

norevo®

Sustainability at Norevo

Our Compass
for a More
Conscious Future

:always natural





Naturally Norevo

Norevo is a globally active company, well-established supplier and consultant for a host of key industries. Our focus lies on the production and sale of natural raw materials and key ingredients derived from them. For more than 120 years, we have been working reliably and in a spirit of partnership with international customers from the food, confectionery, and beverage industries as well as from the pharmaceutical and cosmetics sectors.

As our core business revolves around natural raw materials, it is in our best interest to invest in a future in which the environment, economy and social responsibility are in a state of harmony and balance. To achieve this lofty objective, we have established a sustainability policy and are continuously implementing measures to advance and further promote it. These efforts are in line with the United Nations 2030 Agenda for Sustainable Development and the Sustainable Development Goals (SDGs) contained therein.

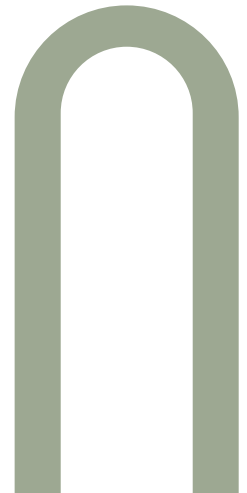


»We are committed to utilizing responsibility and innovation to make a lasting positive impact on the well-being of society and the environment.«

ALEXANDER WOLFF
STRATEGIC MANAGEMENT



WE SUPPORT



In July 2021, we joined the world's largest initiative for sustainable and responsible corporate governance – the UN Global Compact (UNGC). By doing so, we have committed to aligning our strategy with the UNGC's ten principles in the areas of human rights, working standards, the environment and combatting corruption, with regular reporting on our progress.

On an in-house level, we have initiated all-encompassing processes aimed at firmly establishing sustainability at the core of all areas of our company, while also cooperating and listening to the needs of both our suppliers and customers.





ABOUT US

At Home Throughout the World

We have five international production facilities and maintain a presence in Germany, China, Mexico, Hungary, Argentina and Singapore. Our six product groups are currently sold in 79 countries. Whether honey, liquorice extract, gum acacia or other fine raw materials, one thing is sure—the quality and purity of our products are always of the utmost standard. This is ensured by five in-house laboratories dedicated to product analysis and four research and development centres.



OUR CERTIFICATIONS

Honey
Agave



RSPO-9-0777-14-100-00



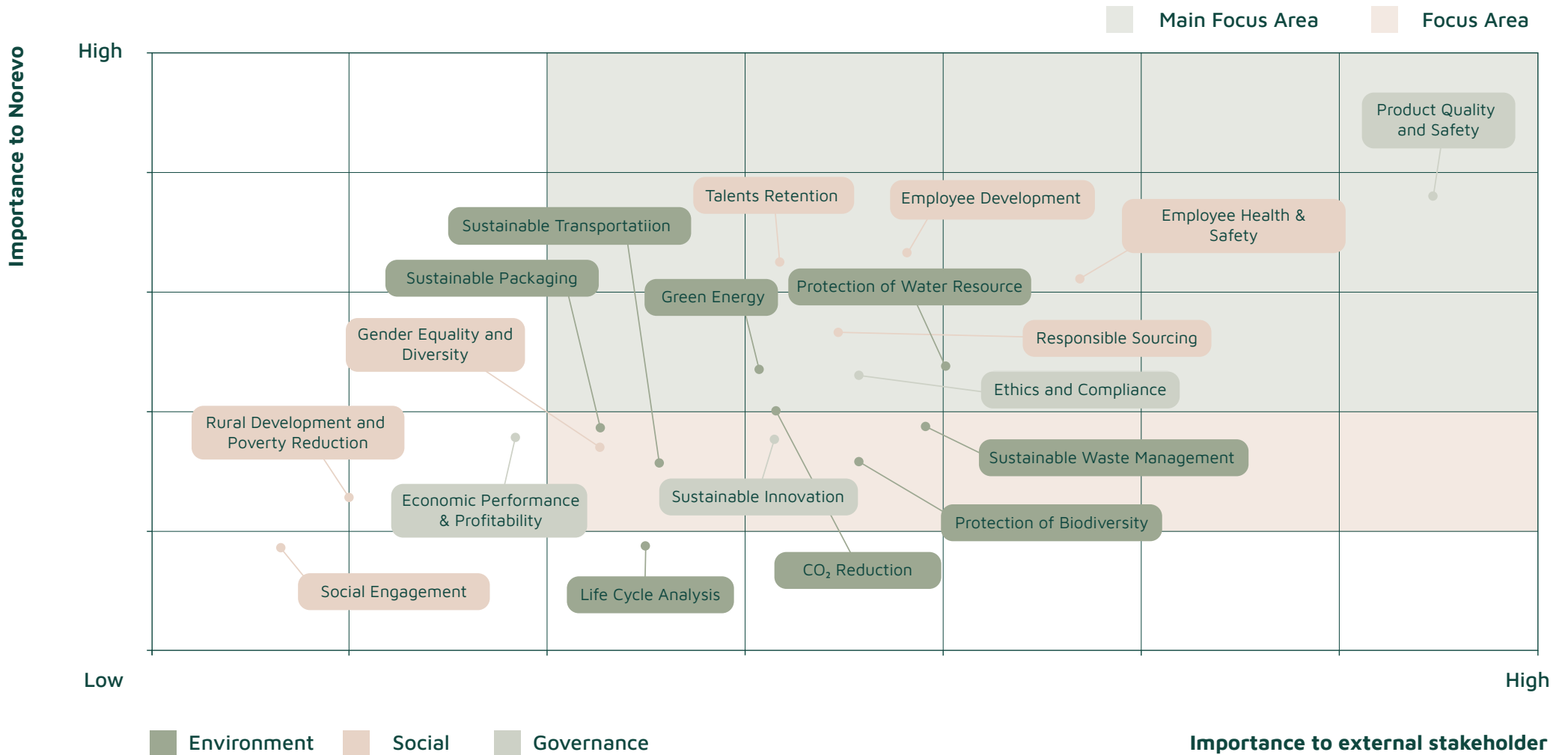
Proud to be a
Sedex
Member



Materiality Analysis

The materiality analysis identifies and prioritizes key issues to foster efficient resource utilization and strategic decision-making.

243 internal and external stakeholders were consulted through surveys to attain a comprehensive understanding of their perspectives and priorities. These findings underpin our sustainability strategy.





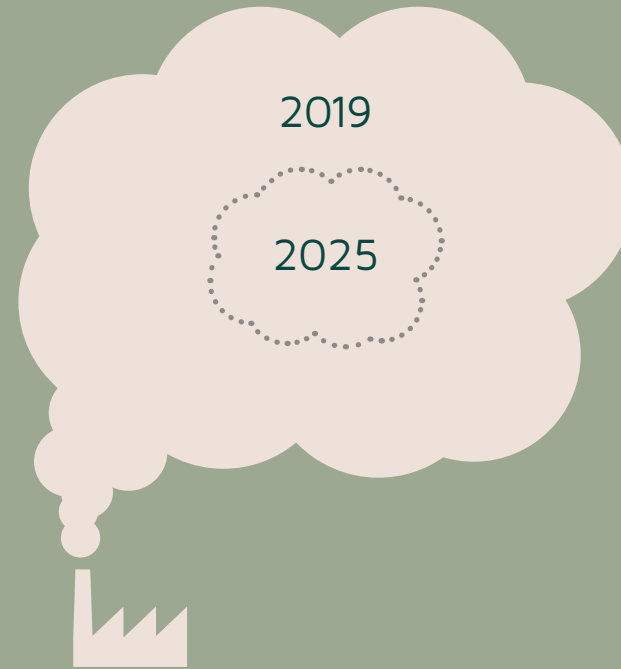
We are Making an Impact

We are committed to sustainability by reducing our ecological footprint and striving towards carbon neutrality. In accordance with Greenhouse Gas Protocol, we calculate the carbon emissions of our entire corporate group to better understand our environmental impact and implement targeted reduction actions accordingly.

To monitor our impact, we conduct annual measurements of our carbon footprint. Additionally, we set clear goals for reducing waste, water consumption and greenhouse gas emissions.

Since 2022, Norevo GmbH, along with its production facility in Möhnsen, has been powered by 100% renewable electricity, leading to a 67% reduction in our total CO₂ footprint related to electricity consumption. However, our short-term objective is to reduce our CO₂ emissions (Scope 1 and 2) by a significant 75% by 2025 compared to 2019.

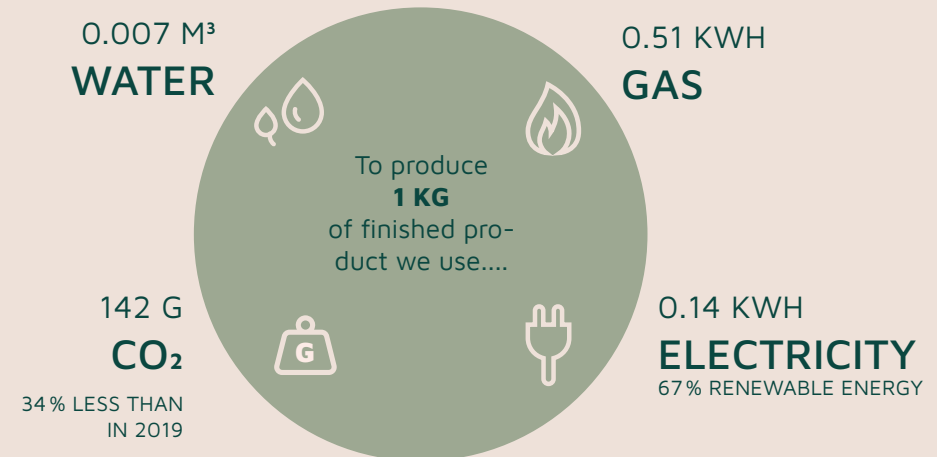
Unfortunately, natural gas still stands as our primary energy source and consequently the largest CO₂ emitter. Thus, seeking a more sustainable alternative to natural gas will be our main focus in the upcoming years.



REDUCTION
OF CO₂ UNTILL 2025
75%

EMISSIONS & RESOURCE CONSUMPTION 2022*

AVERAGE VALUE TO PRODUCE 1 KG



*Scope 1 and 2 in accordance with regulations



To align with our sustainability objectives, we are investing in photovoltaic systems for onsite electricity generation in countries where access to green energy is not viable. The photovoltaic systems in Hungary and Mexico play a crucial role in reducing emissions associated with power production. Our dedication to sustainability extends to Germany, where we are currently planning the installation of a photovoltaic system.

HUNGARY

expected production
88,000 KWH

-85%

MEXICO

expected production
190,000 KWH

-92%

For our production in Germany, we rely solely on water from our own well, which is regularly tested for quality. The resulting wastewater is treated in our own treatment plant, and the remaining sludge is reused as fertilizer.

Furthermore, we manage our waste in compliance with local regulations and collaborate with the first German climate-neutral environmental service provider for waste disposal.



Us, Norevo

Our company has 228 employees worldwide, who are the heart of our organization and significantly contribute to our business success. Integrity, trust, and mutual respect are at the core of our corporate culture and shape the harmonious work environment. These fundamental values are firmly anchored in the Norevo Code of Conduct, with which we expect all managers and employees, along with suppliers to adhere.

At Norevo, we believe in trust-based working hours and offer our employees flexible scheduling options. Additionally, the introduction of our Corporate Benefit Program provides access to various perks, including gym memberships, a company bike, and mobility allowances.

18

NATIONS AT
NOREVO

WORLDWIDE

228

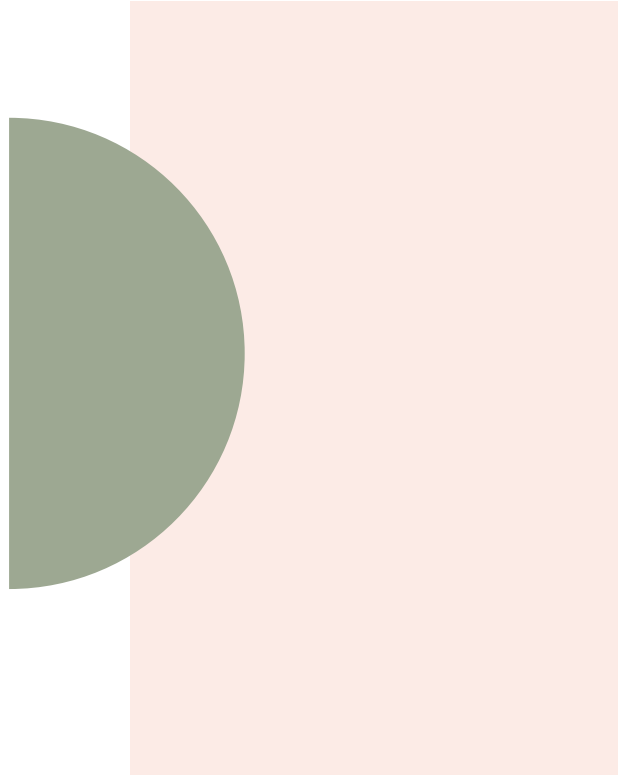
EMPLOYEES

48% | **52%**
WOMEN | MEN

20% | **56%** | **24%**
UNDER 30 YEARS | 30-50 YEARS | OVER 50 YEARS

Our locations comply with the occupational health and safety laws of the respective countries. Once a year, a risk analysis is conducted based on the BSCI report and CSR Risk Checks by MVO.

In production, we provide continuous medical care for all employees. Trainings on occupational safety, hygiene, IT, customs and import procedures, products, and RSPO are regularly conducted. We are committed to the individual development of employees through language courses, workshops for job-related certifications, and educational leave.



Additionally, as part of our Trainee Program, we offer a dual study program in cooperation with the Hamburg School of Business Administration and an apprenticeship in foreign trade management through the IHK in Hamburg.



Global Responsibility

As a global procurement and distribution partner, we foster fair and trusting collaboration with our suppliers and partners.

All suppliers commit to our Norevo Supplier Code of Conduct, with which we ensure through regular on-site audits. To enhance transparency in our supply chain, we have joined various institutions, such as the Initiative for Sustainable Agricultural Supply Chains (INA) of GIZ and the Initiative for Responsible Carnauba. Several of our subsidiaries are registered SEDEX members, while many of our production sites participate in the SEDEX or WCA audit programs. We are on the EcoVadis platform for monitoring sustainability in supply chains and were awarded Bronze, this year by EcoVadis, placing us among the top 35%. Additionally, we are actively engaged in projects

for digital traceability of our supply chain.

Norevo ensures compliance with regulations and laws based on the BSCI Code of Conduct and international standards. Implementing a supplier evaluation system with a CSR focus, along with regular on-site visits and audits, enhances the quality and sustainability of our supply chain.

Norevo conducts regular training sessions to ensure that all parties understand and adhere to the established standards. In cases of non-compliance, we emphasize open dialogue and promptly implement corrective measures.



We Love to Share

We actively engage in supporting a range of social initiatives, particularly in the countries where we operate. In Ethiopia, Tanzania, and Benin, we partner with local NGOs and other organizations to address youth unemployment and provide training for beekeepers, among other initiatives. Collaborating with our suppliers in Brazil, we place significant emphasis on ensuring fair working conditions and also contribute to biodiversity conservation in the region. Through these endeavors, we strive to enhance the livelihoods of individuals and communities in the countries of origin along our supply chain.



WATER WELL

WITH SOLAR PANELS

120 CHILDREN
CAN GO TO SCHOOL EVERY
DAY AGAIN



In Benin, we partnered with other companies and the local organization PJUD to install a 75-meter deep well equipped with solar panels. This well, located in the village of Assiyo—one of the poorest regions in the country—serves 120 schoolchildren. By eliminating the daily, strenuous journey to the distant well, these children can now attend school regularly. Furthermore, in both Benin and Ethiopia, we also contribute to projects involving organic beeswax.





We Plant Future

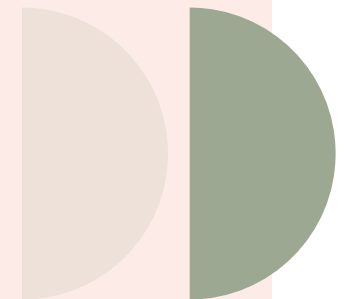
Norevo provided support to Casa Apis, our partner in Brazil, through a donation for the construction of a bee oasis. The initiative involves planting drought-tolerant tree species in the Caatinga region to enhance the ecological balance for bees and improve living conditions for beekeepers. Reforestation efforts aim to increase food sources for bees during the dry season and facilitate the regeneration of depleted vegetation. As a result, the loss of beehives in the planted areas decreased from 60% to 16.1% last year.

This year, 5,000 seedlings were planted in the bee oasis. Unfortunately, significant losses were recorded due to the lack of irrigation systems and delayed sowing. To address this, Casa Apis plans to plant an additional 68,000 seedlings at the beginning of the rainy season in 2024.

Furthermore, we are focusing on supporting a nursery in Sudan, with the aim of planting 10,000 acacia trees annually by 2027. This initiative has far-reaching effects, including combating desertification, promoting women's participation in the workforce, and increasing income in local communities. Unfortunately, due to the political situation on the ground, our efforts had to be temporarily paused.



10,000
ACACIA TREES
PER YEAR BY 2027





We Trade Fairly

In the Karamoja region of Uganda, we are diligently working on developing a robust value chain for gum acacia with a focus on enhancing food security, fostering equitable income opportunities, and mitigating deforestation

Central to this endeavor is the integration of women, whose participation is actively encouraged. With over 1,000 individuals already trained in the region, of whom more than two-thirds are women, this initiative not only empowers them but also diversifies their income opportunities. Additionally, the establishment of a due diligence network facilitates fair prices and trade through collaboration with local NGOs.





»In light of the climate challenges, we firmly anchor sustainability in our corporate culture and actively shape a responsible future.«

YUEXIN LIU
SUSTAINABILITY MANAGEMENT

Our Compass Towards Greater Sustainability

We demonstrate our commitment to responsible corporate governance through measures such as transitioning to sustainable energy sources, continuously reviewing our environmental impact, and supporting various initiatives and projects.

Our efforts to ensure a more sustainable supply chain include, among other things, the successful introduction of supplier assessment. These are designed to ensure that our partners meet our sustainability standards. Additionally, through a materiality analysis, we have identified the most significant environmental and social aspects of our company and are developing targeted measures for continuous improvement.

These actions are not just a fundamental aspect of our business strategy, but also a clear commitment to sustainable resource management and reducing our ecological impact. We are dedicated to continuing along this path and strengthen our efforts to protect the environment and promote a sustainable future.

Our sustainability strategy aims to reduce environmental impacts, foster social responsibility, and achieve ambitious targets in renewable energy utilization and emission reduction.

IMPRINT

Responsible:

Yuexin Liu
Sustainability and Project Manager

y.liu@norevo.de
Tel: +49 40 53 79 79 125

Norevo GmbH
Völckerstraße 14-20
22765 Hamburg

April 2024

www.norevo.com

Over the past years, we have achieved significant milestones:

- ▶ In Hungary and Mexico, green electricity is generated from photovoltaic systems
- ▶ In all facilities across Germany, we exclusively use renewable energy sources
- ▶ We have integrated ESG topics into the supplier questionnaire
- ▶ A materiality analysis conducted to identify the most important environmental and social aspects

However, we are also setting further ambitious goals for the coming years:

- ▶ In our business processes, we aim to reduce our CO₂ emissions by 75% by 2025
- ▶ In Germany, the construction of a photovoltaic system is planned
- ▶ We aim to secure a sustainable supply chain through a digital traceability project
- ▶ To reduce paper consumption, we are advancing internal digitalization

Our compass for a more conscious future.