

norevo®

Sustainability
at Norevo –
We have a long
road ahead

:always natural



Naturally Norevo

Norevo is a globally active company, well-established supplier and consultant for a host of key industries. Our focus lies on the production and sale of natural raw materials and key ingredients derived from them. For more than 120 years, we have been working reliably and in a spirit of partnership with international customers from the food, confectionery and beverage industries as well as from the pharmaceutical and cosmetics sectors.

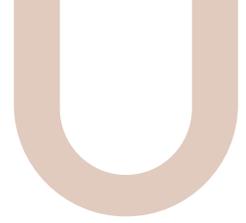


As our core business revolves around natural raw materials, it is in our best interest to invest in a future in which the environment, economy and social responsibility are in a state of harmony and balance. To achieve this lofty objective, we are in the process of incorporating a company-wide sustainability policy that is closely aligned with the United Nations 2030 Agenda for Sustainable Development and its Sustainable Development Goals (SDGs).



"In everything we do, people and nature take centre stage and have a pivotal impact on Norevo's innovative and sustainable business activities."

ALEXANDER WOLFF
STRATEGIC MANAGEMENT

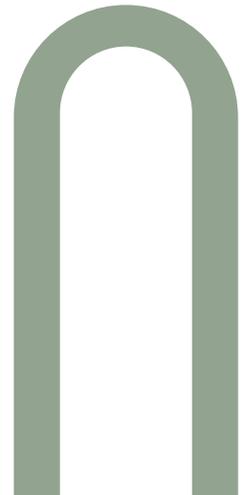


WE SUPPORT



In July 2021, we joined the world's largest initiative for sustainable and responsible corporate governance – the UN Global Compact. By doing so, we committed to aligning our strategy with the UNGC's ten principles in the fields of human rights, working standards, the environment and combatting corruption, and to reporting back on our progress at regular intervals.

On an in-house level, we have initiated all-encompassing processes aimed at firmly establishing sustainability at the core of all areas of our company, while also cooperating and listening to the needs of both our suppliers and customers.



At home throughout the world

We have five international production facilities and maintain a presence in Germany, China, Mexico, Hungary, Argentina, Hong Kong and Singapore. Our six product groups are currently sold in 79 countries. Whether honey, liquorice extract, acacia gum or other fine raw materials, one thing is sure – the quality and purity of our products are always of the utmost standard. This is ensured by five in-house laboratories dedicated to product analysis and four research and development centres.

OUR CERTIFICATIONS



Proud to be a
Sedex
Member



RSPO-9-0777-14-100-00





As a globally active purchasing and sales partner, we are vertically integrated in the value-added chain. Above and beyond the sphere of compliance with all legal requirements, our relationship with our suppliers and partners is founded on fairness, cooperation and mutual trust. All our suppliers are signed up and fully committed to the Norevo Code of Conduct. Their compliance with all rules and regulations is ensured via regular on-site audits.

With a view to enhancing transparency along our supply chain, we have joined numerous initiatives, including the Sustainable Agricultural Supply Chains Initiative (INA) coordinated by the German Society for International Cooperation (GIZ) and the Initiative for Responsible Carnauba. Both of these have the goal of improving social conditions and the biodiversity associated with the sourcing of carnauba wax. Several of our subsidiaries are registered SEDEX members, while many of our production sites participate in the SEDEX or WCA audit programmes. Not only that, but we are currently working with our partners on several projects aimed at boosting traceability along the supply chain. We are also registered on the EcoVadis platform for rating the sustainability of supply chains. In 2021, EcoVadis awarded the Group as a whole a bronze medal, while Norevo GmbH won silver.

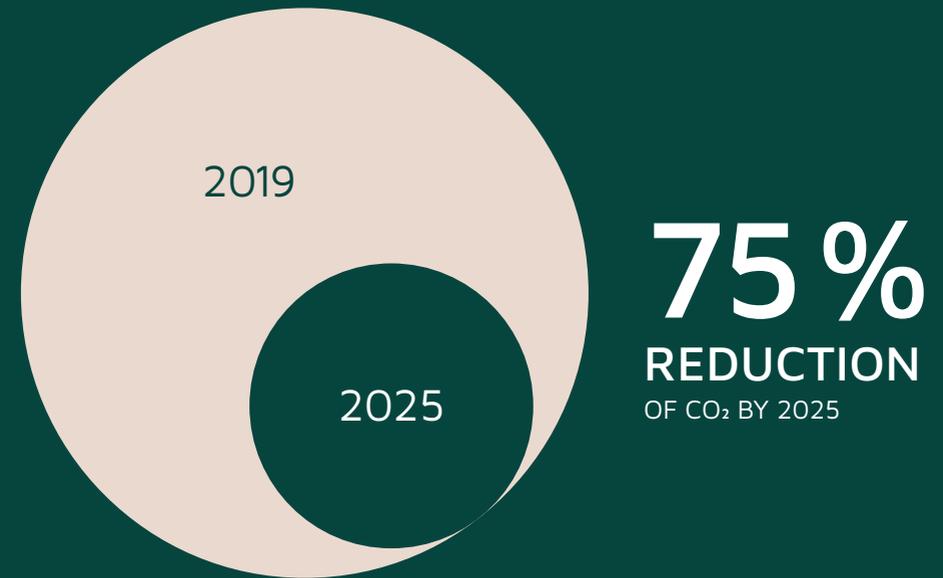
Working towards a better climate

As part of our sustainability policy, we are committed to taking all necessary steps to prevent or minimise any negative impact on the community, natural resources and the general environment. In addition to this and with a view to the future, we will regularly evaluate the environmental consequences of our business activities and compile specific, quantifiable goals aimed at reducing waste, water consumption and greenhouse gas emissions along our entire supply chain.



FROM 2022
100%
RENEWABLE
ELECTRICITY

We are avid advocates of the concept of climate neutrality. We have therefore calculated the carbon emissions of the entire corporate group based on the Greenhouse Gas Protocol. We have set ourselves the short-term goal of reducing our CO₂ emissions (Scope 1 and 2) by 75 percent by 2025 compared to 2019. To bring this about, we are constantly developing solutions in our plants aimed at reducing energy consumption and raising energy efficiency. Furthermore, Norevo GmbH and its production facility in Möhnsen will be powered 100 percent by renewable electricity as of 2022.

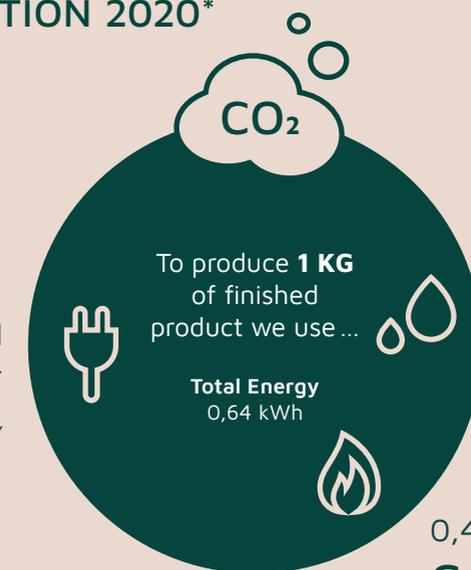


CO₂ CONSUMPTION 2020*

AVERAGE VALUE FOR 1 KG

168 g

0,11 KWH
ELECTRICITY
2% RENEWABLE ENERGY



0,011 M³
WATER

0,46 KWH
GAS

*Scope 1 and 2 in accordance with regulations



With regard to our manufacturing activities in Germany, we only use water from our own well, the quality of which is analysed several times a year. All resulting wastewater is treated in the connected purification system and the residual sludge can be reused as fertiliser.

Waste disposal at our plants is fully in line with local regulations. We also encourage our customers to recycle smaller packaging.

OUR OWN WELL WITH
**WATER
RECLAMATION
PLANT**
IN GERMANY



We at Norevo

We employ 210 people worldwide. They are at the heart of our company and the key to our commercial success. Integrity, trust and mutual respect are the hallmarks of our corporate culture and working atmosphere. These values are also emphasised in the Norevo Code of Conduct, with which we expect all managers and employees, along with suppliers, to adhere. We are currently working on the development of an employer branding concept and a corporate benefits programme.

18
NATIONS
AT NOREVO

WORLDWIDE

210

EMPLOYEES

44% | **56%**
WOMEN | MEN

21% | **55%** | **24%**
UNDER 30 YEARS | 30-50 YEARS | OVER 50 YEARS

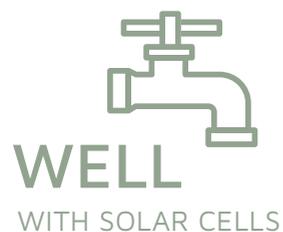
We ensure that all employees at our production facilities receive regular medical care. Training courses dedicated to occupational safety, hygiene, IT, customs and import regulations, products and RSPO are regularly held. Keenly aware of the importance of advancing the development of every individual employee, we offer regular language courses, workshops for job-related certifications and educational leave. As part of our trainee programme, we also offer work-study programmes in cooperation with the Hamburg School of Business Administration and dual education opportunities in the field of international trade at the Hamburg Chamber of Industry and Commerce.

Our various sites comply with the occupational health and safety laws of the respective country in which they operate. A risk analysis with regard to product safety is carried out annually on the basis of a BSCI report.



We love to share

We support various social initiatives, particularly in those countries where we are active. Whether in Ethiopia, Tanzania or Benin, we cooperate with local NGOs and other partners to combat youth unemployment and, for example, in the training of beekeepers. Together with our suppliers in Brazil, we attach great importance to ensuring fair and equitable working conditions and also strive to preserve the richness of biodiversity within the region. These are just some of the ways we aim to enhance the living standards of people and communities in the countries of origin of our raw materials.



120 CHILDREN
CAN GO TO SCHOOL EVERY
DAY AGAIN



In Benin, we joined forces with other companies and the local PJUD organisation to construct a 75-metre-deep water well powered by solar panels. The village of Assiyo, in one of the poorest regions of the country, is home to 120 schoolchildren. Now that they are finally spared the daily, arduous trek to the former water source, which was nine kilometres away, they can once again attend school regularly. What's more, we also support organic beeswax projects in Benin and Ethiopia.



Shaping the future responsibly

“Taking the first step is crucial. This year, we initiated comprehensive in-house processes with a view to permanently establishing a sustainable mindset in all parts of our company.”

YUEXIN LIU
SUSTAINABILITY MANAGEMENT

Nature is our most important supplier of all. The repercussions of climate change have a profound impact on the harvesting of our raw materials. With this in mind, we are determined to operate even more responsibly and to irreversibly entrench a sustainable ethos at the heart of our day-to-day business dealings.

We are in the process of rolling out an in-house sustainability management system that incorporates all our sites. Right now, we are establishing a long-term strategy along with a CSR reporting system and a corresponding project planning committee.

In future, we will collect all relevant key figures and set up structures aimed at formulating, implementing and monitoring specific measures. We also plan to adapt our corporate strategy and carry out an in-depth materiality analysis in order to identify the relevant fields of action and key issues for us and our stakeholders.

Our overriding goal is to increase transparency throughout the entire supply chain, improve living standards in the countries where we source our raw materials, and protect our planet, thereby minimising the impact of climate change on our environment.

IMPRINT

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In our quest to become truly sustainable, we have already laid down the first concrete milestones by which we want to be measured:

- Reducing CO₂ emissions by 75 % by 2025
- Exclusively using renewable energy in all facilities in Germany by 2022
- Constructing a water recovery plant in Germany
- Completing several projects at production sites in Mexico, China and Hungary to boost production efficiency and minimise the consumption of resources
- Offsetting unavoidable CO₂ emissions in business processes
- Launching a traceability project to ensure a sustainable supply chain
- Incorporating ESG criteria into our supplier questionnaire
- Encouraging digital processing to reduce paper consumption

We've hit the road running.