



make it a beautiful day

CSR REPORT

2019 / RYNKEBY FOODS

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RYNKEBY FOODS A/S IS FULLY OWNED BY ECKES-GRANINI.

This report constitutes the statutory account of corporate social responsibility and gender composition of the management, cf. sections 99a and 99b of the Danish Financial Statements Act ". The report covers the 2019 financial year from 01.01.19 to 31.12.19

Management

General Manager
Peter Frank Andersen

Finance
Jørn Falk, CFO

Marketing
Lone Brandt, Marketing Director

Out of Home
Anders Myltoft, Director Out of Home

Sales retail
Denis Qvist, Commercial Director

HR
Sidsel Marie Sindal, HR Manager

Supply Chain
Jens Bang Termansen, COO

Board members

On the board of Rynkeby Foods A/S 4 members are elected by the shareholders and 2 by employees in Rynkeby Foods

By shareholders:
Thomas Hinderer, Eckes-Granini (chairman)

Sidney Coffeng, Eckes-Granini

José Martí Cos, Eckes-Granini

Ulrik Bunk, Eckes-Granini

By employees:
Kim Smedegaard Nielsen, Warehouse operator

Lisa Howe Jepsen, Procurement Manager

Responsible for the report

Quality and CSR Manager
Rikke Bekker Henriksen



make it a beautiful day





INTRODUCTION

BY PETER FRANK ANDERSEN

A YEAR WITH RESPONSIBLE CHANGE

This CSR report reviews the status of CSR activities in Rynkeby Foods in 2019, all of which have been implemented based on the common commitment and engagement that constitutes our CSR policy.

At Rynkeby Foods we of course again this year endorse the 10 principles of the UN Global Compact for the areas of human and labor rights, environment and corruption and relate to the 17 World Goals set by the UN.

The important thing is not what we write, but what we do specifically. And also we are preoccupied with our commitment to the UN Global Compact, which is reflected in a series of actions that make a concrete difference. This report describes what we have done in 2019 to support the principles of the UN Global Compact in our business system, strategy, culture and in daily work. And as always, open and honest communication both internally with our employees and externally with customers, consumers and partners is of paramount importance to us.

After a difficult 2018, marked by many changes, we have again in 2019 managed to get our business under control. In particular, education and training have provided a value-enhancing competence, so that we can now handle the many new systems, technologies and procedures. At the same time, we have managed to stay focused on a sustainable and responsible approach to our business, and not least how we continue to ensure this important focus in the new set-up in business and organization.

Together with our owners, Eckes-Granini, we have continued to focus on the responsibility of our raw material suppliers. And the same is true with regard to the health and well-being of Rynkeby Foods employees. An example of this is Team Rynkeby's cycling tour to Paris, where for the first time a team from Germany participated in 2019. And again, Team Rynkeby set new impressive records, both in terms of the number of participants from the now seven countries as well as in the amounts collected that go to charity. While supporting a good cause, Team Rynkeby promotes public health. And that is why we are proud that over 100,000 students from schools in Denmark in 2019 participated in the annual Team Rynkeby school race.



Focus areas in Rynkeby Foods' CSR work

At Rynkeby Foods, we are continuously working to strengthen our CSR activities. For us, it is important that CSR and business are closely related, and to a large extent the two things are each other's prerequisites. In other words; our CSR activities should not be detached projects unrelated to our core business. They are integrated into our structure, processes and culture, and by being so, we also get the best results for Rynkeby Foods and the outside world. That's how it has been since Rynkeby Foods was founded – and it is also part of our common strategic goals in Eckes-Granini.

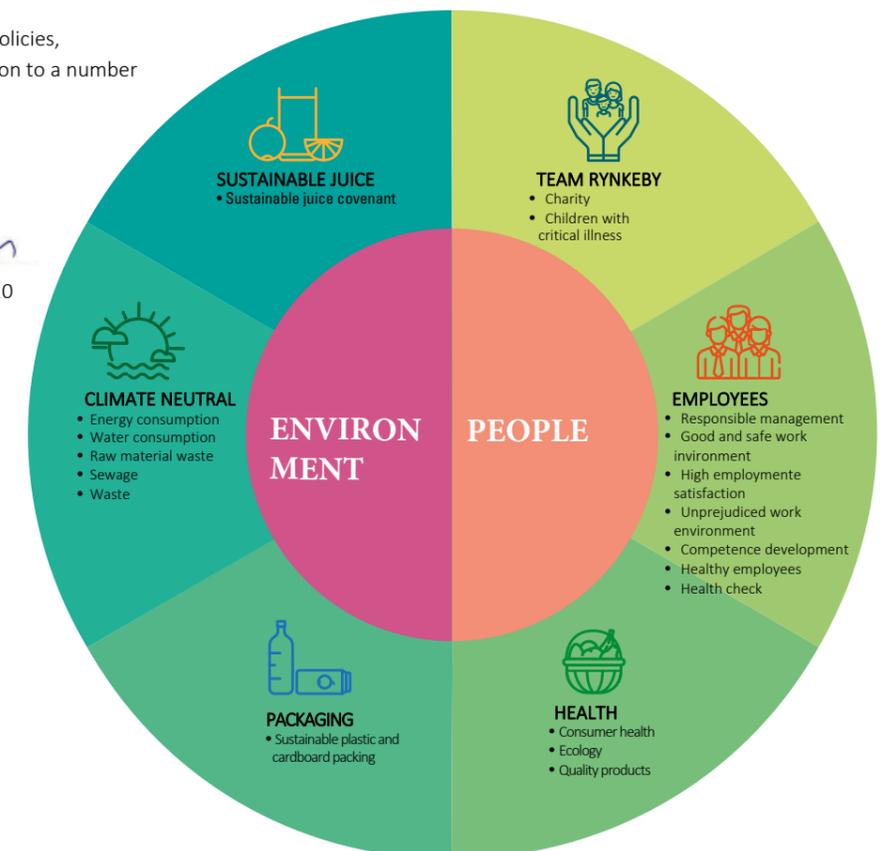
At Rynkeby Foods, we build on what is close to us and local, and we have always considered it our job to find the most sustainable solutions in our ambition to offer our customers and consumers the best products. CSR has therefore always been a part of our business and history - and will also be that in the future.

People and environment are at Rynkeby Foods two key values in our CSR foundation. Below are six specific areas of focus that are crucial to our CSR work. The areas are closely related and constitute the overall backbone of Rynkeby Foods' CSR activities:

The 2019 CSR report describes policies, status and development in relation to a number of key activities and key figures based on the six focus areas.

Peter F. Andersen

May 2020



RYNKEBY FOODS TOWARDS NEW GOALS

Rynkeby produces high quality products based on the best fruit and vegetable-based raw materials. Our products are primarily juices, dilutables, nectars and smoothies. The raw materials are purchased from all over the world and delivered to the factory in Ringe on Funen, where our approximately 240 employees daily make sure that the factory and our business are running.

Major changes have influenced Rynkeby Foods in 2017 and 2018. In order to bring Rynkeby Foods on the right course, there has been a particular focus on responsible management and especially change management.

The sale of Rynkeby Foods to Eckes-Granini in 2016 led to many major changes in the years 2017 and 2018. The changes involved, among other things, new systems, technologies, processes, forms of collaboration, roles and areas of responsibility that needed to be implemented and thus incorporated into daily life for our employees.

The many new initiatives required changes in structure, processes and roles and posed a natural challenge for the organization and thus also for employees and managers at Rynkeby Foods.

At the same time, the many necessary changes meant that a number of the strategic goals that Rynkeby Foods had set for 2018 were affected to a degree that they could not be met. This also applies to a number of the objectives that Rynkeby Foods had defined in the CSR policy for the company.

At the end of 2018, we set out a clear plan for how we could get back on track after the changes, and in this connection we set new ambitious goals that were adapted to the new business and organizational set-up.

We have followed this revised plan closely in 2019, and as a consequence we have had an increased focus on leadership and especially change management in 2019. In this connection it is important to emphasize that the clearest strong asset in achieving our common goals are our employees. It is the employees' attitudes and behaviors that help to ensure a successful future for Rynkeby Foods.

We have embarked on a joint and exciting journey for the company, where we together find the solutions for how we move as a single organization, and not least how we ensure development and competence enhancement for the individual employee. Both are crucial prerequisites for Rynkeby Foods' future development.

Specifically, it has primarily meant that we have acquired a number of new competences both through education and training.

Along with developing our organizational and individual competencies, we have succeeded, through a great deal of effort from everyone, in getting the business back on track, faster than we had dared to hope. The culture of Rynkeby Foods is strong, and everyone is working towards a common goal of ensuring that Rynkeby Foods is again strong and robust and even stronger than before as the leading producer of juice and dilutables in the Nordic countries.

In Rynkeby Foods' vision, mission and strategy, which can be seen on the next page, Rynkeby Foods' strong competencies and brands combine with the great advantages it entails to be part of a strong group like Eckes-Granini. The investments in new production equipment have meant that we have developed a number of new productive skills, and we have now started to reap the fruits of our improvement initiatives.

Organizationally, we work based on Eckes-Granini's Code of Conduct, which describes how we, as co-workers in Eckes-Granini, act correctly in the day-to-day business, for example to minimize the risk of corruption, and as part of this effort compliance training is held.

At the beginning of 2020, a new strategy process has been initiated, in which sustainability will be even stronger based on "Environment and People" and the 3 + 3 underlying strategy areas, which can be seen in the figure on page 5.

MISSION:
We are accountable for everything we do and guarantee high quality natural fruit and vegetables in a convenient manner

VISION:
We make it easy for everyone to enjoy a glass of natural juice from Rynkeby every day

STRATEGY
2020
Profitable growth through strong brands

Strategic growth initiatives

Strategic assumptions

Strategic expertise

3 strong brands

BRÄMHULTS



Strong CSR activities



Part of Eckes-Granini

ECKES granini
the best of fruit



DEVELOPMENT IN ACTIVITIES AND ECONOMY

In 2019, we at Rynkeby Foods implemented a plan that has brought about waste reduction while production efficiency has increased. In 2020, however, a year with a lower result is expected due to the lock-down of Denmark in connection with COVID-19.

Annual result

Rynkeby Foods A/S realized a revenue of DKK 923 million in the financial year 2019. Profit after tax for the year was DKK 12 million.

In total, the Danish juice and dilutable market fell by 2.5% in value in 2019 and by 3.7% in volume. This is after a growth of 5.7% in value and 3.3% in volume in 2018, respectively. The growth came primarily from floor juice (ambient juice), where the (re) launch of the brand Rynkeby Rigtig Juice® in particular contributed positively.

After being acquired by Eckes-Granini in 2016, the product portfolio was significantly increased, resulting in large investments in new production equipment. As a result of this, the company was affected by a number of extraordinary events, and this resulted in an overall unsatisfactory result in 2018.

In close cooperation between Rynkeby Foods and the owners in Eckes-Granini, a plan was drawn up at the end of 2018, which was carefully implemented in 2019. The target of the plan was to reduce waste and increase efficiency in the production. As an essential element in achieving the plan, extraordinary focus was placed on improving the level of competence in the organization through training and education. Specifically, the competence enhancement has been aimed at strengthening the employees' skills in the use of new systems, technologies, working methods and procedures.

The effect of the plan materialized faster than expected and resulted in a satisfactory improvement of the result for Rynkeby Foods in 2019. Management is confident that the expected future cash flows, based on the restructured business, will be in line with previous expectations.

Investments

In 2019, DKK 18 million was invested in new equipment. These are primarily investments that followed up on the large investments in production equipment that have been made in previous years.

Research and development activities

At Rynkeby Foods, we continue our focus on development activities in order to continuously develop our products and improve our competitiveness. Eckes-Granini's ownership of Rynkeby Foods brings several benefits in this context - also in relation to development activities (R&D).

Expectations for 2020

Rynkeby Foods' expectations for the Danish juice and dilutable market are that the market for floor juice and dilutables will be stable or slightly falling, and that chilled juice will increase slightly.

The lock-down of Denmark in connection with COVID-19 negatively affects sales to Out of Home customers such as hotels, restaurants and canteens. Although more restrictions have been lifted, reduced sales are expected through these sales channels for the rest of 2020. Despite Rynkeby Foods having the largest sales to the retail market, the restrictions, and changed consumption patterns, due to the COVID-19 virus will have a negative effect on the result for 2020.

The plan implemented has resulted in significant cost reductions, and there are still improvements to be made through continuous work on the plan.

In early 2019, Rynkeby Foods launched Rynkeby Rigtig®. This has been one of the most successful launches in the company's history. We expect to continue the positive development with the major initiatives of recent years Rynkeby Rigtig® juice and God Morgen® juice.

Against this background, we expect EBITDA in 2020 to be below the 2019 level.

Goals for gender distribution on the Board of Directors and Management

The Board of Directors of Rynkeby Foods consists of four owner-elected members from Eckes-Granini Group and two employee-elected members. It is the company's goal that both genders should be represented in the top management by 2020 with at least 25% from the under-represented gender. The current status is that none of the four owner-elected members are females. There have been no changes in the Board of Directors in 2019 that allowed the goal to be achieved.

With regard to the gender distribution at other management levels in Rynkeby Foods, management believes that a balanced gender distribution gives increased employee satisfaction, as the two sexes handle professional situations in different ways, and thus open up for a problem-solving that gives better results.

Rynkeby Foods work to increase the number of underrepresented gender at all management levels in the organization. At the end of 2019 the underrepresented gender is 36% at all management levels.

Through our recruitment and promotion work, we expect to be able to balance the gender distribution if candidates with the right qualifications can be found. In 2019, 2 new female members will join the management team at Rynkeby Foods.



RESPONSIBLE MANAGEMENT

At Rynkeby Foods, we take responsibility for the decisions that are made. We distance ourselves from bribery, corruption and food fraud. In addition, we are focused on ensuring that human rights are respected by management.

Approach to responsible management

Rynkeby Foods must comply with the UN conventions and principles, which are defined in the UN Global Compact. That is, we must work on sustainable principles and seek solutions that take into account human and environmental conditions.

We are committed to addressing the issues that concern the local community around our company as well as the countries from which our raw materials come.

At Rynkeby Foods, we distance ourselves from all forms of bribery and corruption, both with our own employees and with the suppliers we work with.

Rynkeby Foods wants a high level of food safety, and we do not tolerate food fraud.

We support and respect the enforcement of international human rights rules and ensure that, as a company (or through its activities), we are not guilty of any human rights violation.

Health and safety at the workplace is given high priority, among other things, by offering health activities, ongoing competence development and training of all employee groups.

Also, human rights for Rynkeby include that we offer fair wages, insurance schemes, senior schemes and of course, follow applicable agreements and rules.

Risks

We are aware of potential risks related to corruption, bribery and human rights violations, especially in the countries from which our raw materials are purchased.

We are also aware of potential risks related to our production and related activities.

We are aware of the risk of food fraud; For example the organic status of foods or the addition of non-original fruit to juices.



We are aware of these potential risks, but at the same time we believe that due diligence is exercised through requirements for suppliers and implemented procedures throughout the value chain, and that we therefore have an appropriate preparedness to counter or completely eliminate any unintended incidents in the area.

Actions

In order to ensure compliance with applicable legislation in relation to corruption, bribery and human rights, we have prepared a code of conduct with specific guidelines on how we should act in these areas.

All employees have been or are being given Eckes-Grainini's "Code of Conduct". Of course, we expect everyone to be familiar with the content. The Code is also communicated at internal meetings and at the seminars for new co-workers we hold several times a year. In addition, a larger group of managers and other relevant employees at Rynkeby Foods participated in a course in which we worked in depth with compliance in several areas.

To ensure that our suppliers also comply with the principles, all raw material suppliers must sign our Code of Conduct for suppliers by contract conclusion.

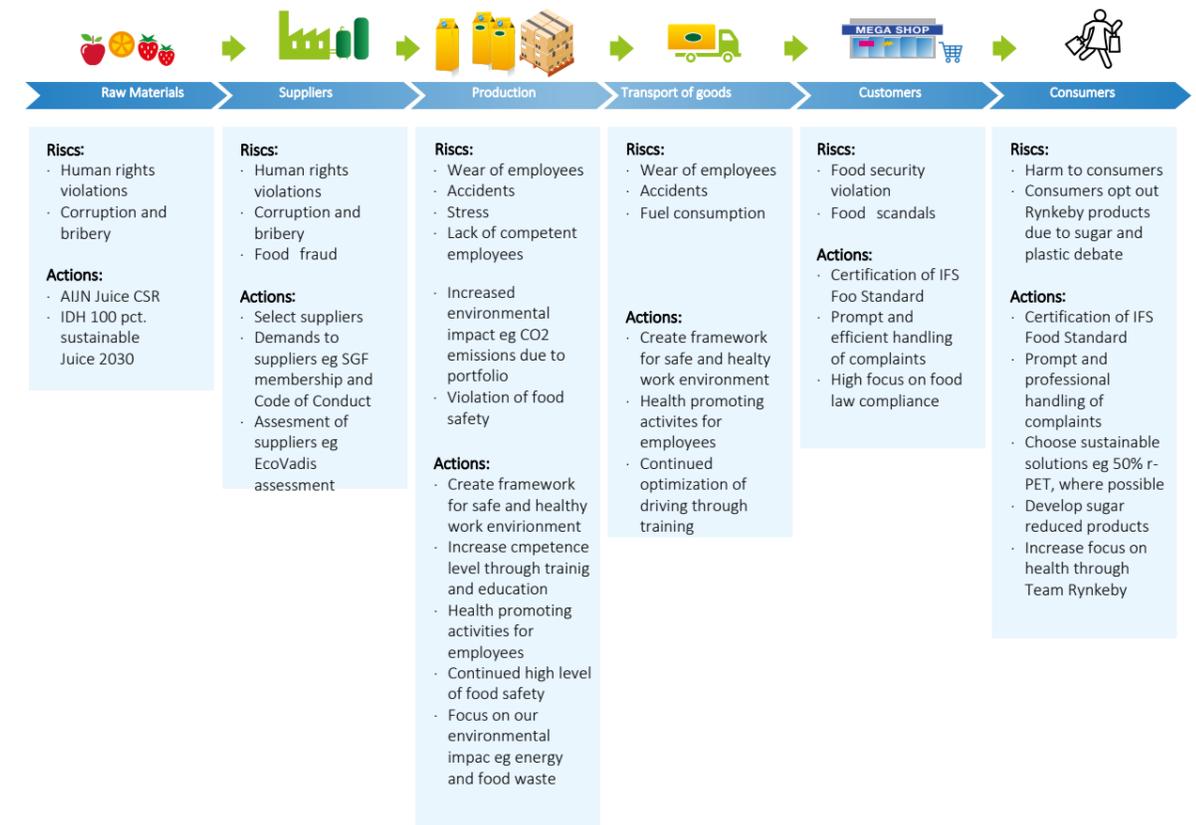
In addition, the largest raw material suppliers must minimum once every 1 1/2 year undergo an EcoVadis CSR evaluation. Goals have been set for what score our suppliers need to achieve. The objectives are described in more detail in the section on responsible purchasing.

In addition, we have set a number of objectives for the health, safety and well-being of our employees. These are described later in this report.

The value chain - From Earth to Table

Based on the value chain "From Earth to Table", Rynkeby Foods has identified the most important risk areas in our business. Among other things, it is based on these risks that our CSR activities and objectives have been selected.

The value chain - From Earth to Table



WORLD GOALS AND UN GLOBAL COMPACT

As part of our mission to be responsible in everything we do, Rynkeby Foods is committed to UN Global Compact's 10 principles. It is a great way to have clear objectives for our work on CSR and sustainability, and at the same time the principles create the direction for the work.

Rynkeby Foods has been associated with UN Global Compact's 10 principles since 2011.

The principles are created to promote corporate ethical business behavior and promote sustainable and socially responsible business. The UN Global Compact is based on international conventions in the fields of human rights, labor rights, environmental protection and anti-corruption.

In addition, we have a particular focus on contributing to four of the UN's World Goals. The UN's World Goals have two purposes:

Partly to encourage companies to support and implement the 10 principles in their practice, and partly to encourage companies to contribute with voluntary initiatives to promote the UN's sustainability goals.

For Rynkeby it makes value and sense to participate in a more sustainable development of the world. Here, our special focus on World Goals 3, 4, 8 and 12 further contributes to the other efforts we launched in 2016 and they are an integral part of our overall CSR work.

We have in 2019 continued our focus on these world goals:



Ensure healthy lives and promote well-being for all at all ages



Ensure inclusive and equitable quality education and promote lifelong opportunities for all



Promote sustained, inclusive and sustainable economic growth, full productive employment and decent work for all



Ensure sustainable consumption and production patterns

	The company should	Anchoring with Rynkeby is described in this section:
Human Rights	<p>Support and respect the protection of internationally declared human rights</p> <p>Ensure that it does not contribute to human rights violation</p>	<p>Responsible management Responsible procurement People and health</p>
Employee Rights	<p>Maintain freedom of association and effectively recognize the right to collective bargaining</p> <p>Combat all forms of force labor</p> <p>Support the effective abolition of child labor and abolish discrimination in relation to work and employment conditions</p>	<p>Responsible management Responsible procurement</p>
Environment	<p>Support a precautionary approach to environmental challenges</p> <p>Take the initiative to promote greater environmental responsibility and encourage the development and deployment of environmentally friendly technologies</p>	<p>Environment Responsible procurement</p>
Anti-Corruption	<p>Counteract all forms of corruption, including extortion and bribery</p>	<p>Responsible management</p>



FRUIT REMAINS END AS FEED FOR COWS AT FUNEN



More than 5,000 tonnes of fruit remains and peelings from Rynkeby Foods' press in Ringe are collected and recycled every year as feed for cows by a number of Funen farmers and on a Southern Jutland farm. In this way, the juice producer gets the best out of the leftovers from the juice production



The fruit residues are mixed with ordinary feed, so they typically amount to about 10 percent. The cows need to get used to feeding on fruit residues. Due to the acidity, some fruit residues such as lemon and grape cannot be used and are therefore driven directly to the biogas plant.

Farmer Tage Laustens farm at Løgumkloster receives weekly visits from the Nordic region's largest producer of fruit and juice products, Rynkeby Foods A / S. Like a handful of farmers on Funen, the farmer and his assistant Anna Martynenko are delivered tons of fresh fruit remains collected from the press in Ringe. It now benefits the farm's 1300 cows and 1000 heifers.

Usually, peels and food waste often end up going unused to waste or being driven directly to a bio-gas plant. But that's not the case with Rynkeby Foods.

The small difference in a global perspective

Instead, a bright idea and collaboration with HedeDanmark means that more than 5,000 tons of peel from citrus fruits and press leftovers from apple, carrot and beetroots can be used as animal feed annually.

"By working with HedeDanmark, we ensure that our many tons of leftovers and peels from the press are not just wasted, but are optimally collected and utilized as animal feed," says CSR Manager at Rynkeby Foods, Rikke Bekker Henriksen.

"We think it is a good example of thinking responsibility and sustainability into our everyday lives and in doing so help to make a small difference in a global perspective. And then it is basically a fun and really nice story that our fruit leftovers have to go through the stomach of a cow before the journey ends at the biogas plant or in the field," she continues.

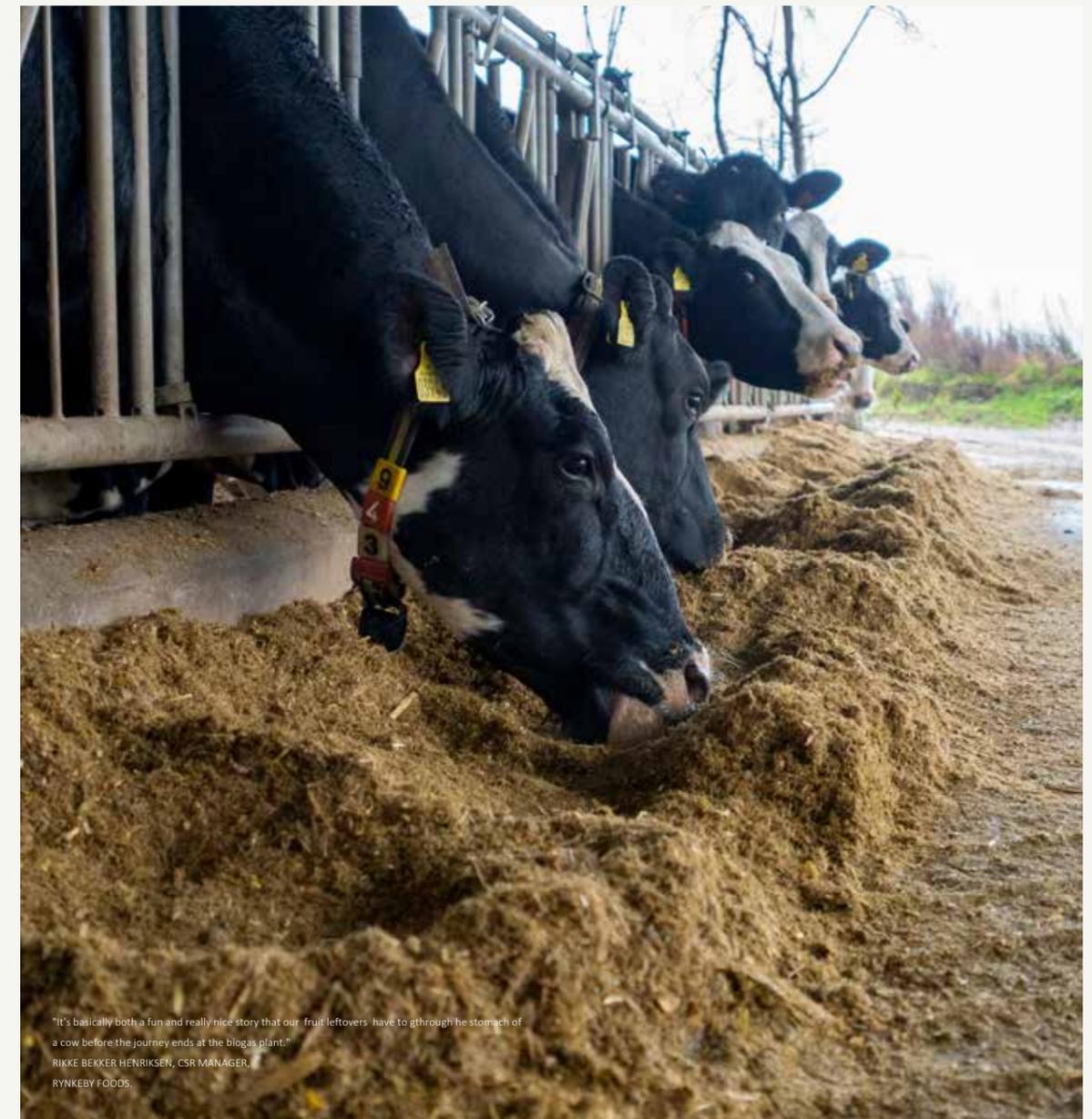
At a biogas plant, biogas is made from, for example, food waste and animal manure. Biogas is used to burn in burner just like oil and natural gas. Biogas can also be used as a propellant in certain types of vehicles and ferries. (Source: Affald.dk)

A sustainable detour

Assistant Anna Martynenko in Løgumkloster mix up the fruit remains with the cows' ordinary feed before serving. In this way, the peels help to supplement the cows' feed ration and the milk production, before eventually becoming manure from which biogas is also made.

"So with this solution we create, so to speak, an extra link to the cycle. Or you may call it a sustainable detour because the remains benefit as feed instead of being driven directly to the biogas plant. We also here have some leftovers that none other than ruminants can use, so it really is an optimal utilization of the peels," says Lone Waldemar, Team Manager for Feed at HedeDanmark, who handles and distributes the residual fruits.

In 2019, Rynkeby Foods delivered 5701 tonnes of peel and leftovers for animal feed to farmers via HedeDanmark. Of the 5701 tonnes, 4912 tonnes were peel and pulp from citrus fruits, while 789 tonnes were press residues from apples, carrots and rootbeets.



"It's basically both a fun and really nice story that our fruit leftovers have to go through the stomach of a cow before the journey ends at the biogas plant."
RIKKE BEKKER HENRIKSEN, CSR MANAGER,
RYNKEBY FOODS.

RESPONSIBLE PROCUREMENT



In 2016, Eckes-Granini Group took over purchasing responsibility for the vast majority of raw materials and primary packaging materials used at Rynkeby Foods. The full integration was completed in 2017, and since then all contracts for raw materials and packaging material have followed Eckes-Granini Group's principles, guidelines, terms and conditions.

Access to responsible procurement

Rynkeby Foods and our owners, Eckes-Granini, place high demands on our suppliers both in terms of quality, food safety, sustainability, traceability and good business practices. We do our best to ensure that the international rights described in the UN Global Compact are respected.

- Sign the AIJN Code of Business Conduct, which covers compliance with the 10 principles of the UN Global Compact, including human rights, anti-corruption and environmental protection.
- Evaluation on sustainability efforts using EcoVadis.

We know that we, as a single company in a large market, cannot solve the problems of the world community, but that we, with focus on eg. human rights and anti-corruption at our suppliers, help to ensure, that the requirements are met.

Actions

- global and responsible procurement from Germany

To meet these high standards, Eckes-Granini has set a number of requirements for its raw material suppliers. Suppliers, including:

- Membership of SGF (Sure Global Fair), which is an independent organization that conducts annual audits of its members. SGF audits include hygiene checks, authenticity, traceability and compliance with the Code of Conduct.
- For suppliers that are not yet SGF members, other evidence of the quality and authenticity of the raw materials is required. Furthermore, authenticity and pesticide analyzes carried out by an externally accredited laboratory.

EcoVadis – assessment of suppliers' performance in sustainability

EcoVadis is conducted as an online audit covering 4 topics.

1. Environmental impact
2. Human rights
3. Sustainable procurement
4. Fair business practice (Ethics)

Suppliers must upload documentation of their performance online, after which the documentation is evaluated by independent experts at EcoVadis. The results of the audit are reported for each of the four segments with a score of 0 - 100. The Eckes-Granini Group has set minimum targets for obtaining scores for its suppliers.

The first goal at the end of 2016 was for suppliers to achieve 25 out of 100 points. All suppliers, except one, succeeded in achieving the goal. The next target level was 35 out of 100 by the end of 2018 - and 90% of the suppliers were successful. The goal for 2020 is that minimum 80% of suppliers will score over 45 points.

At the end of 2019, the status is as follows: 199 suppliers have been evaluated.

Of these, 72% achieved min. 45 points, which is an improvement compared to last year.

In order to achieve the set goals for supplier performance, Eckes-Granini Group analyzes the data received and works closely with the suppliers that score the lowest in EcoVadis. This is done to improve their efforts in the four defined sustainability areas.

IDH Sustainable Juice Covenant - 100% Sustainable Juice by 2030.

In early 2019, Eckes-Granini Group joined the IDH Sustainable Juice Covenant, with which we commit to purchase 100% sustainable fruit-based raw materials by 2030. IDH Sustainable Juice Covenant measures the sustainability level with primary producer using the Farm Sustainable Assessment (SAI) FSA audit system. 100% sustainable juice means that all primary producers are audited and certified with minimum SAI Bronze as a result. In addition, the subsequent processes must be certified by Sedex or equivalent.

This is a very ambitious goal, and to ensure progress and valid documentation, Eckes-Granini will be audited annually at the 3rd party audit, for the first time in 2020.

AIJN Juice CSR platform

Since Eckes-Granini - and thus Rynkeby Foods - does not have direct trade with the primary producers (fruit and vegetable growers), in addition to the above activities, we are also working to raise the standard for CSR at the primary producers via connection to the AIJN Juice CSR Platform.

The Juice CSR Platform was formed in 2013 as a project with EU support. The work is led and facilitated by the European Juice Association, AIJN. In 2015, the platform became independent of EU funds and is now operated through affiliated companies and NGOs.

AIJN Juice's CSR Platform is a collaboration between the European Juice Association AIJN and a host of stakeholders from the juice industry, manufacturers and NGOs around a CSR platform to develop the CSR work across the entire juice industry from earth to table.

Eckes-Granini Group and Rynkeby Foods have been participating in the platform since its early beginnings. A steering committee has been set up and working groups have been established that work in depth with, among other things, orange production in Brazil and apples / berries from Europe. Eckes-Granini actively participates in the orange production working group.

Read more at www.juicecsr.eu.

Ecology

Rynkeby Foods produces a larger portfolio of organic products. Therefore, the Eckes-Granini Group also buys organic raw materials for Rynkeby and other Eckes-Granini companies. Thus both Rynkeby Foods and Eckes-Granini Group are eco-certified, as is its main storage and distribution center, HIWA Rotterdam.

Thus, the above requirements for suppliers also apply to suppliers of organic raw materials.



CSR GOALS	Result 2016	Result 2017	Result 2018	Result 2019	Goal 2020/21
Share of suppliers who have signed Rynkeby Foods or AIJN CoC	100%	100%	100%	100%	100%
EcoVadis Selfassessment for suppliers	All suppliers except from one achieved >25 point	>90% of all suppliers achieved >35 point	72% of all suppliers achieved >45 point	Goal 2020: 80% >45 point	

QUALITY AND FOOD SAFETY

As a responsible producer, our utmost important task is to ensure that our products are safe to consume. We have ensured this for many years through good management of raw materials, supply, hygiene, production and finished goods via our certified management system. In 2018 we changed from FSSC 22000 to IFS Food standard, and we have achieved "Higher Level" in both 2018 and 2019

Approach to quality and food safety

It is Rynkeby Food's overall policy to process and deliver safe foods to the Retail and Food Service sectors, taking into account the surrounding environment as well as the a good working environment. We do that through:

- Food safety and quality management continue to meet the requirements of standards, authorities, customers and consumers
- Errors and deficiencies are dealt with immediately and not passed on to customers
- Motivate and inspire all employees to increase their understanding of the importance of quality, food safety and environmental considerations
- Relevant environmental, quality and food safety requirements are imposed on suppliers
- Great demands on the communication "From Earth to Table", in order that correct information can reach all levels and thereby ensure that subcontractors, suppliers, customers etc. have the necessary information in order to be able to deliver safe food.

We can list some of our most important parameters of our quality and food safety system:

- We place high demands on the quality of raw materials via raw material specification
- We analyze and approve all raw materials before entering the factory
- We have further checks carried out for eg. food cheating and organic status by external laboratory
- We have process control at all stages
- We have management of deviating products
- We conduct internal audits of processes and procedures
- We respond to customer complaints promptly and professionally, taking into account GDPR rules
- We have controlled access to the factory
- We have set goals for eg. quality costs and complaints

Rynkeby Foods has its own laboratory with 4 laboratory technicians.

Actions

In order to ensure the high quality and produce safe products, we have implemented a wide range of procedures and instructions in all areas of our production. The IFS Food certification is among other things a control and management of these procedures. Rynkeby Foods is also approved for organic production.

Consumer complaints per 100 mill ltr sold product	2016	2017	2018	2019	Goal 2020/21
Denmark	140	220	305	264	Maks. 300
Sweden	1035	538	1064	867	Maks. 700
Sweden (Brämhults)	-	-	4884	4635	Maks. 4800

Complaint processing and recall

Despite good management of the entire supply chain and processes as well as controls of our raw materials and products both before, during and after production, we still receive inquiries from consumers who are not satisfied with our products for various reasons.

The table below also shows that there is a big difference in consumer behavior in the Nordic countries. In Sweden, we generally experience a significantly higher level of consumer complaints per 100 million liter sold product per year than in Denmark. When we compare the key figures with our other European colleagues, the difference is even greater.

We calculate target figures for complaints for Denmark and Sweden, which are our largest markets. In addition, since 2018, we have specifically measured complaints on Brämhults products sold in Sweden. We started to produce Brämhults

products per January 1, 2018 after we took over production from the Swedish factory.

Brämhults are premium products with very high value and a relatively low volume, which customers and consumers have high expectations for. Therefore, a significantly higher key figure for these products is also seen. After moving production to Denmark, the number of complaints is almost halved, among other things, due to an improved filling process.

None of the consumer inquiries has posed a risk to food safety, which is Rynkeby Food's primary goal for complaints. We have not had any recalls of products from consumers in 2019. We have had two minor cases of quality defects, where we have chosen to withdraw products before reaching consumers.



DEVELOPMENT OF ORGANIZATION AND EMPLOYEES



In an organization that has grown and undergone several major changes, there has been a need to further strengthen and support culture, structure and the organizational processes in Rynkeby Foods.

Therefore, at the end of 2018, Rynkeby Food's management team decided to expand the organization with an HR function. Thus, in 2019, an HR manager was hired, who is also part of Rynkeby's management team. The establishment of the HR function has proved to be a very good decision, and it has been the link for the organizational development projects started in 2019.

In 2019, Rynkeby Foods has focused heavily on improving the competence level of employees, managers and the overall organization. Emphasis was placed on leadership development and on continued training of employees in both professional and functional tools. A further initiative has been to give the individual teams a better understanding of the organization and organizational processes.

For the individual employee, there has been a focus on organizational as well as personal development.

Employee satisfaction is important

In 2019, Rynkeby Foods conducted the Eckes-Granini Group employee satisfaction survey. Two years have passed since we conducted the most recent employee satisfaction survey, and during the two years there have been major changes in Rynkeby Foods.

Many new initiatives, development projects, education, etc. have been initiated. As expected, this is also reflected in the survey. Employees increasingly feel that their skills match their jobs. But at the same time the engagement has decreased.



This is not surprising during a period with many changes.

According to the survey, Rynkeby Foods' strengths are that our employees are highly motivated and they experience that there are clear expectations to them, their role and areas of responsibility. Employees also feel that their colleagues are very committed to the job.

Compared to 2017, employees experience having the tools and knowledge to do their job. They experience much better cooperation between the individual teams. And, not least, employees experience both having the necessary resources and framework to do the job. The managers have become better at giving employees feedback on their work, and the managers have been better at supporting the employees in their development.

But there is still room for improvement. The action plans from the 2019 survey continue to address the strengthening of employee competencies, and further focus will be placed on behavior, culture and confidence in Rynkeby Foods. All are focus areas that strengthen competencies, collaboration, management and work processes.

Staff turnover

In recent years there have been years of major changes in Rynkeby Foods and this has left its mark on staff turnover. In 2018, we increased the number of employees in production by approx. 50 employees, resulting in a staff turnover of approx. 17%. Also in 2019 staff turnover was 17%. This was also expected with the many changes again in 2019. For 2020 management has set a target of 12%.

The new Rynkeby Foods requires something extra

During the past year there have been many changes in production. This has meant a new reality when it comes to products, processes, IT equipment and systems at Rynkeby Foods. Many new colleagues have joined and this has meant both an increased need for training of new employees and a great adaptability for the 'old'.

Under the heading "Supply Chain Transformation", two dedicated employees have over the past six months worked targeted to educate and train both new and old colleagues and have made the necessary changes. Changes that have meant an increasing need to raise and maintain the level of competence in production. Rynkeby Foods' new employees need training in basic production skills - and the experienced employees need extra knowledge of new processes and equipment as well as training in SAP. Over the past months, a comprehensive assessment has been made of all operators and technicians, and plans have been drawn up for training in the individual areas.

Higher level of competence

It is an objective to raise the general level of competence in all areas of production. The highest priority in this context has been given to intensify the training effort in the juice preparation area and then to move the effort to the other areas. Currently, skills in the juice preparation and filling areas, Scuba and SAP have been trained. It is crucial, with the right combination of courses, training, practice, and use of the new functions in everyday life.

Therefore, there is full support when it comes to supporting the initiatives that have been launched. Among other things internal SAP trainers have been appointed who can guide and advise colleagues who do not yet have the necessary skills. In addition, Rynkeby Foods has prioritized to call in external expertise in connection with specific needs.

It requires a focused training effort, support from colleagues and managers, as well as feedback from the trained to achieve the desired level of competence. The training focuses on getting rid of bad habits and preventing mistakes as well as getting input to new skills. Follow-up from factory managers and line coordinators is of great importance, partly because the content of the training must be verified and partly because follow-up training may be needed.

In addition to focused training efforts, we have also worked hard to improve our introduction course for new employees. We are now well on the way to be back on track. We take care that all new employees feel welcome and that everyone, both professionally and socially, gets off to a good start in Rynkeby Foods.

CSR GOALS	Result 2016	Result 2017	Result 2018	Result 2019	Goal 2020/21
Staff turnover	15,1%	17,0%	17,0%	17,0%	12,0%
Average training days per employee per year	2,3	3,9	2,9	2,5	Min. 2,5

THE RIGHT COMPETENTICES GIVES RESULTS



Skilled employees in production are crucial for Rynkeby Foods in Ringe. Intensive training and skills enhancement by the production staff means both happy employees and close to halving quality costs in the juice preparation area

Rynkeby Foods delivers 250,000 liters of juice every day to stores throughout the country from the factory in Ringe on Funen. The well-known taste and quality place great demands on the employees from the production, which among others counts the bottling, the filling and the juice preparation areas.

That is why, over the past year, efforts have been made to educate and train new and old colleagues using various training scenarios. This made employees more aware of the entire production and ensured greater uniformity in daily work.

At the same time, a competency matrix was created for all employees, so that the competences became more visible to all parties.

- At Rynkeby we have always had focus on qualifying our employees. Over the past year, based on a 2018 analysis, we were able to focus on the areas where we could see the greatest benefit to those of our employees, who have achieved a boost in skills and a greater understanding of the entire production line, says Benjamin Ravn, Factory Manager at Rynkeby Foods.



"I can feel that the employees have been given greater security and satisfaction in the work we do. We have a shared responsibility to make the best use of our resources, and we have succeeded in that"

BENJAMIN RAVN,
OPERATIONS MANAGER
RYNKEBY FOODS

Higher level of competence and employee satisfaction

Over the past year we have succeeded in raising the level of competence in the Juice Preparation Area so 44% of employees in September 2019 have a "high level of competence" compared to 25% in October 2018. At the same time, the number of employees with "no level of competence" has dropped significantly from 40% in 2018 to 23% in 2019.

- I can feel that the employees have been given greater security and satisfaction in the work they do. We have a shared responsibility to use our resources to the best of our ability, and we have succeeded," says Benjamin Ravn.

Michael Rasmussen also recognizes this development. Over the past year he has raised his competency level through extra training and education.

- For me, it means a lot that Rynkeby has given me the opportunity to receive education and get a better understanding of how things are connected. It influences my mood too. My joy at getting to work has increased because I can feel that Rynkeby likes to invest in us and use resources to further develop us. I see that as a big plus, says Michael Rasmussen, Process Operator at Rynkeby.

Better competences equals reduction of costs

The increase in competences among the employees has also meant that Rynkeby Foods has managed to reduce the cost of the juice preparation area by 40% from 2018 and 2019. And precisely the juice preparation was one of the areas in which the analysis showed that the majority of the errors were.

- I think we can be proud of what we have achieved in production. In the juice preparation area we have even added a lot of complexity by e.g. the implementation of the new freshly pressed lines. Nevertheless, we have succeeded in reducing costs significantly, which shows us what we can achieve in the future. That is why I also believe that we have the potential to reduce costs further in 2020, says Benjamin Ravn.

Level of competence for employees in the Juice Preparation Area



HEALTH, SAFETY AND WORK ENVIRONMENT



At Rynkeby Foods, we have focus on health. This applies to both our employees and consumers. Therefore, historically, we have always had many activities both within and outside the company that contribute to strengthening good health. We believe that health is a human right and leads to both quality and joy of life, and that is why we work both to promote health and to fight diseases.

Approach to health

At Rynkeby Foods we believe that employees' health is of great importance for job satisfaction and well-being both at work and at home. Therefore, we have policies and goals in all areas under the collective term KRAMS, which covers: Diet - Smoking - Alcohol - Exercise - Stress.

In addition, we will develop a safe and healthy work environment through increased education and understanding of safety requirements.

Through development and training of the employees, Rynkeby Foods aims to have happy, talented and flexible employees. It is our clear goal to retain our employees in the company through a special focus on safety, personal and professional development and the creation of an ability and willingness to embrace changes on the part of the employees, because we know it requires something very special from our employees to actively contribute to the ongoing changes you encounter in an industry and company like ours.

Actions

At Rynkeby Foods, we have health checks and health-promoting initiatives for employees. From the fall of 2018 and for most of 2019, health checks were carried out by 187 Rynkeby Foods employees who accepted the offer of a health check. This corresponds to over 75% of the employees. One of the objectives of the Health Check is that the individual employee increases his/her focus on own health and prioritize his/her own well-being. Therefore, the high number of participants is satisfactory.

The health check is done by Rynkeby Foods' own Nutrition and Exercise Supervisor, who is employed 10 hours a week. The health check consisted of a questionnaire survey combined with a physical check of the body condition, e.g. weight, fat percentage, cholesterol, etc. as well as a physical exercise.

The overall conclusion was that the proportion of overweight employees at Rynkeby Foods is higher than the national average in Denmark *. The surveys also showed that several employees had both elevated cholesterol and blood sugar levels. It is very important that such symptoms are detected in a timely manner and employees have therefore been encouraged to seek medical attention. In contrast, employees are relatively physically active, and 80% say they are physically active two or more times a week. The result of the fitness rating then also shows that 68% have a fitness rating medium or above.

* Ifølge Den Nationale Sundhedsprofil 2017 (NSPI)

With background in the health check Rynkeby Foods continues to offer its employees the following health-promoting initiatives:

- Grants for gym
- Healthy food in the canteen, incl. inexpensive fruits and vegetables
- Dietary guidance and training with Nutrition and Exercise Supervisor
- Help with smoking cessation
- Health check every two years, next time in 2020.
- Team Rynkeby

CSR GOAL	Result 2016	Result 2017	Result 2018	Result 2019	Goal 2020/21
Registered "nearby" incidents	47	41	38	89	No goal
Registered minor accidents (without absence)	10	20	17	22	0
Registered work accidents	6	6	17	13	0
Sickness absence (total absence for all including long-term sickness)	8,3%	5,1%	4,5%	5,1%	Maks. 4%

As in previous years, in 2019 we also participated in the DHL relay in Odense with 10 teams in the starting lineup. Participants were divided into seven running teams and three walking teams. A total of 50 employees ran and walked the 5 km in searing rainy weather on an August evening in Odense.

Safety and working environment

In 2019, Rynkeby Foods has again focused on safety after a very turbulent period in previous years. The goal is clear. We want zero accidents. This is to be achieved through preventive work and a change in behavior.

2019 showed a fall in the accident rate of approx. 24% compared to 2018. Twice as many "nearby" incidents were registered compared to 2018, which is the result of the work on safety. Unfortunately, the severity of the accidents increased - and thus the days of absence.

In 2020, the focus will continue to be on safety and the working environment, and work will be intensified. The goal remains the same namely zero accidents. More work is being done on registration of nearby incidents to ensure that we handle risks before they develop into accidents.



TEAM RYNKEBY

For 18 years, Team Rynkeby has been both our pride and our darling at Rynkeby Foods. In 2019, Team Rynkeby donated DKK 79.3 million to organizations that help children with critical illnesses - of which DKK 29.4 million went to the Children's Cancer Foundation and the Children's Lung Foundation in Denmark.

It is an honor to help Team Rynkeby cycle year after year to Paris and be able to live up to its purpose of raising money for children with critical illnesses. Therefore, it is of course also a great pleasure that the project is still growing in several ways, even though it is no longer "the new in class".

It started back in the summer of 2002, when our former operator Knud Vilstrup persuaded 10 other "crazy bike enthusiasts" and a service person to cycle to Paris. With the help of Rynkeby Foods and some other sponsors, the trip ended with a budget surplus of DKK 38,000. This amount was subsequently donated to the Children's Cancer Department at University Hospital Odense and Team Rynkeby was born.

Another record year

In 2019, the 18th tour in the series, a total of approx. 1950 riders and just under 500 service people participated. Team Rynkeby had teams from seven nations (Iceland, Faroe Islands, Norway, Sweden, Finland, Germany and Denmark).

The 54 teams, with the help of over 5700 sponsors, collected nothing less than DKK 79.3 million for children with critical illnesses - an increase of 13 per cent compared to 2018. And the project is heading towards a total collection over all the years of half a billion DKK.

The fact that Team Rynkeby has grown so significantly since its inception is simply outstanding, and it stands out today among the largest charity projects in Europe.

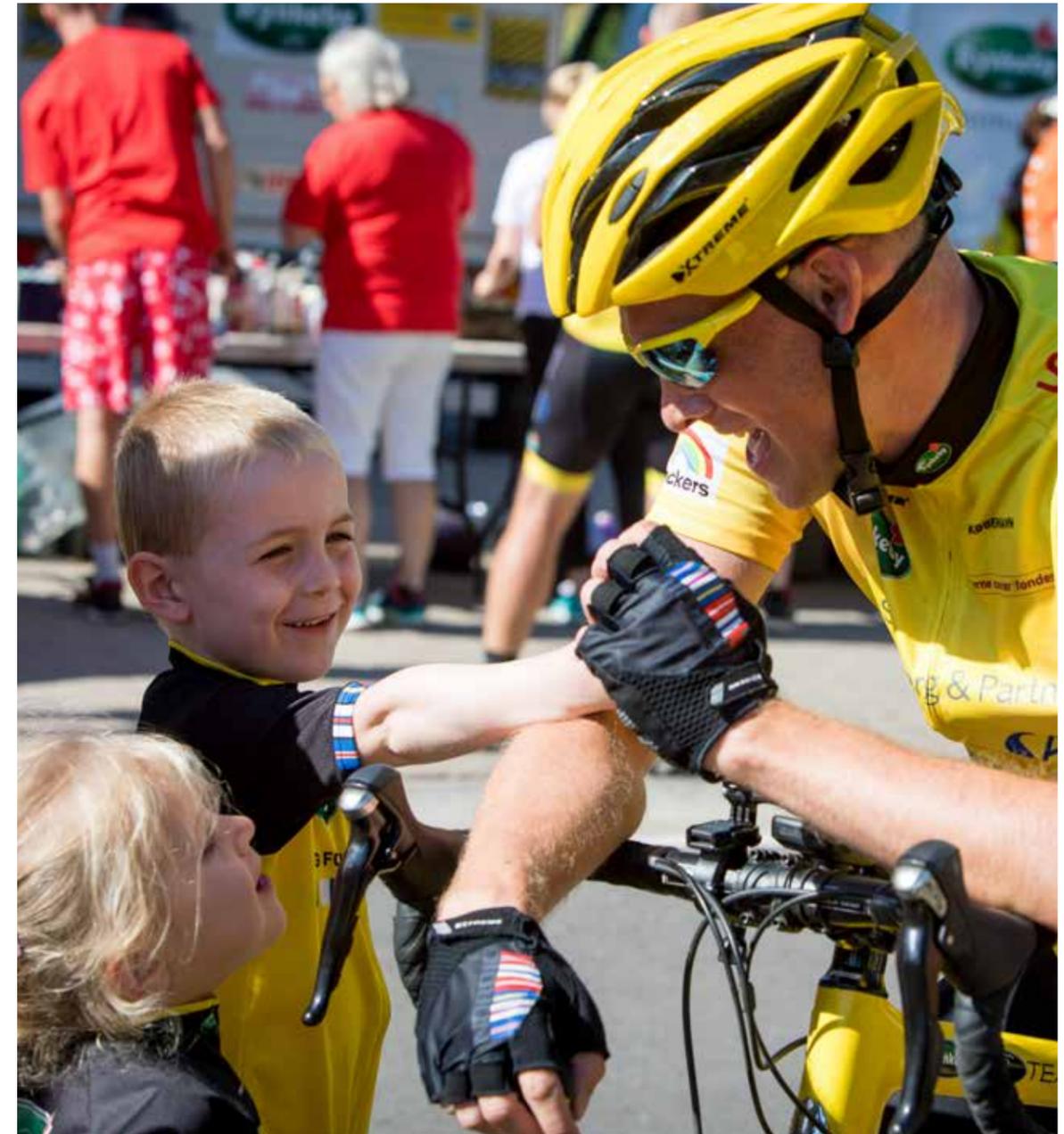
A meaningful community

The success takes neither the fund behind Team Rynkeby nor Rynkeby Foods, as one of the main sponsors, for granted. And the fund works every year with a dedicated and skilled approach to constantly developing the project.

Therefore, we also constantly ask ourselves and each other the question; what makes Team Rynkeby so special that seven out of ten participants would like to attend the following year?

The many participants invest a lot in the participation. Everyone uses their spare time in the form of joint training, fundraising events, contact with sponsors, and then the actual trip to Paris lasting eight days. They pay for their own bicycles, bicycle clothes, hotel and food.

We are convinced that it is about Team Rynkeby uniting three strong elements and drivers, "the three legs". Participation does something good for the health of the participants. It also does something good for children with critical illnesses, and



last but not least, Team Rynkeby represents a social, committed community. This is exactly the DNA we at Rynkeby Foods would very much like to support.

Team Rynkeby Ringe 2019

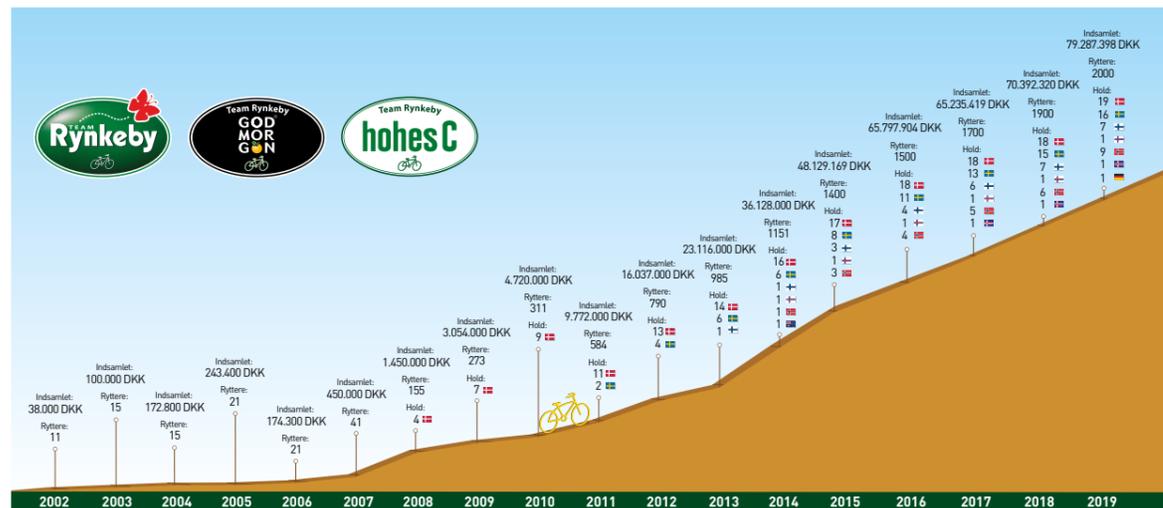
Rynkeby Foods encourages all employees to join the Team Rynkeby Ringe team. This is partly because it has a positive effect on the daily well-being of the workplace.

In 2018 Team Rynkeby Ringe made an important decision to put together and run the team on the same principles as all other Team Rynkeby teams. And with Arne Jørgensen as an experienced and solid team captain - as well as a visionary and enterprising steering group - the goal was achieved.

in 2019 Team Rynkeby Ringe succeeded in putting together a training program with both altitude training and brand new initiatives in the form of a training trip to Aarhus. Team Rynkeby Ringe also did a great job and achieved good results raising money for children with critical illnesses.

United - in yellow

At the time of writing (April 2020), it is unfortunately a fact that this year's trip has been canceled due to the Covid-19 pandemic. But we will continue to support and proudly contribute to Team Rynkeby soon by showing the yellow jersey again.



MORE GREEN AND SUSTAINABLE



Rynkeby Foods aims to become a greener and more sustainable company. This means that we must avoid waste, optimize our processes and always seek the most sustainable solution. In practice, this means that we weigh where we can get the greatest environmental benefits, and then we focus our attention.

In order to live up to our environmental policy, we have for many years worked hard to invest in and optimize our processes, both in terms of juice production and cleaning routines. At the same time, we plan production as efficiently as possible, taking into account delivery rates and customer expectations.

Environmental improvements 2019

As of January 1, 2018, Rynkeby Foods took over the production of freshly squeezed juice from Eckes-Granini's factory in Sweden. The acquisition began as early as 2017, when we started the establishment of the new production.

The production of freshly squeezed juice is a completely different process than is the case with Rynkeby Foods' other products produced from concentrate or from NFC (Not From Concentrate). After many years of lowering our environmental ratios, we now see a significant increase in

key figures for energy and water due to expansion of production. This means that we for example on energy consumption cannot see that during 2017 - 2019 we replaced all light sources in production and in certain offices for LED light sources.

As shown in the graphs on the opposite page, the key figures have risen in 2019 compared to 2018, and the reason for this is a lower production volume. Rynkeby Foods produced DKK 12 million fewer liters of juice in 2019 compared to 2018, corresponding to a 10% decrease. This has an impact on the key figures that are calculated per 1000 liters produced product.

Actual consumption of electricity and natural gas is declining.

Electricity consumption has fallen by 8% in 2019 and natural gas consumption is decreased by 5%. Energy consumption does not decrease proportionally with production volume, since lights, machines, heat etc have to be on, even though fewer liters of juice is produced.

Environment Policy

We undertake to comply with applicable environmental and occupational health and safety legislation, as well as to protect the environment and prevent pollution from our company.

In addition, we will work with continuous improvement of the environmental conditions in our company based on our environmental management system.

We do this by focusing on the following areas:

Energy and transport

We need to save energy and we always work for energy-efficient solutions in both existing and new processes in production.

Through investments in our trucks and optimizing of our driving, we will reduce our fuel consumption.

Water and sewage

Through optimizations and investments, we must ensure solutions that minimize water consumption without compromising quality and food security. By minimizing water consumption in our processes, we can also lower our wastewater discharge.

Waste and recycling

We work consistently to avoid all types of waste, including materials, fuel, energy, raw materials and

other types of resources related to our operations. We also ensure that our waste is recycled and reused to the greatest possible extent. In the event of any waste, we ensure a sustainable disposal. Over-consumption also causes waste. Therefore, operations and consumption are continuously monitored and optimized.

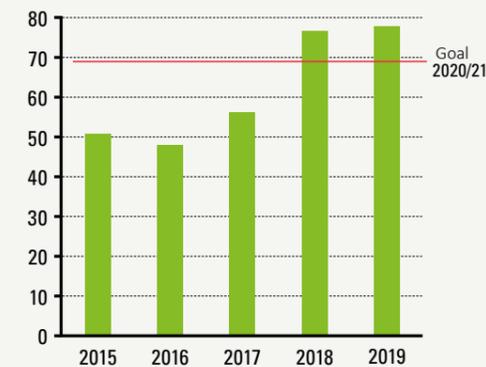
Packaging and plastic

Through increased focus on more sustainable packaging solutions, we will reduce our consumption of plastic and cardboard for packaging.

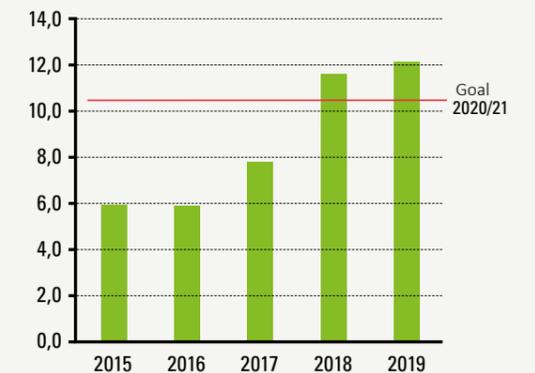
Rynkeby Foods - Results

Year 2018 is new baseline for Rynkeby due to the increased production

ELECTRICITY CONSUMPTION
kWh pr. produceret 1000 L



NATURAL GAS
m³ pr. produceret 1000 L



WATER CONSUMPTION
m³ per produced 1000 L



WASTE WATER
m³ per produced 1000 L



Water consumption is at the same level as in 2018. However, wastewater emissions have fallen by 5% compared to 2018. Water is included in juice from concentrate as well as in nectar and fruit drinks, so water consumption also depends on the product composition.

Product waste

We want to minimize all types of waste and have for many years therefore had a strong focus on product waste in production. We recycle products and raw materials to the greatest possible extent - without compromising on quality and food safety.

When we started production of Brämhults fresh pressed juice at the factory in Ringe in January 2018, we increased the amount of waste due to, among other things, increased complexity and many juice and fruit drink variants in small batch sizes.

During 2019, we have worked determined to increase employee competencies and minimize complexity. This has had a direct consequence on product waste from juice preparation to filling, which can be seen in the figure below.

We have reduced waste % from 3.1% to 2.6%, corresponding to a decrease of 16%, or DKK 1 million liters of juice less in the sewer. We will continue to focus on reducing waste even more in the coming years, and the goal is to reduce waste by a further 10% by 2020, and then set new targets.

Transport and logistics

In recent years, Rynkeby Foods has invested in new trucks so that all our trucks are the latest environmentally friendly models with Ecolution system, which makes the vehicles specified for the current tasks, and maintenance of the vehicles focuses on reducing fuel consumption.

In 2019, the key figure for fuel consumption will rise again to 3.13 km / l diesel from 3.06 km / l in 2018, but we are still lower than in 2017 also taking the replacement of the new vehicles into account. The reason is a combination of several things. The most important thing is that the planning of the trips has been optimized, so that the vehicles now drive with larger quantities of goods, which gives an increased diesel consumption when you look at KM / L alone. On the other hand, driving optimization means that we drive fewer trips -

and thus over the coming year we will be able to reduce our fleet from 8 trucks to 7 trucks. In 2020, the goal is to define a number of new key figures for transport and logistics, including the CO2 footprint, so that we can work even more focused on optimizing the area from an environmental perspective.

Citizen complaints

In 2019, we received a total of eight complaints from our closest neighbors to the company. The complaints are partly due to noise nuisances, but in addition there have also been complaints about e.g. orange smell from our press. We have been in close dialogue with the neighbors involved and all complaints have been closed. There have been no complaints through the authorities.

Planned environmental certification

We have decided that Rynkeby Foods must be environmentally certified in 2020, which is in line with our sustainability strategy and environmental policy. Environmental certification entails more strategic and systematic work with environmental improvements. Preparations for the certification have begun in 2019.

Overview of planned activities for environmental improvements in the coming years:

- Reduce electricity and natural gas consumption by optimizing efficiency.
- Reduce water consumption and wastewater discharge by optimizing cleaning processes.
- Reduce product waste in production by continuing to train employees.
- Reduce the proportion of waste for incineration through increased recycling.
- Reduce the weight of plastic in PET bottles
- Increase the proportion of recycled plastic (r-PET) in plastic bottles.
- ISO 14001 + EMAS certification in 2020

CSR GOAL	Result 2016	Result 2017	Result 2018 New baseline	Result 2019	Goal 2020/21
Fuel consumption (trucks)	3,15	3,2	3,08	3,13	Min. 3,2 kg/l
Electricity consumption 1000 liter product	48,1	56,3	76,77	78,18	-10% vs. 2018
Procure 100% green electricity	-	-	-	-	100% green el. implemented
Water consumption 1000 liter product	2,04	2,4	3,23	3,57	-10% vs. 2018
Waste water 1000 liter product	0,71	0,86	1,46	1,52	-20% vs. 2018
Natural gas consumption 1000 liter product	5,89	7,82	11,65	12,2	-10% vs. 2018
Product waste	-	-	3,1%	2,6%	2,3%



GREEN APPROACH TO RYNKEBY'S YELLOW TRUCKS

New environmentally friendly trucks, coaching of drivers and sharper trip planning help to reduce both fuel consumption and CO2 emissions significantly at Rynkeby Foods trucks.

The smile is not to be mistaken. It is wall-to-wall and does not immediately align with the drizzling and gray January day. But on the parkinglot in front of Scania Denmark's workshop in Odense, Rynkeby driver Morten Ege Buch Rasmussen is for the first time united with his new workplace, a brand new truck in the characteristic yellow colors that most people associate with the Funen juice manufacturer.

Therefore, the smile is extraordinarily big with the 38-year-old fynbo and with his two colleagues, who also get the keys to their trucks.

However, the handover is not only a big moment for the three drivers. At the same time, it is also a significant step in Rynkeby Foods' focus on reducing both fuel consumption and CO2 emissions for the company's own transport.

"We work at Rynkeby with an ongoing focus on reducing our fuel consumption and thus also our CO2 emissions in our own transport. Putting it simply one can say that a liter of diesel saved not only benefits the environment, it also benefits our business. So it is a bit of a win-win situation, although the savings of course also require some investments," says Project Manager at Rynkeby, Arne Jørgensen.

Environmentally friendly muscles

Back in Odense, the three new trucks are ready to roll out on their maiden voyage. In the autumn of 2020 and again in 2021, they will be followed by four more new trucks, so that the entire Rynkeby yellow fleet by that time has been replaced by the brand new Scania R500 A6X2 / 4NB LH. Compared to its predecessor, it runs 8-10% longer per liter diesel. So just replacing the trucks with a more environmentally friendly version gives a big saving on fuel and thus also a smaller emission of CO2.

"When our entire fleet of vehicles has been replaced, we can save more than 20,000 liters of diesel annually if we look at a comparable pattern in our driving. At the same time, the new

trucks can carry more, so here there are also savings for us to pick up," says Arne Jørgensen.

The new trucks can load 66 pallets and handle a total weight of 56 tons. This means that Rynkeby Foods can handle the same tasks in the future with seven instead of eight trucks.

In combination with a sharper timetable, it will reduce eg annual trips across Storebælt by more than 300 trips.

The app trains better drivers

In addition to the more technically based savings, Arne Jørgensen also works with the factory's drivers to continuously learn from the trucks' driving data.

An app collects a lot of data and helps each driver to be measured on four parameters: Predictive braking, use of engine and gear, speed adjustment and downtime. It gives each driver an overall score, and it makes it possible - customized on each driver - to work with the areas where there is room for improvement.

"It is important to say that we use data to make our drivers even more skilled, not to hit them in the head. And there will of course be clear differences between a driver who has to go through city traffic in Copenhagen more often than one who typically has long trips to Northern Jutland. But everyone can become more skilled at getting the most out of the trucks", says Arne Jørgensen and continues.

"A truck on its way to our factory in Ringe can, for example, "run" without pressing the accelerator for the entire last kilometer before the exit from the motorway. It can sometimes be used instead of continuing to press the speedometer and then having to brake more. These are small differences, but many of them actually provide reasonable savings on diesel", says Arne Jørgensen.



COMPLETE OVERVIEW CSR GOALS AND RESULTS

CSR GOALS	Result 2016	Result 2017	Result 2018 New baseline	Result 2019	Goal 2020/21
Share of women at Board of Directors	0%	0%	0%	0%	
Share of women at other management levels	35%	41%	36%	41%	50%
Injunctions/judgements regarding misleading marketing	0	0	0	0	0
Share of suppliers who has signed Rynkeby Foods or AIJN CoC	100%	100%	100%	100%	100%
EcoVadis Selfassessment for suppliers	All suppliers except for one achieved >25 point		>90% suppliers achieved >35 point	72% suppliers achieved >45 point	Goal 2020: 80% >45 point
100% sustainable juice by 2030 (all suppliers have achieved FSA SAI bronze or equivalent)					Annual 3rd part certification from 2020
Nos of major faults in connection with audit	0	0	0	0	0
Complaints from local community (Nos of citizens)	0	4	4	8	0
Staff turnover	15,1%	17,0%	17,0%	17,0%	12,0%
Nos of training days per employee/year in average	2,3	3,9	2,9	2,5	Min. 2,5 Training days/employee
Denmark per 100 million sold product	140	220	305	264	Max. 300
Sweden per 100 million sold product	1035	538	1064	867	Max. 700
Brämnhults Sweden per 100 million sold product	-	-	4884	4635	Max. 4800
First Aid course incl. use of defibrillator	Offered to all	Not held in 2017	Offered to all	Offered to all	Offered min. 1 time/year
Registered "Nearby" incidents	47	41	38	89	No goal
Registered minor accidents (without absence)	10	20	17	22	0
Registered work accidents	6	6	17	13	0
Sickness absence(total absence incl. longterm abs.	8,3%	5,1%	4,5%	5,1%	Max 4%
Fuel consumption (trucks)	3,15	3,2	3,08	3,13	Min. 3,2 kg/l
Electricity consumption per 1000 liter product	48,1	56,3	76,77	78,18	-10% vs. 2018
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Natural gas consumption per liter product	5,89	7,82	11,65	12,2	-10% vs. 2018
Product waste	-	-	3,1%	2,6%	2,3%





make it a beautiful day

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ECKES granini

the best of fruit