

CSR Report 2018
Geia Food A/S

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Mandatory reporting

This is the mandatory reporting for Geia Food A/S including subsidiaries on our social responsibility, as stated in section 99a and 99b of the Danish Financial Statements Act.

Business model

Geia Food is a leading independent food concept provider offering both customers and suppliers a one-point-of-entry platform into the Scandinavian market. We are specialized in supplying value-added conceptual category offerings and have strong partnerships with all well-known retailers in Scandinavia.

Products

We are active in more than 10 different product categories including our own product concepts, established brands and private labels in frozen and chilled food, groceries and beverages to the retail market.

Offices

We have an extensive network of suppliers around the globe. With local offices in Denmark, Norway, Sweden and Finland we are close to our main customers and are able to respond to local needs and consumer tastes.

Responsible and trustworthy partner

Acting as a value-added link between a producer and a retailer is becoming more and more complex. In Geia Food we are constantly working on being a highly responsible and trustworthy partner with a solid understanding of our customers' needs and demands. We see ourselves as a solution provider enabling retailers and suppliers to focus on what matters in their day-to-day business.

Stakeholders

We are well aware that our daily operations have both positive and negative impact on our surroundings. Our actions mainly impact the following stakeholders:



Risks

When expanding the view to the entire value chain, we have identified the main areas in which we can have an adverse impact.

Risk areas	Value chain				
	Agriculture & raw materials	Production & Industry	Transport	Geia Food	Customers & Consumers
Environment	Chemicals Water consumption Waste water Waste and recycling Raw material use Pollution Animal welfare Production methods Biodiversity Environmental accidents Food waste	Chemicals Water consumption Waste water Waste and recycling Raw material use Pollution Animal welfare Production methods Environmental accidents Food waste	Air pollution Animal welfare Waste	Environmentally harmful products Food waste Waste and recycling Product range composition Packaging	Returnable packaging Food waste and waste
Climate	CO ₂ emissions	CO ₂ emissions	CO ₂ emissions	CO ₂ emissions	CO ₂ emissions

Human Rights	Food safety Local communities	Food safety Local communities	Road safety Food safety	Road safety Marketing Food safety	Food safety Health
Workers Rights	Occupational safety Health Worker conditions Child/forced labour Pay	Occupational safety Health Worker conditions Child/forced labour Pay	Occupational safety Health Worker conditions Child/forced labour Pay	Occupational safety Health Worker conditions	
Anti-Corruption	Bribery Corruption Transparency	Bribery Gifts	Bribery Gifts	Bribery Gifts	Gifts

(transport occurs between every link in the value chain, but is only presented in one column)

Materiality

In order to prioritise our effort we have – based on the above analyses - chosen some areas which we see as material for both Geia Food and our stakeholders.

These areas included the following:

Transparency	Resource consumption	Anti-corruption	Occupational safety
Local communities	Training	Traffic safety	Renewable energy
Job creation	Sustainable fishing	Tax	Environmental pollution
Marketing	Local produce	Discrimination	Animal welfare
Organics	Electricity consumption	Occupational health	Palm oil
Water consumption	Food waste	Private life	Chemicals
Heat consumption	Soy	Human rights	Diversity
Reuse	Particle emissions	Food safety	CO ₂ emissions
Customer health	Child labor	Forced labor	

These areas comprise the basis for our CSR approach, including chosen CSR focus areas and content in our CSR policies.

CSR Organization and due diligence

As part of the strategy process, we carry out a number of CSR analyses on an annual basis including the above risk analysis and materiality analysis.

We see it as our responsibility to try to minimise the negative impacts. Through regular follow-up, we ensure that we exercise due diligence, and thereby minimise or completely eliminate these risks and any consequences associated with them.

Our CSR strategy is the result of a dynamic process of desk research, discussions and prioritisations by the management of Geia Food, followed by its consideration and approval by the steering committee for CSR. The CSR strategy will be reviewed and updated each year.

Environment and climate

Geia Food has no production of our own. Therefore our climate footprint from own activities is limited.

Being a supplier of food to retailers in all Scandinavian markets, we as well as our customers are dedicated to the effort of minimizing food waste.

In a world where large number of people have too little food – and where the production of food in itself represents a use of global resources – the general opinion is that throwing out large quantities of unsold products is an unsustainable behaviour that no responsible company can condone. We share this belief. In 2018 we donated 3.5 ton of fine and functional food to the Danish ngo Fødevarebanken (The Food Bank), which they donated to e.g. homes for the homeless.

Geia Food also works actively to promote organic food as part of our natural business activity. The consumer demand for organic food products is increasing all over the world, and especially the Scandinavian consumers are keenly interested in buying eco-friendly alternatives to conventional food items.

Scandinavian retailers are increasingly aware of the need to protect the life in the water. The demand for fish products that are certified sustainable is on the rise. In some cases, retailers have put ambitious short-term targets on themselves to have the majority of their fish sales certified under either the ASC (aquaculture) standard or the MSC (marine) standard within a few years. Around half of our fish sales are ASC or MSC certified.

We continuously work towards minimizing our energy consumption. For our two Danish branches we have consumes 91.598 kwh in 2018. We plan to reduce this consumption during 2019 where possible.

We are in the process of developing a new policy for environment and climate, which is planned to be approved and implemented in 2019.

Results for 2018

Risks	Policy area	Objective	Actions	Result
Organics Water consumption Heat consumption Reuse Sustainable fishing Local produce Electricity consumption Food waste Soy Particle emissions Environmental pollution Animal welfare Palm oil Chemicals CO2 emissions Resource consumption Renewable energy	Climate and environmental policy	Power consumption 92.000 kwh in Danish branches	Focus on energy consumption	91.598 kwh in Danish branches
		Policies Start process for development of new policy for climate and environment	Research and internal discussions	New policy for climate and environment in process

Plan for 2019

Risks	Policy area	Objective	Planned actions
Organics Water consumption Heat consumption Reuse Sustainable fishing Local produce Electricity consumption Food waste Soy Particle emissions Environmental pollution Animal welfare Palm oil Chemicals CO2 emissions Resource consumption Renewable energy	Climate and environmental policy	Power consumption 89.766 kwh in Danish branches (2% reduction)	Focus on energy consumption
		Policies New policy for climate and environment developed and approved	Research and internal discussions
		Future actions List of prioritized actions in the area of climate and environment	Analysis on environment and climate, incl. self-assessment, competitor analysis and stakeholder analysis

Working conditions

In Geia Food we have a very strong focus on assuring our employees a safe and sound work place. We want our colleagues to develop – both on a personal and professional level.

We are in the process of developing a new policy for labor rights, which is planned to be approved and implemented in 2019.

In 2018 we only had one work related accident in our Danish branches which caused 2 days absence from work (the other branches are still not tracked).

Statutory report on the underrepresented gender

The Board of Directors and the Executive Board of Geia Food A/S have reflected the gender distribution prevailing in the business where the Group operates for which reason it is characterized by an underrepresentation of women.

The Board of Directors and the Executive Board consist of 5 males and 1 female. The target is that by the end of 2022, two women will be part of the Board of Directors and Executive Board.

The first step towards gender equality was conducted in 2018, as one female joined the Board of Directors.

At other management levels, there is gender equality.

Moreover, the Group's policy is to fill in vacant positions in the Group's management, administration and Board of Directors with the most competent employees regardless of gender.

Results for 2018

Risks	Policy area	Objective	Actions	Result
Job creation Training Discrimination Occupational health Private life Diversity Occupational safety	Labor rights policy	Policies Start process for development of new labor rights policy	Research and internal discussions	New labor rights policy in process
		Number of fatalities 0 fatalities due to work accidents	Focus on working environment	0 fatalities due to work accidents
		Number of work accidents 0 work accidents	Focus on working environment	1 work accidents
		Absence due to work accidents 0 days of absence due to working accidents	Focus on working environment	2 days of absence due to working accidents
		Gender balance – Board 2 of 6 member are women (2022 goal) (33%)	Focus on gender balance on board	1 of 6 members is a woman (17%)

Plan for 2019

Risks	Policy area	Objective	Actions
Job creation Training Discrimination Occupational health Private life Diversity Occupational safety	Labor rights policy	Policies New labor rights policy developed and approved	Research and internal discussions
		Number of fatalities 0 fatalities due to work accidents	Focus on working environment
		Number of work accidents 0 work accidents	Focus on working environment
		Absence due to work accidents 0 days of absence due to working accidents	Focus on working environment
		Gender balance – Board 2 of 6 member are women (2022 goal) (33%)	Focus on gender balance on board
		Future actions List of prioritized actions in the area of working conditions	Analysis on working conditions incl. self-assessment, competitor analysis and stakeholder analysis

Human rights

Geia Food is committed to respecting fundamental human rights in our operations, our value chain, and in the communities where we operate. Respecting human rights is a fundamental part of our responsibility as a company and is vital to operate our business sustainably.

We adhere to the human rights as described in the International Bill of Human Rights as well as the ILO International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the Children's Rights and business Principles, and the OECD guidelines for Multinational Enterprises.

One of the main areas within human rights is food safety. We have indeed a very strong focus on food safety with both a BRC certification on the highest possible level (grade A); and a IFS certification on the highest possible level (Higher level).

We have obtained the highest evaluation from the Danish food safety authorities four years in a row in one of the Danish branches, and thus getting an *Elite Smiley*. In the second Danish branch we have obtained the highest evaluation for three years in a row, and plan to get the *Elite Smiley* next year (requires 4 consecutive years).

Results for 2018

Risks	Policy area	Objective	Actions	Result
Local communities Traffic safety Human rights Food safety Customer health Child labor Forced labor	Human rights policy	Policies Start process for development of new human rights policy	Research and internal discussions	New human rights policy in process
		Food safety smiley 1 Elite Smiley and 1 Smiley	Focus on food safety	1 Elite Smiley and 1 Smiley
		Food safety certification BRC and IFS certified (3 locations)	Prepare processes and procedures	BRC and IFS certification obtained (3 locations)

Plan for 2019

Risks	Policy area	Objective	Planned actions
Local communities Traffic safety Human rights Food safety Customer health Child labor Forced labor	Human rights policy	Future actions List of prioritized actions in the area of human rights	Analysis on human rights incl. self-assessment, competitor analysis and stakeholder analysis
		Food safety certification BRC and IFS certified	BRC and IFS recertification
		Policies New human rights policy developed and approved	Research and internal discussions
		Food safety smiley 2 Elite Smileys	Focus on food safety

Good governance

In Geia Food we have a strong focus on accountability and transparency. We also base our work on decency and respect for our stakeholders.

We take pride in always keeping on the right side of the legislation, e.g. when dealing with marketing, competition and anti-corruption measures.

One of the main focus areas in the years to come is the strengthen our supplier management on the CSR areas.

Results for 2018

Risks	Policy area	Objective	Actions	Result
Transparency Fair marketing Anti-corruption Tax	Anti-corruption policy	Policies Start process for development of new anti-corruption policy	Research and internal discussions	New anti-corruption policy in process
		Fair competition 0 judicial convictions for violations of competition law carried out or caused by Geia Food	Focus on fair competition	0 judicial convictions for violations of competition law carried out or caused by Geia Food
		Fair marketing 0 judgments for violations of marketing law carried out or caused by Geia Food	Focus on fair marketing	0 judgments for violations of marketing law carried out or caused by Geia Food
		Anti-corruption 0 judicial convictions for violations of anti-corruption legislation carried out or caused by Geia Food	Focus on anti-corruption	0 judicial convictions for violations of anti-corruption legislation carried out or caused by Geia Food

Plan for 2019

Risks	Policy area	Objective	Planned actions
Transparency Fair marketing Anti-corruption Tax	Anti-corruption policy	Fair competition 0 judicial convictions for violations of competition law carried out or caused by Geia Food	Focus on fair competition
		Fair marketing 0 judgments for violations of marketing law carried out or caused by Geia Food	Focus on fair marketing
		Anti-corruption 0 judicial convictions for violations of anti-corruption legislation carried out or caused by Geia Food	Focus on anti-corruption
		Policies New anti-corruption policy developed and approved	Research and internal discussions
		Future actions List of prioritized actions in the area of good governance	Analysis on good governance incl. self-assessment, competitor analysis and stakeholder analysis. E.g. focus on supplier management.

KPI definitions

Environment and climate

Power consumption

Number of kwh per DKK mio in revenue consumed. Only Danish branches are measured in 2018.

Working conditions

Number of fatalities

Number of fatalities due to work accidents.

Number of work accidents

Number of work accidents (Danish branches only)

Absence due to work accidents

Number of days of absence due to working accidents (Danish branches only)

Gender balance – Board

Number of female members of Board of Directors of Geia Food A/S.

Human rights

Food safety certification

Number of locations with a valid BRC food safety certification.

Food safety smiley

Number of Danish locations with a valid Elite Smiley, which is awarded by the Danish Food Authority via third party auditing.

Good governance

Fair competition

0 judicial convictions for violations of competition law carried out or caused by Geia Food

Fair marketing

0 judgments for violations of marketing law carried out or caused by Geia Food

Anti-corruption

0 judicial convictions for violations of anti-corruption legislation carried out or caused by Geia Food