

# SUSTAINABILITY PROGRAMME 2023-2025 TARGETS



# SHARED RESPONSIBILITIES

SUSTAINABILITY PROGRAMME 2023–2025



**We take care of our  
Personnel's well-being**

Occupational safety  
and well-being

Competence development

Well-managed work community

Diversity, equality and inclusion



**We ensure the responsibility  
of our products**

Product quality and safety

Responsible supply chain

Sustainable packaging

Responsible raw materials



**We reduce our climate and  
environmental impacts**

Energy efficiency and emissions

Biodiversity

Circular economy

Material efficiency



**We create value for our  
stakeholders**

Domestic production

Security of supply

Local tax footprint

**We operate ethically and communicate in an open manner**

# TARGETS 2023–2025

**WE OPERATE ETHICALLY AND  
COMMUNICATE IN AN OPEN  
MANNER**

# MAIN TARGETS

- 100% of our staff in all countries where we operate undergo, every two years, the Code of Conduct online training.
- From 2024, we will include a responsibility KPI in the remuneration of the Group management.

# WE TAKE CARE OF OUR PERSONNEL'S WELL-BEING

Occupational safety and well-being  
Competence development  
Well-managed work community  
Diversity, equality, inclusion

# MAIN TARGETS

- Zero injuries and occupational diseases.
- We achieve the goals we set for occupational well-being surveys.
- 100% of our employees are covered by annual performance reviews and development discussions.
- We exceed national averages in management 360 assessments.
- We find out the current state of diversity and inclusion and prepare the goals of the programme.

# OCCUPATIONAL SAFETY AND WELL-BEING TARGETS

## Main targets:

1. Zero injuries and occupational diseases.
2. We achieve the goals we set for occupational well-being surveys.
  - An average score of more than 3.5 in all areas of the occupational well-being surveys (Berner Ltd. Finland)
  - Surveys to be launched in subsidiaries / numerical targets set for subsidiaries.

## Sub-targets:

3. The sickness absence rates remain under set targets.
  - The sickness absence rate remains under 3%. In production and logistics, the sickness absence rate is at most 5.5% (Berner Ltd, Finland)
  - Targets set for all other companies.
4. Absences caused by mental health are decreasing (Berner Oy, Finland)



# COMPETENCE DEVELOPMENT TARGETS

## **Main target:**

1. 100% of our employees are covered by annual performance reviews and development discussions.

## **Sub-target:**

2. HR plans have been prepared for each business area, including a concrete plan for competence development (Berner Ltd, Finland)

# WELL-MANAGED WORK COMMUNITY TARGETS

## Main target:

1. We exceed national averages in management 360 assessments.
  - The leadership index will be at least equal to the Finnish supervisor index average and the Executive Board's leadership index score will be at least 82 (Berner Ltd Finland).
  - 360 assessments launched in other companies.

## Sub-targets:

3. All new supervisors have been provided with the necessary skills for managerial work.
4. Employee turnover is not attributable to the quality of supervisory work.

# DIVERSITY, EQUALITY, INCLUSION TARGETS

## Main target:

1. We find out the current state of diversity and inclusion and prepare the goals of the programme.

## Sub-targets:

2. There are no unjustified salary differences in the same job categories between sexes.
3. No incidents of harassment or discrimination. All workplace conflicts or situations of inappropriate behavior are resolved in accordance with the guidelines.

# WE ENSURE THE RESPONSIBILITY OF OUR PRODUCTS

Product quality and safety  
Responsible supply chain  
Sustainable packaging  
Responsible raw material

# MAIN TARGETS

- Zero recall of own production products.
- 100% of risk country suppliers audited. We will develop an assessment of the responsibility of non-risk country suppliers.
- All plastic packaging from our own consumer product production is recyclable.
- We continue to carry out carbon footprint calculations and life cycle analyzes of our products.
- We reduce the use of peat by about 10% each year, with the goal of having peat replaced completely in GreenCare growing media by the beginning of the 2030s.

# RESPONSIBLE RAW MATERIALS TARGETS

## Own consumer product production:

### Main target:

1. We continue to carry out carbon footprint calculations and life cycle analyzes of our products

### Sub-targets:

2. We continue to switch to certified palm oil in all raw materials with the goal of 100% Mass Balance certified palm oil
3. We continue the responsibility surveys of the initial production of exotic plant, mineral and color raw materials
4. We clarify the origins of all raw materials and more detailed responsibility surveys for raw materials coming from amfori BSCI risk countries
5. We continue to find out which of our raw materials come from side-streams
6. With Nordic Swan brand products, the goal is 35% renewable raw materials
7. The transition of technical products to renewable raw materials, without changing the technical properties
8. We prefer biodegradable raw materials

# SUSTAINABLE PACKAGING TARGETS

## Own consumer product production:

### Main target:

1. All of the plastic packaging in our own production will be recyclable.

### Sub-targets:

2. 50% of the packaging materials (kg) used in in-house production are made from recycled plastic.

3. We will reduce the amount of plastic used in the packaging of our products manufactured in-house by 10% by 2025 compared to 2019.

4. 10% of the products we manufacture in-house will use packaging that reduces the use of fossil-based virgin plastic.

# WE REDUCE OUR CLIMATE AND ENVIRONMENTAL IMPACTS



# MAIN TARGETS

- Our Science Based Targets climate goals will be approved in 2023. We will reduce our emissions in our own operations and in our value chain in accordance with the goals.\*
- We reduce the environmental impact of production by increasing the efficiency of material use and separate collection of waste.
- Recycled side streams amount to approximately 570,000 metric tons.
- We find out our impact and our dependence on biodiversity and set goals to reduce the impact.

(\*when approved, the goal is changed to an emission reduction goal)

**BERNIER**