

HENRY LAMOTTE FOOD

We care.
for sustainable solutions



Foreword

Dear reader,

global events and economic changes have had a significant impact on our daily business over the past few years.

We have been able to meet these challenges together, thanks to our team and our strong relationships with our suppliers.

In line with new regulations, we have strengthened our sustainable sourcing practices in 2023. Although only indirectly affected by the German Supply Chain Due Diligence Act (LkSG), we are working intensively on its current legal requirements. The positive development evident in our suppliers' social audits has already shown initial success.

We are aware of the environmental impact of food systems, and we have been calculating our Corporate Carbon Footprint (CCF) since 2021. To reduce our emissions, we have upgraded our heating system and have switched to green electricity. Our recent assessment in 2023 led us to implement further reduction measures in the area of business

travel. In recent years, the shift towards mobile and flexible work has also shaped the way our team operates. We have redesigned our office space and introduced new concepts to support remote collaboration. Through open dialogue, we strengthen communication and team cohesion, and offer our employees a wide range of health benefits and work-life balance options.

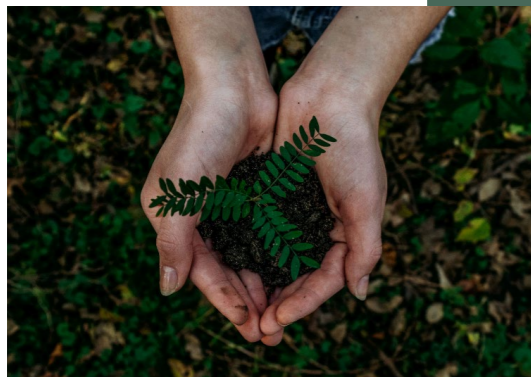
In this brochure you will find the most important aspects of our commitment to sustainability and the steps we are taking to achieve our goals.

Enjoy reading!

The management of Henry Lamotte,

Hermann Bosse Sebastian Drewes
Albert Lamotte Christian Siebrecht





Sustainability at Henry Lamotte Food

Contents

Thoughts on sustainability	01
Key corporate figures	03
Product range	04
Our guiding principle	07
Our sustainability team	10
Our social responsibility	15
Our environmental responsibility	21
Our responsibility towards our employees	31
Our social commitment	37

Thoughts on sustainability



Sebastian Drewes
Managing Director

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In these challenging times, environmental and social sustainability, along with our corporate values, are increasingly important to our business. We encourage all stakeholders, including customers, suppliers, and employees to recognise the added value of responsible and respectful practices. Our goal is to be a positive agent for change in environment and society. Only through collaboration can a more sustainable future be a reality.



Florian Friedemann
Head of Purchasing & Supply Chain

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Sustainability in procurement plays a central role at Henry Lamotte Food. We pursue specific goals together with our business partners on a social, environmental, and economic level that go beyond the minimum standards of the LkSG.



Frank Neitzel
Head of Sales Food Industry

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We need to affect positive change for our future within a framework of a circular economy. We encourage our long-standing, loyal business partners to transform the way we do business as we walk the walk with them as partners and equals.

over

80

Product groups

over

60

Employees

over

60

Countries of origin

almost

100

Years of experience

Product range

Our business: Sustainable diversity

We have built a broad range of products sourced sustainably from more than 60 countries as a leading supplier of dried, canned, and frozen foods. Today, we have more than 80 different product groups, mainly of vegetable origin, in the following food categories:

- ✔ Vegetables
- ✔ Pulses
- ✔ Cereals
- ✔ Fruits
- ✔ Dried Fruits
- ✔ Mushrooms
- ✔ Spices and Sauces
- ✔ Dough products
- ✔ Fish
- ✔ Frozen products

We specialise in customising our products according to what is required. We are a supplier to both food industry and food trade. Our industry experts are specialised and knowledgeable in the following food sectors: pizza and bakery, delicatessen, ready meals, fruit and condiments, confectionery and baked goods, pet food, meat, dairy, and fish convenience.

**Plant-based
product diversity**

Private Label – Your individual product

We offer our expertise in the retail and food service sectors: Customised solutions such as special recipes, product innovations or private label packaging are part of what we offer our business partners in the food retail sector.

To meet growing consumer demands for more sustainable and plant-based diets, we also offer a wide range of products that are certified organic and vegan. We are committed to providing our business partners with the right ingredients to create more sustainable food solutions.

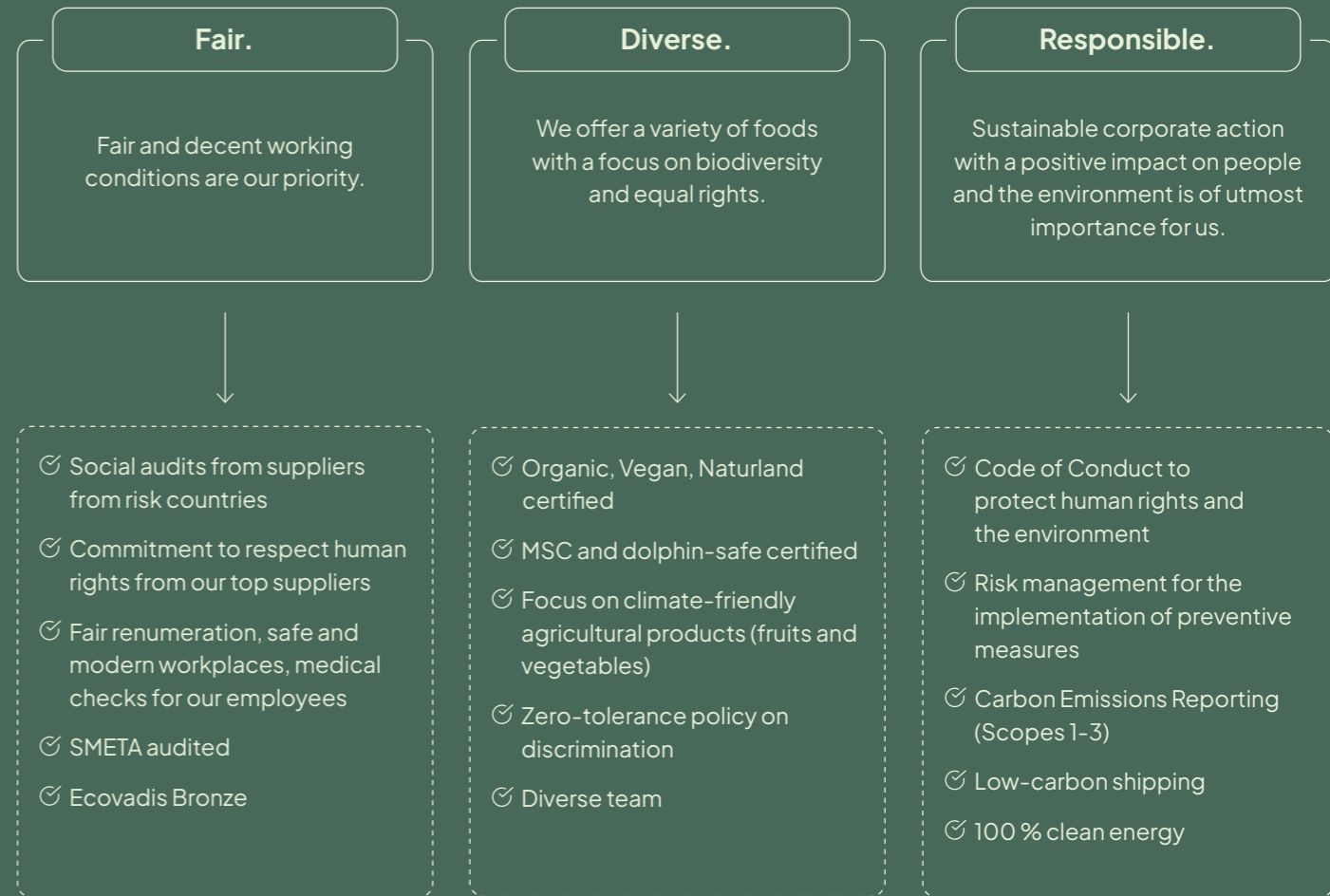


Our guiding principle

We have a clear vision to make efficient use of natural resources, preserve them for future generations whilst acting according to our corporate values.

In partnership with our stakeholders, we aim to promote more sustainable and responsible food sourcing throughout the value chain. In doing so, we take into account the needs of people and our environment in equal measure.

At the heart of our vision are three core principles that underscore our responsibility as a company to our environment and society. Our attitudes, values, and responsible business practices underpin these principles:



Code of Conduct

As trusted experts in our product groups and their markets, we continue to work closely with our partners to ensure that our products are responsibly sourced. Contributing to a more sustainable global food supply chain is key to our business in the long term. This is why we have tasked ourselves with upholding international standards as we work towards protecting both the people and the environment behind our products. All our supply chain partners are required to adhere to, and actively support, the social, environmental, and ethical conditions that we have laid out in our Code of Conduct.

These conditions are a prerequisite and an integral basis for a respectful and responsible working relationship with our business partners and everyone involved in our supply chains. Our Code of Conduct is an obligatory component of our business contracts with all our business partners.



Our sustainability team

Since 2021, the sustainability department has been part of our corporate organisation. Joann Huifen Hu, our Sustainability Manager, oversees the operational aspects of our sustainability efforts and works with colleagues across the organisation. We place high priority on promoting sustainable practices and are aware that these could only be implemented if they are fully supported.



Joann Huifen Hu
Sustainability



As part of the value chain, it is up to us to initiate real and practical change from within. Whilst doing so, we strive to meet the needs of consumers today and for generations to come. We encourage our business partners to join us in this endeavour.

Sustainability Core Team

A cross-functional team was established in 2023 to integrate our sustainability efforts. This team consists of two sustainability ambassadors from the Purchasing and Sales departments in addition to our Sustainability Manager. Our Head of Marketing supports the team in its internal and external communications.

The know-how from individual areas of expertise as well as a shared interest in sustainable business practices in our Core Team are crucial drivers to further integrate sustainability into our corporate culture.

Our goal is to make sustainability an integral part of every aspect of our business. It is important for us as a company to raise awareness of the relevance of sustainability to all colleagues. To this end, our colleagues are regularly informed of the latest developments in sustainability. Through combined expertise and regular exchange with the Management, we aim to build a more sustainable management of our company.



Anna Ammon
Sales



Identifying and understanding our customers' needs is our most important task. Only so can we take on new challenges and respond more purposefully. By working together, we can take responsibility and contribute to the creation of a more sustainable world.



Sustainability is teamwork! We are constantly working on optimising our processes to make use of resources efficiently and responsibly. To raise awareness and inspire others, we actively communicate our efforts within our departments and externally.

Julia Schmidt
Marketing



Ronny Spettmann
Purchasing



The promotion of sustainable practices along the value chain is a key objective of our raw material sourcing activities. We ensure that our products meet sustainable standards through intensive dialogue with our suppliers and regular visits to the origins of our raw materials.

Direct reporting to the management

An ongoing dialogue with the management of the company is of central importance to us. We meet on a regular basis to coordinate plans and projects and to keep each other informed. To further strengthen our sustainability efforts, we also cooperated with Henry Lamotte Oils GmbH to establish a cross-company Sustainability Team. Through this close cooperation, we maintain an effective exchange of information on sustainability issues relevant to both companies.

Sustainable learning

Sustainability in the food value chain is dynamic and global. Continuous sustainable learning is part and parcel of our team's job. Workshops and seminars that focus intensively on sustainable practices in the food industry are an integral part of our tasks.

Sustainable stakeholder dialogue

Sustainability dialogue is complex and multifaceted. Our purchasing and sales teams are constantly communicating with the sustainability team. When it comes to ensuring transparency in our supply chains, their roles as intermediaries are particularly important.

Sustainability issues related to suppliers, such as monitoring social and environmental compliance, are coordinated with the purchasing team to jointly further develop our sustainable sourcing initiative. Regular dialogue with the sales team provides us with valuable information about our customers' needs. This helps us ensure that we deliver the best possible sustainable products.

Our responsibilities extend beyond our immediate value chain as we also actively engage with stakeholders outside of it. This includes interacting with trade associations and government-sponsored organisations, as well as networking with technical experts in various fields and academic specialists in non-governmental organisations. Collaborating with consulting firms on projects also plays a role in our continual dialogue with stakeholder beyond our immediate value chain. This external dialogue allows us to stay abreast of the latest developments in the field of sustainability.

Our social responsibility

The protection of human rights and an appropriate working environment are at the heart of our commitment.

As an international retailer, we deal daily with bulks of food supply and rarely see the hands and hearts that toil behind these food products. This is why we place utmost importance in ensuring that the people that bring us our food work under conditions that are recognised by global norms and standards.



Norms and standards

Adherence to – and the protection of – human rights and decent work environment for persons working within our supply chain are non-negotiable basic requirements for our business partnerships. Key issues like child labour, forced labour and discrimination have absolutely no place in our business.

We follow internationally accepted standards such as the amfori Business Social Compliance Initiative (BSCI) Code of Conduct, of which we have been a member since 2012. Our sustainable operations are also based on other fundamental principles such as the UN Charter of Human Rights, the Ethical Trading Initiative (ETI) Code of Conduct, the UN Guiding Principles on Business and Human Rights, the Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Companies, the UN Global Compact and the core labour standards of the International Labour Organization (ILO).

Sustainable business practices, which are closely linked to fair, legal and ethical conduct, are of great importance to our company. We measure our success in sustainability by how one fares against global standards. In 2024, we were awarded the bronze medal by EcoVadis in addition to a successful SMETA audit.

Ensuring norms and standards

Every Henry Lamotte Food supplier goes through a rigorous selection process as part of our sustainable supplier management system. This ensures that all suppliers meet our high-quality standards. An important aspect of our sustainable sourcing efforts are regular on-site visits as part of third-party audits or inspections. Additionally, an in-house scoring system, developed especially for sustainability, is used in our annual review of our suppliers' performances. Moreover, our buyers regularly monitor the social audit reports of our suppliers. Should there be any non-compliances, we would actively contact our suppliers to work out solutions together. Lastly, we expect all our suppliers to comply with the Henry Lamotte Food GmbH code of conduct.

Social standards of our suppliers

Social audits play an important role in our supplier selection process. We keep a close eye on suppliers from high-risk countries. In 2023, approximately 67.2% of our suppliers stemming from high-risk countries have a social standard (SMETA or BSCI) in place. This is an increase in roughly 2.6% compared to the previous year (2022: 64.6%). We are proud to uphold our commitment to strict social standards by having more than two-thirds of our suppliers from high-risk countries being audited.

It is important for us to establish socially and environmentally responsible standards throughout our supply chains by having more suppliers audited in the near future.

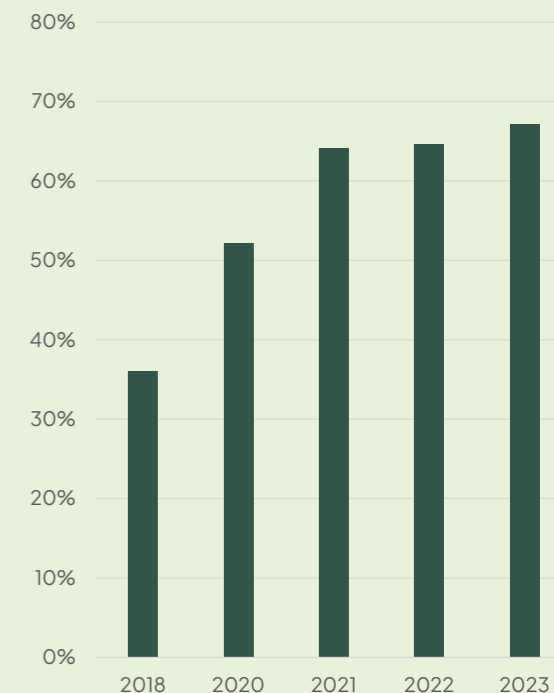


Fig. 1: Percentage of suppliers from high-risk countries with BSCI or SMETA audits (as at July 2023)

Goals for strengthening due diligence

Practising due diligence within the framework of corporate social responsibility does not end with monitoring the status quos of audits and certifications. With the introduction of the German Supply Chain Act in 2023, we are striving for greater transparency regarding human rights abuses in our supply chains.

On the basis of our risk assessment, we have already been able to identify risks and put solutions in place. We are working on the implementation of these measures and are committed to giving human rights issues and environmental impact the same priority as price and quality.

Another project for the coming years is to strengthen our traceability. Through the implementation of a digital traceability system, we will be able to trace the impact of our products on people and the environment back to their source. This initiative will not only increase transparency. It will also make it easier to identify risks and opportunities as well as to address potential weaknesses. This helps us embed sustainability in the products we offer. Making our goals measurable is essential to ensuring that our sustainability efforts succeed.

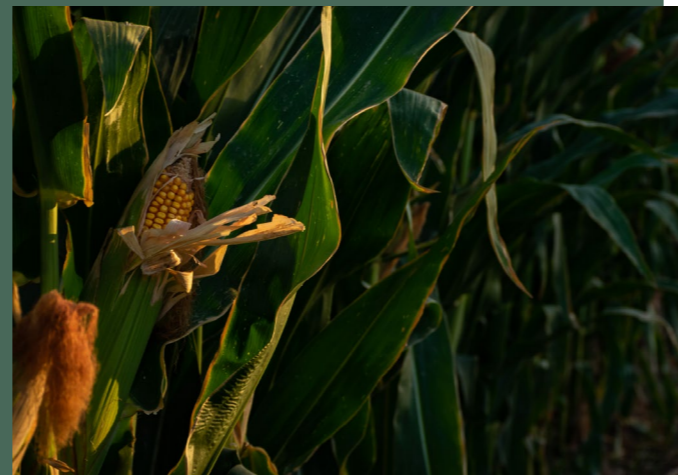


Requirements of the Supply Chain Due Diligence Act

Although we are not directly affected by the Supply Chain Due Diligence Act (LkSG), its requirements still affect us in our day-to-day work. We have conducted risk assessments and taken preventive measures that support our existing sustainable procurement practices. We see the law as an opportunity for all those involved in the value chain to work together to ensure that we act more responsibly.

Our environmental responsibility

It is a balancing act to meet individual requirements and utilise available resources efficiently. To meet this challenge, we need to find new ways to meet demand and make our business more sustainable.



Standards and initiatives

We welcome the various environmental standards, initiatives, and targets that help raise awareness of our environmental impact. Recognising our suppliers' environmental management systems as well as ISO 14001 provides an opportunity to create consistent standards.

We strive to offer you a wide range of products certified according to sustainability standards such as EU Organic, V-Label, Naturland, Marine Stewardship Council, or Dolphin Safe.

As part of our membership, we also support the amfori Business Environmental Performance Initiative (BEPI). This initiative supports retailers, importers, and brands in improving the environmental performance of their production facilities around the world.

In the face of the increasing urgency of the climate crisis on the global agenda, we keep ourselves informed about the latest developments and initiatives on the international and EU-levels. We support the 2015 Paris Agreement, the ambitious goal of which is to limit global warming to below 1.5 degrees Celsius compared to pre-industrial levels. We also stand behind the European Green Deal, which sets out a comprehensive vision for Europe to lead the way in becoming carbon neutral by 2050.

Implementation of standards & initiatives

Following and adopting various environmental standards and initiatives is just the beginning. In line with our environmental commitments, our goal is to effectively address the challenges of sustainable food systems.

We recognise the impact that food systems have on the climate. According to a study from the Food and Agriculture Organization (FAO), food systems – from land use and production to packaging and waste management – are responsible for as much as one third of global carbon emissions.

Since 2020, we have been working with ClimatePartner to calculate the Corporate Carbon Footprint (CCF) of our Bremen-based company. As our sphere of influence extends beyond Bremen, however, it is of great importance to record the impact of our products on the climate all along the supply chain. For this reason, we have taken the initiative to calculate the Product Carbon Footprint (PCF) of our products in collaboration with ClimatePartner.

ClimatePartner calculates its CO₂ emissions in accordance with the internationally recognised „Greenhouse Gas Protocol Corporate Accounting and Reporting Standard“ (GHG Protocol). In addition to the data from many years of cooperation with companies, ClimatePartner also uses databases such as „ecoinvent“, a transparent, non-profit company founded by ETH Zurich and supported by the Institute for Environmental Technology (IFU) Hamburg in terms of software.



Corporate Carbon Footprint

In 2022, we calculated our carbon footprint for the third time. By breaking down our emissions sources, we can identify the main drivers of our greenhouse gas emissions and set potential reduction targets.

Scope 1 is at 7 percent the smallest source of emissions and is attributable to our vehicle fleet. As part of this effort, we previously stopped issuing company cars. To further reduce the environmental impact and still allow our employees to get around, we provide a shared car and a shared bike.

Purchased heat in Scope 2 accounts for 12 percent of our carbon footprint. Having switched to green electricity, no further Scope 2 emissions are identified. We have already achieved positive effects. The majority of our greenhouse gas emissions - 81 percent - can be attributed to Scope 3.

After the COVID-19 pandemic and two years of travel restrictions, we were able to visit our suppliers and customers in person again. Compared to previous years, this resulted in a higher carbon footprint.

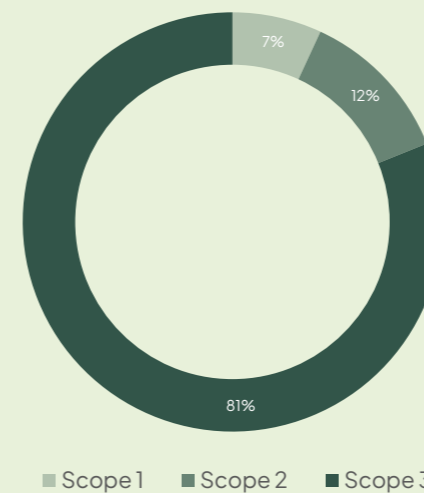


Fig. 2: Breakdown of emission sources in percent according to Scope 1-3.

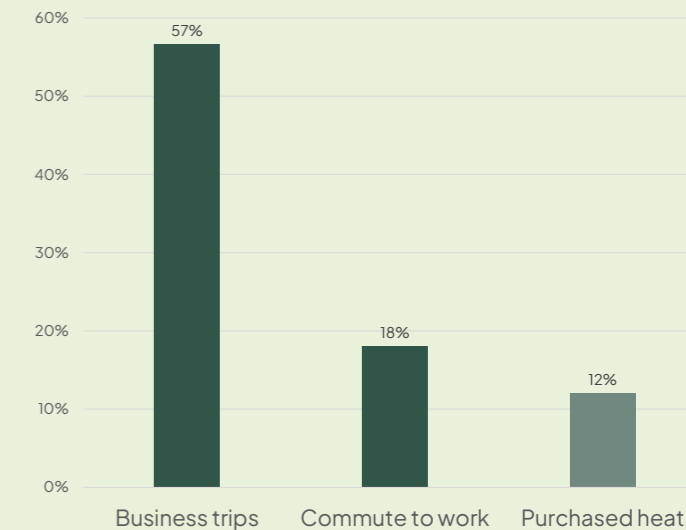


Fig. 3: The three biggest drivers of our CO₂ emissions.

Product Carbon Footprint

Our assortment has a different impact on the climate depending on the product. At Henry Lamotte Food, we offer our customer base a range of fruit and vegetable products as a basis for further industrial production. In comparison to meat and poultry products, fruit and vegetables generally have a lower impact on the environment.



To engage in meaningful dialogue with our business partners, we quantify the impact of our products. Together, we explore ways to reduce our carbon footprint.

Working closely with our stakeholders, we strive to positively influence the supply chain and its environmental impact.

In 2020, we began calculating the carbon footprint of our largest product group: pineapple. Since then, we have

worked closely with ClimatePartner to help determine the Carbon Footprint of our products and in doing so, to provide a more transparent insight into their emissions.

We invite you to contact us to learn more about the carbon footprint of your product groups. In this way, we can make a more sustainable contribution to our operations.

Analysis of the product life cycle

ClimatePartner uses the „GHG Protocol Product Life Cycle Accounting and Reporting Standard“ to calculate product CO₂ emissions.

We used the „Cradle to Customer plus Waste“ approach to calculate our products using ClimatePartner. Product life cycle aspects include:

1. Extraction of raw materials
2. Logistical processes
3. Manufacture of the products
4. Delivery to customer
5. Emissions for disposal of product & packaging

Goals to strengthen environmental due diligence

To effectively address environmental challenges, we seek to engage with stakeholders beyond our immediate business.

Our goal is to improve the transparency of the carbon footprints in our product groups. We are focused not only on better understanding our customers' needs, but also on actively integrating our environmental impacts throughout the entire lifecycle of our products. We want to create added value when it comes to raising awareness of environmentally responsible decisions.

Beyond this, we are making efforts towards reducing our CCF. To achieve this, we are focusing on business travel, which is our largest source of environmental impact. We prefer airlines with sustainable flight options, such as the use of sustainable aviation fuel and the option to offset CO₂ emissions.



Our responsibility towards our employees

In addition to environmental stewardship, part of our commitment to sustainability includes a commitment to our people. Developing individual personalities and skills at our company is important to us.

We strive to take our employees' needs into account in our day-to-day decisions. To achieve this, we are constantly expanding the support we offer. Feedback and well-being play the central role.



Safe and healthy working environment with a communicative culture

As a family-owned business, we are committed to providing a safe and healthy work environment. The experience of recent years has shown that a safe workplace is not necessarily tied to our premises. This is why, even after the COVID-19 pandemic, we continue to offer the option of working from home. This flexibility allows our employees to choose where they want to work. We recognise that adapting the workplace to the needs of the digital age not only facilitates work-life balance, but is also an important step towards a modern work culture.

We are committed to listening to our employees and learning how to improve. Four cross-divisional task forces on diversity, team building, internal communications, and office design were formed in 2023. We are proud to come together to discuss important issues, raise awareness, and encourage everyone to work together.

Mental stress in the workplace

Our aspiration is to maintain and improve the well-being of our employees. To that end, we identify potential stress factors and work together to find solutions.

It is important to us that we communicate openly and transparently at all levels. This way, employees can speak openly with management about problems and suggestions for improvement. However, as there are always situations in life that can be overwhelming and lie outside the world of work, we offer anonymous counseling.

Our company also has an internal complaints system that employees can use to submit anonymous reports about human rights or environmental risks and violations in their own working environment. An independent employee, who is not bound by instructions and is subject to confidentiality, handles reports of this kind.

Stress relief through a balanced diet and sporting activities

High-quality food plays an important role beyond our business practices. In addition to free beverages such as coffee and organic tea, we offer fresh fruit every day. A well-balanced lunch is also available to employees on a subsidised basis. Our neighbouring canteen offers local, organic vegetarian and vegan meals daily. As a further component of our corporate health benefits, we offer our employees the EGYM Wellpass. We cover a large portion of the costs to enable our employees to participate in a wide range of sports activities.

Versatile training and development opportunities

Our world of work is constantly changing. A wide range of training and development opportunities help our employees learn new things and develop their skills.

Regular training tailored to the needs of our various departments is very important to us. At the same time, we are committed to ensuring that our trainees employed by Henry Lamotte Services are given a solid foundation for their professional development right from the start. During the first year of training, we offer an etiquette seminar. This is followed by annual business simulation games that take place throughout the country and offer our trainees the opportunity to network. Beyond this, we also provide them with customised internal training.

Creating environmental awareness

Since 2022, in addition to actively monitoring our carbon footprint and switching to green power, we have taken other small but significant steps to promote greater environmental awareness in the workplace. These include the conscious avoidance of unnecessary paperwork and the use of environmentally friendly office supplies. Printed marketing materials are kept to a strict minimum.

We also hold company-wide information events to ensure that our employees are fully informed about our sustainable activities. It is of great importance that all team members develop an understanding of where sustainability begins and how we can work together to increase the impact of what we do. This requires that all employees have the same level of knowledge.

One example of our engagement which reflects our environmental efforts is our participation in the AOK's „Cycle to Work“ initiative. In 2023, our employees cycled a total of 36,735 kilometers to work, and cut their CO₂ emissions by approximately 6,612 kilograms.

Our social commitment



Reduce food waste to a minimum

According to a study by the Johann Heinrich von Thünen Institute, the food trade accounts for about four percent (0.5 million tonnes) of total food waste in Germany. Compared to the amount of food wasted in production (17%) and private households (55%), this figure is relatively low.

As a food importer, we are always looking for sustainable solutions for those products of ours that cannot be sold, but can still be consumed.

Source: Johann Heinrich von Thünen Institute: „Food waste in Germany - Baseline 2015“, September 2019.

Food donation

Food that is still edible, such as samples and leftovers from our warehouse, is donated to local charities such as Tafel Osterholz, Bremer Suppenengel, and Foodsharing.

Since the end of 2020, Bremer Suppenengel regularly receives leftover samples and other surplus stock from us. During the COVID-19 pandemic, we were also able to work with the Foodsharing initiative to give leftover food to local communities. We connect with „food rescuers“ who pass the food on to schools, kindergartens, refugee groups, sports clubs, and other bulk buyers with a charitable and socially responsible background. Spontaneous collections of leftover samples from our laboratories through Foodsharing have now developed into regular collections of our surplus stock. We very much welcome this measure, as it not only minimises food waste, but also helps local communities in need.

Sustainable disposal of food waste

Another measure we take to deal with food stocks that are no longer fit for consumption is to dispose of them sustainably with BioCycling GmbH. BioCycling specialises in the collection and recycling of food waste. The waste is turned into sustainable energy in the company's own biogas plants, which is then used in electricity and heating networks. For example, as part of a delivery in 2023, 9,000 kilograms of goods were converted into energy without leaving behind any waste. The discarded goods are the result of transport damage on entry and exit as well as dents in tins or leaks.



About this brochure

The purpose of our Sustainability Brochure is to provide an overview of the issues related to sustainability at Henry Lamotte Food GmbH. It is intended for a wide audience, including sustainability and CSR managers as well as customers, suppliers, and employees of Henry Lamotte Food GmbH.

We welcome your questions and comments - please feel free to contact us if you would like to know more about our sustainability efforts:

sustainability@lamotte-food.de

Our
certifications



we create.
we trade.
we care.



Henry Lamotte Food GmbH
Auf dem Dreieck 3
28197 Bremen

info@lamotte-food.de
Phone +49 421 5239-470
Fax +49 421 5239-47199



lamotte-food.de