

INTERQUELL PETFOOD

SUSTAINABILITY REPORT 2021 | 2022

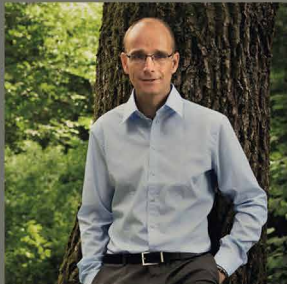


Dear Reader,

... As a family-owned company, now in its eighth generation, we understand that it is our responsibility to integrate the issue of sustainability in all parts of Interquell. **With our sustainability initiative, we have created a central driving force for the dynamic and successful development of our company.** After making tangible progress in our various projects throughout 2021 and 2022, we are now concentrating on further developing this initiative. We look forward to accompanying you further on our journey into a more sustainable future.

In addition to our corporate responsibility, it is a matter of concern personally to develop our family-owned company sustainably and in harmony with our planet and society. The teamwork and motivation of each individual has allowed us to develop cutting-edge solutions within our team over the last two years, and to have implemented some of them already.

We intend to work together with our employees, partners and the entire company network to make our contribution to climate and environmental protection, and so meet the needs of future generations.



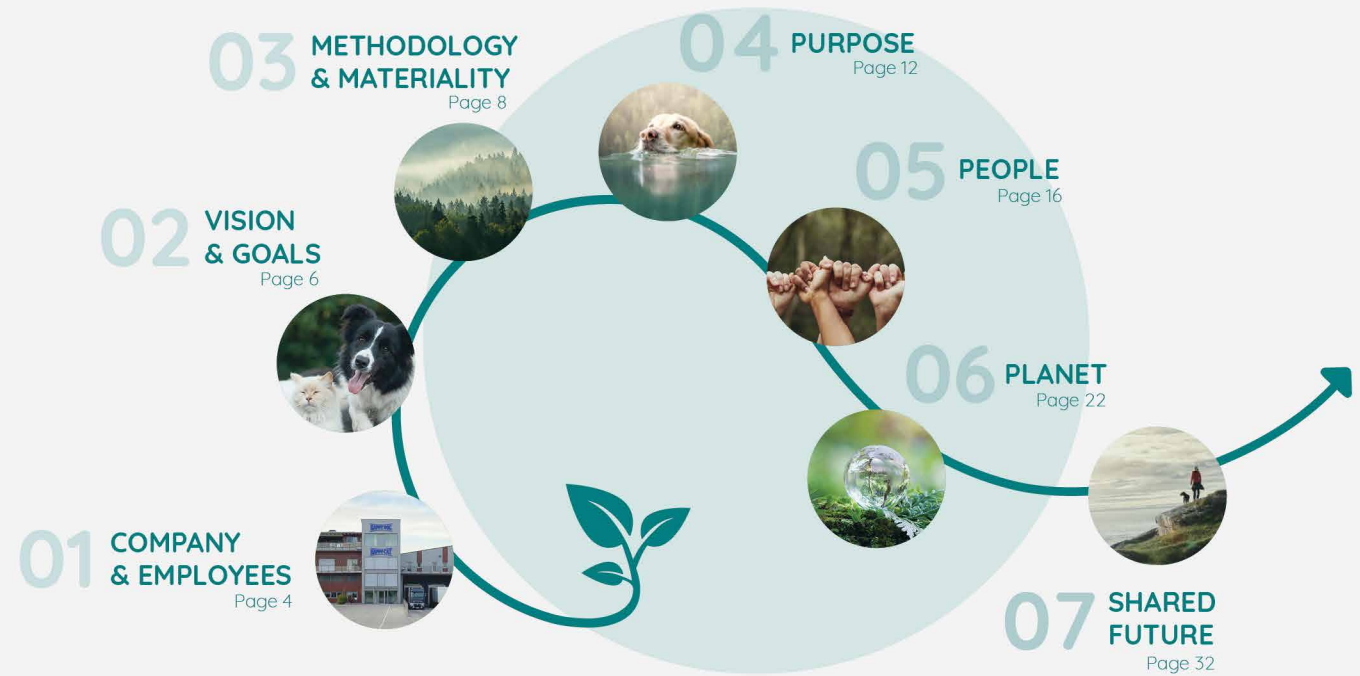
GEORG MÜLLER, managing partner of Interquell GmbH



ANDREAS MÜLLER, project leader for the Interquell Petfood sustainability initiative



SUSTAINABILITY INITIATIVE



Interquell Petfood – the pioneer in the creation of premium pet foods – is gradually expanding its sustainability management programme. The foundation stone for further development was set by the “**Interquell Petfood Sustainability Initiative**” and the 2020 report. With this, Georg and Andreas Müller, owner and son, intend to embed future-proofing of the company deep in the corporate culture, strategic orientation and long-term objectives of Interquell Petfood. The company and its employees have been able to create incentives in the areas of production and product development through to the promotion of office dogs and a culture workshop. The cooperation of so many employees will allow the initiative to be built upon in future years.

The current status of our efforts and projects is documented every two years in reports. By aligning ourselves with the GRI standard we are able to systematically manage and communicate transparently the important topic of sustainability. The Interquell Petfood sustainability initiative is guided by the 17 Sustainable Development Goals (SDGs) set out by the United Nations. It is important for us to carry the individual aspects of sustainability over to the manufacturing of pet food and to take the best possible account of the multilayered interactions and effects. We are approaching the complexity of our initiative step by step and intend to push forward the best possible development within our sphere of activity. **We are following the path of sustainability with authenticity, honesty and transparency and, in this light, are pleased to publish our 2021/2022 report.**



01 COMPANY & EMPLOYEES



INTERQUELL – THE COMPANY

Interquell GmbH is a modern, efficient company with a varied product range and long-standing experience in the manufacturing of human food and pet food. **As a family-owned company, Interquell has regarded itself as a pioneer and the home of healthy food for over 250 years.** We produce food for people, babies and pets with the maximum care and responsibility using the best natural raw ingredients. For generations, Interquell Petfood has stood for healthy and varied pet food and has assumed responsibility for people, animals and the environment. The roots of our family-owned company stretch back to the 18th century. For our Interquell Petfood division, we now produce our dry food for pets at our site in Wehringen, Bavaria, and export it throughout the world. We have another operating location in Bobingen, which is where we warehouse and dispatch our pet food. The human food division, Interquell Cereals GmbH, is located in Großaitingen.

Our recipes and ingredients for dogs and cats have been refined time and again over the years, always with reference to the latest scientific knowledge. We want every pet to have a long, healthy and happy life. As a family-owned company we have borne a very special responsibility over several generations for feeding pets. The product range focusses especially on the production of high quality premium pet food for dogs and cats, such as the familiar

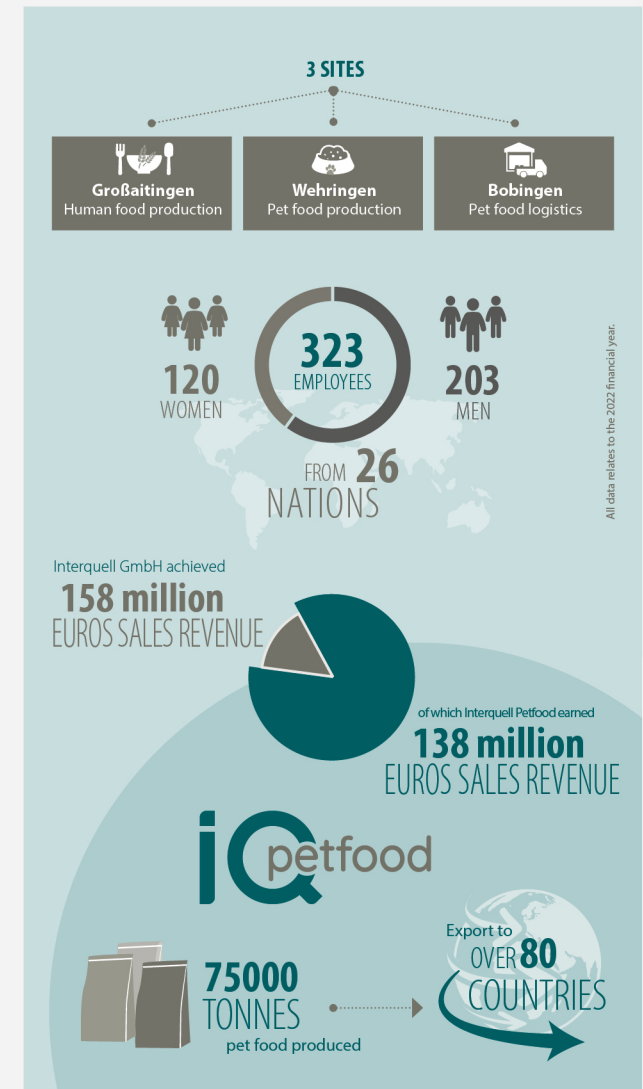
WITH OUR PREMIUM BRANDS WE STAND FOR HIGH-QUALITY AND HEALTHY PET FOOD:

Happy Dog, Happy Cat and Good brands. We also manufacture private label products for customers worldwide. The product range also includes other speciality products for pond and ornamental fish under the fisch-fit brand name.

ORGANISATIONAL PROFILE

Interquell Petfood is one of the leading companies in the pet industry and its main business activity in Germany is as a conventional B2B operation with pet shops. Due to its historical development, Interquell is the leader in this sector in matters of product innovation, production standards relating to sustainable range development and in the field of social commitment. **One lighthouse initiative since 2009 has been the co-financing of the construction of a primary school in Burundi under the aegis of SOS Children's Villages.**

The majority of our high-quality raw ingredients come from the region around Augsburg. Because short transport distances mean less pollution. We work with carefully selected agricultural partners. We also place great value on obtaining as many of our plant raw ingredients as possible, such as cereals, potatoes and native herbs, from regional farms. In recent years we have focussed on extending our own renewable energy sources, modernising our production and developing sustainable products that we can offer to our customers.



02

VISION
& GOALS



OUR VISION

We want every pet to have a long, healthy and happy life. As a family-owned company we have borne a very special responsibility for feeding people and pets over several generations. We stand by our values wholeheartedly. Every day we work to ensure that pets have a holistic and healthy diet.

In particular, we make sure that our healthy, high-quality pet food is not produced at the expense of the environment, animal welfare or future generations. **We firmly believe that pets have a positive influence on our society. We want to keep the relationship between pets and people at the heart of everything we do and influence it sustainably.**

For us, this includes the awareness that the quality and sustainability of our pet food is ultimately reflected in our entire food manufacturing operation. Because only animals that are fed healthily and responsibly are happy animals.

OUR SUSTAINABILITY PARTNERS

To help us achieve our sustainability goals, we work with specialists, industry experts and many different organisations from the sustainability field. This teamwork is essential if we are to make real progress. In recent years we have extended our partnership network and are now proudly working with the following sustainable partners:



OUR SUSTAINABILITY GOALS

Together we have defined our goals up to 2030 as our **IQ Sustainability Agenda 2030** and aim to achieve this development in comparison to 2019. The technical limit still cannot be predicted with 100 % accuracy, which is why the goals are considered individually and can be adapted, if necessary, to take account of technological progress and market demand.

We can only push our sustainability initiative forward by setting clear and ambitious goals. Here are our 10 most important goals that we want to have achieved by 2030.

1ST GOAL At least **20%** less energy, water and other resources used per tonne of food

2ND GOAL At least **30%** of our power from our own renewable energy sources

3RD GOAL At least **30%** less waste from our company per tonne of food

4TH GOAL At least **70%** of our raw ingredients sourced within a maximum radius of 700 km

5TH GOAL At least **80%** of our packaging to be recyclable, reusable or ecologically usable

6TH GOAL At least **30%** of our branded products are environmentally oriented (veggie, organic, free-range, insects, in vitro, etc.)

7TH GOAL At least **35%** reduction in the lead time for process workflows due to simplification, improvement and digitisation of the workflows

8TH GOAL Constant further development of employee satisfaction and creation of an experienced value-oriented and **honest corporate culture**

9TH GOAL All employee remuneration based on performance and company success plus strong focus on the **personal development** of employees

10TH GOAL Creation of a strong partner network, a common understanding of sustainability and a **clear vision** of a future worth living

03

METHODOLOGY & MATERIALITY

OUR APPROACH TO SUSTAINABILITY

Our planet and all of mankind are faced with important environmental, social and economic challenges. In 2015, 193 nations of the United Nations (UN) defined the 17 SDGs – see the image below. The SDGs also represent a universal call to all people to help to implement them.



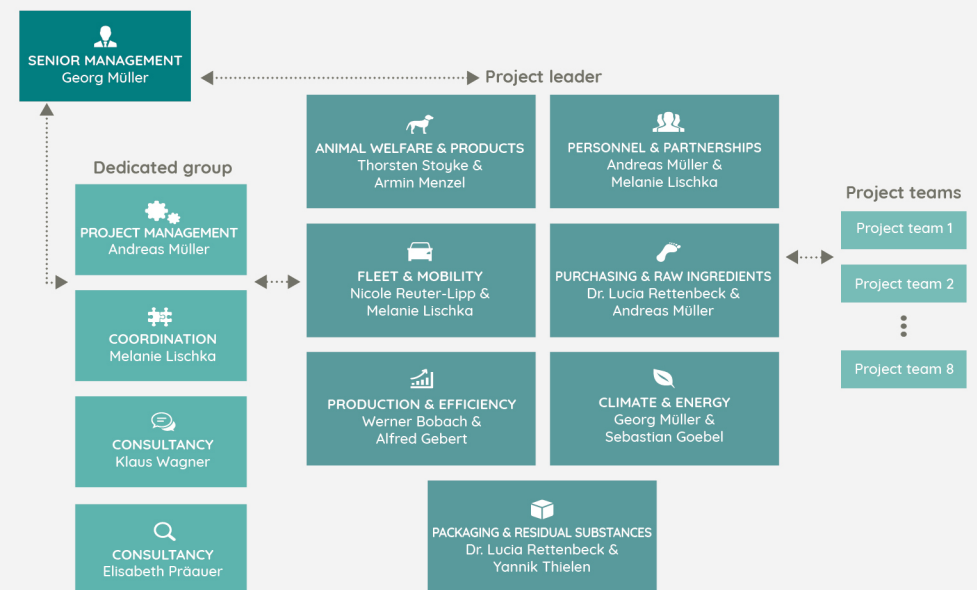
We want to play our part in sustainably shaping humanity’s development, which means ensuring that the needs of today’s generation are fulfilled without impairing the ability of future generations to satisfy their own needs.

In the following pages we will set out the SDGs that we are most able to influence within our company and to which we can make a positive contribution with our projects.

OUR SUSTAINABILITY TEAM

At Interquell Petfood, sustainability management is controlled centrally by the senior management and a dedicated sustainability group, as shown in the organisational chart below. External consultants and institutes provide technical expertise, facilitating the implementation of improvements. The dedicated sustainability group consists of project leader Andreas Müller and coordinator Melanie Lischka. This group reports to the Board. The project leaders and their project teams contribute to the group, creating a structured process. Everyone involved is included in important decisions, and six-monthly meetings are held with the entire core group.

TEAM OVERVIEW



MATERIALITY

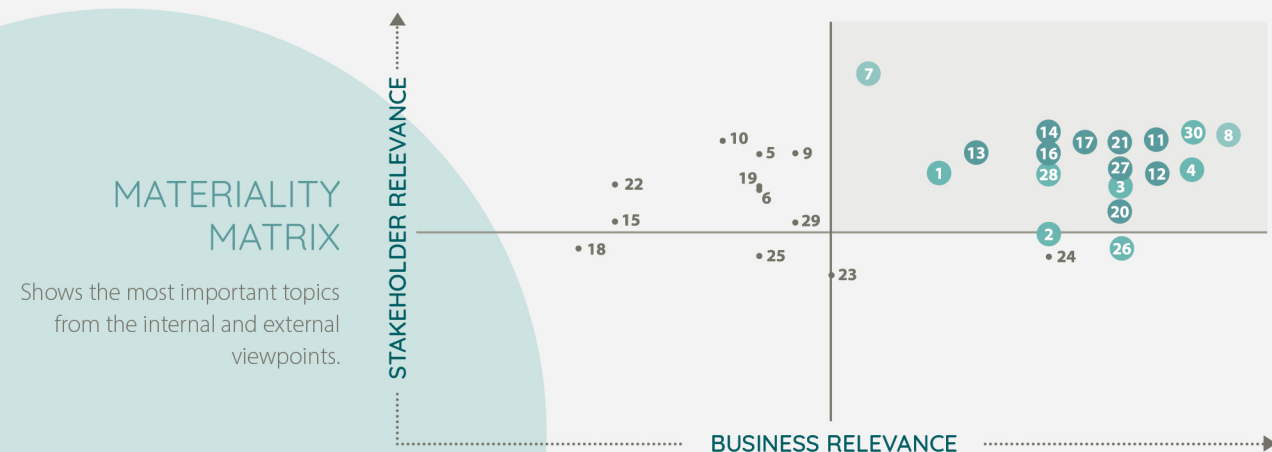
As the first step in this methodology, we analysed the effect we have as a company on the UN's SDGs (SDG impact assessment). **As a result, we identified that Interquell's activities currently have the greatest impact on the following SDGs:**



The foundation for the sustainability strategy was laid in 2020 and 2021 at a strategy workshop and in extensive dialogue with the stakeholders. The 15 most important groups were selected and surveyed. This constructive, open and transparent dialogue motivated us to continue to expand the process we had started. We plan to regularly repeat the stakeholder dialogue in the

future. A company uses a **materiality analysis** to define the most relevant topics in the context of its environmental, economic and social responsibility. The significant topics considered reflect the effects that the company has and act as guiding principles for determining future goals, together with their indicators and strategies. The core of this process is the analysis and definition of potentially important topics. It allowed all 30 topics of relevance to Interquell Petfood to be defined, prioritized in a structured stakeholder dialogue and converted into a **sustainability strategy**. This 2021/2022 report is carried forward on the basis of the stakeholder dialogue and materiality matrix from the 2020 report. The materiality matrix continues to show us the most important topics from the internal and external viewpoints.

The materiality matrix is shown below together with the important topics from the Interquell Petfood sustainability initiative.



THE ESSENTIAL SUSTAINABILITY TOPICS

- 1 Equality & fair treatment of all people
- 2 Staff advancement and development
- 3 Health, satisfaction & safety of employees
- 4 Corporate culture & leadership for a secure future
5. Transparent & honest communication
6. Verifiable certification for our sustainability efforts
- 7 Animal welfare in the supply chain
- 8 Health & welfare of pets
9. Promotion of natural variety & habitat preservation
10. Waste reduction
- 11 Climate-neutrality of the company
- 12 Investment in renewable energy & green electricity
- 13 Sustainability of plant-based raw ingredients
- 14 Sustainability of animal-based raw ingredients
15. Sustainability of vitamins, trace elements, additives
- 16 Resource efficiency
- 17 Sustainable packaging materials
18. Sustainable promotional & shipping materials
19. Reduction of air pollution
- 20 Efficiency of production processes
- 21 Environmental footprint of products
22. Sustainable distribution
23. Fair conditions for online sales for carriers and customers
24. Promotion of local pet shops
25. Sustainable buildings & machinery
- 26 Sustainable fleet & sustainable employee mobility
- 27 Mindful recycling
- 28 Long-term partnerships on equal terms
29. Social commitment, sustainable projects & donations
- 30 Creation of legitimate added value for all stakeholder groups

STRUCTURE & METHODOLOGY

This sustainability report is a short version of the Interquell Petfood Sustainability Report which is based on the directives of the Global Report Initiative (GRI), 2016 version. The information and data it contains relate to the petfood division, and so primarily the Wehringen and Bobingen sites, unless otherwise stated. This report relates to the period from 1 January 2021 to 31 December 2022, and each cycle lasts two years. The location in Großaitingen, which produces human food, is not covered in this report apart from the personnel structure. This report builds upon the various pillars of sustainability and the UN's SDGs. **Purpose, people & planet** create the framework for structuring the areas of focus. To structure these complex topics more simply, we have compiled the dimensions of "people and prosperity".

INFO

It is important to mention at this point that a few projects were amalgamated in the course of restructuring and simplifying communications for the 2021/2022 report. As a result of this intentional simplification of the scope and project structures, this current 2021/2022 report now contains seven topic blocks and 15 projects rather than eight topic blocks and 21 projects (2020). All the content was properly transferred and amalgamated. Some of the project goals were adapted, and the underlying data and meaningfulness of the indicators improved as the result of project development and more accurate data recording and evaluation.

Each of the **three sustainability pillars** and each important topic is reflected in the seven topic blocks and is followed by an illustration of the associated projects. The following image contains an overview of the topic blocks used in this report and the important topics assigned to them on the basis of the materiality analysis from 2021:

THE IMPORTANT TOPICS BASED ON THE 2021 MATERIALITY ANALYSIS

PILLAR	TOPIC BLOCKS	ESSENTIAL TOPICS	PROJECTS
PURPOSE	1. Health & welfare of pets, farm and wild animals	8 7	Project 1 Project 2 Project 3 New protein and carbohydrate sources Species protection & animal welfare initiatives Promotion of office dogs
	2. Corporate culture, satisfied employees and partnerships	3 4 2 1 28 30	Project 4 Project 5 Project 6 Equality & appreciation in the company Digitalisation, communication and further development Partnerships and social commitment
PEOPLE	3. Sustainable fleet and employee mobility	26	Project 7 Project 8 Fleet of the future Sustainable mobility
	4. Sustainable sourcing of raw ingredients & environmental footprint	21 13 14	Project 9 Project 10 Product footprint & life cycle Purchasing guidelines & sustainable sourcing of raw ingredients
	5. Sustainable production and resource efficiency	16 20	Project 11 Digitisation of production & efficiency measures
	6. Renewable energy sources & climate protection	11 12	Project 12 Project 13 Renewable energy sources & green electricity Climate balance & climate protection measures
	7. Sustainable packaging & circular economy	27 17	Project 14 Project 15 Sustainable packaging materials Optimisation of wastes & waste streams
PLANET			



The following pages of this report set out the individual topic blocks and sub-projects in detail on the basis of the three pillars of the Interquell Petfood sustainability initiative – **PURPOSE, PEOPLE, PLANET**.



04 PURPOSE

HEALTH & WELFARE OF PETS, FARM AND WILD ANIMALS



GOAL AND ORGANISATION

We love animals and we respect nature. So we want every pet to have a long, healthy and happy life. **Every day we work to create species-appropriate and sustainable pet food, minimising the environmental footprint that we leave behind us.** We do no testing on animals. Out of conviction, not compulsion. Where possible, we source our animal-based ingredients from livestock raised on high-welfare regional farms. We are also developing new products with alternative protein sources, such as insects.

Together we want to increase the proportion of our branded products with an environmental orientation (veggie, organic, free-range, insects, etc.), with an interim goal of at least 25% by 2026. Our long-term objective is for 30% of our branded products to be environmentally oriented by 2030. We support active animal and species conservation, focussing our efforts on innovative projects associated with the protection of pets, farm and wild animals. Employees are very welcome to bring their dogs with them to the office.

This topic block is managed centrally by Thorsten Stoyke and Armin Menzel (both from the Marketing department) across all departments. Our quality management team and our in-house laboratory carry out quality checks, the service team evaluates complaints and our marketing section develops sustainable products together with the development department.

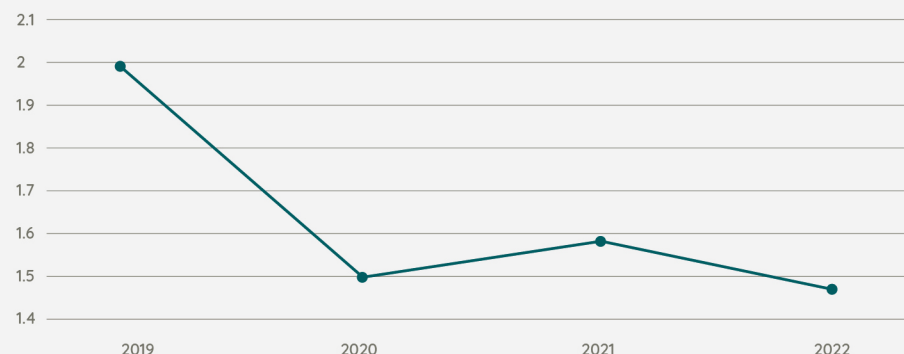
PROJECTS

1. SUSTAINABLE PROTEIN AND CARBOHYDRATE SOURCES
2. SPECIES PROTECTION & ANIMAL WELFARE INITIATIVES
3. PROMOTION OF OFFICE DOGS

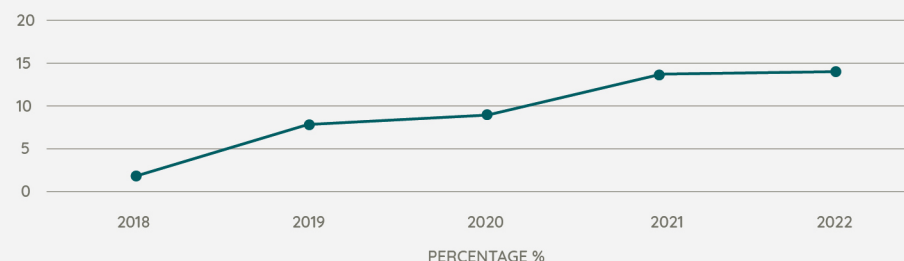
Goal:
At least **30%**
of our branded products
to be environmentally
oriented by
2030

IMPORTANT INDICATORS

IQ KPI – Customer health and safety (in this case in relation to pets; measured by the number of complaints per year / 100 tonnes of food sold)



IQ KPI – Number of products containing alternative protein and carbohydrate sources (APT) in the complete product portfolio (CPP) of all Interquell brands



THE MOST IMPORTANT MILESTONES

<p>... since 2005</p> <p>Long-standing support for AUGSBURG ZOO for species-appropriate animal welfare and species conservation.</p> 	<p>... since 2018</p> <p>Training of professional species conservation dogs who go out with rangers to look after the last rhinos together with "SAVE THE RHINO".</p> 	<p>... since 2019</p> <p>Relaunch of the Goood brand with alternative protein sources from free range farms and sustainable fisheries.</p> 	<p>... since 2020</p> <p>Launch of the first VEGETARIAN COMPLETE FEED (Happy Dog India) in the Interquell brand portfolio.</p> 	<p>... since 2021</p> <p>Support for WILD FLOWER MEADOWS to promote the habitat of insects and species diversity in the region.</p> 
<p>... 2021/22</p> <p>Addition of the first VEGAN SNACKS in 2021 to the Interquell brand portfolio and launch of first INSECT-BASED FOOD (under the Goood brand) in 2022.</p> 	<p>... 2021/22</p> <p>Major ANIMAL WELFARE VACCINATION CAMPAIGN for dogs in Africa together with Vets Without Borders.</p> 	<p>... up to 2022</p> <p>Planting of over 105,000 trees by 2022 with the BILLION TREE CAMPAIGN & EDEN REFORESTATION PROJECTS to give animals their habitat back.</p> 	<p>... 2023</p> <p>The GOOD range is the first German brand to receive 100 POINTS in the independent certification by the ETHICAL COMPANY ORGANISATION.</p> 	<p>... up to 2023</p> <p>Up to mid-2023, the Interquell Petfood Wehringen site has had 25 OFFICE DOGS as permanent members of the team; the canine colleagues are proving very popular.</p> 



PLANNED PROJECTS & OTHER GOALS: Accurate recording of the amount of pet food donated to animal shelters, animal food banks or charitable organisations worldwide, explaining about appropriate pet keeping, promoting pet dietary advice, joint venture to promote the welfare of farm animals.

Goood

Our sustainable premium brand Goood was the first German pet food brand to receive **100 POINTS** for the **ETHICAL AWARD**.

The independent institute reviews the areas of:
ANIMAL WELFARE, ENVIRONMENTAL PROTECTION AND SOCIAL COMMITMENT.

**GOOD™
SHOPPING
GUIDE**
ETHICAL



05 PEOPLE



CORPORATE CULTURE, SATISFIED EMPLOYEES AND PARTNERSHIPS



GOAL AND ORGANISATION

We want all our employees and partners to feel comfortable and are working with them to establish an open corporate culture with mutual appreciation and respect. **Our credo: working time is living time. Work should be worthwhile. Against this background, our aim is to have healthy and satisfied employees who are able to develop their own potential.**

An important milestone in the further development of any corporate culture is defining “how we interact with one another”. For this reason, up until mid-2023 we have pursued the goal of creating a set of shared values with guiding principles for the corporate culture plus a vision for the future for Interquell GmbH with which the majority of employees can identify.

We want to further develop our employee programmes and health and safety measures, and build upon our existing digitalisation and training. We are looking at the individual needs of every participant and recognise the variety of people working in our corporate network. For this reason we promote equality and fair, respectful treatment of one another. We are extending and maintaining long-term partnerships with one another. In this way we are creating added value for all stakeholder groups on the basis of our shared values and the underlying corporate culture.

This project is steered and actively introduced into the various departments by an intra-department collaboration consisting of Andreas Müller, Melanie Lischka (both from the dedicated sustainability group), Michael Hedde (Finance) and Ute Dittrich (Personnel). Focussing on long-term joint ventures and partnerships allows us to create a sustainable corporate network in which added value can be created by all of us for everyone involved. To create a foundation on which to build, we encourage all stakeholder groups to become part of the decision-making processes. We have therefore created a transparent partnership register.

PROJECTS

1. EQUALITY & APPRECIATION IN THE COMPANY
2. DIGITALISATION, COMMUNICATION AND FURTHER DEVELOPMENT
3. PARTNERSHIPS AND SOCIAL COMMITMENT

Goal by end of 2023: a shared set of values with guiding principles for the corporate culture

STRUCTURE OF THE WORKFORCE BY CONTRACT TERM	2020	2019
Open-ended work contracts, women	106	97
Open-ended work contracts, men	139	140
Short-term work contracts, women	14	21
Short-term work contracts, men	41	23
TOTAL	300	281

IMPORTANT INDICATOR

IQ KPI – Average number of hours for training and further development, in hours per year and employee.



THE MOST IMPORTANT MILESTONES

... since 2019

Several times a year, all employees receive the **INTERQUELL NEWSLETTER**.



... since 2019

Gradual **DIGITISATION** of product item forms, NAV & CRM, invoicing, server structures, contract administration.

... 2020

BRANDS DOCUMENT & PRESENTATION: Vision & values of the company.



... 2020

Setting up of a personal **SUPPORT & IT SERVICE CENTRE** in the main office (email & hotline).



... since 2020

Availability of various **TRAINING & EMPLOYEE DEVELOPMENT PROGRAMMES** in all departments. In 2022, these were used for 13 hours on average by employees.

... 2021

First steps towards simplified digital communication via **THE TEAMS PLATFORM**.



... 2021

The **PARTNERSHIP REGISTER** was produced in 2021 with 3 registers and 63 active partnerships.



... since 2021

Introduction of a standardised **mobile office regulation** and extension of the flexible working models.



... 2022

A meeting with **58 INTERNATIONAL PARTNERS** from 21 countries was organised with training courses and company tours.



... 2022

... we celebrated a major **ANNIVERSARY** with more than 300 guests that included a stadium tour, laser show and dancing. Every employee was invited to this event.



... End of 2022

Introduction of an Interquell TRAINING PORTAL and an INTRANET for information.



... End of 2022

Analysis and summary of the previous VALUES AND EXPERIENCED CORPORATE CULTURE, planning, preparation and budgeting for the “How we interact with one another” workshop.

... many years

Long-term PARTNERSHIPS e.g. with institutions such as Augsburg Ice Hockey Association, guide dogs for the blind training schools, canine sports associations, IVH, SOS Children’s Village, animal shelters, animal food banks, VDH (Germany’s Kennel Club), Augsburg Zoo, breed societies.



... many years

We support K9 search dogs, animal food banks in Germany, rabies vaccination campaigns by Vets without Borders, climate protection projects by MYCLIMATE and NATURE-OFFICE to promote families and children.



... every month

... INTERQUELL NEWS (a comprehensive newsletter in 2 languages) goes out to our international partners.



... 2022

Participation at INTERZOO (the world’s largest trade fair for the pet retail trade) with visitors from more than 50 countries, alternating every 2 years with ZOOMARK.



... 2022

During the trade fair – staging of the INTERQUELL PETFOOD EVENINGS for our international partners.



PLANNED PROJECTS & OTHER GOALS: Optimisation of our communication structures, team-building events, employee satisfaction surveys, work/life balance, family-friendly company, extension of the health programmes, training and retention of older employees, extension of safety records and associated measures, healthy diet, promotion of an open, appreciative atmosphere that welcomes innovation, implementation of a consistent, gender-sensitive and respectful language within the company and in our interaction with one another, fair added value along the entire value chain.



SUSTAINABLE FLEET AND EMPLOYEE MOBILITY

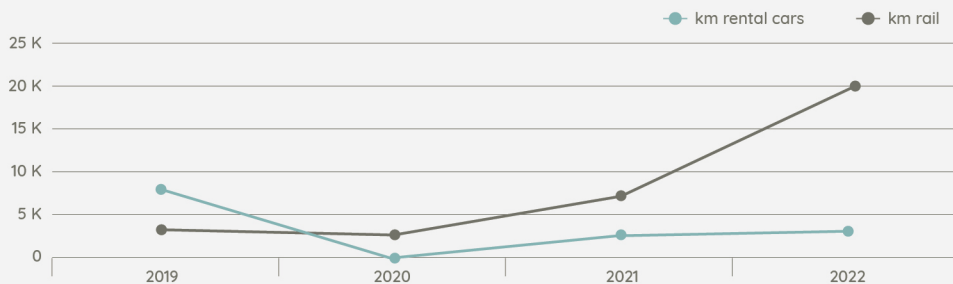


GOAL AND ORGANISATION

Climate-friendly and sustainable mobility is a clear objective for us. **For this reason, our employee mobility facilities will be more environmentally-friendly in the future and we are planning to reorganise our vehicle fleet to this end in the next few years.** Specifically this means less travel – and so more digital meetings; it also means fewer flights and more rail travel. We encourage our employees to use sustainable means of transport by helping them to purchase electric bikes and cars.

The “Sustainable fleet and employee mobility” project was not directly prioritised by the materiality analysis, but it is rated highly amongst employees and is an important component of Interquell’s current sustainability efforts. The organisation of the topics is the responsibility of the Board. These projects are looked after by Nicole Reuter-Lipp (Secretariat) and Melanie Lischka (dedicated sustainability group). These areas are also incorporated into the energy & power management at Interquell and the company’s carbon offset management.

IQ KPI – Business kilometres by employees by type – rental car and rail – in km travelled



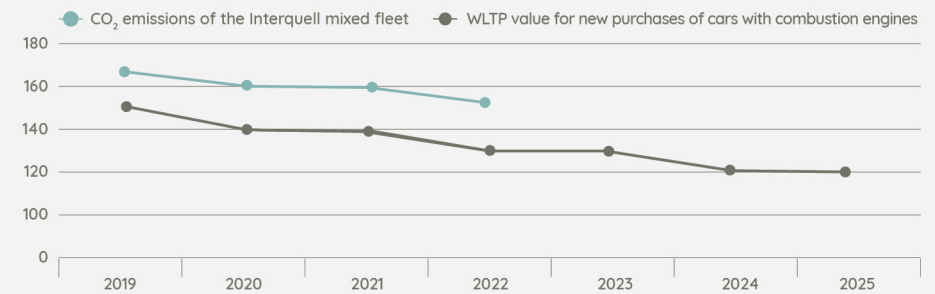
PROJECTS

1. FLEET OF THE FUTURE
2. SUSTAINABLE MOBILITY

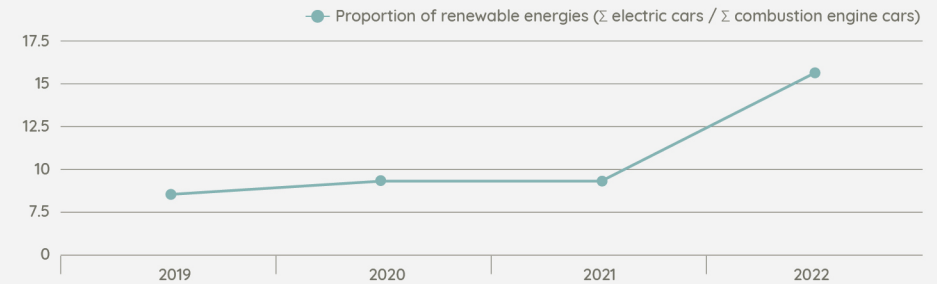
Goal by 2030: Climate-friendly and sustainable mobility

IMPORTANT INDICATORS








IQ KPI – CO₂ emissions of the Interquell mixed fleet, in grams per kilometre (g/km)



IQ KPI – Proportion of electric cars in the Interquell GmbH fleet measured with the quotient of number of electric cars/combustion engine cars (\sum electric cars / \sum combustion engine cars)



THE MOST IMPORTANT MILESTONES (reference year 2019)

<p>... 2019 to 2022</p> <p>6 CHARGING STATIONS for the Interquell fleet and employees/guests were created on the Wehringen site, with ANOTHER 4 in Großaitingen.</p> 	<p>... 2019 to 2022</p> <p>The number of KILOMETRES travelled by rental car was MORE THAN HALVED in 2022 compared to 2019.</p>	<p>... 2019 to 2022</p> <p>Clear INCREASE. In 2019 just around 4000 km were travelled BY TRAIN. In 2022, this figure had increased five times to almost 20,000 km.</p> 	<p>... since 2021</p> <p>Interquell Petfood and Interquell Cereals have offered employees a lucrative BIKE LEASING SCHEME. 43 employees (13% of the total) have already taken up this offer.</p> 
<p>... 2022</p> <p>In 2022, the number of kilometres travelled with ELECTRIC CARS almost doubled compared to the reference year of 2019.</p> 	<p>... since 2022</p> <p>Maximum emissions from all newly purchased cars based on the WLTP of 140 G/KM; preference given to the purchase of electric cars .</p> 	<p>... 2022</p> <p>6 % REDUCTION IN the CO₂ emissions of the fleet due to the WLTP directive which was already in force.</p> 	<p>... since 2023</p> <p>HOTEL BOOKINGS MADE using new software to save resources and costs. Hotels can now be selected on the basis of our sustainability guidelines.</p> 



PLANNED PROJECTS & OTHER GOALS: Gradual changeover to reduced-emission vehicles, reduction in the consumption of fossil fuels for employee mobility at work, fuel efficiency courses for employees, shuttle services for employees, atmosphere, enforcement of consistently gender-sensitive and respectful language within the company and in our day-to-day interactions with one another, fair added value along the entire value chain.



06

PLANET



SUSTAINABLE SOURCING OF RAW INGREDIENTS & ENVIRONMENTAL FOOTPRINT



GOAL AND ORGANISATION

We give high priority to the sustainability of all the plant-based and animal-based raw ingredients that we use since it is these that offer the greatest opportunity to improve the effects we have on the environment. **As the logical corollary to this, we are pursuing the goal of reducing the environmental footprint of the entire Interquell Petfood product portfolio.** We measure the effects and promote the purchasing of sustainable plant and animal-based raw ingredients. We work with suppliers from our partnership networks to advance environmental and social standards all along the supply chain.

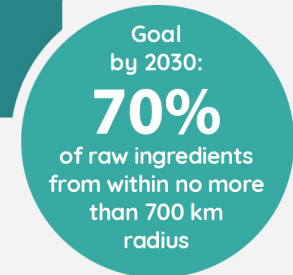
Our shared goal is to source at least 70 % of our raw ingredients within a maximum radius of 700 km by 2030 and to maintain this level.

The **“Product Footprint & Life Cycle”** project is headed by Andreas Müller (dedicated Sustainability group), Daniel Heß (Sustainability team) and Lucia Rettenbeck (Quality Assurance & Product Development manager). The Glimpact product environmental footprint analysis is creating the foundation for our future decision-making and is based on data that conforms to EU directives.

Our goal is to establish principles for decision-making when creating recipes, to transparently illustrate the ecological effects of different products in a LCA (Life Cycle Assessment) and then to fine-tune this with reference to the sustainability standards. The **“Purchasing guidelines & sustainable sourcing of raw ingredients”** project is run by Lucia Rettenbeck (Quality Assurance & Product Development manager), Stefanie Heinzler (Quality Assurance) and Burcu Thiessen (Purchasing). Within this project we have analysed the transport routes for the raw ingredients we use and are now able to constantly track the quantities and transport routes of our five most important raw ingredients.

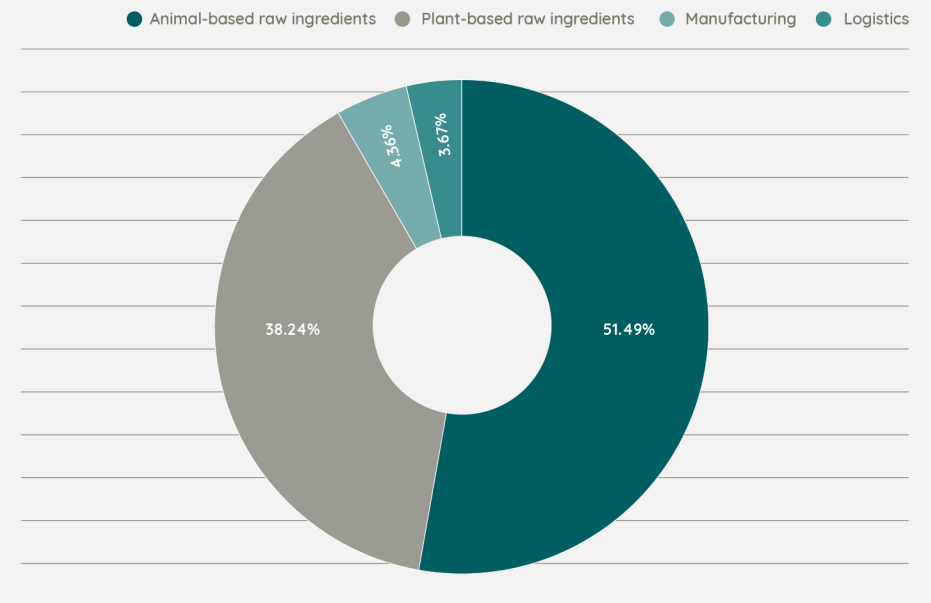
PROJECTS

1. PRODUCT FOOTPRINT & LIFE CYCLE
2. PURCHASING GUIDELINES & SUSTAINABLE SOURCING OF RAW INGREDIENTS



IMPORTANT INDICATORS

26 IQ KPI – Ecological effects of an average daily ration (Good Free Range Chicken – roughly 300 g dry food) along the value chain



SUSTAINABLE SOURCING OF RAW INGREDIENTS & ENVIRONMENTAL FOOTPRINT



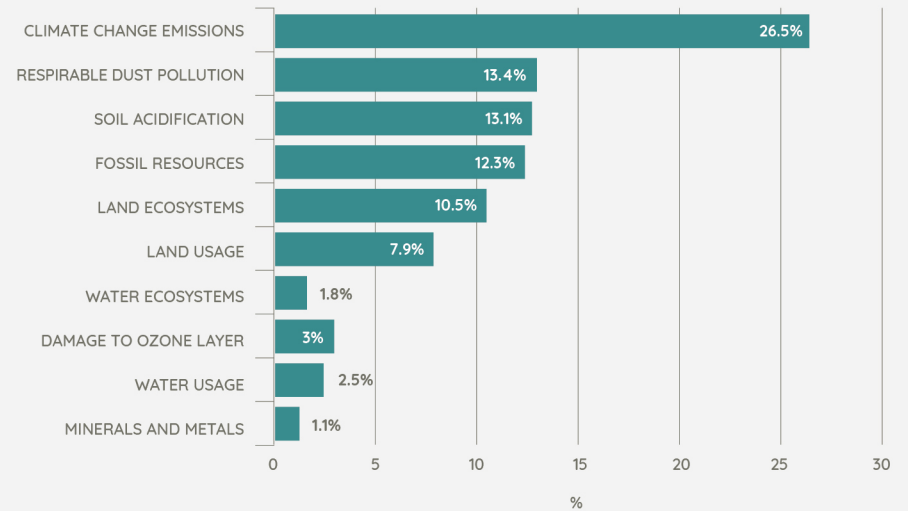
~
0.286 kg CO₂
per average daily ration
of dog food

~
1.6 kg CO₂
per average meal
for one person

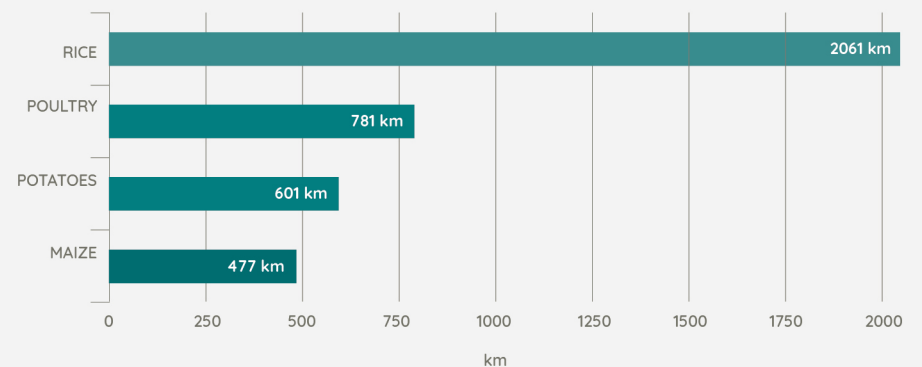
CO₂ emissions from an average daily ration - Good Free Range Chicken dry food, roughly 300 g - determined by the "GLIMPACT" PEF calculator compared to an average plate consumed by a person in Germany, determined by KLIMATELLER.DE

IMPORTANT INDICATORS

IQ KPI – Distribution of the most significant ecological effects or pollution of an average daily ration (Good Free Range Chicken – roughly 300 g dry food)



IQ KPI – Average distance in km of the companies manufacturing the five most important raw ingredients



THE MOST IMPORTANT MILESTONES

<p>... since 2018</p> <p>The first criteria for the Good brand (e.g. AT LEAST 70% REGIONAL RAW INGREDIENTS) have already been defined; we are applying them, have set them down in writing and continue to develop them.</p> 	<p>... 2018/2019</p> <p>Analysis of the CO₂ values for the entire Good range and comparison of the PEF SCORE of all products from the sustainable Good range.</p> 	<p>... 2021</p> <p>Products from all of our brands and different price classes were ANALYSED AND COMPARED across the board by the PEF calculator.</p>	<p>... 2022</p> <p>More in-depth analyses concerning the ECOLOGICAL EFFECTS of specific raw ingredient data (insects, rice, etc.) were considered with the organisation.</p> 
<p>... 2022</p> <p>Creation of an ACROSS THE BOARD ASSESSMENT of different product categories and their ecological effects throughout the entire product lifecycle.</p>	<p>... 2022</p> <p>Overview of the 5 MOST IMPORTANT RAW INGREDIENTS CATEGORISED by transport route, supplier and quantity as a basis for decision-making.</p> 	<p>... 2022</p> <p>SUPPLIER SELF-DISCLOSURE QUESTIONNAIRES were updated and sent out again to all suppliers in 2022.</p>	<p>... Late 2022</p> <p>Preparation of the supplier self-disclosure questionnaire concerning an official CODE OF CONDUCT.</p> 



PLANNED PROJECTS & OTHER GOALS: Reinforcement of the concept of regionality by extension of regional supply contacts, updating of the supplier self-disclosure questionnaire, creation of regional surveys, system for assessing suppliers, analysis of animal & plant-based components with respect to sustainability and pet health.



SUSTAINABLE PRODUCTION AND RESOURCE EFFICIENCY



GOAL AND ORGANISATION

As we develop and create thoroughly healthy pet food we firmly believe that we need to minimise the effects that our actions have on our environment. **We work as efficiently as possible in our production organisation and use the very latest technology so that we can save energy and resources for every kilogram of pet food we produce.**

Our goal is to reduce our steam, compressed air, gas and water consumption by 20% per tonne of pet food produced by 2030 (compared to 2019). With respect to electricity, we are focussing especially on generating our own power from renewable sources.

This production and energy management project is in the safe hands of Werner Bobach (Production), Alfred Gebert and Sebastian Göbel (both Engineering). It focusses on the consumption of gas, water, steam and compressed air. By integrating measuring equipment and setting out the basic data we are able to better measure savings and systematically implement our saving goals. With the help of external energy consultants ETA and a review by the department heads, we are able to evaluate the available data every month.

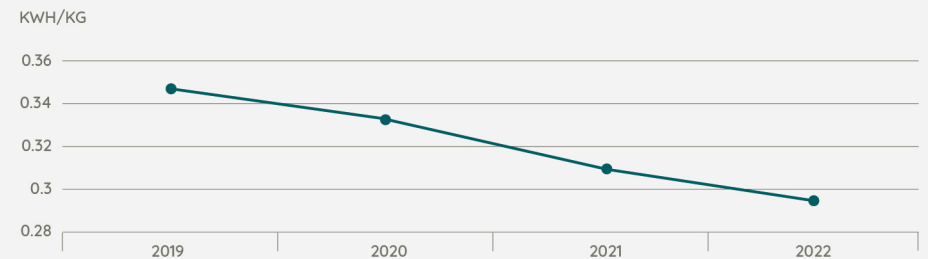
PROJECTS

1. DIGITISATION OF PRODUCTION & MEASURABLE EFFICIENCY MEASURES

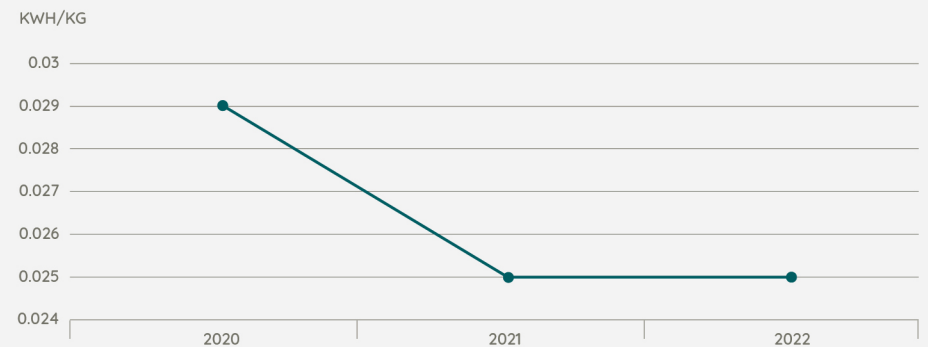
Goal by 2030:
20%
Savings on steam, compressed air, gas & water

IMPORTANT INDICATORS

IQ KPI – Consumption of gas and heat in kWh per kg pet food



IQ KPI – Energy consumption of compressed air in kWh per kg pet food



THE MOST IMPORTANT MILESTONES

... 2019-2023

GREATLY IMPROVED EFFICIENCY of up to 18 % on the largest extruder line.

... since 2020

INSTALLATION of equipment, sensors and controllers on the new production line.



... 2020-2022

HEAT RECOVERY by extract air dryers in 2020 plus vapour heat exchangers in 2021/2022 on several production lines.



... 2021-2023

SOFTENER for cooling water and REUSE in various processes on multiple production lines.

... 2023

Preparation for a COOLING WATER TREATMENT PLANT for the machines' external cooling trays.

... from 2023

HEAT RECOVERY by changing the compressed air generators and sensors, NEW COMPRESSED AIR STATION from 2023, optimisation of old equipment.



PLANNED PROJECTS & OTHER GOALS: Evaluation of steps to optimise processes, accurate measurement of the consumption figures on the lines, definition and elimination of weaknesses, ongoing optimisation of our production processes and checking whether they can be applied directly to the Bobingen site.



RENEWABLE ENERGY SOURCES & CLIMATE PROTECTION



GOAL AND ORGANISATION

We are working hard to make our production and office buildings as environmentally-friendly as possible. For this reason, we are supplying our Bobingen and Wehringen sites with a growing proportion of renewable energy (some of it generated by ourselves). In addition to this location-specific process, we are also implementing internal and external measures to ensure that we avoid or continue to effectively reduce our **CO₂ emissions wherever possible and since 2021 have measured them in an annual climate balance sheet.**

In addition, since 2021 we have been offsetting all CO₂ emissions from both sites with additional offsetting measures. We apply very high standards to all CO₂ offsetting projects and run them transparently. They enable us to reduce our effects on the climate step by step. By 2030 we aim to obtain at least 30% of our electricity from our own renewable energy sources.

This project is led by the internal energy, electricity and CO₂ management team under Sebastian Goebel (Engineering) and Nicole Reuter-Lipp (Secretariat) and focusses on the areas of renewable energies, green electricity and climate protection. The ISO 50001 certificates for energy management were introduced in 2014 and, with their **holistic energy management system**, annual auditing and implementation of defined measures, form the basis for this topic. For this highly topical and complex issue we rely on advice from external experts to help us develop the best possible solutions. We implement all topics associated with energy and electricity in conjunction with **eta Energieberatung GmbH**.

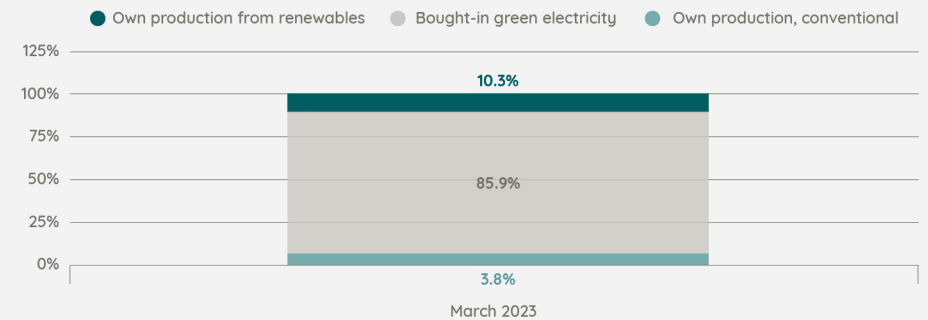
PROJECTS

1. RENEWABLE ENERGY SOURCES & GREEN ELECTRICITY
2. CLIMATE BALANCE & CLIMATE PROTECTION MEASURES

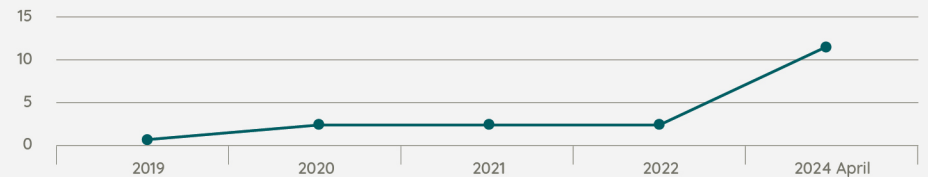
Goal by 2030:
30%
of our power from our own renewable energy sources

IMPORTANT INDICATORS

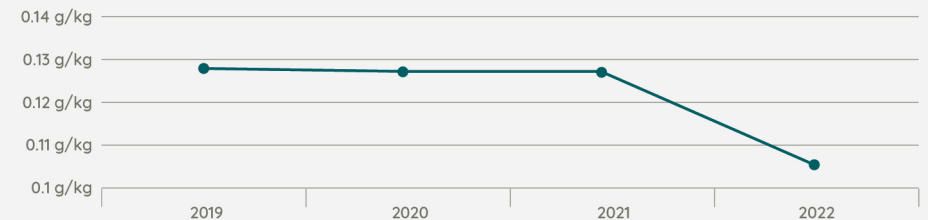
IQ KPI – composition of Interquell’s power mix at the Wehringen site, both generated in-house and bought-in 2023



IQ KPI – Proportion of renewable electricity generated in-house at Interquell, including incoming supply




IQ KPI – Climate balance at production site – CO₂ equivalent in g per kilogram of pet food produced in scope 1 and 2, and in some respects scope 3.



THE MOST IMPORTANT MILESTONES

... since 2018

CO₂ measurement and 100% offsetting of the **PRODUCT CARBON FOOTPRINT** of the **Good dog food line** via **NATURE OFFICE**.



... since 2019

Creation of the **CLIMATE BALANCE SHEET** for the Wehringen and Bobingen sites and analysis of the options for optimisation with **MYCLIMATE**.

... 2019-2023

Construction and commissioning of the **PV INSTALLATIONS** on the roofs of two buildings. Construction and commissioning of our **NEW SOLAR PARK**.



... for several years

Support for certified **CO₂ OFFSETTING PROJECTS** with **PLANT FOR THE PLANET**.



... since 2020

100 % certified CO₂ offsetting for the Wehringen und Bobingen sites via **MYCLIMATE**.



... since 2021

100 % GREEN ELECTRICITY PURCHASED at the Wehringen site. Complete implementation of the defined project.



... many years

CO₂ measurement and **100% OFFSETTING OF THE SHIPPING FROM THE ONLINE SHOP** of all Interquell Petfood brands via the carriers **DPD & DHL**.



... from 2023

Since spring 2023 we have been generating **12.8 % RENEWABLE ELECTRICITY** for our own consumption.




PLANNED PROJECTS & OTHER GOALS: Expansion of own electricity generation to around 50% by 2030, direct purchase of sustainable electricity from wind power, creation of another solar park in the immediate vicinity of the company, integrating a second supply circuit as an alternative to gas and heating oil, expansion of a climate-friendly value chain, search for a solution for CO₂-neutral heat recovery.



SUSTAINABLE PACKAGING & CIRCULAR ECONOMY



GOAL AND ORGANISATION

To protect nature and the environment, we aim to reduce our use of packaging and packaging materials and integrate the concepts of the circular economy.

We shall achieve this by using more environmentally-friendly materials or reducing material thicknesses, enabling us to reduce our environmental impact while maintaining product quality. We will also record, optimise and reduce all of our waste streams and improve our overall environmental balance.

One of our subgoals is to achieve, by 2025, 15% less operational waste per tonne of pet food in the most important residual material categories (compared to 2019). As our overall goal, we want to achieve a reduction of 30% by 2023. We also want, by 2028, for at least 60% of our packaging to be recyclable, reusable or ecologically usable.

As a major goal, we aim for at least 80% of our packaging to be recyclable, reusable or ecologically usable by 2030. The **“Sustainable packaging & circular economy”** project is centrally controlled by the project team consisting of Yannick Thielen (Production Manager at Bobingen) Patrick Griebel (Technical QM) and Lucia Rettenbeck (Quality Assurance & Product Development manager), but indirectly comprises every department and employee in the company. The organisational framework for the project and its focus areas is formed by our QA & QM department, plus the production, warehouse and waste management section and our packaging guidelines.

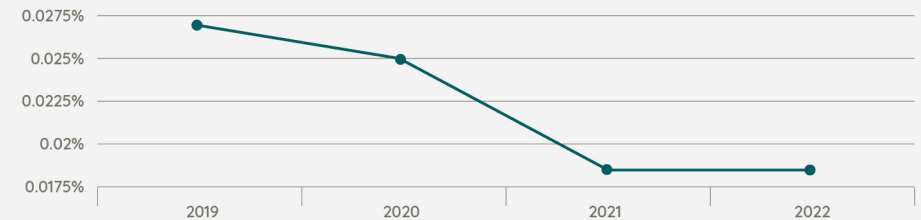
PROJECTS

1. SUSTAINABLE PACKAGING MATERIALS
2. OPTIMISATION OF WASTES & WASTE STREAMS

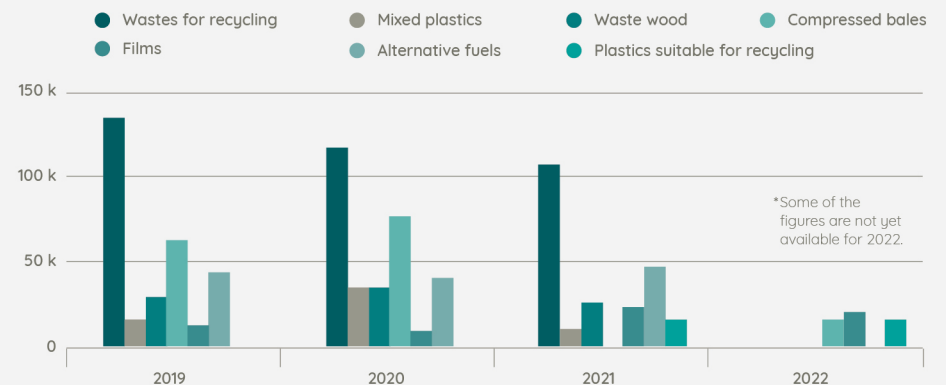
Goal by 2030:
80%
of packaging to be recyclable and reusable

IMPORTANT INDICATORS

IQ KPI – amount of organic waste products in relation to the amount of pet food produced



IQ KPI – amount in the waste streams of the most important categories



THE MOST IMPORTANT MILESTONES

... 2010 and 2018

The shredded paper we use as packaging filler is **100 % FSC-CERTIFIED**. Partial use of **RECYCLABLE PACKAGING MATERIALS** for bags and films.

... 2020-2022

The amount of **ORGANIC WASTES** has barely increased in the last 3 years, despite the increased production volume, allowing a clear **INCREASE IN EFFICIENCY** to be achieved.



... 2021

In 2021, we changed our service provider so that we could **DISPOSE OF MORE TYPES OF WASTE** and thus combine the transport to the site.

... since 2022

Migration to **THINNER PACKAGING MATERIALS** for snacks after joint trials with manufacturers.



... 2022

Creation of a **FRAMEWORK DOCUMENT** with sales analyses, packaging materials and quantities. List of all manufacturers and reports to the Green Dot organisation.



... 2022

We changed the packaging for the finished pouches with the manufacturer. **WE NOW USE LESS CARDBOARD AND PACKING FILM**. We are also migrating to a Eurokarton product.



... for years

Neutral films, PE bags and cardboard go into a **BALING CONTAINER**, we reuse some cardboard to produce packing filler, increase in the number of balers, reduced volumes transported.

... for years

Incoming and outgoing products are disposed of with our organic waste. A large proportion of the organic waste (over 90 %) we use in a **BIOGAS SYSTEM**.



PLANNED PROJECTS & OTHER GOALS: Optimisation of our packaging materials, improved data collection together with service providers, reduction in our plastic overpacking and further reduction in the amount of cardboard used throughout the company, optimised waste sorting in the office, definition of sustainability factors for small packaging.

SHARED FUTURE

In the next two years we intend to continue these projects and extend their area of activity.

We also intend to prepare for all the applicable EU regulations and to continue to create transparency. **We still believe that the most important foundation is that each individual has a holistic understanding, capacity and motivation for this initiative.** We therefore intend to provide the optimum general framework for implementing the projects, especially by communicating with and integrating all the project groups. The future developments should make Interquell a pioneer in the field of sustainability within our industry. There is no standard recipe for success here; all projects and endeavours are constantly evaluated, adapted and developed further. This is the only way we will be able to achieve our goals in the long term. Sustainability is a constantly changing process that we want to bring to the fore in our company year after year. This is also reflected in our family-owned company's guiding principle – **"We care"**. Because we want to accept full responsibility as a family-owned company.

For our **EMPLOYEES.**

For our **CUSTOMERS.**

For our **PARTNERS.**

For our **PETS.**

For our **PLANET.**

For future **GENERATIONS.**

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