

**SCHWARZ**  

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**PRODUKTION**

***WE DELIVER  
RESPONSIBILITY***

Overview of the Targets and Achievements of the  
'Schwarz Produktion 2025' Sustainability Strategy





# SCHWARZ PRODUKTION 2025 OUR SUSTAINABILITY PROGRAMME

## ENVIRONMENT

- 6 | By 2025, we will reduce our greenhouse gas emissions by 30%.
- 8 | By 2025, we will save at least 33 million kWh of energy through energy efficiency measures.
- 10 | By 2023, we intend to use on average approx. 90% recycling PET in our bottles. In Germany we achieve 100% in 2021.
- 12 | By 2025, our plastic packaging will be as recyclable as possible.

## EMPLOYEES

- 14 | By 2025, the proportion of trainees to total workforce will reach 4%.
- 16 | By 2025, we will reduce the rate of accidents subject to mandatory reporting each year by 10% on average, compared to the previous year.
- 18 | By taking ambitious action, we are making sure that our male and female employees enjoy equal opportunities.

## ASSORTMENT

- 20 | By 2025, we will reduce the average sugar content per litre in our beverages sold by approx. 30%.
- 22 | By 2025, we will reduce the average salt content per kilogram of baked goods sold by approx. 30%.

## SOCIETY

- 24 | By 2025, we will reduce losses by 25% for beverages and 50% for solid foodstuffs.

## GROWTH

- 26 | By 2023, we will increase the quantity of PET regranulate used by approx. 50% compared to 2017. We will also expand our recycling capacity.

## WE DELIVER RESPONSIBILITY

Whether it is our responsibility to the environment and society or to everyone at Schwarz Produktion, each day we commit to the conviction that sustainable business practices and corporate success go hand in hand. That is why we have set ourselves such ambitious targets with the “Schwarz Produktion 2025” sustainability programme and why we are all working together to achieve these targets.

### Our fields of action:





Target



ENVIRONMENT



EMPLOYEES



ASSORTMENT



SOCIETY



GROWTH

# By 2025, we will reduce our greenhouse gas emissions by 30%.\*

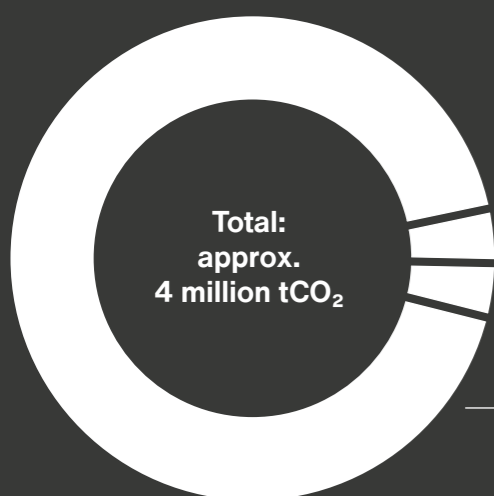
✓ We achieved this goal at the end of the 2022 fiscal year.

Our carbon footprint includes all the greenhouse gas emissions generated on our sites, by our energy suppliers and in our value chain.



## Progress

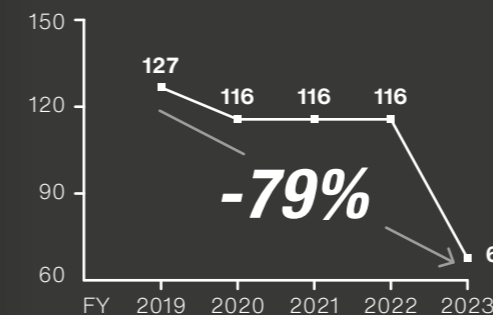
In the 2023 fiscal year, we eliminated approx. 34% of our total operational carbon emissions by switching to renewable energies.\*



### Carbon footprint 2023 fiscal year\*\*

- Scope 1:** Direct emissions from sources owned or directly controlled by an organisation, e.g. from burning fossil fuels, such as natural gas
- Scope 2:** Indirect emissions generated outside of an organisation when producing the energy an organisation buys and uses, e.g. electricity and district heating
- Scope 3:** Indirect emissions generated indirectly from business activities both upstream and downstream in the value chain, e.g. when producing and transporting the raw materials for our products

### Emissions per employee\* in tCO<sub>2</sub>



### We achieved our goals by:

- Purchasing renewable energies
- Producing our own electricity from our photovoltaic systems
- Saving energy through increased energy efficiency measures: more than approx. 59 million kWh/year
- Applying an ISO 50001-certified energy management system at all production sites


\* Direct and indirect emissions (Scope 1 and 2) compared to FY2017  
\*\* Emissions according to the Greenhouse Gas Protocol in tonnes of CO<sub>2</sub> equivalent (tCO<sub>2</sub>e)





## Target

***By 2025, we will save at least 33 million kWh of energy through energy efficiency measures.\****

 We achieved this goal at the end of the 2022 fiscal year.

**Energy-saving champion in Roßbach, Germany**  
The new refrigeration system at MEG Roßbach helps save 5 million kWh of energy per year.

### We achieved our goals by:

- Introducing an energy management system pursuant to the ISO 50001 global standard at every production site
- Taking more than 300 new measures to date (e.g. optimising processes, facilities, cooling, compressed air and lighting systems)
- Ensuring our more than 70 employees commit to better energy management
- Carrying out over 30 audit days per year



ENVIRONMENT



EMPLOYEES



ASSORTMENT



SOCIETY



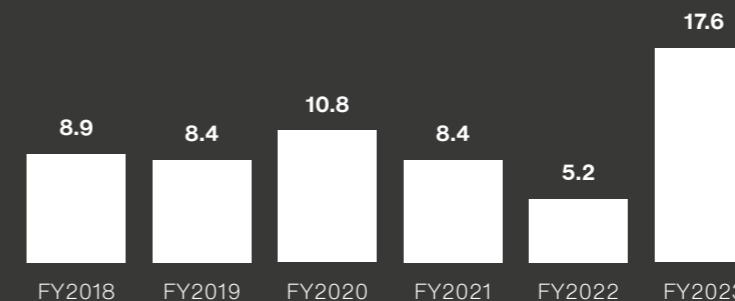
GROWTH

We have saved enough energy to supply over 23,000 two-person households with electricity.

### Progress

***By the end of the 2023 fiscal year we will have saved approx. 59 million kWh of energy.\****

### Further reductions in energy consumption in million kWh per year



**Total:  
> 59 million kWh**



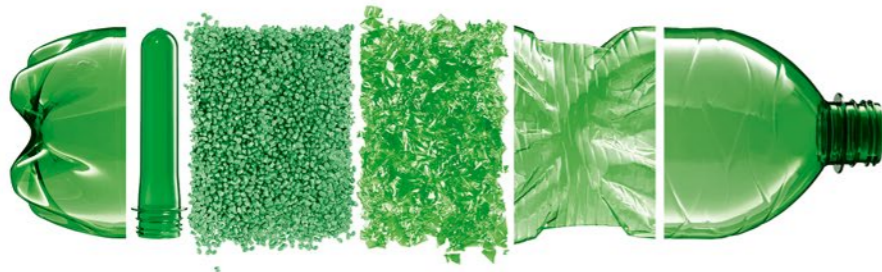
\* Annual savings per year



## Target

**By 2023, we intend to use on average approx. 90%\* recycling PET in our bottles. In Germany we achieve 100% in 2021.**

✓ We achieved this goal at the end of the 2022 fiscal year.



In the 2023 fiscal year, the percentage of single-use PET bottles put into circulation in Europe being recycled was approx. 98%.

## Progress

**All PET single-use bottles produced for the German market have been made of 100% recycled PET since June 2021.\***

\* Excluding labels and caps

# OUR RECYCLING LOOP



## 1. STORES

The recycling loop begins at the bottle deposit machines in our stores. This is where bottles are pre-sorted by colour, compacted and then transported to our central warehouse.



## 2. CENTRAL WAREHOUSE

The bottles are compressed into bales so that we can fit as many as 400,000 bottles onto one lorry. This saves us around 26 lorry loads compared to if we had to transport non-compressed bottles. This makes journeys to the recycling plant particularly resource-efficient.



## 3. RECYCLING PLANT

All the labels and caps are removed from the bottles entirely automatically before being sorted again. The bottles are then ground into flakes and washed before being turned into food-grade additional PET regranulate, which is the recyclable material we use to make new recyclable bottles.



## 4. PLASTICS PLANT

The "blanks" for new bottles, also known as preforms, are made from PET regranulate at the plastics plant. These are then delivered to the beverage plants.



## 6. CENTRAL WAREHOUSE

The whole cycle starts again as the new bottles are delivered to the central warehouse and onwards to our stores.



## 5. BEVERAGE PLANT

The preforms are heated, blown into new bottles and then filled with mineral water or other soft drinks.

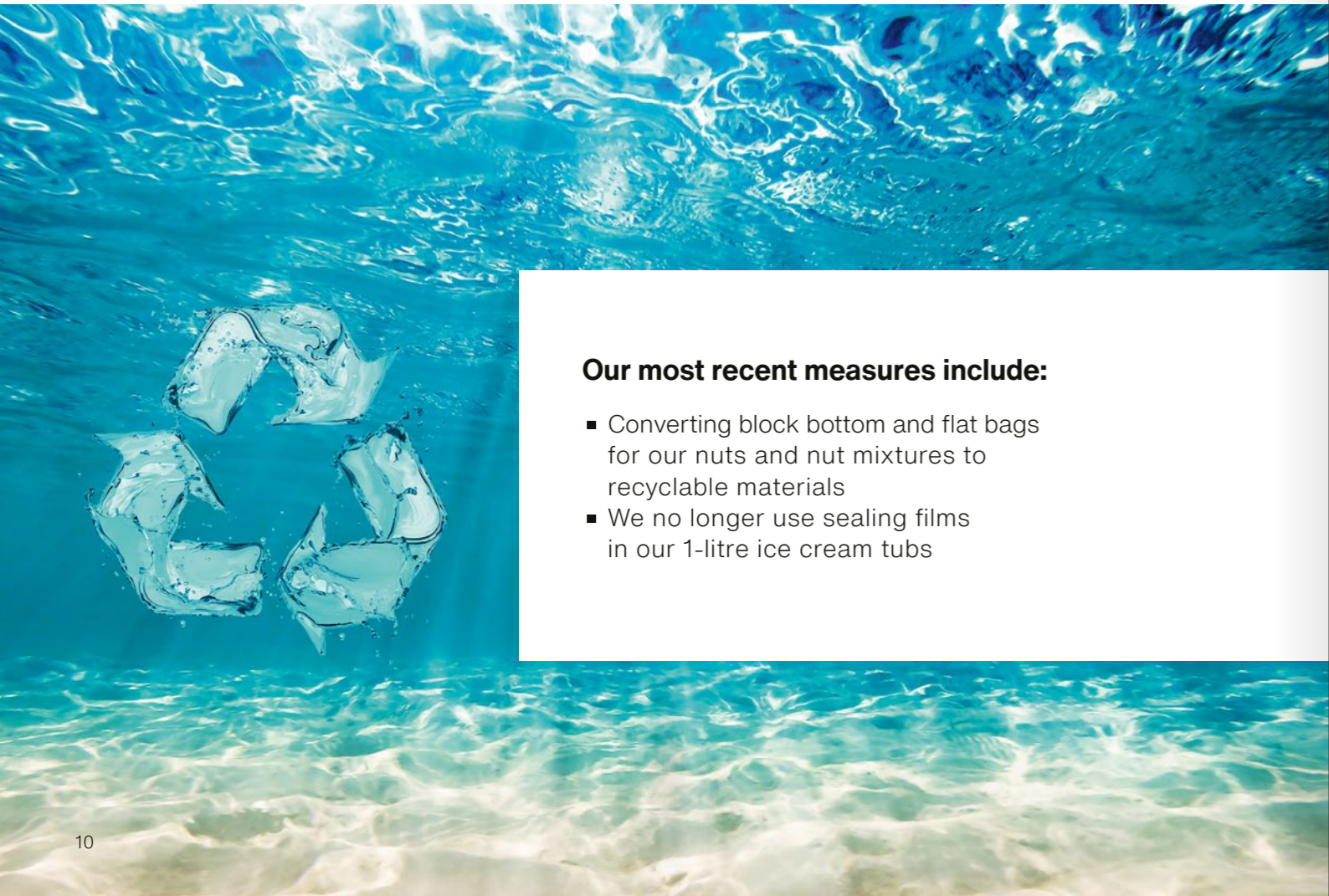






Target

***By 2025, all our plastic product packaging will be as recyclable as possible.***



**Our most recent measures include:**

- Converting block bottom and flat bags for our nuts and nut mixtures to recyclable materials
- We no longer use sealing films in our 1-litre ice cream tubs



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GROWTH

**Progress**

*In the 2023 fiscal year, our plastic primary packaging was approx. 91% recyclable, on average.*

**We have optimised the following packaging in terms of recyclability:\*\***

By removing the sealing film, we are saving another 125 t of plastic every year.



**Block bottom bags**



**Flat bags**



**1-litre ice cream tubs**

\* Any printing inks or adhesives are considered part of the packaging in our calculations, but are not classed as recyclable

\*\* Recyclable in accordance with CHI standard



## Target

***By 2025, the proportion of trainees to total workforce will reach 4%.\****



### On the road to success

#### 4% quota

The required share of apprentices, dual students or trainees within our workforce

#### Recruiting future talent

Marketing geared towards future talent, particularly via social media and career fairs

#### Increasing quality

Thanks to additional full-time specialist teaching staff

#### Group-wide training standards

Aligning training standards throughout Schwarz Group

#### Future-oriented planning

Identifying and introducing new training professions



ENVIRONMENT



EMPLOYEES



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## Progress

***In 2023, future talent made up 3.3% of our workforce.***

### Opening of the Übach-Palenberg training workshop in August 2021:

Operating to the highest technical standards, with all the latest equipment and subject matter, the training workshop offers the best foundations for starting your career at Schwarz Produktion. 36 apprentices were trained here in 2023/2024.



### We currently offer 18 apprenticeships and 12 dual study programmes, including:

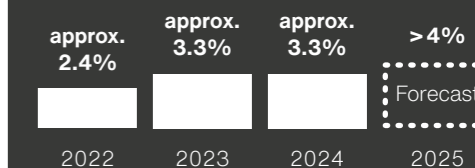
#### Apprenticeships:

- Mechatronic Technician
- Industrial Mechanic
- IT Specialist
- Food Technologist
- Industrial Administrator
- Electronics Technician for Industrial Engineering

#### Dual study programmes:

- Industrial Business Administration
- Business Informatics
- Business Engineering (Digital Industries)
- Food Management
- Food Safety

### Development of future talent quota\*



\* Including dual students





## Target

***By 2025, we will reduce the rate of accidents subject to mandatory reporting each year by 10% on average, compared to the previous year.***

The steps we have taken to achieve this goal are helping to reduce the risk of accidents and continuously raise awareness of occupational safety. We use the findings to introduce targeted measures to prevent them from happening again in the future. We thoroughly investigate every accident in the workplace subject to mandatory reporting.

**Sites with the biggest overall reduction in the proportion of accidents subject to mandatory reporting since 2017**

***approx. 74%***

MEG Roßbach

***approx. 55%***

MEG Jessen

***approx. 47%***

MEG Lönigen



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GROWTH

## Progress

***Between 2017 and 2023, we were able to reduce the proportion of accidents subject to mandatory reporting by an average of approx. 6% compared to the previous year.***

In total, we have reduced the proportion of accidents subject to mandatory reporting by over 37% since 2017.

**Some of the measures we have taken to achieve our goals include:**

### **Introducing a Group-wide EHS tool**

This system plays a crucial role in occupational health and safety by allowing us to better document risk assessments and instructions, assess the hazardous substances we use in more detail, and monitor mandatory safety tests.

### **Analysing the causes of accidents**

Whenever an accident occurs in the workplace, we carry out a thorough analysis of the root causes and introduce appropriate preventive measures to avoid a repeat occurrence. This process applies to all production and administration sites.

### **Using personal protective equipment**

One important way that we protect health and safety is through our catalogue of personal protective equipment (PPE), which only contains items that meet our uniform quality standards and is used to select and purchase PPE for the companies of Schwarz Produktion.

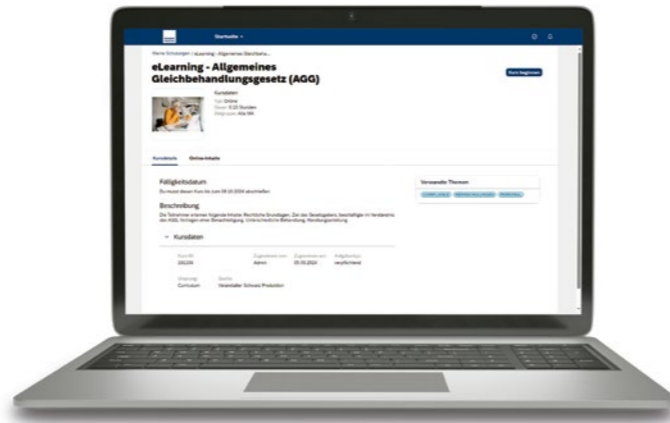




## Target

*We are making sure that our male and female employees enjoy equal opportunities.*

We have a **zero-tolerance approach** to discrimination. All employees receive annual training on equal opportunities legislation.



## Vacancies

During the recruitment process, we focus on putting every candidate on an equal footing. We use the “SuccessFactors” tool to professionally manage the application and recruitment process, and ensure we offer discrimination-free continuous professional development. We are also working hard to reduce the barriers applicants may face when applying to work with us to further encourage potential applicants to get in touch.

## Employment relationships

We have firmly positioned ourselves against all forms of discrimination and unfair treatment. Our diversity campaign is particularly important here, which has been designed to strengthen respectful working relationships that are free of prejudice.

## Careers

We make sure that our employees have the instruments and processes they need, which include appraisals, training programmes and continuous development opportunities, among others.



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## What is intolerance and how can we combat discrimination?

Launched last year, our campaign against discrimination encourages us to talk to each other. This way, we can learn more about one another, what binds us together and what it means to interact without prejudice. This approach is part of our corporate culture and is designed to show what intolerance can look like, what we can do to help combat discrimination, and how we can all encourage greater tolerance. We are actively working on this and want to go even further in terms of understanding our colleagues and avoiding prejudice.





# By 2025, we will reduce the average sugar content per litre of beverages sold by approx. 30%.

✓ We achieved this goal at the end of 2022.

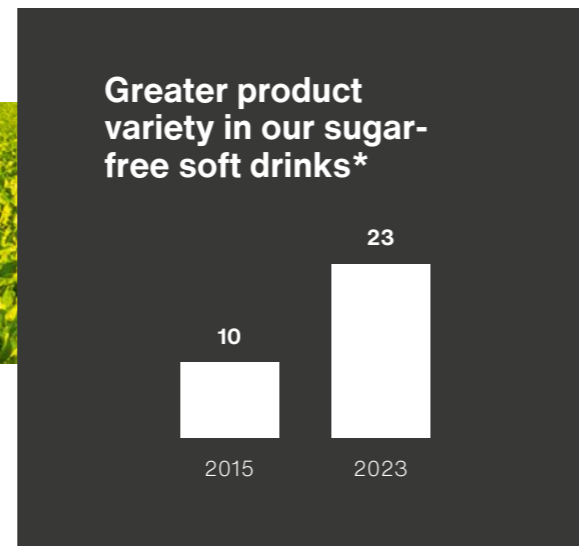
## Using less sugar has had a positive effect on our supply chain:

- Less agricultural land required to grow crops
- Less energy required to produce sugar
- Fewer carbon emissions when transporting sugar



## Steps we have taken:

- Regularly adjusting recipes and product ranges for our soft drinks



\* Including promotional items, national



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## Progress

Since the 2015 calendar year, we have been able to reduce the sugar content in our soft drinks by an average of approx. 32%.

Examples of reduced sugar content soft drinks between 2015 and 2023

- approx. 43%**  
Freeway Cloudy Lemonade
- approx. 15%**  
Freeway Orange
- approx. 10%**  
Solevita Lemon Iced Tea





## Target

***By 2025, we will reduce the average salt content per kilogram of baked goods sold by approx. 30%.***

✓ We achieved this goal at the end of the 2022 fiscal year.

One key factor in our success is the way in which we have continuously adapted our baked goods recipes without compromising on taste.

### Steps we have taken:

Our ultimate goal is to meet customer and consumer expectations in terms of our product assortment and product variety. But we have also had great results implementing our aim of conscious nutrition. Extensive baked goods recipe adjustments have played a significant role in achieving this objective.



## Progress

***Since the 2015 calendar year, we have been able to reduce the salt content in our baked goods by a total of approx. 34% and therefore achieved our target ahead of time.***

**> 40%**

**> 40%**



### Selection of salt-reduced products

- Ciabatta (more than 40% reduction)
- Crusty loaf (more than 40% reduction)
- Ham and cheese croissant (more than 30% reduction)
- Wheat rolls (more than 30% reduction)

**> 30%**

**> 30%**



## Target

***By 2025, we will reduce losses by 25% for beverages and 50% for solid foodstuffs.***



### Some examples of the steps we have taken:

#### Beverages:

- Optimising bottling equipment
- Improving our transport processes
- Training and instructing employees in how to carefully handle our products

#### Food:

- Solent: Retrofitting equipment to better process sticky ingredients (e.g. raisins)
- Bon Gelati Übach-Palenberg: Reducing start-up losses after product changes
- Bonback: Optimising automatic product recognition



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## Progress

***With the help of targeted measures we have successfully reduced losses by approx. 26% for beverages and approx. 43% for solid foodstuffs.***

### Ambitious targets:

#### Growth of Schwarz Produktion:

Since setting this target, new business sectors and plants have been added, including Bon Gelati Übach-Palenberg and Bon Gelati Haaren, Bon Presso and Bon Pasta.

#### A more diverse product assortment:

Our product portfolio has almost doubled since 2017.

#### More complex products:

Our product assortment has not only grown in size, but has also become more complex in certain areas, such as our sweet treats in baked goods, for example.


These positive steps forward also bring about new challenges as we work towards achieving a goal we set ourselves more than five years ago now. We are pleased to have made significant progress towards reducing food waste.





## Target

***By 2023, we will increase the quantity of PET regranulate used by approx. 50% compared to 2017. We will also expand our recycling capacity.***

 We achieved this goal at the end of the 2022 fiscal year.

### New social block

- Canteen
- Break area
- Outside seating

### New bale storage

- Size: 4,700 m<sup>2</sup>
- Warehouse space for 4,000 t of material (total stock)

### New silos

- Height: approx. 30 m
- Space for 80 t of crushed PET single-use bottle flakes

### New extrusion line

- Production of approx. 12,000 t of additional PET regranulate per year



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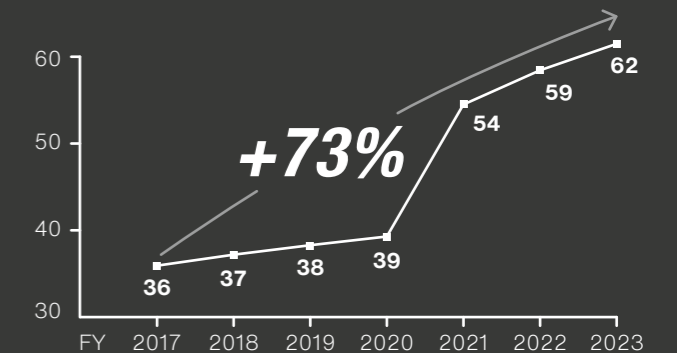


GROWTH

## Progress

***In the 2023 fiscal year, we used approx. 62,000 t of PET regranulate.***

### Use of PET regranulate in thousands of tonnes



The project to expand MEG Übach-Palenberg has been successfully completed. As a result, we have been able to increase the capacity of our recycling plant and strengthen our unique PET recycling loop.





# SCHWARZ PRODUKTION GROWTH BETWEEN 2022 AND 2023



ENVIRONMENT



EMPLOYEES



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GROWTH

## Schwarz Produktion is growing

Having completed several major projects in 2022, we continued our success story the following year, including completing the expansion of MEG Übach-Palenberg. We also opened up a new segment with Maxauer Papierfabrik

and the integration of Bon Pasta is progressing in leaps and bounds. Sindra Rheine was also founded, and MEG Derby came into service. For 2024, completing Solent Rheine and integrating ARTiBack are both on the agenda.



Schwarz Produktion  
**BON PASTA**

### Bon Pasta in Erfurt, Germany

**Number of employees:**  
approx. 170

**Production volume/year:**  
approx. 110,000 t of pasta



Schwarz Produktion  
**MEG**

### MEG in Derby, UK

**Number of employees:**  
approx. 90

**Production volume/year (projected):**  
approx. 380 million  
single-use PET bottles



Schwarz Produktion  
**MAXAU**

### Maxauer Papierfabrik in Maxau, Germany

**Number of employees:**  
approx. 470

**Production capacity/year:**  
approx. 500,000 t of paper



Schwarz Produktion  
**BON PRESSO**

### Bon Presso in Rheine, Germany

**Number of employees:**  
approx. 130

**Production volume/year:**  
approx. 50,000 t of filter coffee  
and whole beans

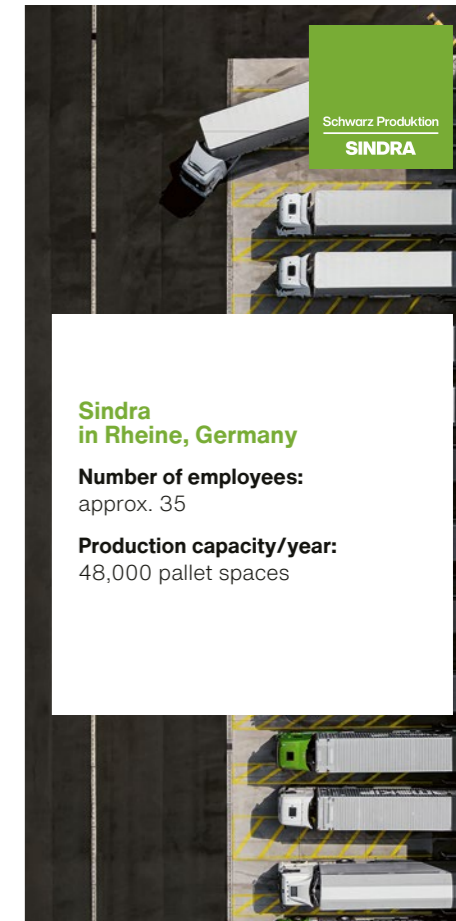


Schwarz Produktion  
**SOLENT**

### Solent in Rheine, Germany

**Number of employees:**  
approx. 160

**Production capacity/year:**  
47,000 t of nuts and dried fruit



Schwarz Produktion  
**SINDRA**

### Sindra in Rheine, Germany

**Number of employees:**  
approx. 35

**Production capacity/year:**  
48,000 pallet spaces





Schwarz Produktion

**SOLENT**

Schwarz Produktion

**MEG**

Schwarz Produktion

**MAXAU**

Schwarz Produktion

**BONBACK**

Schwarz Produktion

**BON PRESSO**

Schwarz Produktion

**BON GELATI**

**SCHWARZ  
PRODUKTION**

Schwarz Produktion

**PRO PROJEKTE**

Schwarz Produktion

**SINDRA**

***WE DELIVER.***

Schwarz Produktion

**BON PASTA**

## IMPRINT

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### PHOTO CREDITS

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### DESIGN & PRINTING

OCCASEO content. event. design.