



**ANDROS®**

# The future is bearing fruit

Progress report 2024

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## Greeting

**For us at ANDROS Germany, sustainability is a key part of our business strategy.** Our approach is based on continuous progress. Rather than rushing ahead, we are taking systematic action, yielding tangible results.

We are focussing on structured energy management to optimise consumption at our production sites. At the same time, we are developing intelligent transport solutions by combining transport options and making them more efficient with the aim to reduce emissions. These measures are crucial if we want to be efficient and cost-effective.

Calculating our corporate carbon footprint was an important milestone. It provides transparency regarding the biggest emission sources and is the base for targeted reduction measures. By committing to the Science Based Targets initiative (SBTi), we are taking the next step: We will follow science-based climate targets to lower our emissions long-term, in line with the Paris Agreement.

Our strategy is clear: Minimise risk, seize opportunities. For us, sustainability means acting ecologically responsibly as well as safeguarding

our competitiveness. Investing in efficient processes and optimised logistics is just as important as working closely with our partners across our supply chain.

**We are convinced that continuous progress is the base for long-term success. This is why we are expanding our measures** – with clearly defined goals, measurable results and a strong focus on cost-effectiveness.

Till Alvermann  
CEO ANDROS Germany



# Sustainable development at the heart of the **ANDROS** strategy



## Reduce, contribute positively, and adapt

**For many years**, ANDROS has been committed to reducing its impact – from our first methanation plant in 1985 to hiring the eighteenth person with severe autism in 2023 to our first carbon footprint in 2011. Many of the company's achievements were and still are being prioritised by shareholders of the founding family to ensure the sustainability of the business.

**In 2019, we introduced a sustainability strategy – a “sustainability performance” – to structure our actions.** The word “performance” underlines the competitive character this has for ANDROS.

We are about to reach a new milestone on this long path of sustainable transformation: **contributing positively to protecting our planet.**

To this end, we are investing in agroecological farming with the aim to encourage our orchard partners to apply generative farming methods – by driving contract framework that guarantees the quality of fruit and milk and, at the same time, provides farmers with a safe and stable market, by jointly investing in a co-operative, by starting to offset our

CO<sub>2</sub> emissions which we have already reduced significantly, by experimenting with the recycling of packaging and, at the same time, improving recyclability, by launching a peanut-based spread on the market, a regenerative and water-saving legume, et cetera.

We want to continue to offer our customers and consumers a versatile range of high-quality products. Therefore, we are committed to adapting to climate change, including how we source fruit and other other produce, and at our production sites.

Florian Delmas  
President

A handwritten signature in black ink, consisting of a stylized, cursive script that loops and crosses itself, positioned below the printed name and title of Florian Delmas.

# The world of ANDROS Germany



3 

3 production sites

24 

Part of the ANDROS group, represented in 24 countries with production sites in 16 countries

4 

Product range includes offers for 4 mealtimes

3 

3 logistic centres in Germany

<700 

Over 700 employees across Germany



## Our products



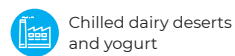
With our products, we aim to offer our consumers enjoyment and safety. We achieve this through the continuous development of our brands and innovations, which we drive forward with passion and commitment.

We also lend our expertise to our clients' brands which we treat with the same consideration as we would our own brands.

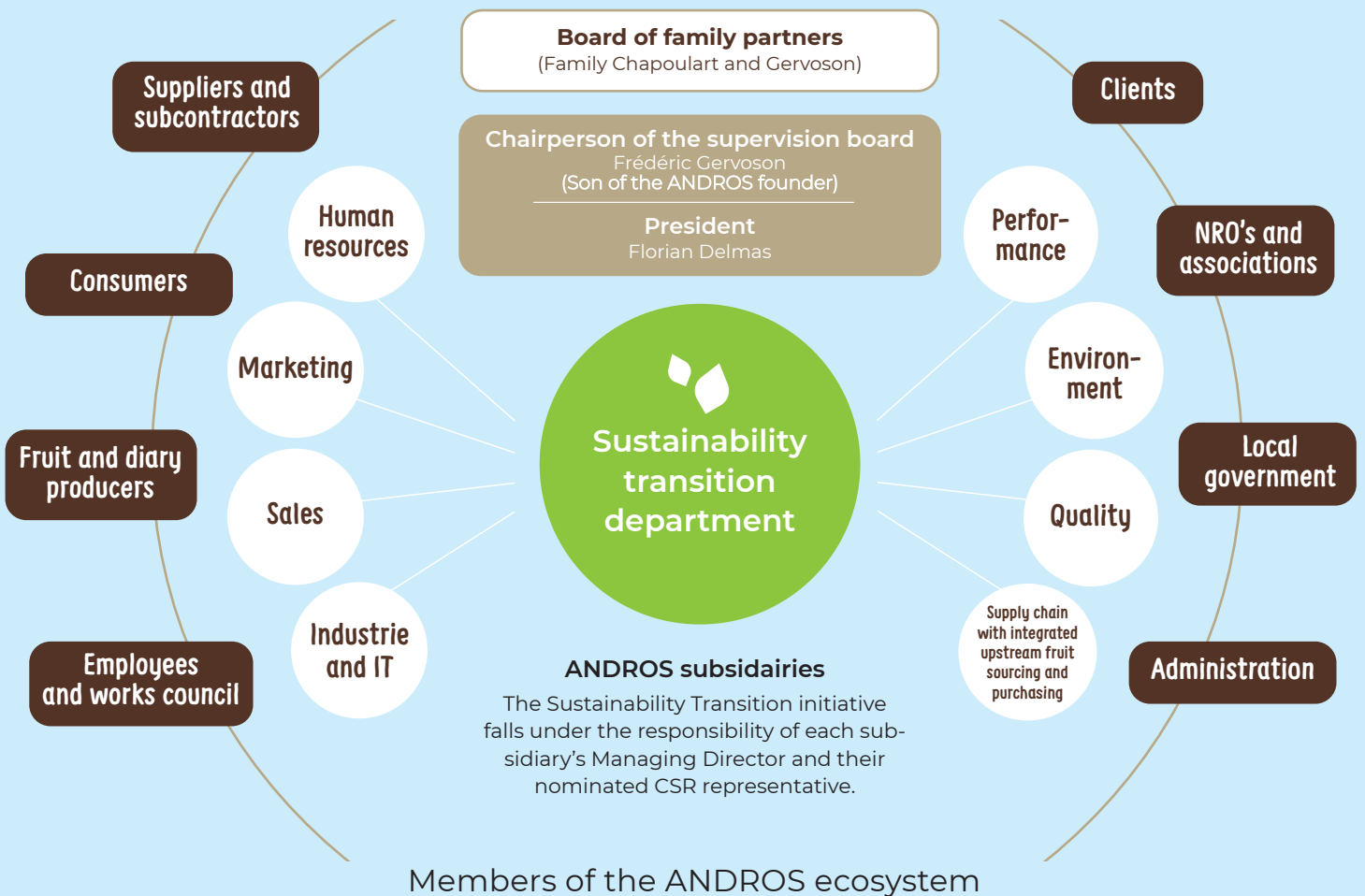
## Our factories in rural areas

We are proud of our farming roots. Contributing to the livelihood and development of our regions is an integral part of our corporate culture.

The majority of our production sites are located in rural areas, near fruit-growing regions and dairy farms..



# Sustainability at the centre of **ANDROS** Corporate Policy



## WE SUPPORT



## ANDROS is a long-term participant in the UN Global Compact

ANDROS has been a participant in the United Nations Global Compact since 2003.

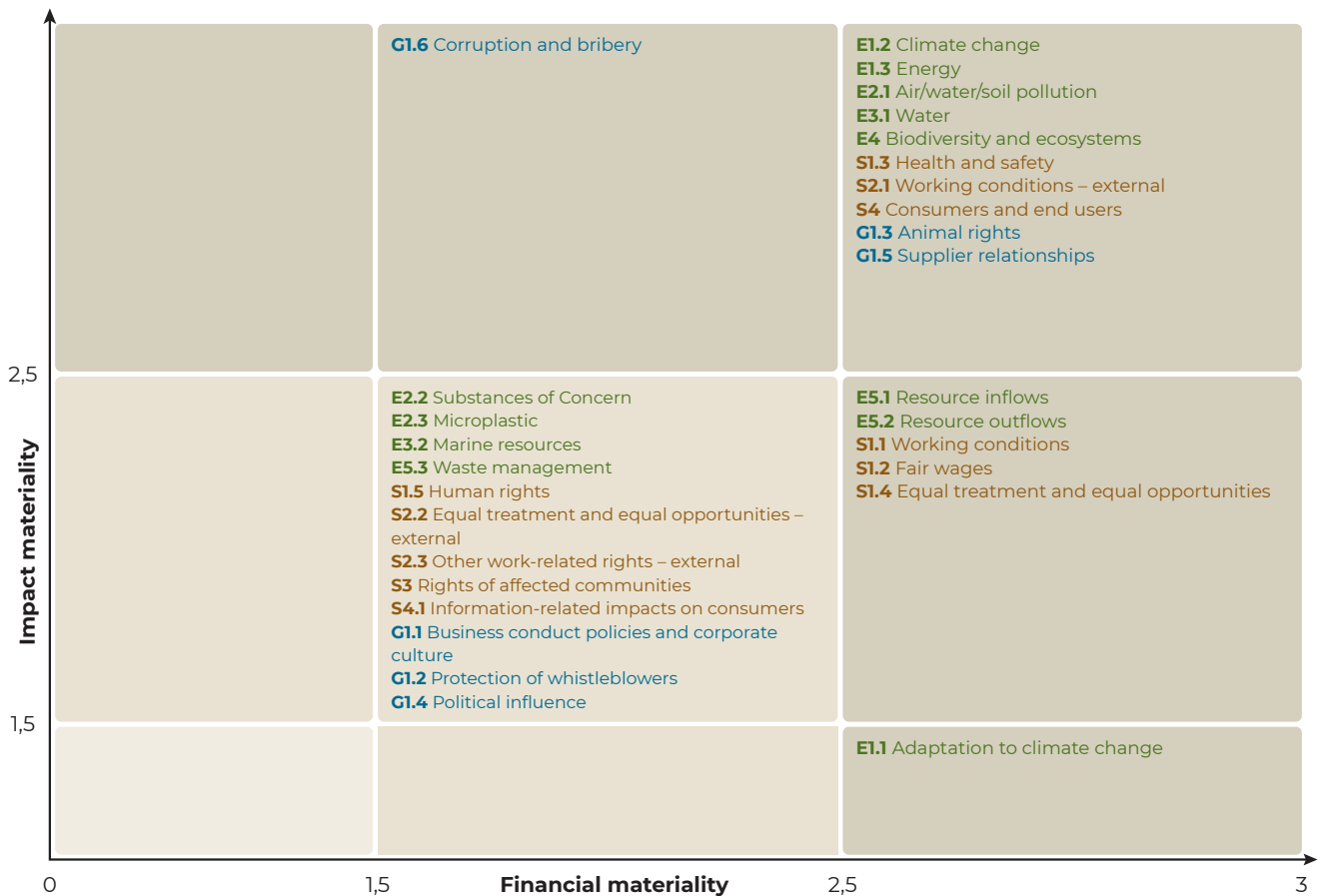
ANDROS publishes an annual progress report demonstrating its commitment and detailing new undertakings based on the Global Compact's 10 principles which cover human rights, labour, the environment and anti-corruption.

# Double materiality assessment at **ANDROS Germany**

**In line with the requirements of the Corporate Sustainability Reporting Directive (CSRD), ANDROS Germany has been actively involved in developing a double materiality assessment.** The fundamental methodology was developed together with members of the Federal Association of the German Food Industry (BVE), the Centre for Sustainable Corporate Management and cyc-

los future. It provides a solid foundation for a company-specific customisation.

Double materiality assessments take into account the effect our business operation has on the environment and society (impact relevance) as well as the financial impact of sustainability-related topics on our business (financial relevance).



Source: Dr. Christian Geßner (ZNU), Samuil Simeonov (cyclos future), Dr. Julian Rottschäfer (cyclos future), Rebecca Ehrenguber (fjol) / Creating a sample Materiality Assessment

The result at hand is reviewed and adapted to the specifics and business activities of ANDROS Germany. The process is carried out in close alignment with our Sustainability Champions and the Executive Board. Our aim is to create a solid foundation for the strategic development and future sustainability reporting.

### **Process flow: Creating a materiality assessment at ANDROS Germany**

#### **1. Identify topics**

- Adopt BVE's sample solution as a starting point
- Preliminarily classify sustainability topics

#### **2. Align with BVE classification**

- Core topic: Should be adopted; deviations must be justified in a comprehensible manner
- Relevant topic: May be significant for specific sub-sectors or business areas; individual review required
- No focus: Can be classified as non-essential unless it has company-specific relevance

#### **3. Validate internally**

- Sustainability Champions and the Executive Board review and discuss the topics
- Take into account specific circumstances, risks and opportunities of ANDROS Germany

#### **4. Finalise**

- Create a company-specific materiality assessment
- Ensure alignment with industry standards and CSRD requirements

#### **5. Implement**

- Include results in the sustainability strategy and the reporting system



# Sustainable development goals



**We think in cycles and in goals.** Out of the 17 Sustainability Development Goals (SDGs), we have chosen the values closest to our hearts which are organically interwoven. Just like a plant, so are we growing with our goals. They guide us in making our company more sustainable. Always with the clear intention to achieve progress together, to think in steps and to yield valuable results. People are at the core of our strategy. We are socially responsible. We make sure that everyone involved on our journey to a future worth living – our employees as well as our partners and our suppliers – is included. It comes as no surprise that shaping a sustainable future is bearing fruit in the truest sense of the word.

# ANDROS

## Sustainability Champions

### We are shaping a sustainable future

At the beginning of September 2025, our Sustainability Champions made the most of two days in a creative environment that promoted new ways of working, collective decision-making and true togetherness, and worked intensely on how to implement the 2030 sustainability goals at our sites in Germany.

They found initial answers to the big questions in our sustainability strategy, prioritised

core topics and identified priorities for the upcoming months. Diverse points of view, joint reflection and openness to new ideas shaped this collaboration – a great example of how powerful collective commitment can be. For us, sustainability is not just a strategic goal but a shared creative role.



Shaping new ways and new ideas together and with an open mind.



Meet the team, from pragmatists to implementation experts, from specialists and creative thinkers to coordinators and visionary pioneers.

“Each site has experts who drive energy management. Annual audits and the ISO 50001 certification underline how serious we take the responsibility for a sustainable energy footprint and continuous progress.”

Lena Michel  
Project Manager Energy Management  
ANDROS Deutschland GmbH  
Sustainability Champion

# Protecting resources, securing the future

**In a world with increasingly scarce natural resources, responsible economic management is crucial for a future worth living.** Our company continues to focus consistently on using fewer resources and developing ecologically and economically viable solutions. In this section, we present how we protect the fundamentals – from which our future grows and bears fruit – with innovative measures.

# Water – an invaluable resource

Our way to using less

We are aiming to use 15 per cent less water by 2030. To this end, we rely on best practices such as early detection of leaks, raising awareness among plant operators, reusing process water as well as installing digital measuring systems. Optimising Clean-in-Place (CIP) processes also plays a central role.

Since 2021, the Energy Management teams at our sites have been monitoring systematically the impact of our water-saving projects. The experience of past years has shown how important the considerate use of water is for our internal processes.

At our site in Elsterwerda, we were able to put more focus on this topic. The Water Saving team was established in 2023 to analyse the topic even more consistently. Among the

first successes are the optimised cleaning in the coconut process, improved CIP cleaning and sterilisation of the filling machine as well as optimised rinsing process steps in the desserts area. We managed to save overall **3,443 m<sup>3</sup> of fresh water**.

In Breuberg, the water consumption is already at a very low level. Nevertheless, our team consistently optimised the production processes. In 2024, the cleaning of apples changed, saving around a further **1,900 m<sup>3</sup> of water**.

**-11,000** ↘**36,000** 

Overall savings equate to around 36,000 bathtubs, meaning we increased our savings by 11,000 compared to the previous year

# Improving our carbon footprint

At each site, an experienced Energy Management team promotes the further development and the innovation potential of their plant. For years, we have been improving the energy balance of our company and have our measures checked by independent certified bodies. ANDROS Germany has been ISO 50001-certified since 2015.



## Optimising power consumption

A key step was shutting down the “Mona” cold storage facility. To be able to implement this measure, we installed new insulating gates protecting our active second cold storage facility. This saved 579,646 kWh of power and **252.1 tons of CO<sub>2</sub>**.

**-480,000** ↘**800,000** 

Washing machine loads or 579,646 kWh of power – 480,000 kWh less compared to the previous year

Additionally, during the plant shutdown on 26<sup>th</sup> of April 2024, we repaired the compressed air leakages. This led to saving further 48,834 kWh of power and **21.2 tons of CO<sub>2</sub>**.

## Optimising gas consumption

Targeted measures were also taken to reduce gas consumption. In Elsterwerda, inspecting and replacing faulty drain traps led to savings of 387,851 kWh of gas and **77.9 tons of CO<sub>2</sub>**.

In addition, we insulated steam pipes, steam valves as well as hot water pipes and valves which helped us to save another 98,317.59 kWh of gas and **19.8 tons of CO<sub>2</sub>**.

Further resource-saving actions were taken at the Breuberg site: By optimising our sewage plant, we saved approximately 78,000 kWh of power.

Replacing and optimising our lighting resulted in additional savings of around 22,000 kWh of power.

At this site, we also saved 50,000 kWh of heating by insulating steam pipes, condensate tanks, and pre-heating.

This resulted in overall savings of around **425 tons of CO<sub>2</sub>**.



# Our path to climate transformation

**Commitment to SBTi, and our first milestone**



**As food manufacturer, we bear special responsibility for protecting our planet. Producing and processing food is one of the largest contributors to greenhouse gas emissions worldwide, especially agricultural production, land use and global supply chains.** At the same time, climate change influences availability and quality of raw materials, food safety and the stability of agrosystems.

Therefore, ANDROS Germany sees it as their duty to actively help limiting global warming and support sustainable solutions across the entire value chain. It is our aim not only to minimise the impact of our actions but also to be part of the solution, for a future-proof food production in tune with humans and nature.

In 2024, we committed ourselves to the Science Based Targets initiative (SBTi). In doing so, we send a clear signal in support of scien-

ce-based climate protection and provide our business strategy with a solid foundation for emissions reduction and transparency.

## **Why SBTi?**

SBTi offers companies a clear framework to define emissions reduction goals which comply with the 1.5 degrees Celsius limit of the Paris Climate Accords. For ANDROS, this means that we take responsibility for our emissions across our entire value chain – from sourcing raw materials to delivering our products.

## **Our first milestone: The 2023 Corporate Carbon Footprint**

In 2024, for the first time ever, the Corporate Carbon Footprint (CCF) of ANDROS Germany was calculated covering the 2023 financial year, as a basis for our climate strategy, and included the emission-intensive areas of forestry, land use and agriculture (FLAG). The

calculation was carried out by a sustainability consulting institute in line with the standards set out by the Greenhouse Gas Protocol.

## For ANDROS Germany, this translates into the following emissions:

### Gesamt

# 109,255 tons\*

To be able to better trace our CO<sub>2</sub> emissions, we distinguish three types of emissions: **Scope 1** are direct emissions from our own facilities such as heating or production processes. **Scope 2** are emissions from generating purchased energy, in our case 100 per cent green electricity. **Scope 3** are all indirect emissions across our value chain which are generated at our suppliers, in transit or by using our products.

### Scope 1

# 13,556 tons\*

direct emissions

### Scope 2

# 0 tons\*

indirect emissions from energy:  
100% green electricity

### Scope 3

# 95,699 tons\*

indirect emissions across our value chain

# 88%

of our emissions come from  
Scope 3, especially from procuring raw materials.

## Emission intensity

Per million EUR turnover: **330 tons\***

Per employee (FTE): **130 tons\***

Per sqm: **0.09 tons\***

## Focus on FLAG emissions

As food manufacturer with a high demand in raw materials, ANDROS is a FLAG-relevant company. 23 per cent of our overall emissions derive from land-based activities such as cultivation and land use.

These findings help us to develop targeted measures to reduce emissions, for example, by purchasing more sustainably, cooperating with suppliers, and optimising transport routes.

## Outlook

The 2023 CCF is the basis for our future climate strategy. In the coming years, we will:

- define and validate **science-based targets**
- improve **data quality**, especially in Scope 3
- prioritise **reduction measures**, for example with suppliers and transport
- create **transparency** through regular reporting

By committing to SBTi and creating our first CCF, we are sending a clear signal – for protecting the climate, taking responsibility, and a sustainable future.

\* = CO<sub>2</sub> equivalents (CO<sub>2</sub>e)

## Breuberg

# New waste management concept reinforces resource protection

At the end of 2023, we launched, together with our waste disposal service provider, a new concept for waste separation at our Breuberg site. The aim was to collect reusable materials more efficiently and sort them better – an important step towards a circular economy.

By thoroughly analysing existing waste streams and cooperating closely with operational departments – Procurement, Maintenance and Lean Management – new collection structures were established. For example, we introduced additional containers for paper, plastics and glass, and employees received targeted training.

The benefits are obvious:

- **Higher recycling rates thanks to more accurate sorting**
- **Less residual waste, leading to lower waste disposal costs**
- **More awareness among staff regarding how to act sustainably at work**

Even though the structural measures were successfully implemented, they were not fully applied by staff right across the board.

Sorting recyclable materials correctly requires a mind shift in day-to-day work and continuous attention. This is why we will continue to offer targeted activities and training, aiming to further build awareness around the importance of sorting recyclables correctly, and to include employees proactively in the process.

The new concept shows how visible progress in environmental protection in a business operation can be achieved through targeted measures and partnerships.



**Each container is signposted with information in multiple languages.**

# Good products for everyone, sustainable packaging for tomorrow

**Our products are part of our everyday life in all its facets – from a dynamic start to the day up until a relaxed evening meal** – and deliciousness, quality and nutritional added value are in the focus. At the same time, we are developing packaging that protects resources and reduces the impact on the environment. Because when freshness, responsibility and quality come together, the future will bear fruit – for our consumers.

# How our products contribute to the Planetary Health Diet

The Planetary Health Diet is more than a nutritional concept – it is a vision for a healthier future. Developed by the EAT-Lancet Commission, it combines scientific knowledge with a deep sense of responsibility for people and environment. It focusses on a predominantly plant-based diet which is beneficial to our health and protects the natural resources of our planet. Using less animal products and emphasizing sustainable production modes, it is a powerful vision of tomorrow's world. The aim is to provide a healthy diet to a growing world population without exceeding the ecological limits of our planet.

As food manufacturer, it is our responsibility to offer products which are in line with these principles. Our product range already includes plant-based options which represent a valuable contribution to a healthy and sustainable diet. By choosing regional raw materials, using less sugar and salt, and continuously improving our recipes, we actively contribute to reaching the goals of the Planetary Health Diet.

With this nutritional concept as a guideline, we can strategically align our product development and make our contribution to transforming the dietary systems visible.

## **Our product range in the context of the Planetary Health Diet**

Our products are characterised by a high proportion of plant-based ingredients. Especially our brands Spreewaldhof, ANDROS So good so Veggie, Odenwald and the new Andros Be Nuts! brand contain solely plant-based ingredients and are ideal for a diet in alignment with the Planetary Health Diet. Furthermore, we rely on regional raw materials, short transportation routes and the least possible processing to minimise the environmental impact.

# Healthy products – sustainable packaging

## Odenwald Professional packaging reimagined with a solution-oriented pouch concept

Our solution-oriented pouch concept helps us to reduce packaging and waste. The pouches are light, space-saving and safe to handle – without any sharp edges or risk of glass breaking. Available for apple sauce and apple compote in convenient sizes (5 kg and 2.7 kg).

By switching to pouches, we use less material, reduce freight and volume which, subsequently, lowers the energy consumption during transport. This in turn results in less CO<sub>2</sub> emissions in our supply chain and represents an important step towards resource-efficient packaging solutions.

### Emissions in comparison

**163.3 gCO<sub>2</sub> per kilo tin**

**35.2 gCO<sub>2</sub> per kilo pouch**



**Our pouch concept saves space, weight and CO<sub>2</sub>. Light, safe and resource-efficient**



## Environmentally friendly packaging

To achieve our ecological targets, we rely more on innovative packaging solutions which reduce material use, waste and CO<sub>2</sub> emissions, without compromising on quality or safety.

## Good, safe and natural products

Our products are part of our every day, whether it is to start us off to a great day, to snack or to complement a balanced dinner. Deliciousness and the highest quality are the hallmarks of our versatile products. Alongside best ingredients, our focus lies on nutrients – for the wellbeing of our consumers. Because freshness and quality are bearing fruit.

**Breuberg**

**90%**



**About 90% of our products have Nutri-Score A or B**

# Preserve diversity, grow agro- ecologically

**Biodiversity is the basis of stable ecosystems – and the future of our food production.** Agro-ecological approaches help us to strengthen natural processes and promote sustainable and resilient cropping systems. Working closely with our agricultural partners goes to show that, by protecting diversity, land and communities will flourish. Thus, sustainable agriculture will bear fruit in the long run.

# ANDROS Be Nuts! – In line with the Planetary Health Diet

## ANDROS Be Nuts! and the vision of a sustainable diet

With ANDROS Be Nuts!, the peanut spread by ANDROS, we are introducing a brand to the German market which stands for a modern, plant-based diet. The ANDROS Be Nuts! products are consistent with the principles of the Planetary Health Diet, combining health with environmental protection.

Plant-based. Healthy. Environmentally friendly. ANDROS Be Nuts! is good for the planet. Cultivating peanuts helps binding nitrogen, and peanuts need very little irrigation to flourish. Additionally, all ANDROS Be Nuts! products are free from palm oil, vegan and lactose-free.

ANDROS Be Nuts! is good for consumers. Peanuts contain valuable plant-based protein, vitamins and minerals, and are rich in fibres.

This is in line with the recommendations of the Planetary Health Diet which promotes the consumption of nuts, pulses and plant-based oils and, at the same time, helps to minimise the carbon footprint.



Less water  
consumption:  
**6x less**  
than almonds

ANDROS Be Nuts! –  
4 crazily delicious  
varieties: Creamy,  
Crunchy, Cocoa and 100%

## Launch in Germany – Spring 2026

Launching ANDROS Be Nuts! in Germany is a strategic step to expand the number of products conforming with Planetary Health. With the launch in Spring 2026, we are targeting health- and environmentally conscious consumers and offering them an attractive alternative in the spreads segment.

ANDROS Be Nuts! is part of our long-term strategy to make our diet more sustainable. The brand embodies our attitude: Enjoying food and acting responsibly do not exclude one another. Quite the opposite, they go hand in hand. With ANDROS Be Nuts!, we are setting an example for a new generation of foods which are beneficial for people and our planet.

# Meadow orchards – preserving diversity, shaping the future



## Bio-Streuobst – the new product line of the Odenwald brand

By launching “Bio-Streuobst Apfelmus“ (organic meadow orchard fruit apple sauce), our new product line, we set a clear signal for preserving traditional agricultural landscapes. The products are based on apples from meadow orchards in Germany, one of the most diverse habitats in Central Europe. They stand for being natural, regional and a mindful use of resources. By processing old and robust apple varieties in Bioland quality, we foster biodiversity and, moreover, taste and variety in jars. To ensure short transportation routes and the best quality, our meadow orchard fruit

is grown within a radius of 100 kilometres of our production site in Breuberg (Odenwald).

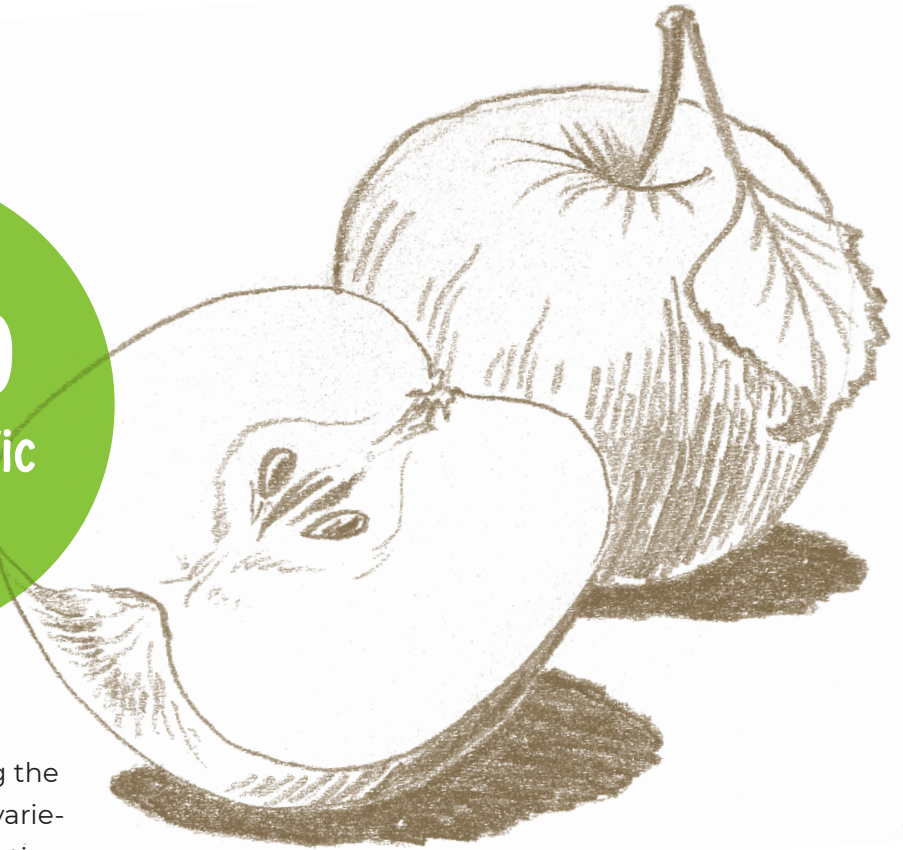
## Partnership with Schlaraffenburger e.V.

At the end of 2024, we launched a long-term partnership with Schlaraffenburger e.V., a non-profit organisation committed to preserving and caring for meadow orchards in Southern Germany. Together, we are aiming to strengthen and re-establish meadow orchards as a sustainable mode of cultivation.



100% native apples,  
0% added sugar and  
0.0% bad conscience.

Around  
**60-80**  
region-specific  
varieties



From 2025 to 2029, we are supporting the cultivation of regional and old apple varieties as well as the maintenance of existing meadows. We are investing in training and consulting cultivators of meadow orchards.

The Schlaraffenburger tree nursery with around 60 to 80 varieties typical of the region is a core component. They help to preserve genetic diversity and to plant trees for the future.

### **Meadow orchard fruit contributing to the Planetary Health Diet**

Meadow orchard products perfectly complement the Planetary Health Diet. They are plant-based, regional, seasonal, and promote the preservation of ecologically valuable land. With our Bio Streuobst product line and our partnership with Schlaraffenburger, we proactively contribute to a diet that is good for people and our planet.



# Strong and effective – together

**Social cohesion is essential for a sustainable development.** By being engaged and committed within our company and in society, we create spaces where people stand by each other, learn from one another and grow with each other. In acting jointly – whether it be in internal initiatives or regional projects – we strengthen our communities and make social responsibility tangible. Because where everyone stands by one another, the future is bearing fruit.

# Workplace health & safety

## Individual hearing protection |

**Breuberg** 1

To protect the long-term health and safety of our employees, we have launched a comprehensive initiative for **individual hearing protection** at our Breuberg site.

In July, we already took impressions for custom-made earplugs from 24 staff. These special Elacin RC hearing protection systems offer optimal protection and are very comfortable to wear. They are made of soft silicone and equipped with a filter which improves speech clarity and recognising warning signals.

With a lifespan of about five years, minimal use of raw materials and low waste generation, the product contributes to the preservation of resources.

In December, we reached yet another milestone: 61 employees opted for individual hearing protection.

## Health measures – action day for more wellbeing | **Elsterwerda** 2

Being healthy is fundamental to productivity and satisfaction. Therefore, health-promoting measures are an important aspect at our sites.

In May, prevention and wellbeing were the focus at our Elsterwerda site. Employees took up offers such as **measuring their back and weightbearing, physical checks and pulmonary function tests**. These were accompanied by classes about **spinal mobility, relaxation** and **Nordic walking**.



In December, our employees at the Breuberg site received practical advice on the Health Day and could undergo individual health checks. A key topic was the **job-specific back coaching**.

## Sports event strengthens community and health

On 7<sup>th</sup> of September 2024, a sports event took place for the second time on the premises of SV Preußen. Activities such as AROHA workout, Nordic walking, football and bowling offered a diverse array of opportunities to exercise and build the team spirit. The sports event illustrated that health and community go hand in hand.



# Being socially involved



## Cooperating with Acker e.V. – sowing knowledge

The learning offer for children and teenagers provided by Acker e.V. creates unique experiences around food and nature. We are continuing our cooperation in 2024 and support the participation of two schools in the **GemüseAckerdemie** until 2026:

- Toulouse-Lautrec-Schule Berlin
- Evangelisches Gymnasium Hermannswerder

We are proud to have been part of the 'ploughing movement' for years. GemüseAckerdemie fosters sustainable dietary and consumer behaviours and enhances social skills and the appreciation of food.

### The figures speak for themselves:

Over

# 1,200 schools

in Germany, Austria and Switzerland joined in 2024

# 318,000 pupils

have participated

# 66%

of the pupils love growing vegetables

# 59%

develop a greater appreciation and interest in vegetables

# 68%

strengthen their positive attitude towards nature

The figures illustrate impressively that education in diet and sustainability has a long-term effect, and how important it is to spark young people's interest in nature and healthy food at an early age.

# Living responsibly, building trust

**Acting ethically and communicating transparently is fundamental to our economic actions.** We respect fair business practices, protect human rights and foster diversity and inclusion in all our structures. These values inform our decisions, and they build trust. This creates an environment that is supportive, today and for generations to come.

# Our business ethics



We are committed to ethical standards and transparency in our business processes. This includes fair business practices, protecting human rights and fostering diversity and inclusion. Important values ensuring that good living standards are achievable for everyone and that prosperity bears fruit.

## **Our Code of Conduct: a firm statement against corruption**

Our Code of Conduct is based on the latest recommendations of the French anti-corruption authorities, with the aim to educate. It helps to identify behaviours which should be avoided, and it provides our employees with clear instructions on how to handle high-risk situations.

## **Code of Conduct: basic requirements for all employees**

ANDROS expects the highest ethical standards from its employees in terms of labour standards, anti-discrimination, freedom of association, adherence to the rule of law, anti-corruption, data protection, and respect for the community and the environment.

These requirements are stipulated in our Company Rules and our Code of Conduct. Each employee commits to adhering to the Code of Conduct.

## **S.esame – our supplier portal**

Our supplier portal gives an overview of the maturity of sustainable activities.

Our suppliers are being onboarded gradually to the S.esame Por-





- 1 The supplier portal enables us to check if our suppliers have agreed to the Code of Ethics.
- 2 The Code of Conduct is backed by regular training.
- 3 All our subsidiaries receive anti-corruption training.

tal. It allows our purchasing team to assess the maturity of sustainable activities of each supplier.

### Sedex membership

ANDROS Germany has been a Sedex member since 2019. The online platform is the first global programme that allows the sharing of supply chain specific Corporate Social Responsibility (CSR) data.

Each year, our sites answer questions regarding labour law, health and safety, the environment and business ethics.

ANDROS is also registered as purchaser on Sedex and requests suppliers to join.

### Ecovadis

EcoVadis assesses the sustainability performance in areas such as environment, labour law, human rights, ethics and sustainable sourcing. A good evaluation indicates that companies comply with high standards and keep on improving their commitment to sustainability.

The first result in 2023 for our sites in Breu-berg and Golßen confirmed that we were



on the right path, though still with room for improvement. The assessment in 2024 was a significant and positive sign for the efforts made at our fruit and vegetable sites, and they were rewarded with the bronze medal. The Elsterwerda site will join the platform in the last quarter of 2025.

## Compliance in the context of sustainability

Acting responsibly and with integrity is a cornerstone of our corporate identity. As food manufacturer, we bear special responsibility towards our employees, consumers, customers, other stakeholders as well as society. To us, compliance is far more than a book of guidelines – it represents our attitude: We want to act fairly, safely and credibly – in the interest of our employees, our partners and a sustainable future.

In doing so, we are also contributing directly to important SDGs, especially 4, 5, 8 and 16.



Our Compliance Management System (CMS) is firmly rooted in our business structure and managed by the Legal & Compliance department. They work closely with all relevant departments to bring compliance to life

effectively in everyday operations. The CMS complies with recognized standards such as IDW PS 980 and ISO 37301. It is tailored to the requirements of a medium-sized food manufacturer.

Central fields of action include promoting a culture of integrity, clear compliance targets, frequent risk analysis, continuous development of relevant guidelines, regular training and transparent reporting and communication channels. This is how we create an environment in which responsible behaviour goes without saying and allows us to identify risks at an early stage.

### Tangible measures in 2024

In 2024, we laid the foundation for creating a systematic CMS. A comprehensive analysis of the status quo helped to define priorities and fields of action. Building on this, we began to develop a CMS including our first risk analysis. We also determined central key topics. The focus was on improving communication around compliance as well as strengthening anti-corruption. We started by putting together a group-wide Code of Conduct and Anti-Corruption Guideline which are supplemented by training measures in the subsequent year. These steps are the basis for an effective and future-proof compliance system.

### Development and outlook to 2025

In 2025, we will focus on implementation and on consolidating the structure which has been established so far. A cornerstone will be the introduction of EHQ Integrity Line, the digital whistleblower system, which provides employees and external partners with a safe and confidential reporting channel.



The system helps to prevent violations and promotes a culture of integrity.

“The shift towards sustainability begins with your attitude. Our Compliance Management makes it tangible – with ethical principles, clear rules and verifiable impact.”

**Sandra Kleinejaser**  
 Manager Legal & Compliance  
 ANDROS Deutschland GmbH  
 Sustainability Champion

In parallel, we are finalising our Code of Conduct which will be binding for all employees. Additionally, we will implement a new Anti-Corruption Guideline. Accompanying anti-corruption training should reach at least **75%** of employees in the administration and build risk awareness.

These measures will reinforce our Compliance System and contribute significantly to a transparent, responsible and sustainable management.



A binding guideline for behaviours and values at Andros Germany.



# Imprint

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