

2022

BAADER ///

BAADER Food Systems Denmark A/S

Corporate Social Responsibility



Introduction to

Corporate Social Responsibility

This is the official Corporate Social Responsibility (CSR) statement of BAADER Food Systems Denmark A/S (BFS DK). BFS DK is part of the BAADER Group. We are a family-owned business with more than 1500 employees around the world. We design and engineer innovative and holistic solutions for all phases of professional food processing.

BFS DK develops, produces and sells machines and complete plants for slaughtering and processing of poultry as well as weigh-

ing and grading equipment, also used in the fish industry as well as other food industries. Sales, marketing and service in several important markets takes place directly through subsidiaries.

At BFS DK we aim to design intelligent solutions that measure, monitor and notify in order to optimise processes throughout the poultry plant and thus provide our customers with a sustainable competitive advantage through an optimised use of resources.

Our vision is to ensure a biosecure environment throughout the value chain, from the farm, within the process and to the customer.

Thus, we aim to design our live bird handling systems to best reduce bird stress and injuries to a minimum. Just as we aim to provide safe food processing factories to our customer all over the world by implementing effective food safety and hygiene practices to minimise the risk of contaminating the final product.

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The poultry business unit develops, manufactures and sells poultry processing equipment – from live bird handling to final product dispatch. The product portfolio encompasses live bird handling systems, slaughtering, evisceration, chilling, cut-up, deboning, distribution and grading and batching machines operating hand in hand to cover the entire poultry processing chain.

With more than 75 years of experience, BFS DK has gathered a comprehensive knowledge of the global poultry industry's demand and needs for processing solutions. In our solutions, we aim to implement the ideal processing practices with respect to animal welfare and food safety, and to provide our customers with a competitive advantage with reliable poultry processing equipment.

Like the business activities of the fish processing division, the poultry processing division also covers the manufacturing of individual machines, systems and comprehensive plants. Apart from the production and sale of machines, the spare parts and service businesses are also essential and has expanded strongly in recent years.

Market demands and technologies constantly develop, which is why BFS DK always keeps an eye on the market changes in order to develop and improve the portfolio of machines and solutions aimed for the global poultry processing industry.



Figure 1: BFS DK's processing solutions cycle

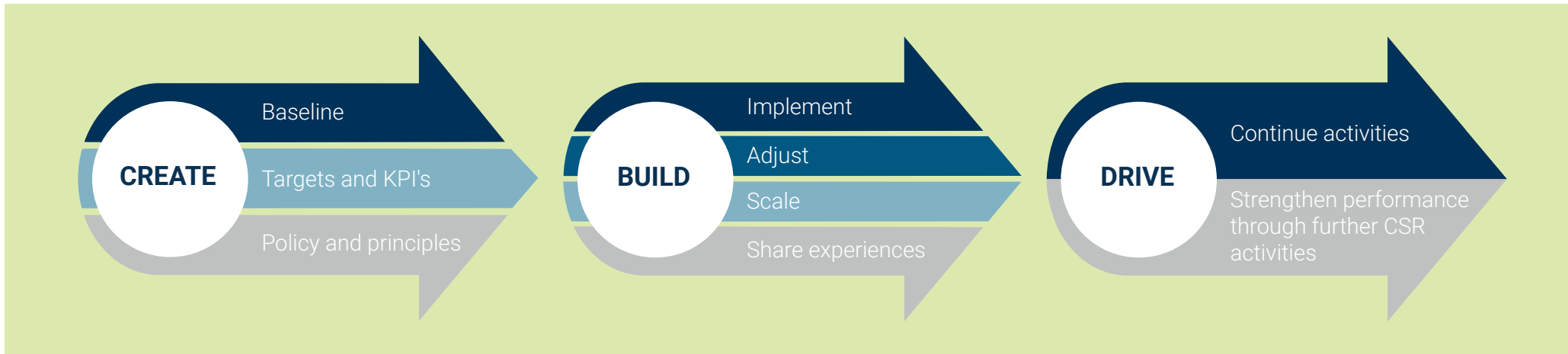


Our Work with CSR

BFS DK has been working with sustainability, human rights, ethical business conduct and creating good conditions for our employees for many years.

We use our CSR report to further develop our company and to work with sustainability, human rights, ethical business conduct and good conditions for our employees in a better and more structured way, with goal setting and using CSR as a part of BFS DK's strategy.

In 2020 we created a baseline for many of our goals, which we were working to improve in 2021 and now for 2022 we have increased our measuring points, especially in relation to our environment footprint. Nevertheless, we are well aware that our focus areas and goals might differ from year to year, but we will do our best to create a company with an unremittingly focus on sustainable business practices.



BFS DK recognises that working with CSR is not only a strategic tool, but something which all employees should be involved in as we wish that working with CSR should be a natural part of all employees' every day work. This is why the Co-operation Committee works to engage all employees in the CSR work.





Placing Sustainability on the Agenda

BFS DK welcomes the Sustainable Development Goals (SDGs) from the UN and sees them as a relevant framework to guide governments, organisations and people to make better decisions and take better actions towards a more sustainable future. At BFS DK, our area of focus will be the following targets:



Target 4.4

Contributing to increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.



Target 5.5.2

Ensure women's full and effective and equal opportunities for leadership at all levels of decision-making in political, economic and public life – with our focus on Proportion of women in managerial positions.



Target 12

Ensure sustainable consumption and production patterns

These three targets are our focus points and we will continuously work with the SDGs to gain insight into becoming a more sustainable company.

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Environment and Climate

Sustainability





The world is facing a global crisis of global warming and climate change. In December 2019, the Danish Government adopted a new Climate Change Act, under which Denmark is committed to reduce the emission of greenhouse gasses by 70 % using 1990 as a baseline. To be able to achieve this goal and possible more, it is important that we all do our part to protect our planet, as we know it. Therefore, we at BFS DK are committed to doing

our part as well. BFS DK has been focusing on reducing our waste and continually improving the utilization of the raw material entering our production, this measurement has in place since 2020, where we made a baseline.

Our world has limited resources and we run the risk of running of our natural resources, which is why

we have turned our attention to our raw materials. BFS DK wants to utilize our resources as good as possible to limit our waste from production.

In 2022 we have also been looking into our usage of electricity and heating. The measurements set in place is overall usages of electricity for both production sites in DK, usages of heating in Trige (District heating) and heating in Gjesing (oil).

FOCUS AREAS 	GOALS 	ACTIONS 	RESULTS 
Waste	Reduce and reuse more waste from production	Improve our utilization of stainless steel with 5 % points.	Compare to 2020 we have had an increase of approximately 2,6 % points.
Electricity	Reduce the usages of electricity in production and office areas	Reduce our electricity with 5% compared with 2020	Compare to 2020, the reduction is as following: Trige -4%, Gjesing -12%, Over all -7%
Heating District heating	Reduce the usages of heating in production and office area in Trige	Reduce our usages of Mwh with 5% compared with 2020	Compare to 2020, the reduction is -5%
Heating Oil	Reduce the usages of heating in production and office area in Gjesing	Reduce our usages of Oil measured in liters with 5% compared with 2021	Compared with 2021 the usages increased 2%.

We did not completely reach our goal of utilization our stainless steel, however, we did make improvements. Achieving a better utilisation of a raw material has been of focus in 2021 and 2022 and moving forward with this area we will strive to make our company even more sustainable.

Future expectations

Our focus on reducing our consumption of electricity and heating had overall good results, and this is something, which we will have ongoing focus. We will, furthermore, work on implementing a sorting system for the waste, which we have from the canteen and employees earlier than demanded from the municipality.

Animal Welfare

The environment and climate is not the only concerns of BFS DK. As a global manufacturer of live bird handling equipment, BFS DK recognises that our solutions, the equipment, and workforce have an impact on how animals are handled.

Animal welfare plays a crucial role in our mission statement and we feel committed to drive up animal welfare standards within the poultry processing business. It is our objective to ensure environmental, transportation and slaughtering conditions that minimise stress and suffering for the animals, and we use digital technology to enable real-time bird-behaviour monitoring to help our customers ensure proper animal welfare in their production. Therefore, we also offer our customers in-depth training on how animal welfare is best ensured during catching, transport, shackling, stunning and slaughtering.

We are committed to ensuring that employees working with live bird handling or related equipment have deep insight into legal regulations as well as best practices and animal welfare guidelines defined by BFS DK and based on our many years of experience with live animal handling.

In addition to meeting EU legislation, we strive to work with independent organisations and customers worldwide to develop a range of products that deliver the highest animal welfare conditions.

Working with Expert Organisations

We have previously exchanged experiences with The Royal Society for the Prevention of Cruelty to Animals (RSPCA, England and Wales), an organisation working to encourage welfare improvements across industries, and we make an effort to live up to the welfare standards developed by RSPCA e.g. by implementing a camera monitoring system during the stunning process.

With great dedication to animal welfare standards, we partnered our engineering team with the experts in poultry science at Auburn University's Poultry Science Department (USA) on the development of a new Controlled Atmosphere Stunning system. Once the equipment was finished, we decided to donate the first Above Ground CAS system to Auburn University to provide Auburn's scientists an advantage in their research on how carbon dioxide CAS systems influence animal welfare.

Best Use of Raw Materials

Efficient processing solutions are our contribution to a sustainable food industry. We engineer our machinery to minimise the use of resources and we design our poultry processing solutions to maximise the use of each bird entering the processing plant. Our equipment and software solutions enable our customers to assess how each bird should be processed in relation to its individual characteristics, whereby the intake resource is fully utilized, and waste is minimised. We use advanced weighing and vision technology as well as sophisticated distribution algorithms to determine best use of each bird.

Food Safety

As a supplier to the food industry, we are obligated to ensure food safety throughout our processing solutions. We follow rigorous procurement processes to ensure that we select safe, high quality raw materials when developing our machinery, and hygienic designs that enable our customers to thoroughly cleaning the equipment, are a prerequisite for approving a machine for final launch.

When assisting our customers in designing new solutions, we carefully organise the processing flow to implement clearly separated hygiene zones thereby avoiding cross-contamination that challenges food safety.

Live bird transport equipment can easily transmit bacteria, which is why we have developed highly efficient washing and disinfection systems.



Social Conditions and Conditions for Employees



One of the most important resources in BFS DK are our employees and their extensive knowledge and experience. As we develop, manufacture, install and service all of machines ourselves, the people within the organisation have extensive knowledge about all the processes in connection with manufacturing our machines. Therefore, we are committed to providing a good and healthy working environment for all of our employees. Furthermore, training and educating our employees is an expressed goal from management.

Diversity and Equal Opportunity

BFS DK does not tolerate any form of discrimination on the grounds of race, skin colour, gender, language, ethnicity, political or other views, cast, national or social origin, wealth, birthplace, union affiliation, sexual orientation, health, age, disability or other characteristics. We want to offer equal opportunities for all our employees, regardless of the above characteristics.

Equal opportunities for all genders have attracted much attention the last couple of years. In our recruitment process, BFS DK is very aware that gender distribution within the company should reflect the distribution of women and men in society, and when seeking and selecting new employees we are aware of the importance of limiting the unconscious biases in the recruitment process.

Our future goal is to continuously work for better social conditions for our employees and collaborate with the local community, as we consider this goal beneficial for all parties.

Moving forward, we will be working with the well-being of the employees and creating a good working environment for the employees.

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Future expectations

Our future goal is to continuously work for better social conditions for our employees and collaborate with the local community, as we consider this goal beneficial for all parties.

Moving forward, we will be working with the well-being of the employees and creating a good working environment for the employees. To gain more insight into this area we will implement a theme in 2023, focusing on work environment, in our yearly employee survey.



Respect for Human Rights

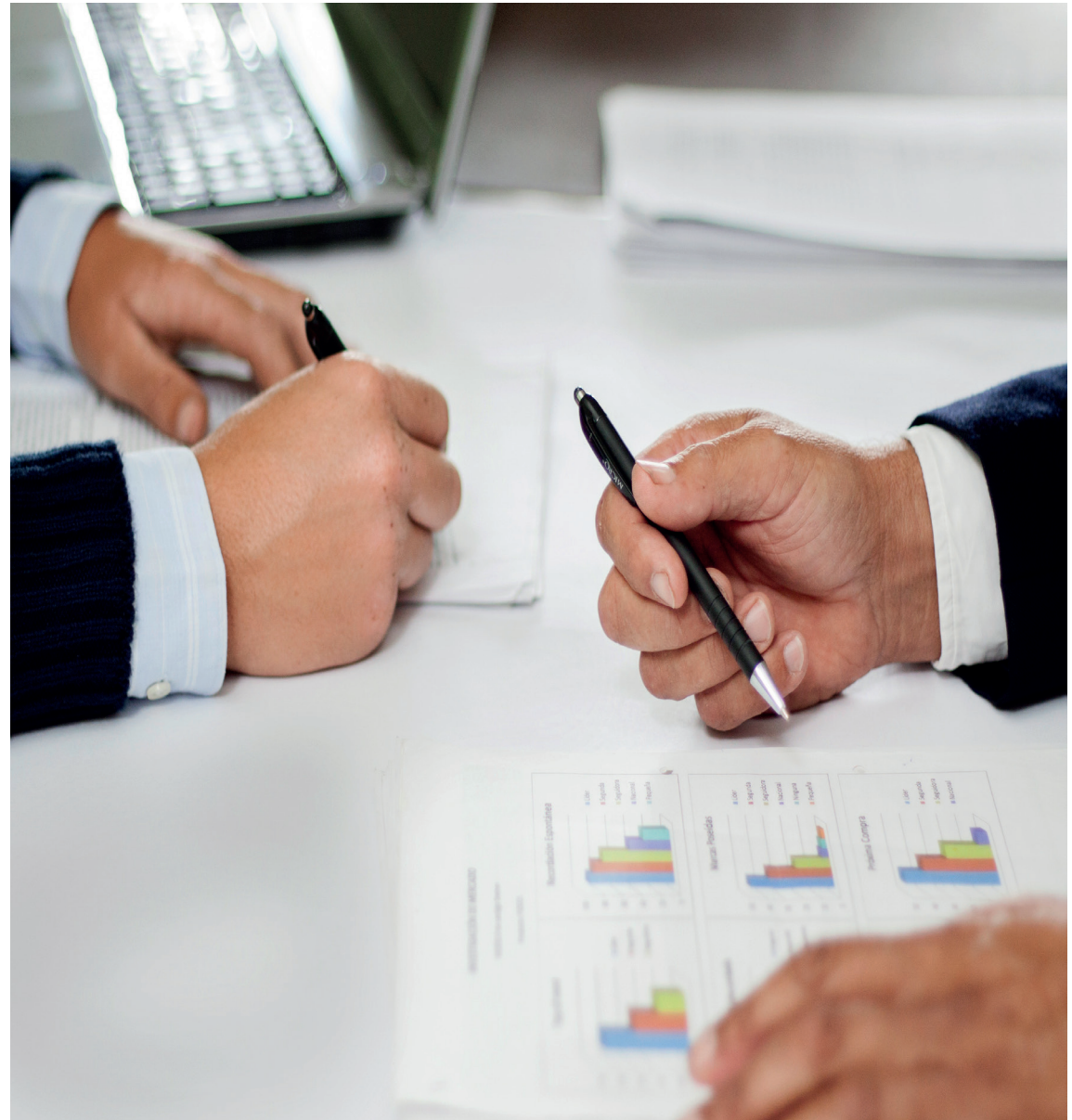
BFS DK conduct business all over the world with many suppliers and customers from many different countries. Not all countries have the same approach towards human rights. To make sure that all our employees know which standards to comply with and how to act in a way that BFS DK find acceptable, we have developed a Code of Conduct.

Our Code of Conduct focuses on human rights, including labour rights, forced labour, child labour, anti-corruption and environmental principles.

Our approach toward human rights is based upon The Ten Principles of the UN Global Compact¹.





The next step for our company is to make sure that our employees are aware of the BFS DK's values, so they will be able to conduct business in an ethical way.

¹ <https://www.unglobalcompact.org/what-is-gc/mission/principles>





Results 2022

FOCUS AREAS 	GOALS 	ACTIONS 	RESULTS 
Human rights and business ethics	Give our employees knowledge about our Code of Code	Training our employees in our Code of Conduct	The Code of conduct for the poultry part of the organization is currently being adapted for the whole organisation to ensure a common understand of our values throughout the whole BAADER organisation
Business ethics	Make it possible for employees to anonymously report any irregularities they might face, which to not correspond to the values of BFS DK	Handle incoming cases in a timely and professional manner to ensure that we handle irregularities according to the law and our values	No cases has been reported in the Whistleblower system in 2022
Business ethics	Have a more structured and systematical way of conducting ethical business	Implement an IT system with focus on sanctions	We have implemented a system, which ensures that we are always up to date with the newest sanctions, made procedures for the system and introduced the users of the system to the system

Future expectations

The next step for our company is to make sure that our employees are aware of the BFS DK's values, so they will be able to conduct business in an ethical way.

Furthermore, a compliance officer will be appointed in the Danish entity, which will be part of a global compliance team in the BAADER Group. The local compliance officer will support the ongoing effort to preserve ethical business conduct.






Anti-corruption and Bribery

Global trading is a big part of our business model and we depend on the mutual trust between BFS DK and our suppliers. Bribes, corruption and facilitation payments are still a part of doing business in many places throughout the world. In BFS DK's policy we distance ourselves from such conduct and we wish to work actively against all types of corruption, as corruption goes against the core values of BFS DK. We therefore expect all our employees and business partners to act in accordance with the law, regulations and standards of the countries in which we do business. Furthermore, we have developed a Code of Conduct, which we expect our employees to comply with. We want to take these steps towards good and ethical business relationships.





Results 2022

FOCUS AREAS 	GOALS 	ACTIONS 	RESULTS
Anti-corruption and bribery	Make it possible for employees to anonymously report any irregularities they might face in relation to corruption, bribery and facilitation payment	Follow-up accordingly on whistleblower reports	No cases has been reported in the Whistle-blower system in 2022
Business ethics	Have a more structured and systematic way of conducting ethical business	Implement an IT system with focus on sanctions	We have implemented a system, which ensures that we are always up to date with the newest sanctions, made procedures for the system and introduced the users of the system to the system

Future expectations

In 2023 we will appoint a compliance officer in the Danish entity, which will be part of a global compliance team in the BAADER Group.

The local compliance officer will support the ongoing effort to preserve ethical business conduct.



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