

**FUCHS** GRUPPE



2023

Our  
sustainability  
activities in  
Germany

# Index of contents



1

Pages 3—11

The Fuchs Gruppe



2

Pages 12—51

Our  
sustainability  
strategy



3

Pages 52—53

Outlook



1

The Fuchs Gruppe

# The Fuchs Gruppe



We create taste that consumers crave.



We add emotion to food.

## We bring the joy of food to life.

We act responsibly.



We lead the race.

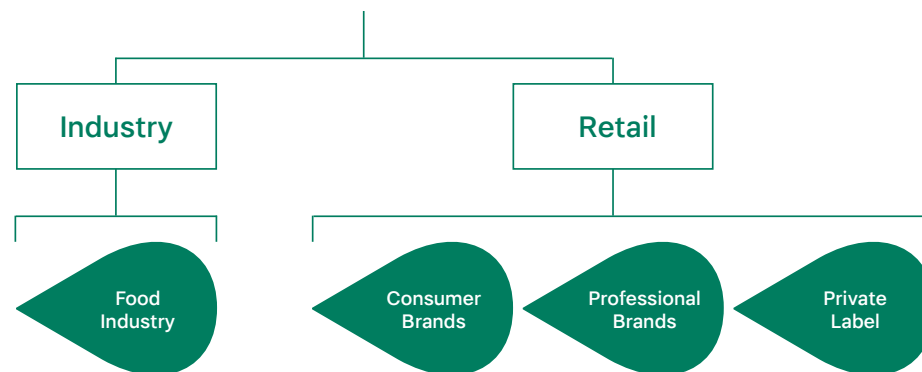


As seasoning experts, the Fuchs Gruppe stands for the enjoyment of good taste. Responsible behaviour is firmly anchored in our self-image and is supported at the same time by our corporate values and clearly defined principles within the framework of our Compliance Guidelines.

We have always stood for the creation of sustainable values. With a broad product portfolio, we serve different customer needs, both nationally and internationally, with our two Business Units (BUs), Retail and Industry.

# Business areas

## FUCHS GRUPPE



Through its products and branches, the Fuchs Gruppe is represented around the globe. In 2023, with a total of 14 subsidiaries under the umbrella of DF World of Spices, we are active at 18 locations in nine countries on four continents.

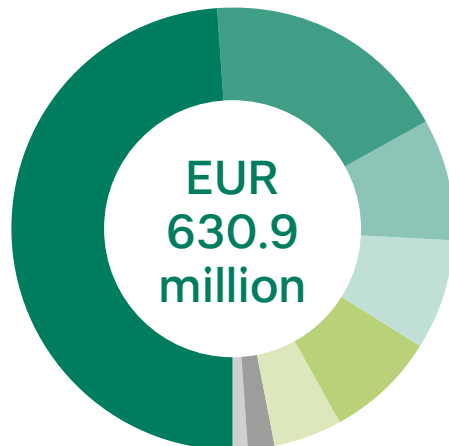
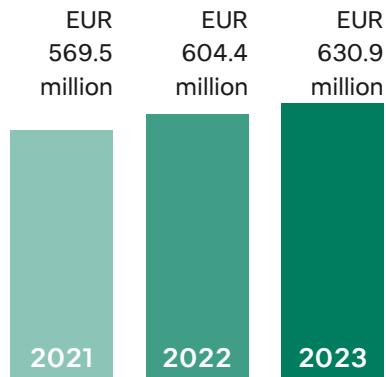
Our subsidiaries also include Fuchs GmbH & Co. KG, responsible for the business in Germany, with locations in Dissen, Melle and Schönbrunn, and which is the main focus of this brochure. In addition to our company headquarters in Dissen am Teutoburger Wald, we have another branch in Hamlar, Germany.

# Our economic development

We closed the 2023 financial year with a positive Group result. The Fuchs Gruppe's consolidated turnover amounted to EUR 631 million, and grew by +4.4 per cent compared to the previous year — despite a challenging market environment with increasing cost pressure, declining purchasing power and challenges along the supply chain. International business generated 51 per cent of sales. With targeted investments in the brand business and in expanding and optimising facilities and processes, we have further strengthened the foundation for sustainable growth in the future.

- 49 % Germany
- 18 % USA
- 9 % England
- 8 % France
- 8 % Brazil
- 5 % Romania
- 2 % China
- 1 % Italy

## Consolidated revenues trend



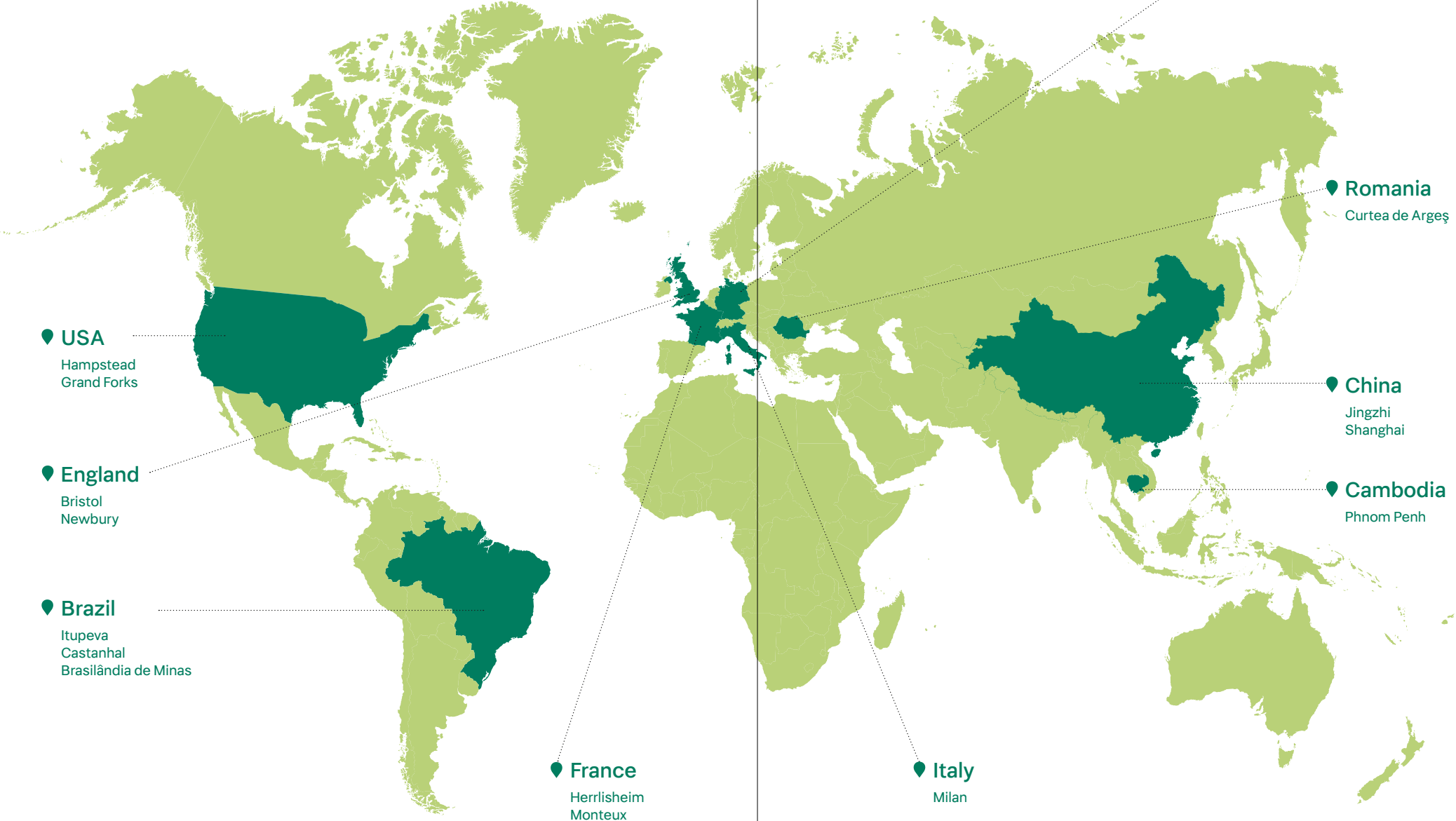
# Our employees

The sustainability actions that are transparently disclosed in this brochure relate to the activities of the Fuchs Gruppe with its sites in Dissen am Teutoburger Wald, Hamlar, Melle and Schönbrunn.

As of 31 December 2023, the Fuchs Gruppe employed a total of almost 3,200 people worldwide, slightly more than half of them in Germany alone. Just under 43 per cent of the German employees are female.

	2023	2022
<b>Number of employees</b>		
Worldwide	3,201	3,231
Germany	1,718	1,829
<b>Proportion of women</b>		
Worldwide	(44 %) 1,394	(43 %) 1,389
Germany	(43 %) 686	(42 %) 697

# Four continents, nine countries, 18 locations



**USA**  
Hampstead  
Grand Forks

**England**  
Bristol  
Newbury

**Brazil**  
Itupeva  
Castanhal  
Brasilândia de Minas

**France**  
Herrlisheim  
Monteux

**Italy**  
Milan

**Germany**  
Dissen  
Melle  
Schönbrunn  
Hamlar

**Romania**  
Curtea de Argeș

**China**  
Jingzhi  
Shanghai

**Cambodia**  
Phnom Penh

# Our value chain

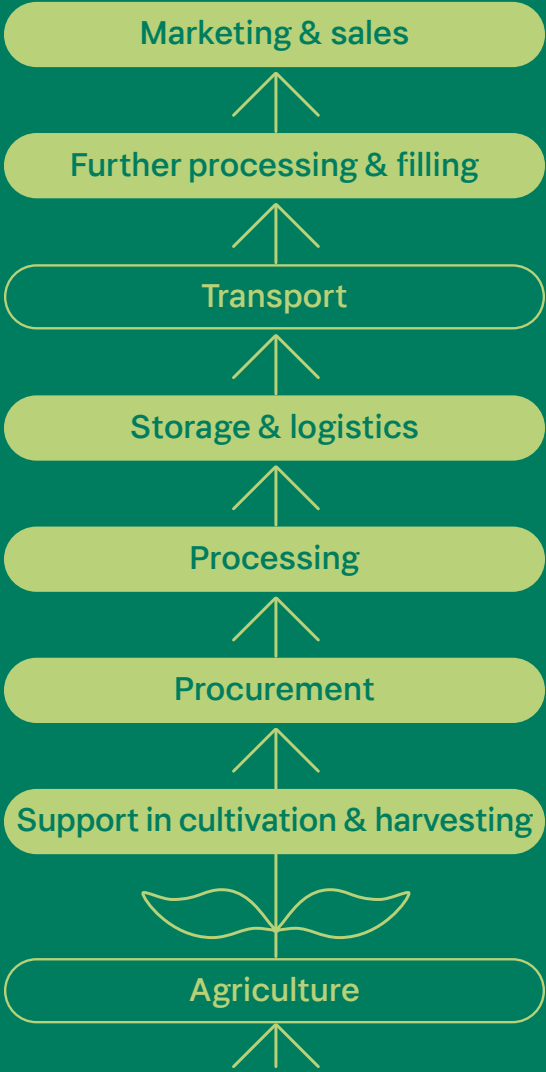


Our value chain starts with support for cultivation and harvesting through our subsidiaries in Brazil and Cambodia, especially for pepper. This support includes promoting sustainable cultivation methods, for example through training courses and information materials.

This is followed by procuring goods through purchase from various supplier categories (see Glossary). Supply chain transparency is an important keyword in this respect, and is made possible by, among other things, long-term, partner-

ship-based cooperation and the traceability of batches back to the region of origin.

Procurement includes various forms of quality control, both before and after shipment in the production process. The initial processing steps, such as drying, cleaning and sterilisation, are carried out during preparation. After transport, the raw materials are processed, ground, blended and refined, and then filled into containers for sale to customers.





2

# Sustainability strategy

## Our four areas of action



We aim to make a contribution to these SDGs:



We constantly work towards improving our sustainability commitment, in which we focus on four areas of action with different key topics.

To each area of action, we have assigned selected Sustainable Development Goals (SDGs) that are particularly relevant to our business, and which we want to contribute to achieving.

# Our sustainability management

In Germany, we rely on various standards and platforms to comprehensively organise and certify our processes. These provide us with authoritative support in further developing our sustainability

management. We are currently working towards the development of a uniform Fuchs Gruppe standard designed to be applied in future.

## Our audits and platforms:



**Platform for supply chain transparency and own business activities**  
Rating: 51/100

Environment



**ClimatePartner platform**  
Platform to calculate the CO<sub>2</sub> footprint



**ISO 50001 Standard**  
Standard for energy management systems

Social matters




**SMETA Audit + Sedex platform**  
Audit & associated platform for occupational safety and supply chain transparency

In 2023, we also established the Sustainability Committee. This committee, consisting of representatives from the business divisions, subsidiaries and the Sustainability Team, is responsible for making strategic decisions.

Close cooperation within the committee is crucial to successfully advancing our holistic sustainability strategy worldwide.

We also take part in initiatives and associations outside of the company's boundaries to develop sustainability topics in the food industry.

Through our active cooperation, we seek to strengthen the international impact of our sustainable management. In view of the current and future requirements imposed by laws and directives, it is essential that the Fuchs Gruppe establishes a standardised approach within the company.

For example, we are a member of the **Sustainable Spices Initiative (SSI)** and the **European Spice Association (ESA)**.

From which financial year does it apply to us?

## Directives and laws affecting the Fuchs Gruppe:

EU taxonomy	since 2023
Supply Chain Due Diligence Act (LkSG) <small>see P. 24</small>	from 2024
EU Deforestation Regulation (EUDR)	from 2024
Corporate Sustainability Reporting Directive (CSRD)	from 2025



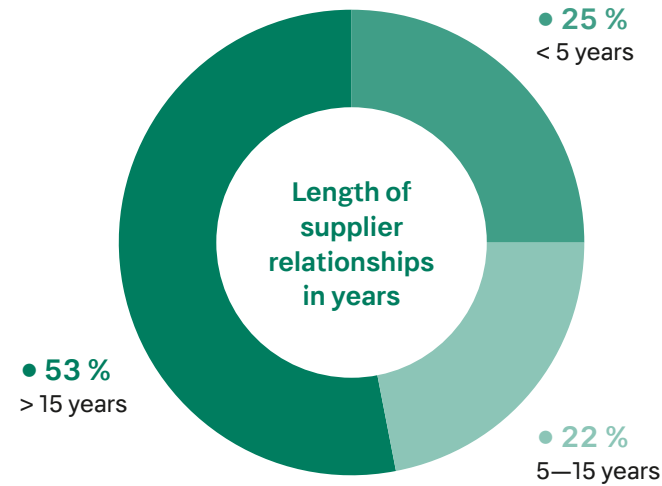
**“We strive to fulfil our responsibility towards the environment and society through concrete and effective measures, independent of bureaucratic regulations.”**

Nils Meyer-Pries, CEO Fuchs Gruppe



## Responsible sourcing

# Raw materials and suppliers



Most of the raw materials for our products are grown in faraway countries outside Europe, as the climatic conditions required for their cultivation prevail there. Given the diversity of our raw materials, this leads to a complex procurement strategy, which makes it all the more important for us to ensure the highest possible level of transparency and traceability with regard to agricultural products and their origin.

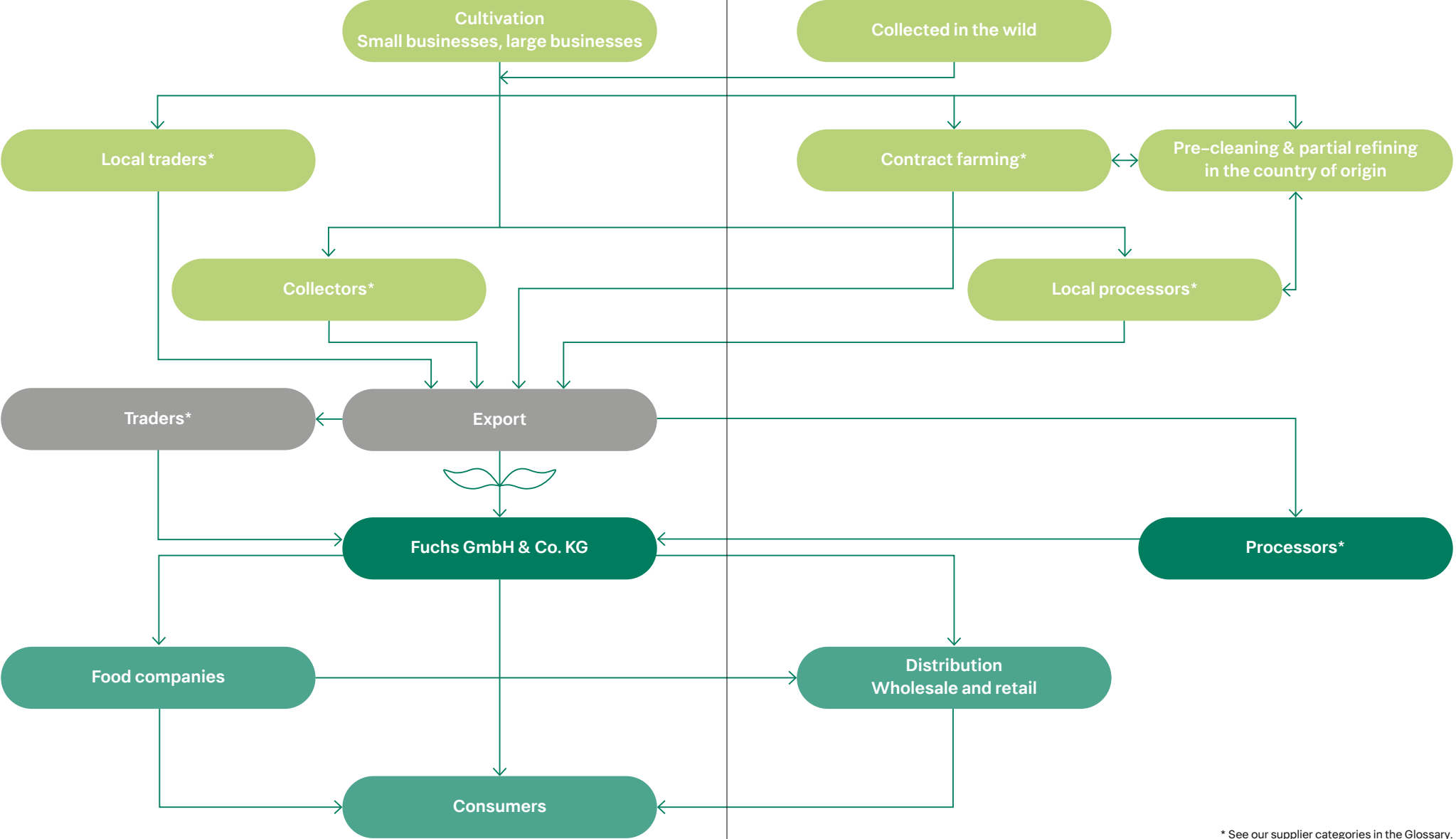
On the one hand, we source part of our raw materials from our own subsidiaries. On the other, we also work with suppliers from various different categories, as shown on the next page.

We choose our suppliers carefully, and cooperate with partners who fulfil our high requirements based on our internal risk assessment in accordance with HACCP.

We maintain close, trusting, long-term relationships with our suppliers. In 2023, for example, we had already been working with 53 per cent of our spice and herb suppliers for over 15 years. This is one way of minimising the risk of food fraud and, in combination with the testing and control mechanisms described above, ensuring that we receive high-quality raw materials.

# Our supply chain

- In the country of origin of the spices and herbs
- International trade
- Processing spices and herbs
- Distribution and consumption



\* See our supplier categories in the Glossary.

# 300 spices and herbs from 50 countries



The procurement of high-quality raw materials is the basis for the quality of our products, and plays a central role in our business model. In particular, we source spices and herbs from different parts of the world. In total, we purchase over 300 different spices and herbs from around 50 countries on four continents. Based on the annual purchasing volume by weight and cost, we have defined the ten most important raw materials for spices and the nine most important for herbs:

## Our main spices

1. Pepper
2. Paprika
3. Onion
4. Garlic
5. Turmeric
6. Cinnamon
7. Chilli
8. Nutmeg
9. Allspice
10. Cloves

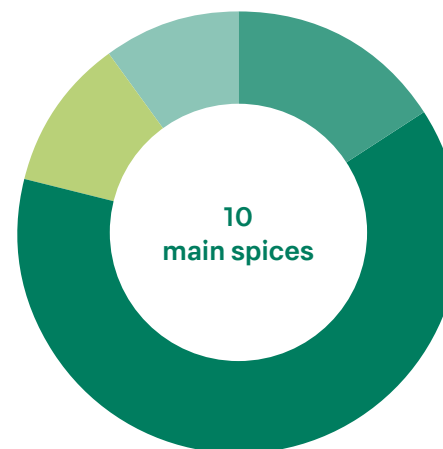
## Our main herbs

1. Parsley
2. Oregano
3. Thyme
4. Basil
5. Rosemary
6. Marjoram
7. Dill
8. Chives
9. Savory

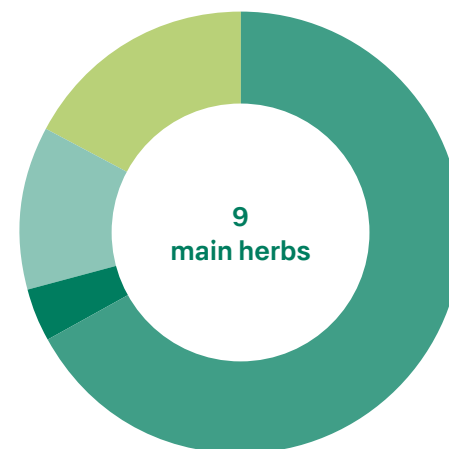


Our complex global supply chain comprises various raw materials and procurement channels, depending on the raw materials and their quality and availability.

To improve transparency, among other things, we have defined various supplier categories (see Glossary), and have categorised our suppliers and assigned them to the essential raw material groups.

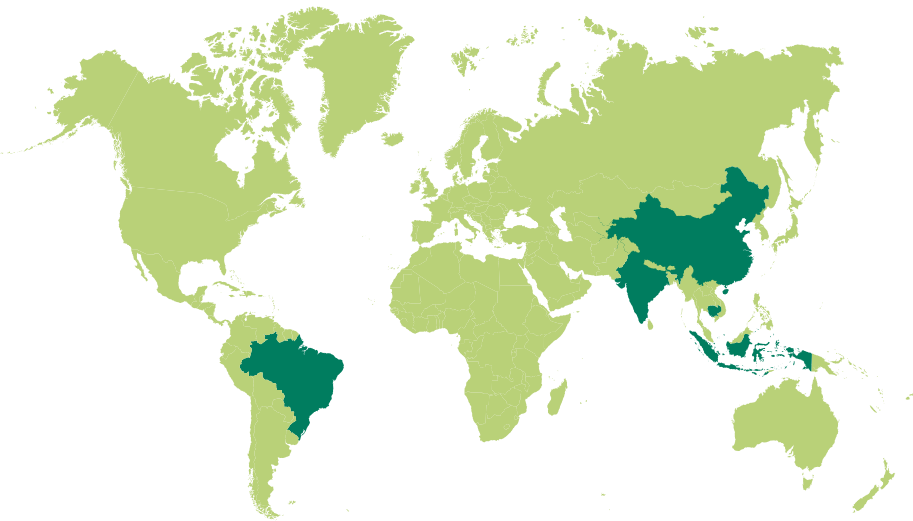


- 16 % Cultivation & contract farming
- 63 % Subsidiaries
- 11 % Traders
- 10 % Processors



- 67 % Cultivation & contract farming
- 4 % Subsidiaries
- 12 % Traders
- 17 % Processors

# Our main countries of origin



Our most important procurement markets for spices are Brazil, China, Cambodia, India and Indonesia. In 2023, we purchased almost 70 per cent of our pepper, the largest item in raw materials procurement, from our subsidiaries in Brazil and Cambodia.

- ♥ Brazil
- ♥ China
- ♥ Cambodia
- ♥ India
- ♥ Indonesia



# Being where the pepper grows: Tropoc



Tropoc Produtos Tropicais de Castanhal Ltda. is a Fuchs Gruppe subsidiary that was founded in 1973. With its headquarters in Castanhal in the Brazilian state of Pará, Tropoc specialises in procuring, processing and marketing pepper. Its most important products include black, red and white pepper as well as green pepper in brine. Tropoc's activities focus on close relationships with more than 1,000 farmers in Pará, from whom Tropoc buys directly and who are also supported and trained in Good Agricultural Practices (GAP) outside of the harvest season.

In addition to supporting the local community, Tropoc's sustainability agenda also focuses on protecting the Amazon and biodiversity as well as reducing emissions. Among other things, Tropoc works with the Brazilian government and research institutes on various initiatives aimed at improving the black pepper value chain.



More information:



**"Tropoc is committed to promoting sustainability and supporting local communities. In addition to social projects, our initiatives also include the use of solar energy, satellite monitoring to prevent deforestation, waste recycling projects and incentives for regenerative cultivation methods."**

Eduardo de Morais Pavão, Tropoc's Sustainability Manager and Agronomist

# Implementing human rights and environmental due diligence obligations

Compliance with human rights along the entire supply chain is a fundamental requirement for us, and a precondition for cooperation with our business partners. Our actions are based on the principles of the UN Global Compact and the OECD Due Diligence process. In our company, this means that we introduce mechanisms to identify, assess and minimise risks. We take measures to prevent and minimise risks as well as to make amends for potentially negative impacts.

In addition, since 2023, we have required our suppliers to sign our Principles of Ethical Sourcing. From 2024 onwards, our comprehensive Code of Conduct for Business Partners will replace the Principles of Ethical Sourcing.

We are aware that we must continue to work constantly on the transparency of our supply chains, improving the availability and quality of data for risk analyses, and implementing the whistleblower system for the anonymous submission of complaints.

Our whistleblower system:



The sustainability department works closely with relevant departments such as Purchasing. Strategic decisions are made at management level, especially to anchor internal processes and fulfil all legal requirements.



# Better conditions for turmeric cultivation: Pragati

In 2023, we launched the “Pragati” project, with **Woord en Daad, Nedspice and Job Booster India**. Its aim is to improve the living conditions of turmeric farmers in India.

A concept was initially developed in phase A of the project, and the project partners have collected data on livelihoods, gender equality and child labour since January 2023. For this, they spoke to a total of 400 farmers with different backgrounds from three regions in

India, and conducted stakeholder workshops with around 120 participants from the regions. The results of the research phase were discussed with local stakeholders. These include, for example, NGOs, producer organisations, farmers, retailers, scientists, schools and government representatives. Based on this work, focus topics will be identified and suitable measures implemented over the next two years. In this way, we aim to make an effective contribution to sustainable development.





# Quality as the basis for our responsibility

We carry out quality checks at every stage of processing, whereby high-risk goods are already analysed before acceptance. This prevents the unnecessary transport of goods that do not meet our standards. Our purchasing and quality departments work closely together here.

In recent years, we have intensified our measures to prevent food fraud. Our risk management department draws up inspection plans for raw materials and our own production, evaluates analysis results and adapts inspection plans if necessary. Our quality management systems are internationally recognised and certified. We are certified by BRC and IFS Food, among others.



Responsible products

## Other certifications of Fuchs GmbH & Co. KG:





30

Colleagues in quality control



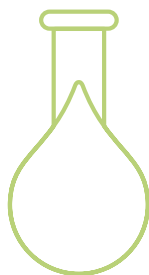
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External accredited laboratories



80.000

Microbiological analyses per year



35.000

Wet chemical analyses per year



Ø 3

Authenticity checks for each individual spice



~ EUR 3 million

Annual expenditure on quality assurance

## Quality assurance and management

Our aspiration and motivation is to fulfil the wishes of our customers and consumers in outstanding quality through extensive expertise in sensor technology and product development. The continuous further development of our products and technologies is a factor not only for our long-term economic success, but also to achieve our sustainability goals.

### Customers' inquiries & complaints

As a food company, we are aware of our responsibility towards our customers. The arrival of a complaint starts a process in which the causes are analysed, and quality management and customer service work hand in hand.

### Identification labelling

Fuchs Gruppe products are labelled in accordance with legal requirements. This is based on specifications that are drawn up for each individual product in cooperation between Regulatory Services and Product Development, using the dual control principle. In 2023, there were four adjustments to identification labelling due to official complaints, for example the adjustment of nutritional values on the packaging.





## Sensory analysis

In our own development kitchens for the BU Retail and BU Industry, we create new flavour compositions day after day with passion and in-depth expertise in collaboration with other specialist departments. We support successful product development with our in-house sensory technology.

For this purpose, we employ a trained sensory science manager and have a sensory laboratory equipped in accordance with DIN EN ISO 8589. In addition, our employees have extensive expertise in the field of spices and food technologies. Our employees also include trained spice sommeliers in various specialist departments.

## From B for Basil to W for Wasabi

Info

The Sensory Wave shows a standardised sensory description of the aromas of our essential spices and herbs. What makes it special: It was developed by our experts specifically for our needs and thus provides targeted support, for example in the development of new products and in advising our customers.

FUCHS GRUPPE  
THE *Sensory*  
WAVE



# Product development

## The BU Retail

Developing new spice blends takes centre stage here. In this respect, the use of natural ingredients is of great importance. On the one hand, it is our own aspiration and, on the other, the expectations of consumers, who attach great importance to the natural character of products. For example, we do not use flavourings, fillers or flavour enhancers in our spice brands.

## The BU Industry

Product development by the BU Industry is all about requirements that are individually customised in terms of taste and technology. The aim is to fulfil or exceed these requirements. In addition, there is also strategic development. This is where new product ideas, processes and technologies are created to yield the best possible results and the continuous further development of our portfolio.



# Bio Wagner

Info



Our products under the Bio Wagner brand are certified and carry the EU organic seal for labelling organic food. In addition, we also use the German Biosiegel (organic label) to provide guidance for end consumers. In 2023, Bio Wagner accounted for five per cent of total sales in the BU Retail (net sales).



„As spices and herbs can only be sourced regionally to a limited extent, we also rely on long-standing, trustworthy partnerships with our suppliers.“

Kerstin Hufft, Category-Managerin

# Know-how in abundance: our packaging

## Excellent protection for optimum quality

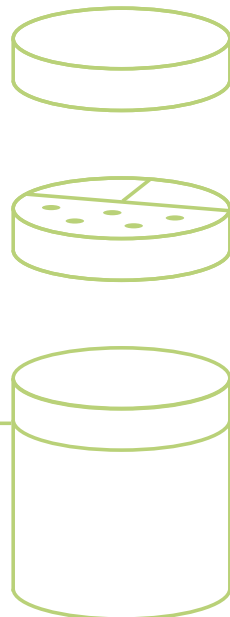
Ensuring food safety and hygiene together with the protection and shelf life of our products are a priority for us. Our packaging is of decisive importance in this respect: it maintains quality-determining product properties. We therefore have high demands on packaging materials, which characterise the development of alternative packaging concepts. For example, natural materials are permeable to air, which can result in flavours not being retained. Together with our suppliers, we have a specialised department working on the further development of our packaging. For example, rPET spice jars made from 100 per cent recycled PET have been introduced for our Fuchs Professional brand.

68% of our packagings are recyclable

## Packaging in the BU Retail

In our retail business, the packaging is adapted to use by the various target groups: bags, cans, jars or tubes are used depending on product characteristics. In 2023, 68 per cent of our product packaging was recyclable.

Our packaging developers are working towards the specific aim of increasing this proportion while ensuring the protection of our products.



## Packaging in the BU Industry

For our industrial customers, our packaging must be one thing above all else: practical. The focus in the BU Industry is on standardising packaging and thus reducing complexity.

For example, the number of available options for cardboard packaging is being reduced from 15 to three. This continuous optimisation also includes improving packaging recyclability. In addition, we can offer customers both disposable and reusable packaging, depending on the product.

### Reusable

Big Bags, steel containers, plastic crates/boxes

### Disposable

Monoplastic bags, cardboard packaging, composite plastic bags



“For new developments, as well as for existing packaging, we work according to the principles of **‘Reduce, Reuse, Recycle’** in order to develop more sustainable packaging. The relaunch of the Fuchs brand is a good example of this. There, we have been almost completely recyclable since then. The same applies to the Bio Wagner brand.”

Karsten Fröhlich, Head of Packaging Development



# The Fuchs Gruppe as an employer



People are at the centre of our value creation and our success. We work together every day to create a diverse world of flavour for our customers. We also want to promote this diversity among our employees, thus fostering innovation and further development.

As an attractive employer, we focus on giving our employees the best possible support to develop their potential and motivation. We ensure the protection and promotion of their health at the same time.

Our corporate culture is characterised by a culture of exchange across departments and hierarchies. This is reflected in a strong sense of cohesion.



**Responsible community & workplace**

	2023	2022
<b>Sites</b>		
<b>Dissen, Melle, Schönbrunn</b>		
Courses in total	1,825	1,109
Courses held by staff members	1,129	749
Total course attendance*	11,319	9,616

\* Values refer to all courses (incl. compulsory training) at our sites in Dissen, Melle and Schönbrunn and not to individuals; employees who attended multiple courses are included each time in the attendance statistics.



Apprentices caring for a herb garden



Guided tours in the production area

A visit to the Spice Museum in Schönbrunn



# Qualification and Trainee Programme

We are aware of our responsibility as a major employer, and we continuously invest in the training of our junior staff. We provide training ourselves in thirteen professions and three dual study

programmes. We can offer our apprentices good chances of being taken on. We also offer a wide range of traineeships.

Sites	2023	2022
Dissen, Melle, Schönbrunn		
Total number of apprentices	66	58
Apprentice quota	4%	4%
Percentage accepted on permanent contracts (Apprentices & dual students)	90% for 10 graduates	88% for 17 graduates
Number of traineeships	3	3
Trainees	5	5



**"A traineeship is a great opportunity to gain in-depth insights into production and process optimisation, among other things."**

Sebastian Pflug, Trainee, SCM and Procurement

# Occupational health and safety management

Health and safety are our topmost priority. Our occupational health and safety concept focuses on preventing work-related health hazards, avoiding work practices that jeopardise health, and reducing harmful influences. By promoting safety awareness among our employees, unsafe conditions, behaviours and near misses are recognised and reported at an early stage, thus enabling us to take appropriate countermeasures.

Workplace ergonomics is a key concern that we are continuously improving. In the long term, we endeavour to introduce an occupational health and safety management system in order to constantly further develop our occupational health and safety. The effectiveness of our occupational health and safety concept is regularly reviewed by the Occupational Health and Safety Committee, which meets on a quarterly basis.

Sites Dissen, Melle, Schönbrunn	2023	2022
Total reportable accidents*	60	53
Average days of absence after a reportable accident	18.9	26.4
1,000-person quota**	37.3	32.4

\* Reportable accidents at work and while commuting.  
 \*\* Relative accident frequency per 1,000 employees.

A steering committee has been set up at our Dissen and Schönbrunn sites for the further development of our health management. This committee is made up of employees from various departments, our occupational safety specialist and the Works Council.

In the context of a long-term partnership, the Barmer health insurance company, among others, supports us in the conception and realisation of individual measures at the Dissen site.

**Focus topics in 2023**  
 (Exemplified by Dissen)

- In-company social counselling
- Healthy sleep
- Mindfulness
- Stress prevention
- Fitness

**Permanent offers**

- Bicycle leasing
- In-company social counselling
- Weekly after-work workout
- Health lectures
- Prevention courses



“Occupational health and safety are being further developed and implemented thanks to the constant commitment of our employees. It’s great to be a part of this development.”

Melanie Wolf, Health & Safety Coordinator

# Social responsibility



The main shareholder of the Fuchs Gruppe is the Dieter Fuchs Stiftung, which was established by company's founder Dieter Fuchs and pursues exclusively charitable purposes. The use of dividend distributions from the company and the stable foundation structure offer the Fuchs Gruppe particular security and emphasise our social responsibility.

The foundation's purpose is to promote science, education and training, together with art and culture. This structure ensures that the company's profits not only strengthen the financial stability of the group, but also make a positive contribution to society.



**"By supporting regional and supra-regional projects, the Foundation aims to give something back to the people of the Osnabrück region in particular, entirely in the spirit of its founder Dieter Fuchs."**

Josef Diekmann, Executive Board of the Foundation

# We are committed

Info

## Registration for bone marrow donation – Fuchs Gewürze do Brazil

In 2023, Fuchs Gewürze do Brasil took part in the eighth campaign to register potential bone marrow donors. As part of this solidarity project, 37 Fuchs Gewürze do Brasil employees volunteered for a small blood sample to be taken and to be entered in the register of potential bone marrow donors.

## Frank Water: Stand up for safe water – The Bart Ingredients Company

The Bart Ingredients subsidiary regularly supports the Frank Water organisation, which is committed to clean drinking water worldwide. In 2023, two teams from Bart were involved in a stand-up paddling competition that raised an impressive £12,000 in donations.





Responsible use  
of resources

# Our climate balance sheet

For the year 2023, we have started for the first time to determine the CO<sub>2</sub> footprint of the entire Fuchs Gruppe in accordance with the internationally recognised guidelines of the Greenhouse Gas Protocol (GHG Protocol). This report focuses on the Fuchs Gruppe in Germany. The calculation includes our German sites in Dissen (North and South), Melle, Schönbrunn, Hamlar and Abtswind\*.

For the year 2023, we focus in this report on direct emissions that arise in our business area (Scope 1) as well as on the indirect emissions from Scope 2 and individual Scope 3 categories.

All other relevant Scope 3 categories are still being collected at the time of going to press, and are not included in this brochure.

We use consumption data and emission factors from recognised databases such as DEFRA or GEMIS and consolidate all relevant greenhouse gas emissions according to their CO<sub>2</sub> equivalent.

More detailed information on the individual Scopes can be found on the next page.

Sites Dissen, Melle, Schönbrunn, Hamlar, Abtswind	2023** in t CO <sub>2</sub> eq	2022*** in t CO <sub>2</sub> eq
Scope 1	9,894	7,718
Scope 2	4,185	8,934
Scope 3	5,465	8,579
<b>Total</b>	<b>19,544</b>	<b>25,231</b>

\* The Abtswind subsidiary was still part of the Fuchs Gruppe in 2023 and was therefore included in the calculation.  
 \*\* The increase in Scope 1 is due to higher refrigerant consumption in Dissen South and slightly higher heat consumption. The lower emissions in Scope 2 and 3 are due to lower water consumption in Dissen South, Dissen North and Hamlar together with the adjustment of emission factors for our employees' commuting and fuel- and energy-related emissions.  
 \*\*\* Due to a change in the allocation of emissions from purchased heat, we have also updated the emissions for 2022 to ensure comparability.

# Our footprint in detail

**Scope 1** accounts for around 50 per cent of total emissions recorded up to the editorial deadline. This is primarily due to our vehicle fleet, which is mainly used by our retail sales force, as well as to the natural gas used for heating on site. In order to reduce these emissions we are planning, for example, to switch to hybrid and electric vehicles in the medium term.

**Scope 2** accounts for just over 20 per cent of our emissions in 2023, caused primarily by purchased electricity.

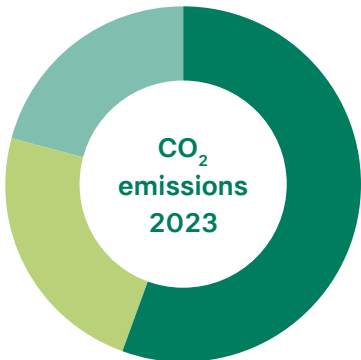
**Scope 3** – in this case the water consumption, waste, business travel and employee commuting categories – is responsible for just under 30 per cent of total emissions recorded up to the editorial deadline.

**Scope 1**  
Direct emissions

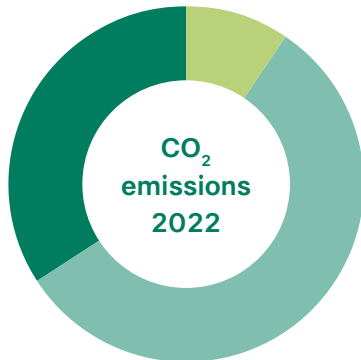
**Scope 2**  
Indirect emissions from purchased energy

**Scope 3**  
Water, waste, business trips and employee commuting

- 51 % Scope 1
- 21 % Scope 2
- 28 % Scope 3



- 31 % Scope 1
- 35 % Scope 2
- 34 % Scope 3

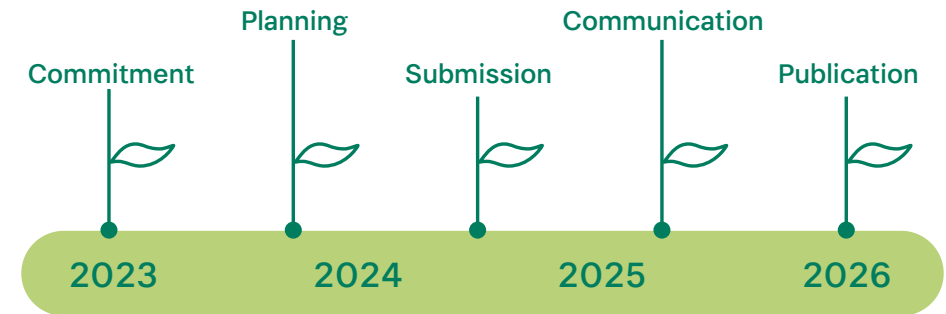


# The pathway to a climate strategy

The careful use of resources is a key part of our sustainability strategy. With the help of targeted measures, we aim to reduce resource consumption along the entire value creation process.

\* SBTi is an association of recognised organisations – including the Carbon Disclosure Project (CDP), UN Global Compact and WWF – that supports companies in developing science-based emissions reduction targets in line with the Paris Climate Agreement.

Therefore, at the end of 2023, we committed ourselves to Science Based Targets (SBTs\*). For companies, SBTs are emission reduction targets that are based on scientific findings. These help us to make our contribution to limiting global warming by reducing greenhouse gas emissions in operating processes, supply chains and products to less than 1.5 degrees Celsius.



# Energy

## Measures to reduce energy consumption

Targeted measures to achieve a beneficial energy consumption trend were implemented at all sites in 2023. Around 22 per cent of our investments at the Dissen and Melle sites supported the more efficient use of energy through modernisation and process optimisation. At our most energy-intensive site, Dissen South, we produce part of our electricity ourselves from renewable sources.

Our photovoltaic system generated around 608,000 kWh in 2023, of which we used about 90 per cent ourselves. This corresponds to around eight per cent of our total energy requirements (electricity) at the Dissen South site, meaning that together with our combined heat-and-power plant, we produce about 65 per cent of our energy ourselves. In addition, our energy management systems in Dissen, Melle and Schönbrunn have been ISO 50001 certified since 2015.



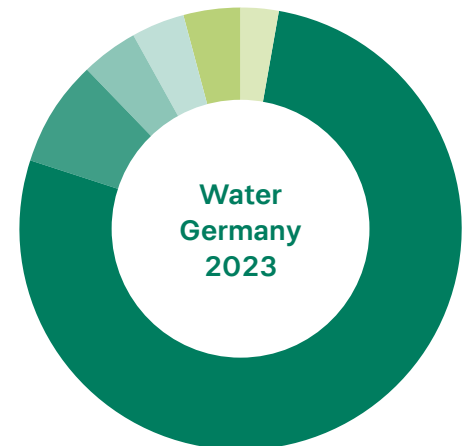
# Water

We need water in two situations in particular: to manufacture many of our products and to clean our production facilities. In 2023, we purchased a total of 85,000 m<sup>3</sup> of water at the Dissen, Melle, Schönbrunn, Hamlar and Abtswind sites.

**Total consumption**  
85,000 m<sup>3</sup>

## Percentage shares at the sites:

- 77 % Dissen South
- 8 % Melle
- 4 % Schönbrunn
- 4 % Hamlar
- 4 % Abtswind
- 3 % Dissen North



# Waste disposal

Total consumption  
3,775 t



Wastes are generated during the manufacture of our products. The different types – including, for example, various plastics, paper and cardboard, metal, glass, electrical waste and food waste – are carefully sorted at each site so that they can be recycled in the best possible ways.

- 29 % Incineration
- 69 % Recycling
- 2 % Miscellaneous waste disposal methods



# Process optimisation

Info

## Project Clean

Project Clean is an example of how we cannot only reduce water consumption, but also simultaneously save energy, cleaning agents and time. It includes the conversion of our entire wet area and wet filling to automated cleaning processes. Two further process containers and a filling line have already been partially changed over and are currently being converted.

## Ohmic Heating

Following the successful completion of the first ohmic heating project in 2022 together with confirmation of the resource savings and qualitative benefits in 2023, the second plant is now being planned. Savings on gas, water and hardness stabilisers in particular are expected here, as the former continuous pasteuriser will be replaced by a significantly more efficient ohmic heating system.

Gas ~ 2,674 m<sup>3</sup>

Water ~ 1,359 m<sup>3</sup>

Cleaning agents ~ 3,108 m<sup>3</sup>

Savings in the year 2023

Gas ~ 421,000 m<sup>3</sup>

Water ~ 1,726 m<sup>3</sup>

Expected annual savings  
(from 2024 onwards)



3

## Outlook

# Agenda 2024

Our commitment to sustainability will continue to be a central component of our corporate strategy.

We therefore plan to implement a large number of different projects in 2024 that will contribute to compliance with complex external requirements together with our internal sustainability strategy.

Project	Explanation	Status
Sustainability reporting	Our sustainability reporting in accordance with the Corporate Sustainability Reporting Directive will be integrated as part of the Management Report in the 2026 Corporate Financial Statements for the 2025 financial year. A test run with a materiality analysis and definition of key figures will initially take place in 2024.	
Duties of care	We are currently implementing all relevant processes and taking numerous measures that contribute to the LkSG and the CSDDD. Details can be found in the chapter entitled "Responsible sourcing".	
Climate strategy and Group-wide CO <sub>2</sub> accounting	In 2024, the first Group-wide CO <sub>2</sub> balance sheet will be calculated for 2023, taking into account all major Scope 3 categories in addition to Scope 1 and 2. 2023 then serves as the base year to determine the SBT-compliant reduction path in 2025.	
International sustainability projects	All the Fuchs Gruppe companies will continue to work on individual sustainability projects within the Group-wide sustainability strategy.	
Sustainability Weeks	In 2024, from 23 September to 6 October, all the subsidiaries will hold Sustainability Weeks with various campaigns and workshops on the topics of sustainability and awareness-raising.	

# Glossary

## Corporate Sustainability Reporting Directive (CSRD)

The CSRD is an EU directive that requires the disclosure of non-financial information in the management reports of larger companies. Affected companies must disclose environmental, social and governance matters. As the Fuchs Gruppe, we will be affected by this directive from 2026 for the 2025 financial year, and are currently conducting an initial survey of the data that is material for Fuchs. The materiality analysis considers external stakeholder and internal company perspectives. External stakeholders assess the relevance of topics for the company, while internal assessments focus on business activities and objectives. Key non-financial indicators are then reported on this basis.

## Results of the materiality analysis

We design our sustainability strategy to have the greatest possible impact. We therefore seek active dialogue with stakeholders such as our customers, employees, suppliers and consumers in order to integrate their perspectives. The last comprehensive stakeholder survey was conducted at the end of 2023 in accordance with the requirements of double materiality. The materiality analysis thus provides an overview of the key topics of the sustainability strategy from two perspectives:

— From the **inside-out perspective**, the key sustainability issues that are influenced by the company's business activities are assessed.

— The **outside-in perspective** assesses which of the key sustainability issues have an impact on business activities and to what extent. In Fuchs, the derived topics in the sustainability area are climate and human rights in particular.

## EU Taxonomy

The EU Taxonomy is a classification system developed by the European Union to define environmentally friendly economic activities. It came into force in July 2020 and is a key component of the EU's Sustainable Finance Action Plan. It aims to help investors, companies and policy makers to make more informed decisions about sustainable investments and to channel capital flows towards environmentally friendly activities. In Fuchs, we endeavour to collect all the necessary data to determine the proportion of sustainable turnover as well as investment and operating expenditure, and to report it as part of the CSRD.

## Due Diligence (LkSG und CSDDD)

The LkSG obliges German companies to ensure compliance with human rights and environmental standards along their supply chain. The LkSG sets out clear requirements for our due diligence obligations towards suppliers and business partners. Fuchs has been obliged to comply since the beginning of 2024. The requirements are also extended by the European Directive (CSDDD).

## EU Deforestation Regulation (EUDR)

The new EU regulation, which came into force at the end of June 2023, is designed to minimise the risk that products that are made from coffee, cocoa, natural rubber, cattle, wood, palm oil or soya, and which are associated with deforestation, forest degradation and the illegal displacement of local populations at the beginning of the supply chain, can enter the EU market. It will apply to Fuchs from 29 December 2024 onwards, but raw materials from Fuchs' core business are not affected.

## Green Claims Directive

The Green Claims Directive is a directive that regulates sustainability-related advertising claims. It is still in the European legislative process at the time of writing. The aim is to create clear, transparent standards for the use of environment-related claims for corporate products and services.

With this in mind, we are working with the marketing and sustainability departments to develop a common understanding of how to communicate sustainability-related claims.

## Our supplier categories

— **Cultivation:** possess their own agricultural land that is used for growing and harvesting

— **Contract farming:** support local farmers by providing advice on cultivation and training in proper land use. They buy their produce, pre-process some of it and then resell it

— **Collectors:** also source some of their products directly from the field and have their own local site, but are not involved in cultivation and do not provide technical support

— **Processors:** purchase raw materials on the market (national and international), check the quality and refine the raw materials prior to resale

— **Traders:** purchase raw and processed goods on the market, which they resell, but without conducting any further processing and only limited quality inspections in some cases

The information in the present brochure of the Fuchs Gruppe refers to the 2023 financial year. The reporting date is 31 December 2023. The editorial deadline was 30 September 2024.

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of food to life.**