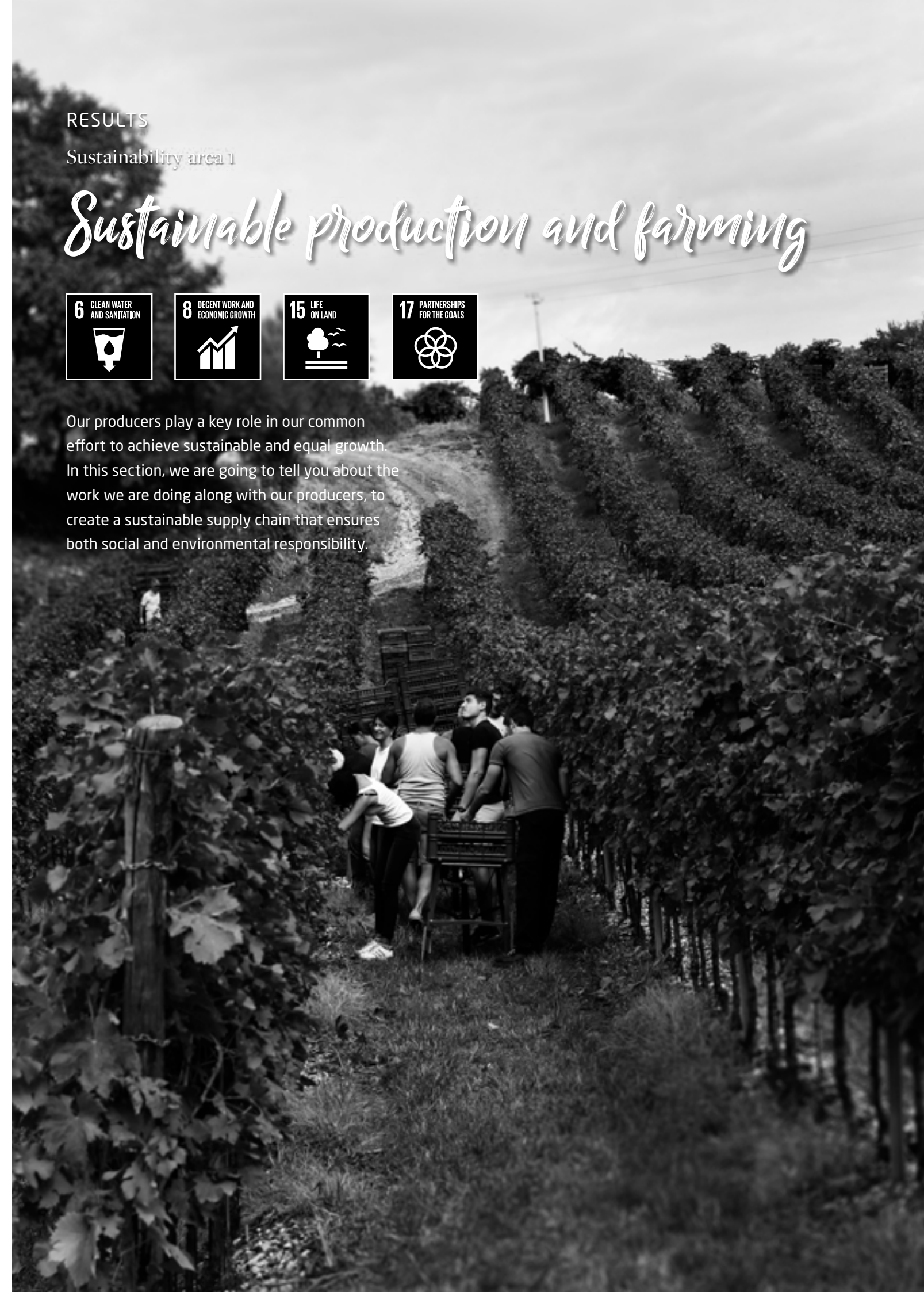
## RESULTS

Sustainability area 1

# Sustainable production and farming



Our producers play a key role in our common effort to achieve sustainable and equal growth. In this section, we are going to tell you about the work we are doing along with our producers, to create a sustainable supply chain that ensures both social and environmental responsibility.









# Our mission

*Empower everyone in our value chain to reach the same high standards for social and environmental sustainability*

## Achieved in 2018

Our producers from risk countries have signed the amfori BSCI Code of Conduct. These producers have been audited to ensure social and environmental responsibility.

## Targets for 2021

100% of our producers have signed the Code of Conduct. All producers have been evaluated regarding their social and environmental responsibility. All producers with social and environmental risks have developed an action plan.

## Our 2030 goal

100% of our producers comply with existing standards for sustainable production and farming

### Why is this important?

#### *Farming with respect to biodiversity and ecosystems*

In order to achieve a sustainable society, we must farm in a more sustainable way. Wine production is a fine craft that requires knowledge and commitment from the people in a complex value chain. It's very vulnerable changes in the weather and more recently – climate change.

There are three basic approaches to growing wine grapes: conventional, organic and biodynamic. The organic farmer tackles fungi and pests using biological materials. Wild grass is removed by hand or with machinery. Organic farming allows a richer variety of plants and animals in the vineyard, which boosts biodiversity and healthy ecosystems. Other benefits include reduced climate impact and that workers are not exposed to pesticides. In the late 1950's pesticides were introduced to farming and worked as an efficient and relatively cheap method of handling unwanted elements. Today, the use of pesticides is commonly called conventional farming.

#### *Sustainable wine production is not a destination. It's a journey.*

Currently, a number of conventional producers are beginning to take greater responsibility. And

through partnerships, many new sustainable grape growing programs have been developed that follow a line-up of new sustainability certifications. These programs, together with the values created by biodynamic and ambitious organic growers are now trying to be part of conscious consumer choice. To position and reward these efforts, we need to continuously bring more sustainability dimensions into consumer choice.

#### *Human rights and decent working conditions*

All workers in our supply chain – from the wine fields around the world to our office in Stockholm should have the right to be fairly paid, freedom to bargain, a safe working environment, no discrimination and legal working hours.

#### *This is our strategy*

##### *A sustainable supply chain!*

Our mission is to empower everyone in our value chain to reach the same high standards for social and environmental sustainability.

We know that our very existence depends upon a healthy environment and clean water. Violating basic human rights, especially the equality between men and women slows down sustainable development and growth. Therefore, we have to do everything we

## A sustainable supply chain

can to take better care of the environment and stand up for human rights and decent working conditions every step of the way.

Making a positive impact on our supply chain cannot be achieved without the cooperation of our producers. They are our most important asset. Therefore, it is important for us to follow our strategy in our long-term relationships. Because being sustainable should and will pay off!

#### *Amfori BSCI – sustainability standards*

The values and principles of the amfori BSCI Code of Conduct are translated into 13 interconnected Performance Areas:

1. Social management system and cascade effect
2. Workers involvement and protection
3. The rights of freedom of association and collective bargaining
4. No discrimination
5. Fair remuneration
6. Decent working hours
7. Occupational health and safety (OHS)
8. No child labor
9. Special protection for young workers
10. No precarious employment
11. No bonded labor
12. Protection of the environment
13. Ethical business behavior

These principles are based on the UN Universal Declaration of Human Rights (UDHR) and the International Labour Organizations' (ILO) conventions. To ensure that all these principles are met, amfori BSCI uses audits as a compliance method.

We use this framework to ensure social and environmental responsibility. Our employees are trained in the compliance process that is constantly being improved. All producers are informed and need to sign the amfori BSCI Code of Conduct. We do regular follow-ups on the framework with our producers to make sure we are informed of any challenges. Producers of larger volumes are audited on a regular basis.

# amfori @

## Trade with purpose

#### *Transparency builds trust*

Sharing information helps build trust. And with trust amazing things happen. In 2019, we began the process of making our entire supply chain traceable. This will help us to identify risks and opportunities throughout our supply chain. Data on our producer's sustainability work and certifications will be collected on the Worldfavor digital platform. Products will be evaluated using the amfori BSCI framework and potential risks will be handled by a corrective action plan.

## Systembolaget's purchasing process

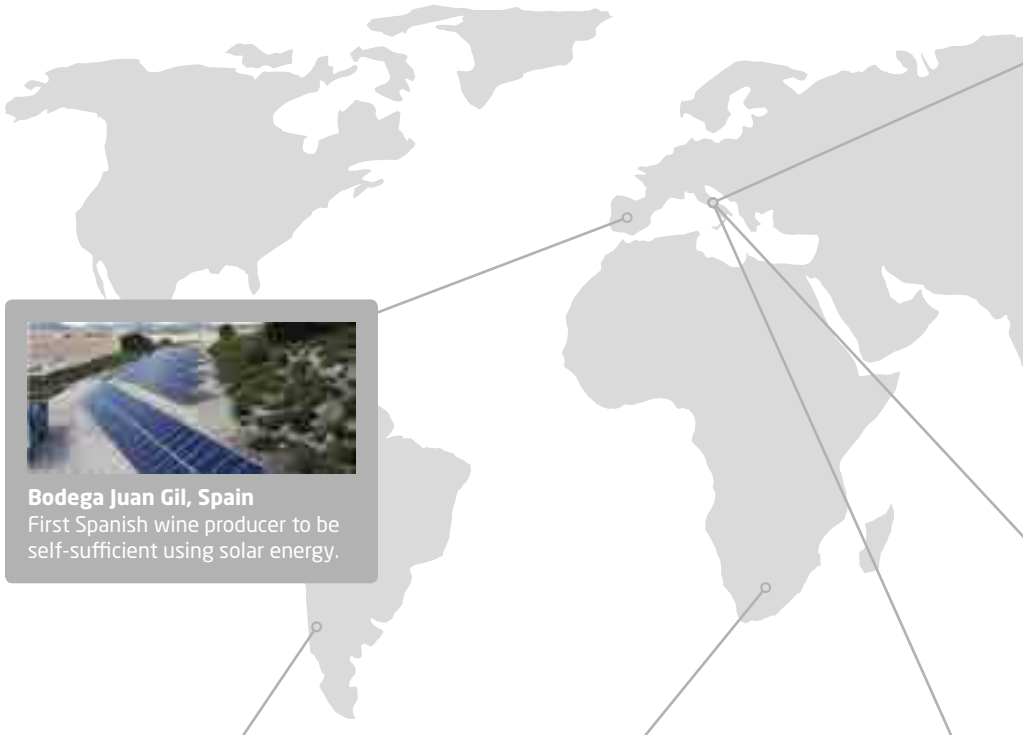
Systembolaget, along with the Nordic monopolies, is one of the largest purchasers of wine, beer, and spirits in the world. When they decided to make sustainability a key priority it affected wine producers worldwide. Systembolaget's 2023 strategic sustainability goal is to make their purchasing process sustainable. We welcome this with open arms and continue to work closely with Systembolaget's sustainability department. We aim to create the best processes and the most beneficial solutions for our producers so that they continue to be an attractive partner for Systembolaget.

# Results in brief

**The issue of clean and warm water**  
Solvatten is an innovative and sustainable solution that cleans water through solar heating. This improves health, empowers women and lowers greenhouse emissions. With our investments in Solvatten, 21 families and 400 students in Kenya receives clean and heated water in their homes. This is a region in the world that is hit hard by the effects of climate change, which greatly affects our most precious resource – clean water.



# Some of our producers work on sustainability



**Bodega Juan Gil, Spain**  
First Spanish wine producer to be self-sufficient using solar energy.



**Montes, Chile**  
Growing grapes without irrigation is a challenge, but for Montes, experimenting with dry farming has paid off. The wine is now developed with minimal use of water.



**Stellar Organics, South Africa**  
With a true passion for social sustainability in their local community, Stellar Organic's Foundation has been investing in the local school, medical services, and sports activities for their workers.



**Quercia al Poggio, Italy**  
Year after year, biodiversity is sustained and increased on Quercia al Poggio's property in Tuscany. It features a lake for birds, animals running free and a large variety of flora. Sustainability is a big part of Quercia Al Poggio's identity. Pesticides have never been used.



**Masi, Italy**  
By establishing the Masi Green program, all phases from farming, production, and storage are being monitored and improved with regard to the environment and human working conditions.



**Mezzacorona, Italy**  
Promoting sustainability since the 1980s, Mezzacorona is taking great responsibility for environmental and social compliance, all their great work is described in their 2018 sustainability report.

Sustainability area 2

# Sustainable consumption



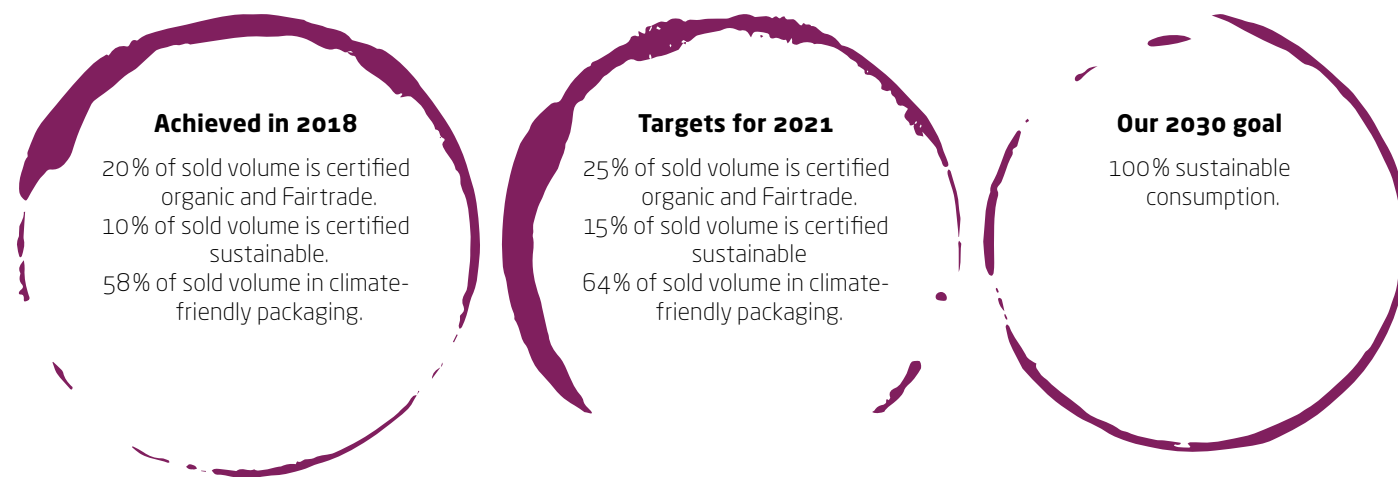
Consumer demands for sustainable products are on the rise. Success for us requires an increased assortment of sustainable products, strong story-telling skills, a recognized quality stamp and clear communication of sustainability values. We are dedicated to successfully deliver this to ensure sustainable growth for us and our producers while meeting the expectations from conscious consumers. In this section, we tell you about our work to achieve sustainable consumption.





# Our mission

*Increase our assortment of sustainable products and build recognition for sustainable wine*



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*74 % of Swedish consumers stated that sustainability affects their buying behavior*

## Why is this important?

Consumers buying patterns affect people and the planet in different ways. Sustainable consumption will impact the next generation's potential for a better future. Therefore, we need to contribute to better consumption.

## A new lifestyle is emerging

In 2019, 74 % of Swedish consumers stated that sustainability affects their buying behavior when purchasing wine at Systembolaget (Systembolaget consumer survey). It is clear that consumer demands for sustainable wine will not decrease but continue to grow over the next few years. The main reasons are increased awareness regarding environmental issues, health, working conditions, and the goal of taking action where the climate is concerned. It's also linked to a new lifestyle among conscious consumers.

## Organic certifications make a difference

Organic certification has been a top purchasing priority for Systembolaget during the past decade. This was necessary to educate the consumer to choose organic products. Today buying organic wine has become a natural choice for many consumers. We have a broad range of organic, fair trade, biodynamic and certified sustainable wines.

## Recognition of sustainable wine is on the rise

Most consumers are aware of organic and biodynamic certifications. However, we also want to highlight that many of our producers have been working with sustainable grape growing and production for generations to protect their soil and water resources.

# Creating values for sustainable consumption

## Sustainable packaging and innovation

The most important sustainability issue for Swedish consumers is climate-friendly packaging, according to Systembolaget's consumer survey conducted in 2019. By developing packaging solutions with a lower impact on the planet we meet the needs of conscious Swedish consumers. We also empower product and packaging innovation. According to Systembolaget's definition, there are currently four types of climate-friendly packaging; Bag-in-box, lightweight bottles, PET and tetra pack.

## Recycling for a circular system

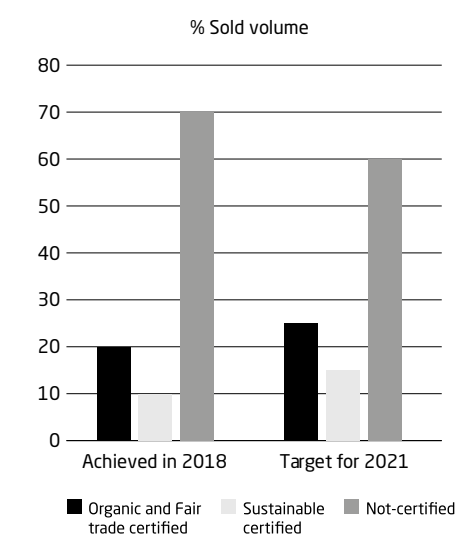
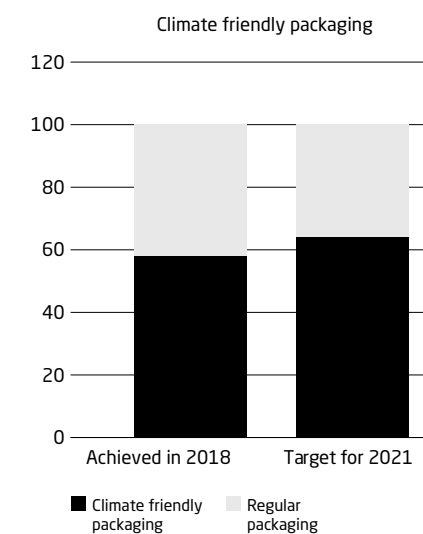
Recycling is important for creating a sustainable and circular system for products while increasing resource efficiency and reducing the impact on the climate. Approximately 93 % of glass packaging that is recycled in Sweden becomes new glass bottles. Plastic packaging is more difficult. Here it is important for us to deliver products that are best suited from a sustainable and circular point of view.

## Promoting responsible consumption

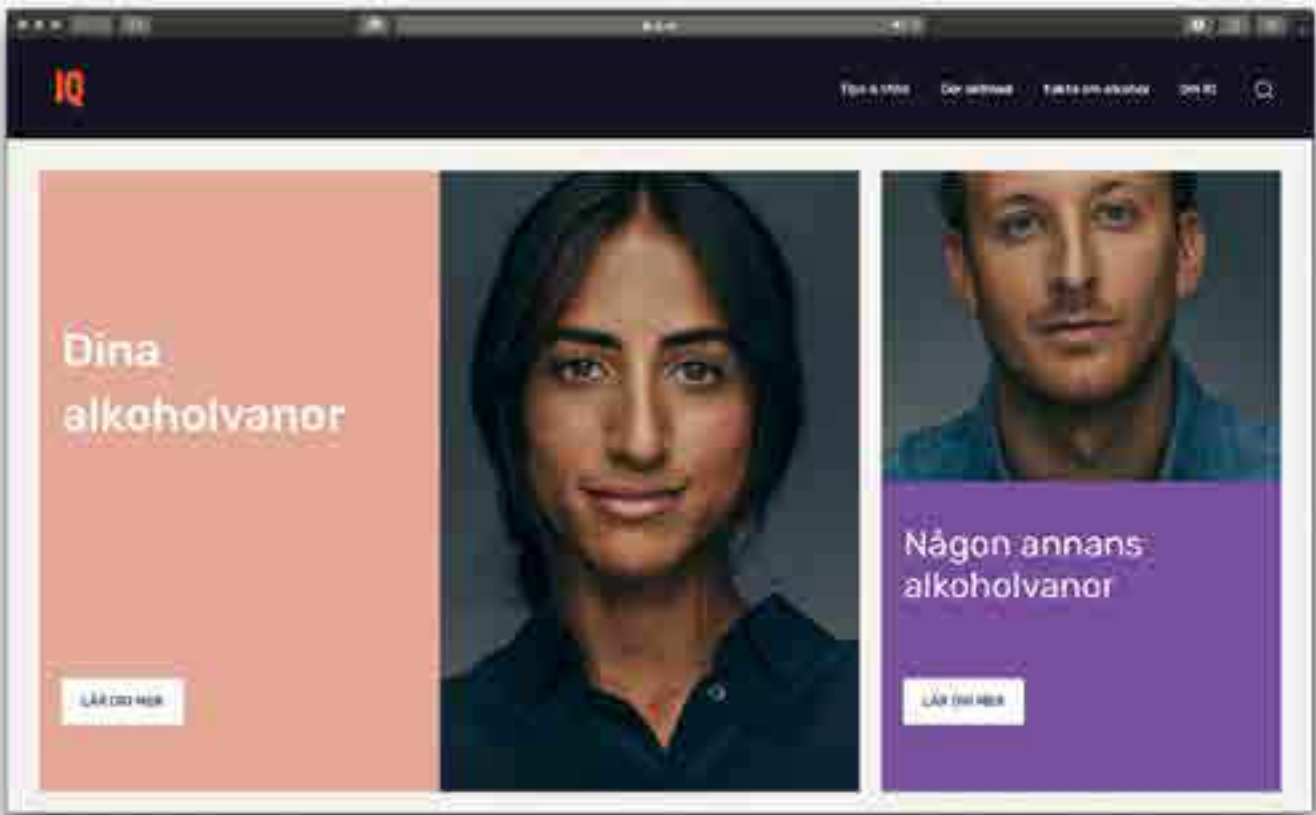
Systembolaget's mission is to minimize the negative effects of alcohol among Swedish consumers. As suppliers to Systembolaget, we endeavor to promote more sustainable consumption of wine. We encourage research on responsible consumption and highlight responsible drinking in marketing advertisements for our products. We also offer low alcohol and alcohol-free wines. Furthermore, we support and help sharing information about responsible consumption.

## A sustainable concept!

Our mission is to increase our assortment of sustainable products. In cooperation with Systembolaget and the wine industry, we aim to increase awareness of wines produced using sustainable methods. By 2030 we want our wine portfolio to be sustainable, with wines that meet future consumer expectations and comply with high standards for environmental and social responsibility.



IQ – responsible consumption



Systembolaget’s mission is to minimize the negative effects of alcohol among Swedish consumers. As suppliers to Systembolaget, we endeavor to promote more sustainable consumption of wine.

Our communication channels



Sustainability area 3

Sustainable climate

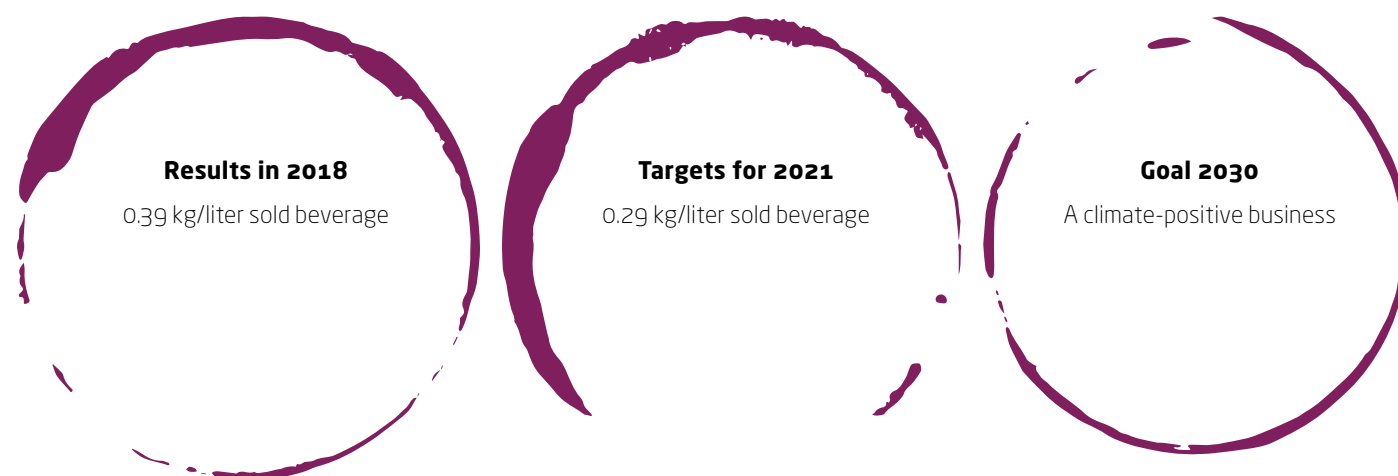


The more we grow as a business, the more important it becomes to keep track of how our products affect the planet. By understanding what is behind our carbon footprint, we can set goals, make improvements and step-by-step reduce our footprint. This is not an option for us. It is a necessity. Without a sustainable climate, there is no wine. Without wine, there is no business. Together we have to do the best we can to let go of fossil-fuels and transit to a low-carbon economy.



# Our mission

*Step by step reduce our carbon footprint to become a climate positive business 2030*



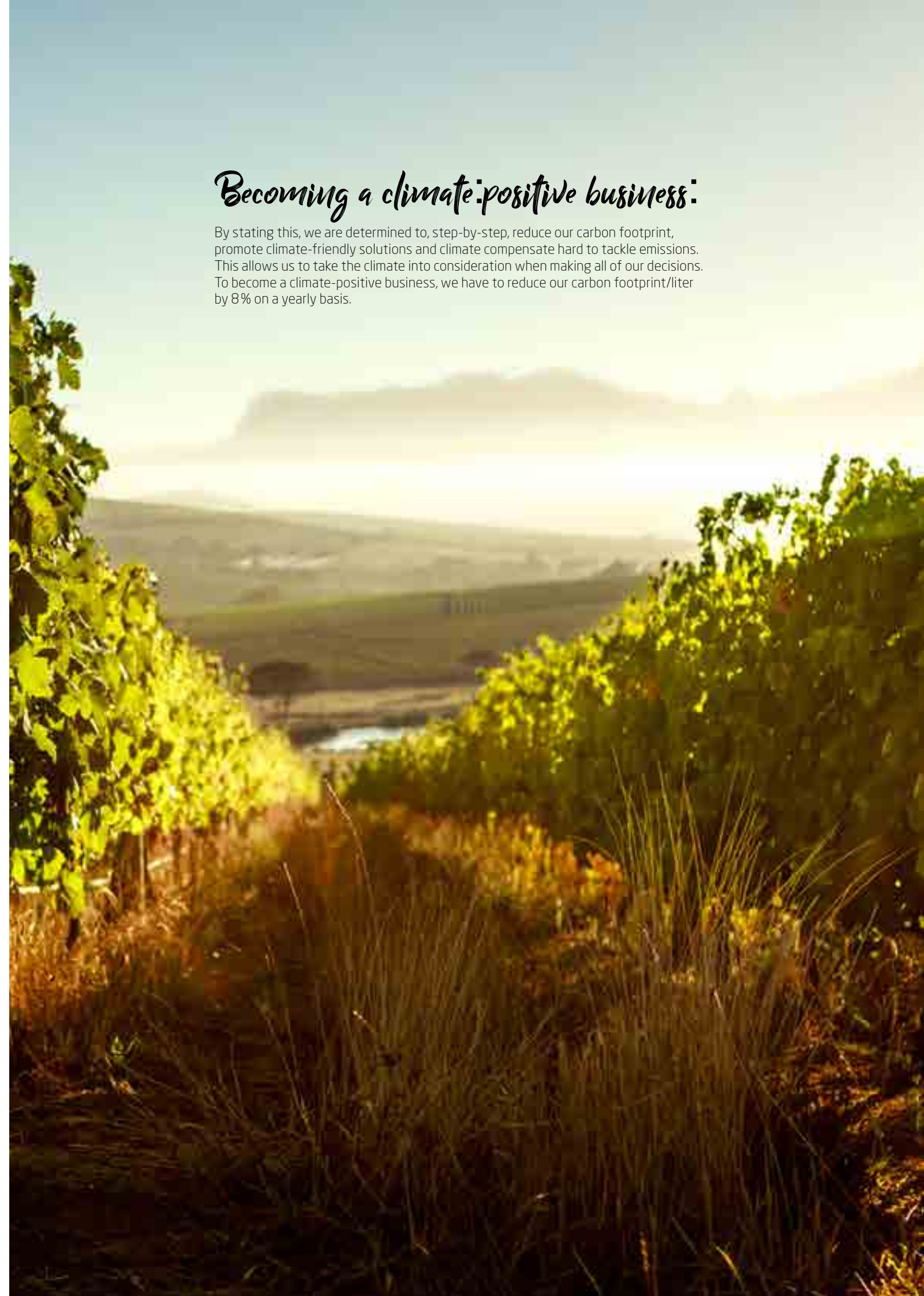
## Why is this important?

Transiting to low-carbon solutions is investing in the future. The price on carbon is likely to increase further, and stronger selection criteria by purchasing institutions will benefit the businesses that choose to transit now. If we look further, we know that climate change is a serious risk to our business activities and the future of wine in general. Most of our wine producers are experiencing the effects of climate change.

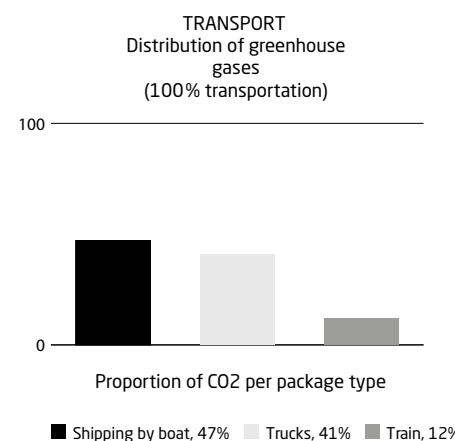
As a result, the 2018 Porto Protocol was established, where wine producers made an agreement to take common action to tackle climate change. The same year in Sweden a climate initiative was initialized between importers and Systembolaget. The goal is to drive activities in line with the UN Sustainable Development Goals to become a climate-neutral industry by 2045. We are active members and supporters of this initiative.

## Becoming a climate-positive business:

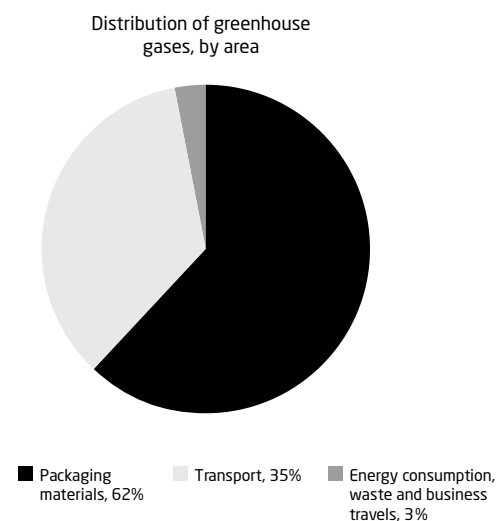
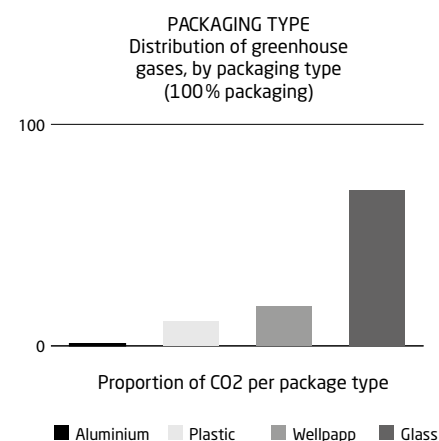
By stating this, we are determined to, step-by-step, reduce our carbon footprint, promote climate-friendly solutions and climate compensate hard to tackle emissions. This allows us to take the climate into consideration when making all of our decisions. To become a climate-positive business, we have to reduce our carbon footprint/liter by 8% on a yearly basis.



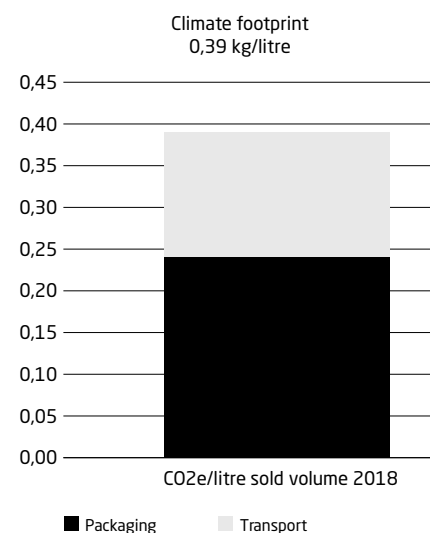
# Our corporate climate footprint



A lot has happened since the 1990s. Back then, more than 50% of our wines were delivered in fossil-fuel driven vehicles. By 2018, only 4% of our wine was delivered to us in trucks. Thanks to a clean energy movement within the transport sector and improved European rail systems the carbon footprint from transportation has been greatly reduced.



## CARBON FOOTPRINT PER SOLD LITRE



# Our climate strategy

## Sustainable packaging

Packaging accounts for 62% of our corporate carbon footprint. The main reason is packaging weight, the production method and the possibility of recycling. Since we sell most wine in glass bottles, it is not surprising that it has the greatest footprint. However, the heavier the glass is, the greater the climate impact. A more positive impact can be achieved by choosing resource-efficient and recycled packaging solutions, such as lightweight bottles, recycled glass, plastic and cardboard cases and efficient use of materials for shipping.

Systembolaget's goal is to reduce carbon emissions from packaging by 10% in 2023. So, ensuring climate-smart packaging will likely generate a competitive advantage to us and our producers.

## Sustainable transport and distribution

Fossil-free alternatives for road transport are available. The operating cost of fossil-free transport by road and rail is often nearly cheaper than fossil-driven transports. Logistics companies are already investing heavily in low carbon. We are working closely with our logistic partners to achieve a sustainable transportation chain. One challenging area is shipping by boat; the clean technology movement here is slower than for trucks. This is where partnerships for change become even more important.

Our distribution in Sweden accounts for 6% of our total climate emissions. We are fully committed to bringing this number down to zero. We believe this will not only make our cities cleaner but also our customers happier.

## Investments in clean energy and sustainable solutions

Climate compensation will likely be necessary in order to achieve the UN Sustainable Development Goals and Sweden's 2045 climate goal. We need investments in clean energy and sustainable solutions to reach a low-carbon economy. To reach our targets of reducing carbon emission by 8% per year, we will need to invest in climate compensation projects.

## Measure, evaluate and reduce

We measure our carbon emissions on a yearly basis. During the year we evaluate resource efficiency and renewable energy solutions throughout our value chain. This work is undertaken by all departments.

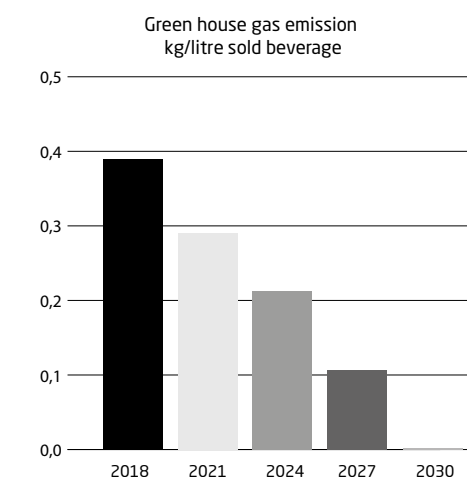


Åsa Lindahl, COO Logistics.



*Moving towards sustainable transports help us future proof our logistics*

## STRATEGIC TARGETS









# A sustainable workplace



Our employees, together with our producers, are the most important assets. We believe in promoting and respecting a sustainable workplace with equal opportunity. Social and environmental responsibility forms the foundation of a successful business. In this section, we describe the work we are doing at our office in Stockholm.



## Our mission

*Providing a sustainable work environment that attracts and sustains people with the right skills and capabilities to meet current and future business requirements*

### A sustainable workplace

We are a team of committed, knowledgeable and entrepreneurial people with a passion for wine and meaningful partnerships.

### Role models for sustainable and equal growth

We believe that in order to be a good colleague and business partner, we have to be good role models. We give everyone the same opportunity to grow, we strive for knowledge, innovation, and development and we show respect for people and the environment. Our organizational culture is inclusive and open to the exchange of ideas. These values permeate through our business operations and enable growth.

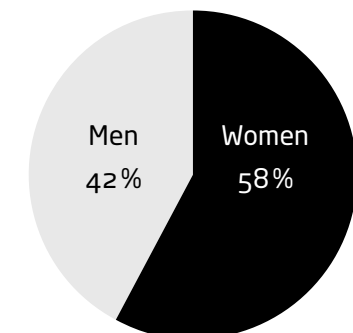
### Diversity is part of our success

Our work is based on building meaningful and respectful relationships across different countries and cultures. We cannot do this without a strong commitment to equality, diversity, and inclusion. We value an equal division between men and women, different backgrounds, ages, and perspectives. Equality, diversity, and inclusion help us make better business decisions.



*The success of our CEO's were highlighted at the 2019 STELLA performance.*

Women occupy 58% of top management positions



### Achieved in 2018

The equal division between women and men in management positions  
100% use of renewable energy  
Policies that ensure social and environmental responsibility

### Targets for 2021

The continuous equal division between women and men in management positions  
100% use of renewable energy  
Our policies have been reviewed and updated to ensure social and environmental responsibility

### Goal 2030

A sustainable workplace





## *In brief – our social and environmental work*

- Our office is powered by 100% renewable energy.
- We recycle all used materials.
- We only purchase Organic, Fairtrade and sustainably sourced products when possible.
- We use no single-use plastic spittoons during tastings.
- We contribute 5,000 SEK annually to our employees to spend on health activities.
- We encourage our employees to invest in sustainable pension funds.



## *Results in brief*

- We have made our transportation chain more sustainable by shifting large volumes to trains instead of trucks. More sustainable solutions are on their way
- 58% of sold volume for 2018 in climate-friendly packaging
- We are active members of The Swedish Climate Initiative for the Beverage Industry
- Our producers from risk countries have signed the amfori BSCI Code of Conduct.
- Our office is powered by 100% renewable energy
- Women occupy 58% of top management positions

# My notes

[illegible]



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