



SUSTAINABILITY AT HÜGLI.

GLANCES AT OUR WORK 2023 // 2024

[huegli.com](https://www.huegli.com)

Hügli: Good progress along the road to greater sustainability

We reorganised the subject of sustainability in our company in 2023. We strive to become continuously more sustainable in six strategic fields of action that we have defined as essential for Hügli.

These fields of action are embedded in the strategy of our parent company Bell Food Group. For example, we have made a joint commitment to take measures that contribute to the goal of global warming of no more than 1.5 degrees (Science Based Target initiative). We also jointly specify some socio-ecological and ethical guidelines for our actions. Find further links on the back cover.

As a food manufacturer, we are well aware of our responsibility towards nature, the origin of our raw materials, our

employees, the entire value chain, and the communities in which we are permitted to operate. We are certain that socio-ecological added value is also going to turn into economic added value for a company in the medium term.

Many employees across the company parts and locations contribute to making Hügli more sustainable. Some of them are contributing to this document. These valuable contributions are already reflected in positive key figures, which we make transparent at the end of the brochure. First, we invite you to join us to discover some examples of our actions on the following pages.

// FRANK VON GLAN, HEAD OF SUSTAINABILITY

// THOMAS BODENMANN, CEO



CO₂ emissions

We use energy sparingly and contribute to the „1.5 degree“ target.

// PAGE 4



Water

We gradually reduce our water consumption per ton of finished product.

// PAGE 6



Ecosystems

We act mindfully in our supply chains. We support biodiversity in particular with organic raw materials and fair trade projects.

// PAGE 8





Hügli company: From bouillon to microwave meals to trendy beef rubs

Soups, sauces, bouillons, seasonings, functional foods, desserts, microwave meals, and delicatessen specialities form our culinary world. We produce these products with a passion for our international clientele. Restaurants, canteens, brand owners, food retailers, etc. are some of our customers. Constant innovation has enabled us to proudly call ourselves the largest supplier of long-life convenience products in Europe by now. With approximately 1,500 employees, Hügli is creating delicious, innovative foods with passion and enjoyment every day. Hügli was founded in Switzerland in 1935. It has since become part of Swiss Bell Food Group.



Healthy nutrition

We promote natural ingredients and sustainable nutritional offerings in the scope of the „Pure Taste“ strategy.

// PAGE 9



Packaging and waste

We are increasing the share of recyclable packaging – together with our customers.

// PAGE 10



Conditions of employment

Our employees experience „sustainability“ in their everyday lives – and work towards it.

// PAGE 11



CO₂ EMISSIONS



// PV system at the La Valle d'Uixo site



// PV system at the Werkendam site



-23%
CO₂ emissions
(Hügli total)



// PV system at the Langenhaslach site

Conversion to green electricity at the Werkendam, NL, site

Hello! My name is Saar de Witt and I work on the sustainability projects at the Hügli site in the Netherlands. Our company Besc produces fresh convenience products here. We have gradually turned to using emission-free electricity for this in the scope of our sustainability strategy: We installed 436 photovoltaic (PV) modules on the roof of our production facility in Werkendam in November 2022. These PV panels generated 185,220 kWh in 2023. That is more than 15% of our total electricity consumption in 2023. This is about

equivalent to the annual consumption of 74 average Dutch households. The picture shows our site manager Arno Domenicus and me by the PV system. 608 tons of CO₂ were still emitted due to electricity in 2022. Introduction of PV panels is going to reduce CO₂ emissions from electricity to 465 tons in 2023. This reduction equals more than 30%! In addition, Besc has been using 100% green electricity from Dutch wind energy since 1 January 2024. Trust me on this one: it's quite often quite windy here. This has enabled us to eliminate our CO₂ emissions from electricity entirely.

// SAAR DE WITT, SUSTAINABILITY EMPLOYEE

The team in Redditch, UK, consistently saves energy

In 2023 a project team was formed in the UK to implement the Sustainability Roadmap, defining key targets on the way. Focus areas for 2024 include Energy and packaging recycling. How do we take a systematic approach to reduce power (electricity) consumption on a small site like ours? Firstly it is interesting to know we have a free source of information, we downloaded the consumption from the smart-meter (which records every 30 minutes) to create power consumption curve – Power by Hour! To identify improvement opportunities we can configure this data to see the trends in power in many ways. For example, we can see overall consumption improvement 2018-2023 but we are now higher at night – this is because we started charging fork lift trucks at night to reduce cost. The second part of our approach is to audit the site equipment, benchmark these processes and identify projects, for example we have implemented:

- LED lighting across the site
- New, more efficient air compressors
- Fork truck chargers on night timers
- Isolation of equipment not in use
- Waste heat from compressors in warehouse
- Office occupancy sensor lighting
- Heat pump laundry drier
- Reduce compressed air leakage
- Process mixers – speed controlled and timers

We can see that our site has a high consumption even when we have no / low production – so called high base load. Therefore our strategy is targeted to reduce base load, things using power all the time like lighting and compressed air. We continue to focus on power reduction as part of the sustainability road map and the next project in the coming weeks will be photovoltaic cells and electric car charging.

// CHRIS HURT, SITE MANAGER

Installation and expansion of photovoltaic systems at all locations:

2022 Werkendam

2023 La Vall d'Uixó und Brivio

2024 Radolfzell, Zasmuky, Langenhaslach und Redditch

2025 Steinach





Systematic improvement in water consumption at the Steinach, CH, site

We pursued sustainability projects in the scope of our „TopX“ programme for operational excellence at our Steinach site in Switzerland. The focus was on cleaning, chemical consumption, food wastage, energy, and waste disposal. I would like to report on the impressive results in the area of „water“ here. Though we have Lake Constance virtually on our doorstep, drinking water is a precious commodity as shown by increasing periods of drought.

A structured approach in the scope of TopX has enabled us to identify the following levers for more economical use of water:

- Improving cleaning cycles without compromising on food safety
- Switching from hand to machine wash
- Training and sensitisation of employees

We were able to achieve savings across a total of 9 projects:

- 385,575 litres of hot water (65 °C), and the energy required to prepare it accordingly
- 638 litres of chemicals not discharged into the sewers due to less cleaning being required

Our TopX division is right in the middle of the action and able to contribute to sustainability at the site with our commitment!

// ROMAN SCHLÄPFER, TOPX EXPERT

Advantages of dry products

Many of our ingredients are gently dried on site after harvesting and then further processed by us. This reduces their transport weight, saving about 20% emissions. We also need less transportation: 14 tons of powdered tomatoes rather than chunks of the same will save 10 lorry trips. By the way: most of our product range is vegetarian or vegan, which also reduces its carbon footprint.



Mindful use of water at the Italian plant

We produce various „wet“ ready meals, for example a wide range of tomato sauces in jars, at our site in Brivio, Italy. This is why the careful use of water plays an important role for us. Our achievements from the last year:

- Reduction of wastewater by 25%, or by 20% when referring to the quantity produced
- Use of water as an ingredient, for cleaning, and for technical processes: Minus 18%, or minus 17% in terms of volume

We have carefully analysed the quantities of water we use as an ingredient and technical water to achieve these results. We subsequently improved automatic cleaning processes and automated the individual steps as far as possible. This has enabled us to reduce “water wastage”. We weren’t going to stop there, however ...

We achieved our breakthrough by changing the attitude of our employees! The drought Italy suffered in the spring of 2023 improved our understanding of just how important water was for our team. We completed some training sessions, pointed out the weak points, set up measuring points, exchanged information on measurement results, and, of course, celebrated our improvements. One important detail was

changing our cleaning utensils and grouping them more clearly. We kept employees apprised of our progress via monitors in the production halls.

In the next step, we are going to complete a number of studies with

specialised companies and universities to raise the bar even higher and ensure that optimisation continues. One focus will be on how to recover wastewater.

//MARCELLO SIENA, SITE MANAGEMENT



// Luca Merlino (Manager Health, Safety, Environment)



Sustainability in procurement: Compliance with laws and promotion of ethical practices

Our commitment to sustainability at Hügli Group Procurement is firmly anchored in our procurement processes. We ensure compliance with various international laws and high internal requirements alike. We are increasingly in dialogue with customers to implement additional requirements.

Examples of our ethical and responsible procurement policy include:

- **Compliance and standardisation:** We strictly comply with the German Supply Chain Act (Lieferkettengesetz) and have introduced a transparent and strict inspection process with our parent company. This process has been implemented as much as a whole year before the law is going to enter into effect. We implement strict environmental and human rights standards, perform periodic compliance checks, and cooperate closely with our suppliers to ensure that these criteria are met.
- **Sustainable sourcing of palm oil:** We only purchase palm oil that meets at least the „Segregated“ (SG) standard or higher to ensure a fully sustainable and traceable supply chain. We promote the well-being of the ecosystems where palm oil is grown

as a member of the Round Table of Sustainable Palm Oil.

- **Shea butter project:** We use shea butter produced by self-organised women’s projects in Burkina Faso and Ghana for some recipes.
- **Animal welfare:** We source from suppliers who meet strict animal welfare standards to ensure that all animals are treated appropriately and respectfully throughout their life cycles.

We have a major influence on our eco-social footprint through our purchasing activities. We want to keep on setting a good example in this context.

// ANNA KUHN, HEAD OF PURCHASING



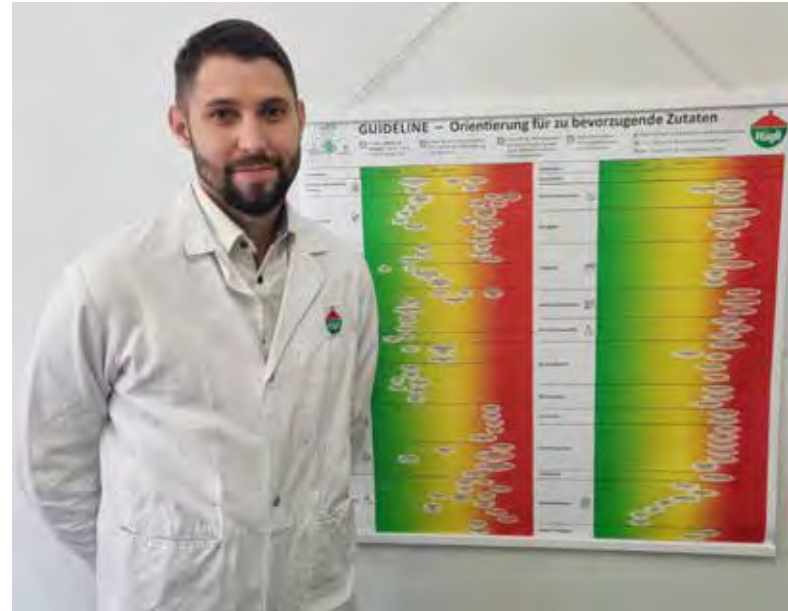
We implement customer requests for healthier ingredients

Our products see daily use in thousands of kitchens, both professionally and privately. We not only bear responsibility for quality and culinary delights, but also want to contribute to healthier nutrition. Customers tend to rate and perceive nutritionally „healthier“ ingredients more positively. Therefore, it is particularly important to us and our customers that we use ingredients in our recipes that have been rated as positively as possible.

We have evaluated our ingredients in an extensive consumer survey – on a scale from „to avoid“ to „to prefer“. For example, „rye flours“ or „oat flakes“ are clearly supported in the area of starches and flours, while „modified starches“ are rejected. „Starch“ as such or „wheat flour“ are placed between the extremes.

Our study provided us with insights into 190 ingredients and allowed us to put together some valuable guidelines for our recipe development. The survey is repeated at regular intervals so that we can stay close to our customers' attitudes towards healthy eating.

// FABIO SARASSO, HEAD OF PRODUCT DEVELOPMENT SWITZERLAND



The PURE range in food service: We offer a broad range of cooking aids for guests who want to consciously:

AVOID ARTIFICIAL FLAVOURS

AVOID ALLERGENS

REDUCE SALT

AVOID YEAST EXTRACTS

AVOID PALM FATS





Continuous project work on our packaging shows first results

The task of packaging used to be protection and presentation of the product as well as information of the customer about the ingredients. Focus has recently shifted to include sustainability and disposal as well.

Adjustment of our packaging starts out in two major places: Reduction of plastic and use of recyclable packaging. At the moment, we are working to replace multi-layer packaging with

mono-materials (see figure on the right). Packaging can be processed much better for high-quality recycling if it comprises only a single type of material. The prerequisite is, of course, that the consumer returns the packaging to the cycle via the local disposal systems.

We are facing great challenges here, however: The film must be suitable for smooth processing on our high-speed systems while keeping the packed food edible by forming suitable barriers in the packaging material. We at Hügli are already working on various projects with the aim of using more and more recyclable packaging. We also try to save plastic wherever possible and sensible. This has us well along the way to complying with the upcoming EU legal framework.

Some of our packaging (gastronorm trays, pressed cube film, etc.) is already made of mono-material and can be recycled accordingly. We also try to use recycled material in our packaging in order to conserve resources. Our stock jars, for example, are largely made of recycled glass. This enables us to contribute to a sustainable environment.

// PIA THOMA, PACKAGING ENGINEER

Sustainable since 1992: Our gastro bowl



REUSABLE WITH LONG SERVICE LIVES

STACKABLE

IDEAL LIGHT PROTECTION

EASILY WASHABLE AND DISHWASHER SAFE

MAIN MATERIAL (E.G., PAPER)

BARRIER LAYER (E.G., ALUMINIUM)

SEALING MEDIUM (PLASTIC)

MAIN MATERIAL (E.G., PLASTIC TYPE I)

BARRIER LAYER (E.G., PLASTIC TYPE I BARRIER)

SEALING MEDIUM (E.G., PLASTIC TYPE I SEALABLE)

51%
recyclable
packaging

Keeping the employees on board

Hello! I'm Veronika and I work at Hügli in Zásmuky, Czech Republic. We work hard to ensure that our employees experience sustainability in their everyday lives:

We receive positive feedback from colleagues and applicants for these tangible sustainability activities, which is very important to us as an employer.

// VERONIKA JANDOVÁ, SUSTAINABILITY EMPLOYEE

- Increasing the number of water dispensers for high-quality water, filtered and treated with UV light.
- Replacing disposable cups with personalised stainless steel coffee cups with company logo. We are also going to replace disposable bottles in production this year to further reduce waste.
- Team-building activities are performed twice a year to connect us with nature or culture, and of course to improve our relationships with each other.
- We will commence retention of rainwater. We strive to improve the maintenance of green spaces in the surrounding area, e.g., by mowing the grass less frequently in selected areas or replacing herbicides with steam.
- Electric hybrid vehicles with low fuel consumption and lower emissions now make up more than half of the entire fleet. We are planning 10 e-charging stations for employees with the construction of a photovoltaic system in 2024.
- We improve waste separation by education and increasing the amount of sorted waste.
- We provide better and healthier meals for our employees through a new caterer who uses fresh and seasonal ingredients.





„Stadtputzete“ Radolfzell campaign: Company project sets an example for environmental protection and em- ployee commitment

An environmental campaign was held in Radolfzell on 26 April 2024, with Hügli's Radolfzell site participating in a clean-up day along with Allweiler, an adjacent Radolfzell company. I organised this campaign together with an Allweiler trainee as a corporate project in order to promote environmental awareness and employee commitment to sustainability.

A total of 45 participants spent three hours searching for garbage with us in the Radolfzell town centre. Equipped with gloves, grabbers, and bin liners, we quickly found

what we were looking for. We discovered not only the typical packaging waste and glass bottles but also some less usual items such as textiles and coat hooks.

The campaign was enabled thanks to the generous support of Allweiler and Hügli, which donated catering and 1.5 hours of working time for us to participate in the three-hour campaign.

The result was impressive. We were all proud to have made a positive contribution to environmental protection. This campaign has strengthened our commitment to sustainability and we are not ruling out repeating it in the future.

// ANNA BAUER, TRAINEE RADOLFZELL

Sustainability concept for employee restaurants in Radolfzell

We recently implemented a sustainability concept with ten measures to express our commitment to environmental protection, social responsibility, and healthy nutrition.

// FRANK CRIVELLARI, HEAD CULINARY ADVISOR

// MARC BUSSHART, TEAM LEADER OF THE EMPLOYEE RESTAURANT



- 1** Organic certification and organic quality for side dishes: To support environmentally friendly cultivation methods.
- 2** Reusable take-away packaging: Minimising disposable packaging.
- 3** Free water from the dispenser: Reducing plastic waste.
- 4** Avoidance of food waste by pre-ordering: An online menu booking system enables better calculation of the quantities needed.
- 5** Reduction of packaging waste due to large containers: This has enabled us to significantly reduce the need for individual packaging units.
- 6** Fairtrade cocoa and vanilla in Vogeley desserts: Our commitment to sustainability and social responsibility is also evident in our desserts.

- 7** Daily vegetarian/vegan menu options: We offer a vegetarian or vegan menu every day to promote a varied and healthy diet and reduce the environmental impact of meat consumption at the same time. This offering has been very well received.
- 8** Regional meat sourcing: We source our meat exclusively from a local butcher in the region. We support local farmers and reduce transportation costs and the carbon footprint.
- 9** Regional vegetable sourcing: Our vegetables also come from a regional supplier to promote a sustainable, seasonal diet.
- 10** Overnight cooking methods at low temperatures: We use the slow and gentle overnight cooking method at low temperatures where this is possible and sensible. This saves energy and further improves the quality of our food.

TOTAL HÜGLI FIGURES

Absolute greenhouse gas emissions Scope 1 & 2

2022: 9,633 tCO₂ 2023: 7,457 tCO₂

-22.6%

Share of energy consumption from renewable energies

2022: 18.0% 2023: 20.1%

+2.1%-points

Energy consumption per unit of goods sold

2022: 529 kWh/t 2023: 481 kWh/t

-9.2%

Water consumption per unit of goods sold

2022: 1.58 m³/t 2023: 1.49 m³/t

-6.0%

Violations of local legal requirements for wastewater quality

2022: Zero 2023: Zero

Zero

Net proceeds with product labels for sustainable agriculture, animal husbandry and fish farming (organic, fair trade)

2022: 59.6 mCHF 2023: 67.0 mCHF

+12.5%

Share of palm oil procured from deforestation/reforestation-free sources

2022: 67.4% 2023: 97.8%

+30.4%-points

Share of recyclable end consumer packaging

2022: 50.3% 2023: 50.5%

+0.2%-points

Material recovery/recycling rate at the plants

2022: 58.3% 2023: 53.9%

-4.4%-points

Share of unsold food produced (avoidable food losses)

2022: 0.32% 2023: 0.28%

-0.04%-points



Moving on!

This brochure has sketched out the path Hügli has chosen to improve its sustainability. The path that still lies ahead of us is certainly a challenging one: Firstly, the demands of our customers are increasing and ever more customers are taking the issue of sustainability seriously. Secondly, regulation is increasing significantly, as politicians want to intervene at European level in particular. Thirdly,

we have set ourselves ambitious targets within Bell Food Group. The last few years have shown us that many Hüglians are committed to creating a more sustainable company. Each of them is working on this in their own position. We can see this in particular where new employees join our company. And we have a clear target system: We know where we need to take measures and which hard tasks are still ahead of us. Hügli is going to celebrate the 90th anniversary

of its tradition in 2025. Our success is based on great product solutions for our customers and a first-class team. We are always and successfully working on the sustainable foundations of our company so that we can continue to do so in the future. We would be delighted if you chose Hügli as your partner if you are reading this brochure as a customer or applicant.

// FRANK VON GLAN, HEAD OF SUSTAINABILITY



// Loading by our logistics partner TRANSCO

Shifting from road to rail

Large quantities of production are sold in Germany from Hügli's Brivio site in northern Italy: 399 transports of fully loaded trucks were performed in 2023. These loads are now transported by rail for 98 % of the way. The last few kilometres to the destination in Singen near Radolfzell are covered by electric trucks. At the same time, we are able to plan with more payload and thus save a total of 58% of the emissions for this logistics route, which equals almost 150 tons of CO₂, per year.



Hügli production sites

- 1 Steinach (CH) • Hügli Nahrungsmittel AG
- 2 Radolfzell (DE) • Hügli Nahrungsmittel GmbH
- 3 Langenhaslach (DE) • Inter-Planing GmbH
- 4 Redditch (GB) • Hügli UK Ltd
- 5 Brivio (IT) • Ali-Big srl Industria Alimentare
- 6 Zásmuky (CZ) • Hügli Food s.r.o.
- 7 Werkendam (NL) • Bresc B.V.
- 8 La Vall d'Uixó (ES) • Granovita S.A.



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This brochure was deliberately produced climate-neutrally on bright white recycled paper. This type of paper is certified with the Blue Angel.

Related links:



Corporate Responsibility

<https://www.bell-foodgroup.com/de/corporate-responsibility/>



Annual reports

<https://www.bellfoodgroup.com/de/downloads/>

Hügli is a partner of ...

- Science Based Targets initiative, SBTi
- Carbon Disclosure Project, CDP
- ecovadis

through our parent company **Bell Food Group**.

We will gladly answer any questions that you may have on matters of **sustainability**:

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