



United Nations
Global Compact

We thank you for your time spent taking this survey.
Your response has been recorded.

CEO Statement of Continued Support

To our stakeholders,

I am pleased to confirm that Drytech AS reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment, and Anti-Corruption.

In this annual Communication on Progress, we disclose our continuous efforts to integrate the Ten Principles into our business strategy, culture, and daily operations, and contribute to United Nations goals, particularly the Sustainable Development Goals.

Sincerely yours,

C1. Please complete the following information:

CEO/Highest-level executive name:	Trond Børre Hansen
CEO/Highest-level executive full title:	Managing Director
Company name:	Drytech AS

C2. Please confirm:

- ☐ I am the CEO or highest-level executive.
- ☒ **I have received permission to sign on behalf of the CEO or highest-level executive.**

C2.1. If applicable, form completed on behalf of the CEO or highest-level executive by:

Monica Mathiassen Manager Sustainability

R1. How will you complete the CoP reporting requirement?

(Select one)

- ☒ **Complete the digital questionnaire with the option to also add a sustainability report (*Recommended*)**
- ☐ Only upload a sustainability report

R2. What is the time period covered by your Communication on Progress? (MM/YYYY - MM/YYYY)

Please share the date range of the reporting period used for the Communication on Progress option you select. [i](#)

07/2025 - 07/2026

R3. (Optional) Please clarify the scope of reporting covered by your Communication on Progress. For example, please describe the operational scope of your CoP, (e.g., corporate office, investments, subsidiaries) as needed.i

Success Stories & Future Priorities

SI. (Optional) Within the reporting period, is there an initiative(s), project(s), and/or policy(ies) of which your company is particularly proud?

Disclaimer: These initiatives are self-reported and have not been independently verified by the UN Global Compact. By responding to this question, you consent to being contacted by the UN Global Compact regarding these initiatives for potential inclusion as examples in UN Global Compact resources.

This stand-out effort relates to:

(Select all that apply) 

- ☒ **Governance**
- ☒ **Human Rights**
- ☒ **Labour**
- ☒ **Environment**
- ☒ **Anti-Corruption**

SI.A. Please provide a link and/or provide additional information:

www.realoutdoorfood.com

(Optional) Please upload an outcome-focused document:

Drop files or click here to upload

S2. Which of the five issue areas does the company plan to prioritize in the next two years?

(Select all that apply) [i](#)

- ☒ **Governance**
- ☒ **Human Rights**
- ☐ Labour
- ☒ **Environment**
- ☐ Anti-Corruption
- ☐ None

S2A. (Optional) Please provide additional information:

Governance

[Click for additional guidance](#)

G1. Does the board/highest governance body or most senior executive of the company:

(Select all that apply) [i](#)

- ☒ **Issue an annual statement about the relevance of sustainable development to the company**
- ☐ Issue an annual statement that addresses impacts on both people and the environment
- ☐ Issue an annual statement highlighting a zero tolerance for corruption
- ☐ Sign off on organizational sustainability targets
- ☒ **Supervise Environmental, Social, and Governance reporting**
- ☒ **Regularly review potential risks related to the business model**
- ☐ None of the above

G1A. (Optional) Please provide additional information:

G2. Does the company have a code of conduct in place regarding each of the following sustainability topics?

(Select one answer option per line) i

	No, this is not a current priority	No, but we plan to within the next two years	Yes, focused on employees	Yes, focused on employees and suppliers	Yes, focused on our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

G2A. (Optional) Please provide additional information:

G3. Has the company appointed an individual or group responsible for each of the following sustainability topics?

(Select one answer option per line) i

	No one is specifically responsible for this topic	Yes, with limited influence on outcomes (e.g., limited access to internal information, limited decision-making authority)	Yes, with moderate influence on outcomes (e.g., has access to relevant information, reports to senior manager)	Yes, with direct influence of some outcomes (e.g., has access to relevant information, includes one or more senior manager with decision making rights)	Yes, with direct influence at the highest levels of the company (e.g., has access to relevant information, includes most senior members of company)
Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

G3A. (Optional) Please provide additional information:

G3.1. If yes, does the company also have formal governance structures (e.g., committees or governance bodies) in place to provide strategic oversight and support for these sustainability topics?

(Select one answer option per line) **i**

	No formal structure	Yes, with limited influence on outcomes (e.g., limited access to internal information necessary to understand risks, poor representation from relevant departments or functions)	Yes, with moderate influence on outcomes (e.g., includes representatives of some functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, reports to senior manager)	Yes, with direct influence on some outcomes (e.g., includes representatives of functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, involves one or more members of senior management)	Yes, with direct influence at the highest level of the company (e.g., full access to relevant information, involves members at highest level of company)
Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Labour Rights / Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

G3.1A (Optional) Please provide additional information:

G4. Does the company have a process to identify, assess and mitigate risks related to the following sustainability topics?

(Select one answer option per line) **i**

	No, this is not a current priority	No, but we plan to within the next two years	Yes, conducted by a designated individual or group	Yes, engaging employees across the company	Yes, engaging employees and business partners	Yes, engaging employees, business partners and external stakeholders
Human rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Labour rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Environmental risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Corruption risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

G4A. (Optional) Please provide additional information:


G4.1. As part of the risk identification, assessment and mitigation process, has the company identified business partners and external stakeholders where the risk related to human rights, labour, environment and/or corruption may be particularly severe?

(Select one answer option per line) i

	Yes	No
Human rights risks	<input checked="" type="radio"/>	<input type="radio"/>
Environmental risks	<input checked="" type="radio"/>	<input type="radio"/>
Corruption risks	<input checked="" type="radio"/>	<input type="radio"/>

G4.1A. (Optional) Please provide additional information:

G5. Does the company have a due diligence process through which it identifies, prevents, mitigates and accounts for actual and potential negative impacts on sustainability topics?

(Select one answer option per line) 

	No, this is not a current priority	No, but we plan to within the next two years	Yes, related to our own operations	Yes, related to our own operations and suppliers	Yes, related to our own operations and the value chain (including suppliers, consumers, communities, other business relationships)
Human rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Labour rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Environmental risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Corruption risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

G5A. (Optional) Please provide additional information:

G5.1. During the due diligence process, has the company identified those suppliers and/or other business relationships where the risk of adverse impacts on human rights, labour, environment and/or anti-corruption may be particularly severe?

(Select one answer option per line) i

	Yes	No
Human rights risks	<input checked="" type="radio"/>	<input type="radio"/>
Labour rights risks	<input type="radio"/>	<input checked="" type="radio"/>
Environmental risks	<input type="radio"/>	<input checked="" type="radio"/>
Corruption risks	<input type="radio"/>	<input checked="" type="radio"/>

G5.1A. (Optional) Please provide additional information:

G6. Does the company have a process(es) through which members of the company's workforce can raise concerns about the company's conduct on sustainability topics?

(Select one answer option per line) i

	No, this is not a current priority	No, but we plan to within two years	Yes, we have an informal process (e.g., through supervisors, others)	Yes, we have a formal process
Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Labour Rights / Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

G6A. (Optional) Please provide additional information:

G6.1. Please provide additional detail regarding the process(es) the company has through which members of the company’s workforce can raise concerns about the company’s conduct.

(Select one answer option per line) i

Yes

No

Is the process communicated to all employees/workers in local languages?

☒☐

Is the process available to non-employees (e.g., suppliers, consumers, communities, and other business relationships)?

☐☒

Is the process confidential (e.g., whistleblowing process)?

☒☐

Are there processes in place to avoid retaliation?

☒☐

Can concerns be raised about suppliers or other business relationships (e.g., clients, partners, etc.)?

☒☐

Other (Please provide additional information)

☐☒

G6.1A. (Optional) Please provide additional information:

G7. How does the company track the effectiveness of its actions, and the related impacts, of the following sustainability topics?

(Select one answer option per line) i

	No actions and related impacts are systematically tracked	Conducts investigation reviews of incidents on an as-needed basis	Conducts investigation/review of incidents and changes organizational policies, processes, and practices accordingly	Conducts investigation reviews and leverages learnings to influence both internal and external affairs
Human Rights	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

G7A. (Optional) Please provide additional information:

G8. Is executive pay linked to performance on one or more of the following sustainability topics?

(Select one answer option per line) i

	No, this is not a current priority	No, but we plan to within the next two years	Yes
Human Rights	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Labour Rights / Decent Work	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Environment	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Anti-Corruption	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

G8A. (Optional) Please provide additional information:

G9. Please provide details regarding the company's board/highest governance body.i

(Please enter only whole numbers rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros. For 'Male, Female, Other', 'Under 30 years old, 30–50 years old, Above 50 years old' and 'Executive, Independent' please enter only whole numbers from 0 to 100, inclusive ensuring the values in the column sum to 100 to move on.)

(Text box with option for 'Not applicable')

	Known	Number (Please input a whole number)	Not applicable
Total number of board members (#)	<input checked="" type="radio"/>	<input type="text" value="6"/>	<input type="radio"/>
	Known	Number (Please input a whole number e.g., 50% = 50)	Not applicable
Male (%)	<input checked="" type="radio"/>	<input type="text" value="50"/>	<input type="radio"/>
Female (%)	<input checked="" type="radio"/>	<input type="text" value="50"/>	<input type="radio"/>
Other (%)	<input type="radio"/>	<input type="text"/>	<input checked="" type="radio"/>

	Known	Number (Please input a whole number e.g., 50% = 50)	Not applicable
Under 30 years old (%)	<input type="radio"/>	<input type="text"/>	<input checked="" type="radio"/>
30-50 years old (%)	<input checked="" type="radio"/>	<input type="text" value="50"/>	<input type="radio"/>
Above 50 years old (%)	<input checked="" type="radio"/>	<input type="text" value="50"/>	<input type="radio"/>

	Known	Number (Please input a whole number e.g., 50% = 50)	Not applicable
From minority or vulnerable groups (%)	<input checked="" type="radio"/>	<input type="text" value="0"/>	<input type="radio"/>

	Known	Number (Please input a whole number e.g., 50% = 50)	Not applicable
Executive (%)	<input checked="" type="radio"/>	<input type="text" value="75"/>	<input type="radio"/>
Independent (%)	<input checked="" type="radio"/>	<input type="text" value="25"/>	<input type="radio"/>

G9A. (Optional) Please provide additional information:

G10. Within the reporting period, what was the percentage of women in managerial positions?

(Select one answer option per line, if 'Known', include the value. Please enter only whole numbers from 0 to 100, inclusive, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.)

	Known	Percentage of women (%) (Please input a whole number e.g., 50% = 50)	Unknown
Managerial positions	<input checked="" type="radio"/>	<input type="text" value="35"/>	<input type="radio"/>

G10A. (Optional) Please provide additional information:

G11. What is the gender representation of the company's C-suite or equivalent executive leadership positions?

(Select all that apply for each line) 

	Women	Men	Other (e.g., non-binary)	Not applicable (e.g., the company does not have this position)	Choose not to disclose
Chief Executive Officer	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Financial Officer	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Procurement Officer	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Technology Officer	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Marketing Officer	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Operations Officer	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Sustainability Officer	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Legal Officer/General Counsel	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Human Resources Officer	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (Please provide additional information)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

G11A. (Optional) Please provide additional information:

G11A. Other (Please provide additional information):

Chief quality manager

G12. Do you produce sustainability reporting according to:

(Select all that apply) 

☒ **National/local regulation on sustainability**

☐ Security exchange regulations

☐ Non-Financial Reporting Directive of the European Union (NFRD)/Corporate Sustainability Reporting Directive (CSRD)

☐ Global Reporting Initiative (GRI)

☐ Sustainability Accounting Standards Board (SASB, now consolidated into the IFRS Foundation)

☐ International Integrated Reporting Council (IIRC, now consolidated into the IFRS Foundation)

☐ Climate Disclosure Standards Board (CDSB, now consolidated into the IFRS Foundation)

☐ Task Force on Climate-related Financial Disclosures (TCFD)

☐ Carbon Disclosure Project (CDP)

☒ **Science Based Targets initiative (SBTi)**

☒ **Other voluntary frameworks (Please provide additional information)**

☐ No sustainability reporting according to any frameworks nor regulations outside of this Communication on Progress

G12A. (Optional) Please provide additional information:

G12A. Other voluntary frameworks (Please provide additional information):

ECO lighthouse annual reporting National agreement within industry 55 % reduction of food waste and food loss within 2030. Annual reporting

G13. Is some or all of the information disclosed in this questionnaire assured by a third-party?

(Select one that applies) i

☒ **Yes**

☐ No

G13A. (Optional) Please provide additional information:

G13A. Yes (Please provide additional information):

Science based targets annual reporting ECO lighthouse

Human Rights and Labour

[Click for additional guidance](#)

NOTE: Regardless of whether the following labour rights and gender topics are marked as material in questions HR/L1 and HR/L1.1, all UN Global Compact participants must provide additional details on these topics in subsequent HR/L questions:

- Freedom of association and the right to collective bargaining
- Child labour
- Forced labour
- Non-discrimination in employment and occupation
- A safe and healthy working environment
- Gender equality and women's rights

For all other human rights topics listed in question HR/L1, additional details will only be required if they are selected as material in question HR/L1.1.

HR/LI. Which of the following has the company identified as material human and labour rights topics connected with its operations and/or value chain?

(Select all that apply) 

- ☒ **Freedom of association and the right to collective bargaining**
- ☒ **Child labour**
- ☒ **Forced labour**
- ☒ **Non-discrimination in respect of employment and occupation**
- ☒ **Safe and healthy working environment**
- ☒ **Wages**
- ☒ **Working hours**
- ☒ **Gender equality and women's rights**
- ☐ Freedom of expression
- ☐ Digital security and privacy
- ☐ Product and service end-user rights
- ☐ Security arrangements
- ☐ Right to clean and healthy environment: pollution, water, air, and land
- ☐ Land rights and rights of Indigenous Peoples
- ☐ Rights of vulnerable groups and minorities
- ☐ Raw material sourcing
- ☐ Other

HR/LIA. (Optional) Please provide additional information:

HR/LI.1. From the identified topics, please select up to six that are considered most material to the company's operations and/or its value chain.

(Select all that apply, maximum six)

- ☒ **Freedom of association and the right to collective bargaining**
- ☒ **Child labour**
- ☒ **Forced labour**
- ☒ **Non-discrimination in respect of employment and occupation**
- ☐ Safe and healthy working environment
- ☒ **Wages**
- ☒ **Working hours**
- ☐ Gender equality and women's rights

HR/LI.1A. (Optional) Please provide additional information:

HR/L2. Does the company have a policy commitment in relation to the following human rights & labour rights topics?

(Select one answer option per line, if 'Yes', include the value) 

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable (Please provide additional information)
Freedom of association and the right to collective bargaining	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Child labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Forced labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Safe and healthy working environment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Gender equality and women's rights	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Wages	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Working hours	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

Please input the year the relevant human rights and labour rights policy was last reviewed (YYYY)

Freedom of association and the right to collective bargaining

2025

Child labour

2025

Forced labour

2025

Non-discrimination in respect of employment and occupation

2025

Safe and healthy working environment

2025

Gender equality and women's rights

2025

Wages

2025

Working hours

2025

HR/L2A. (Optional) Please provide additional information:

HR/L2A. (Optional) Please upload supporting documentation if applicable (1/2):

(Uploaded file cannot exceed 50MB)

1.8.08 Supplier Code of Conduct – Drytech AS.pdf

0.2 MB

application/pdf

HR/L2A. (Optional) Please upload supporting documentation if applicable (2/2):

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

HR/L2.1. For each human rights & labour rights policy commitment, is it:

(Select all that apply for each line) 

	Aligned with international human rights/labour standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to the company's own operations and suppliers
Freedom of association and the right to collective bargaining	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Child labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Forced labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Safe and healthy working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gender equality and women's rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Wages	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Working hours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)	Developed involving human rights/labour expertise from outside the company	Other (Please provide additional information)
· Freedom of association and the right to collective bargaining	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
· Child labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
· Forced labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
· Non-discrimination in respect of employment and occupation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
· Safe and healthy working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
· Gender equality and women's rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
· Wages	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
· Working hours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

HR/L2.1A. (Optional) Please provide additional information:

HR/L2.2. Does the company's policy on freedom of association and collective bargaining:

(Select all that apply) 

- ☒ **Reference the respect for the right of all workers to form and join a trade union of their choice without fear of intimidation or reprisal and protect workers against acts of anti-union discrimination**
- ☒ **Prohibit any acts of interference in trade unions**
- ☒ **Facilitate collective bargaining with the trade union representatives**
- ☒ **Provide trade union representatives with the information required for meaningful bargaining in the context of bona fide negotiations**
- ☒ **Reference the respect for the right of workers to submit grievances without suffering**
- ☐ We do have a policy on freedom of association or collective bargaining but it does not include any of these details

HR/L2.2A. (Optional) Please provide additional information:

HR/L2.3. Do(es) the existing collective bargaining agreement(s) provide(s) more favourable rights than those provided in legislation, where appropriate?

(Select all that apply) i

- ☐ Yes, by providing more favourable conditions related to wages
- ☐ Yes, by providing more favourable conditions related to working hours
- ☒ **Yes, by providing more favourable conditions related to health coverage and/or sick leave**
- ☐ Yes, by providing additional rights not otherwise provided (Please provide additional information)
- ☐ There is (are) no existing collective bargaining agreement(s)
- ☐ No

HR/L2.3A. (Optional) Please provide additional information:

HR/L3. Within the reporting period, has the company engaged with potentially affected stakeholders or their legitimate representatives in relation to the following human rights & labour rights topics?

(Select all that apply for each line) 

	No engagement on this topic	To better understand the risks/ impacts in question	To discuss potential ways to prevent or mitigate the risks/ impacts in question	To agree on a way to prevent/ mitigate the risks/ impacts in question	To assess progress in preventing /mitigating the risks/impacts in question
Freedom of association and the right to collective bargaining	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child labour	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safe and healthy working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender equality and women's rights	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Wages	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working hours	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

To collaborate in the prevention/
mitigation of the risks/ impacts in
question

- Freedom of association and the right to collective bargaining ☐
- Child labour ☐
- Forced labour ☐
- Non-discrimination in respect of employment and occupation ☐
- Safe and healthy working environment ☐
- Gender equality and women's rights ☐
- Wages ☐
- Working hours ☐

HR/L3A. (Optional) Please provide additional information:

HR/L4. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following human rights & labour rights topics?

(Select all that apply for each line) 

	No action within reporting period	Provided internal training/ capacity building for the direct workforce	Built capacity among relevant business relationships (e.g., suppliers, consumers, communities)	Conducted an audit process and/or corrective action plan	Collective action with peers or other stakeholders to address the issue
Freedom of association and the right to collective bargaining	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child labour	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safe and healthy working environment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender equality and women's rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Wages	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working hours	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Collaborated with governmental or regulatory bodies	Other (Please provide additional information)
· Freedom of association and the right to collective bargaining	<input type="checkbox"/>	<input type="checkbox"/>
· Child labour	<input type="checkbox"/>	<input type="checkbox"/>
· Forced labour	<input type="checkbox"/>	<input type="checkbox"/>
· Non-discrimination in respect of employment and occupation	<input type="checkbox"/>	<input type="checkbox"/>
· Safe and healthy working environment	<input type="checkbox"/>	<input type="checkbox"/>
· Gender equality and women's rights	<input type="checkbox"/>	<input type="checkbox"/>
· Wages	<input type="checkbox"/>	<input type="checkbox"/>
· Working hours	<input type="checkbox"/>	<input type="checkbox"/>

HR/L4A. (Optional) Please provide additional information:

HR/L4.1. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following human rights & labour rights topics?

(Select one answer per line) 

	No monitoring of progress	Review topics on an ad hoc basis	Set annual targets/ goals, track progress over time (internal programmes only)	Set annual targets/ goals, track progress over time (internal and external programmes)	Other (Please provide additional information)
Freedom of association and the right to collective bargaining	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forced labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safe and healthy working environment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender equality and women's rights	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Wages	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working hours	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

HR/L4.1A. (Optional) Please provide additional information:

HR/L4.1.1. (Optional) For relevant human rights & labour rights topics for which the company sets timebound goals/targets, what targets has the company set? i

Freedom of association and the right to collective bargaining

Child labour

Forced labour

Non-discrimination in respect of employment and occupation

Safe and healthy working environment

Gender equality and women's rights

Wages

Working hours

HR/L4.1.1A. (Optional) Please provide additional information:

HR/L5. Within the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to adverse impact(s) associated with the following human rights & labour topic(s)?

(Select one answer per line) 

	No adverse impact identified or caused	Yes, adverse impact(s) identified, but no remedy provided/enabled	Yes, adverse impact(s) identified, and remedy provided/enabled	Choose not to disclose
Freedom of association and the right to collective bargaining	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child labour	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forced labour	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safe and healthy working environment	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender equality and women's rights	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Wages	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working hours	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

HR/L5A. (Optional) Please provide additional information:

HR/L6. What was the average gender pay gap (comparing jobs of equal value) during the reporting period?i

(Please enter only whole numbers from 0 to 100, inclusive, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.)

Guidance for Gender Pay Gap: For each job level or category, companies are to calculate the gap of gross hourly earnings paid to female and male employees and report the average gap of earnings across job categories as a percentage. Please refer to the CoP guidebook for additional information on the average gender pay gap formula.

Average Gender Pay Gap (%) - (Please

☐ input answer as a whole number e.g., 95% = 95)

☒ **Unknown**

☐ Choose to not disclose

HR/L6A. (Optional) Please provide additional information:

HR/L7. Within the reporting period, what was the rate of recordable work-related accidents for employees? i

(Please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, commas, fractions, special characters, spaces, or leading zeros.)

Guidance for work-related accidents rate: companies should calculate the work-related accidents rate by dividing the total number of work-related accidents in the reporting year by the total number of hours worked by all employees during the same period. The result should then be multiplied by 200,000. Please refer to the CoP guidebook for additional information on the work-related accidents rate formula.

- ☐ Rate of work-related accidents (Please input a whole number):
- ☒ **Unknown**
- ☐ Choose to not disclose

HR/L7A. (Optional) Please provide additional information:

HR/L8. (Optional) Briefly describe additional relevant, practical actions the company has taken within the reporting period and/or plans to take to implement the human rights and labour principles, including goals set and any challenges faced and actions taken towards prevention and/or remediation.i

Environment

[Click for additional guidance](#)

EI. Does the company have a policy commitment in relation to the following environmental topics?

(Select one answer per line, if 'Yes', include the value)i

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable (Please provide additional information)	Please input the year the relevant environmental policy was last reviewed (
Climate change	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2024
Water	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Oceans	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Nature and biodiversity	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Air pollution	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2024
Energy & resource use	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2024

No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable (Please provide additional information)	Please input the year the relevant environmental policy was last reviewed (
--	--	--	--	---

Other environmental topic(s)
(Please provide additional information)

☐
☐
☐
☒

EIA. (Optional) Please provide additional information:

EIA. (Optional) Please upload supporting documentation if applicable (1/2):

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

E1A. (Optional) Please upload supporting documentation if applicable (2/2):

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

E1.1. For each environmental policy commitment, is it:

(Select all that apply for each line) 

	Aligned with international environmental standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to the company's own operations and suppliers
Climate change	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Energy & resource use	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)	Developed involving environmental expertise from inside and outside the company	Other (Please provide additional information)
Climate change	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Energy & resource use	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

E1.1A. (Optional) Please provide additional information:

E2. Within the reporting period, has the company engaged with potentially affected stakeholders or their legitimate representatives in relation to the following environmental topics?

(Select all that apply for each line) **i**

	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent/mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question
Climate change	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Water	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Oceans	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nature and biodiversity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Air pollution	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Energy & resource use	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other environmental topic(s)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	To assess progress in preventing/mitigating the risks/impacts in question	To collaborate in the prevention/mitigation of the risks/impacts in question	Other (Please provide additional information)
Climate change	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Water	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Oceans	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nature and biodiversity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Air pollution	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Energy & resource use	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other environmental topic(s)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

E2A. (Optional) Please provide additional information:

E3. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following environmental topics?


(Select all that apply) 

	No action within reporting period	Provided internal training/capacity building for the direct workforce	Built capacity among relevant business relationships (e.g. suppliers, consumers, communities)	Conducted an audit process and/or corrective action plan	Collective action with peers or other stakeholders to address the issue
Climate change	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Water	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Oceans	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nature and biodiversity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Air pollution	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Energy & resource use	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other environmental topic(s)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Collaborated with governmental or regulatory bodies	Other (Please provide additional information)
· Climate change	<input type="checkbox"/>	<input type="checkbox"/>
· Water	<input type="checkbox"/>	<input type="checkbox"/>
· Oceans	<input type="checkbox"/>	<input type="checkbox"/>
· Nature and biodiversity	<input type="checkbox"/>	<input type="checkbox"/>
· Air pollution	<input type="checkbox"/>	<input type="checkbox"/>
· Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="checkbox"/>	<input type="checkbox"/>
· Energy & resource use	<input type="checkbox"/>	<input type="checkbox"/>
· Other environmental topic(s)	<input type="checkbox"/>	<input type="checkbox"/>

E3A. (Optional) Please provide additional information:

E3.1. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following environmental topics?

(Select one answer option per line) 

	No monitoring of progress	Review topics on ad hoc basis	Set annual targets/goals, track progress over time (internal programmes only)	Set annual targets/goals, track progress over time (internal and external programmes)	Other (Please provide additional information)
Climate change	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Energy & resource use	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

E3.1A. (Optional) Please provide additional information:

E3.1.1. (Optional) For relevant environmental topics for which the company sets timebound goals/targets, what targets has the company set?

(Please provide a description of targets (e.g., what is the target, absolute vs. intensity, externally verified, on track, etc.) 

Climate change	Reduce CO2 emissions by 55% within 2030
----------------	---

Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	reduce residual waste by 85% within 2030
--	--

Energy & resource use	Reduce energy consumption per pouch produced with 40% within 2030
-----------------------	---

E3.1.1A. (Optional) Please provide additional information:

E3.1.2. For each environmental topic in which the company sets timebound goals/targets, how is progress against goal/target tracked?

(Select all that apply for each line) **i**

	Progress is not tracked	Progress is reviewed against goals annually or more frequently	Progress is reported internally to the most senior level	Progress is reported externally	Other (Please provide additional information)
Climate change	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Energy & resource use	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

E3.1.2A. (Optional) Please provide additional information:


E4. Within the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to adverse impact(s) associated with the following environmental topics?

(Select one answer option per line) i

	No adverse impact identified or caused	Yes, adverse impact(s) identified, but no remedy provided/enabled	Yes, adverse impact(s) identified, and remedy provided/enabled	Choose not to disclose
Climate change	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Water	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Oceans	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nature and biodiversity	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Air pollution	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Energy & resource use	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other environmental topic(s)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

E4A. (Optional) Please provide additional information:

E5. Does the company have a target(s), validated by a third-party, relating to the reduction of greenhouse gas (GHG) emissions?


(Text box with option for "No targets set") 

	Known	Baseline year (YYYY)	Target year (YYYY)	No targets set
Scope 1 targets validated by a third-party	<input checked="" type="radio"/>	<input type="text" value="2020"/>	<input type="text" value="2030"/>	<input type="radio"/>
Scope 2 targets (market-based) validated by a third-party	<input type="radio"/>	<input type="text"/>	<input type="text"/>	<input checked="" type="radio"/>
Scope 2 targets (location-based) validated by a third-party	<input checked="" type="radio"/>	<input type="text" value="2020"/>	<input type="text" value="2030"/>	<input type="radio"/>
Scope 3 targets validated by a third-party	<input type="radio"/>	<input type="text"/>	<input type="text"/>	<input checked="" type="radio"/>
Set targets are not validated by a third-party	<input type="radio"/>	<input type="text"/>	<input type="text"/>	<input checked="" type="radio"/>

E5A. (Optional) Please provide additional information:

Annual reporting ECO Lighthouse

E5.1. Within the reporting period, did the company measure Scope 1 and/or Scope 2 global greenhouse gas (GHG) emissions?

(Select one answer per line, if "Known", include the value. Please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.) 

	Known	Measured Total Emissions (tCO2e)	We did not measure our gross emissions
Scope 1 emissions	<input type="radio"/>	<input type="text"/>	<input checked="" type="radio"/>
Scope 2 (market-based) emissions	<input type="radio"/>	<input type="text"/>	<input checked="" type="radio"/>
Scope 2 (location-based) emissions	<input type="radio"/>	<input type="text"/>	<input checked="" type="radio"/>

E5.1A. (Optional) Please provide additional information:

E5.1A. We did not measure our gross emissions (Please provide additional information):

We did some of scope 3 but they are not sufficient. 73,126 tonn CO2e

E6. Within the reporting period, did the company measure Scope 3 global greenhouse gas (GHG) emissions?

(Select one answer per line, if "Known", include the value. Please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.) ⓘ

	Known	Measured total emissions (tCO2e)	Yes, partially measured	We did not measure Scope 3 emissions (Please provide additional information)
Scope 3 emissions	<input type="radio"/>	<input type="text"/>	<input checked="" type="radio"/>	<input type="radio"/>

E6A. (Optional) Please provide additional information:

80% of C02 hence to transport outgoing

E6.1. Which Scope 3 categories are included in the company's Scope 3 emissions calculation?

(Select all that apply) 

- ☐ Purchased goods and services
- ☐ Capital goods
- ☒ **Fuel- and energy-related activities**
- ☐ Upstream transportation and distribution
- ☒ **Waste generated in operations**
- ☒ **Business travel**
- ☐ Employee commuting
- ☐ Upstream leased assets
- ☒ **Downstream transportation and distribution**
- ☒ **Processing of sold products**
- ☐ Use of sold products
- ☐ End-of-life treatment of sold products
- ☐ Downstream leased assets
- ☐ Franchises
- ☐ Investments
- ☐ Other - upstream
- ☐ Other - downstream

E6.1A. (Optional) Please provide additional information:

E7. Does the company have a climate adaptation plan?

(Select all that apply) i

☒ **Yes, and it includes physical risk assessments**

☐ Yes, and it includes a physical climate risk scenario analysis

☐ Yes, and it includes actions to increase adaptation and resilience in the communities in which we operate

☐ No, but we plan to within the next two years

☐ No

E7A. (Optional) Please provide additional information:

E8. Has your company taken steps to reduce its fossil fuel consumption within the reporting period?

(Select one that applies) i

☒ **Yes**

☐ No

E8A. Please provide additional information:

We purchase only electrical cars Transportation purchase for goods; we use train and electrical cars where we can.

E9. Has the company increased its direct/indirect investment in low-carbon technologies (e.g., renewable energy, nuclear energy, carbon capture and storage (CCS)) during the reporting period?

(Select all that apply) 



Yes, we have increased direct/indirect investment in renewable energy



Yes, we have increased direct/indirect investment in nuclear energy



Yes, we have increased direct/indirect investment in carbon capture and storage (CCS)



Yes, we have increased direct/indirect investment in other low-carbon technologies



No change – direct/indirect investment in low-carbon technologies remained the same



No, we have decreased direct/indirect investment in low-carbon technologies

E9A. (Optional) Please provide additional information:


E10. Which of the following has the company identified as material environmental topics connected with its operations and/or value chain (e.g., based on the most severe actual or potential negative impacts on people and/or the environment)?

(Select all that apply) **i**

- ☒ **Climate change**
- ☐ Oceans
- ☐ Energy & resource use
- ☐ Water
- ☒ **Nature and biodiversity**
- ☐ Air pollution
- ☒ **Waste**
- ☐ None of the topics have been identified as material by the company

E10A. (Optional) Please provide additional information:


E13. Please report the number and area (in hectares) of sites owned, leased, or managed by the company in or adjacent to protected areas and/or key biodiversity areas (KBA).

(Select one answer per line, if "Known", include the value. Please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.) 

	Known	Unknown	Not applicable (Please provide additional information)	Number
Sites	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text" value="2"/>
Hectares	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text"/>

E13A. (Optional) Please provide additional information:

E15. Within the reporting period, has the company acted to reduce waste generated by its operations?

(Select all that apply) 

- ☐ Yes, through the implementation of circular and/or reuse initiatives
- ☒ **Yes, through investment in alternative materials**
- ☒ **Yes, through recycling measures**
- ☐ No, we are not actively reducing waste

E15A. (Optional) Please provide additional information:

E16. (Optional) Briefly describe additional relevant, practical actions the company has taken within the reporting period and/or plans to take to implement the environment principles, including any challenges faced and actions taken towards prevention and/or remediation.[i](#)

Our meals are made to be enjoyed in nature. That's why we take responsibility for protecting it. Please have a look at our website

<https://realoutdoorfood.com/responsibility/human-and-society/>

<https://realoutdoorfood.com/responsibility/tackling-food-waste/>

<https://realoutdoorfood.com/responsibility/choosing-sustainable-materials/>

<https://realoutdoorfood.com/responsibility/reducing-energy-consumption/>

<https://realoutdoorfood.com/responsibility/sustainable-supply-chain/>

<https://realoutdoorfood.com/responsibility/perfecting-transport/>

Anti-Corruption

[Click for additional guidance](#)

AC1. Does the company have an anti-corruption compliance programme?

(Select one that applies) [i](#)

- ☐ No, this is not a current priority
- ☒ **No, but we plan to within the next two years**
- ☐ Yes

AC1A. (Optional) Please provide additional information:

AC2. Does the company have policies and recommendations for employee procedures in case of doubt and/or in situations that may represent a conflict of interest, e.g. with regard to gifts and hospitality, donations, sponsorship, or interactions with public officials?

(Select one that applies) [i](#)

- ☐ No, and we have no plans to develop any policy/recommendation
- ☒ **No, but we plan to within the next two years**
- ☐ Yes, included within a broader policy or as a standalone policy

AC2A. (Optional) Please provide additional information:

AC3. Does the company engage in collective action against corruption?

(Select one that applies) [i](#)

- ☐ No, this is not a current priority
- ☒ **No, but we plan to in the next two years**
- ☐ Yes (Please provide additional information)

AC3A. (Optional) Please provide additional information:

AC4. Who receives training on anti-corruption and integrity?

(Select all that apply) [i](#)

- ☐ Selected employees (Please provide additional information)
- ☒ **All employees**
- ☐ Third-party suppliers, contractors and/or consultants
- ☐ No training provided

AC4A. (Optional) Please provide additional information:

AC4.1. How often is such training provided?

(Select one answer option per line)i

	One time only	Every two or more years	Every year	Unknown
All employees	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

AC4.1A. (Optional) Please provide additional information:

AC5. Within the reporting period, have there been any suspected incidents of corruption?

(Select one that applies)i

☐ Yes

☒ **No**

AC5A. (Optional) Please provide additional information:

AC6. (Optional) Briefly describe additional relevant practical actions the company has taken within the reporting period and/or plans to take to implement the anti-corruption principle, including any challenges faced and actions taken towards prevention and/or remediation.[i](#)

R5. (Optional) Please upload the sustainability report for your company

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

R5.1. (Optional) Please upload another document if applicable

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

R5.2. (Optional) Please upload another document if applicable

(Uploaded file cannot exceed 50MB)

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Thank you for completing the Communication on Progress.

Please do not close the page.