

## Sustainability at AGRAVIS

We help things grow. Environment and responsibility.





*Board member Dirk Bensmann*

“Every partner in the agricultural value chain can contribute to sustainable development.”

Dirk Bensmann

### **Developing a common understanding**

Compulsory and voluntary tasks – AGRAVIS masters both: We regularly communicate both blunt business figures and profound facts regarding sustainable development at AGRAVIS. The third sustainability report is in progress and will be published in 2016. Current developments are addressed in this brochure.

By now, our sustainability reporting allows an annual comparison of analyzed parameters. Pilot topics show first successes, such as measurable energy savings in our feed mills. We succeeded in establishing reliable sustainability reporting tools throughout the company. This provides a viable basis for credibility and transparency. Furthermore, we aim at permanently integrating sustainability management in the service and operative divisions of our company.

Within the industry, it is appreciated that AGRAVIS (a trading company and as such part of the value chain) is intensively discussing issues of sustainable development. In addition, it is appreciated that the agricultural sector actively promotes responsible resource use, and that it communicates results to the general public.

Within the agricultural value chain, we need to interconnect topics of sustainable development and establish a common understanding. The topics nutrition and agriculture are intensively and controversially discussed. One of the major challenges for the agricultural sector is to show that contemporary farming including all of its influencing factors is sustainable.



## AGRAVIS sustainability programme 2020

Field of action	Meaning for AGRAVIS	Topic	AGRAVIS sustainability programme 2020	2015	2016	2017	2018	2019	2020		
<b>Flow of goods</b> 	The flow of goods field of action includes issues and challenges on which AGRAVIS only has an indirect influence, such as in the upstream and downstream supply and value chain. Quality management and logistics are the key issues. AGRAVIS's primary objective is to ensure a transparent supply chain through adequate quality and supply chain management while making sure trucking and shipping services in connection with its business activities are cost-effective, efficient in terms of the resources consumed and in line with market expectations.	Logistics	... reducing logistics emissions (in CO <sub>2</sub> equivalents) that are commissioned by AGRAVIS.	-1 %	-1 %	-1 %	-1 %	-1 %	-1 %		
			... considering aspects of sustainability when placing transport requests with contractors.		x	x	x	x	x		
			... considering pollutant levels and emission values when acquiring new road and storage vehicles.		x	x	x	x	x		
		Inland shipping	... expanding the use of inland shipping (in line with production and trade figures).	x	x	x	x	x	x		
			Feedingstuffs	... improving the dynamics of sampling regarding undesired and illicit materials.	x	x	x	x	x	x	
		Seeds	... harmonizing quality standards at all our locations and in all AGRAVIS affiliates.	x	x	x	x	x	x		
			... expanding the number of analyses in our seeds laboratories (including analyses for external customers).	+10 %	+7.5 %	+5 %x	t.b.d	t.b.d	t.b.d		
			Supply chain management	... optimizing supply chain management in the sector feed production.	x	x	x	x	x	x	
		Resources	The resources field of action addresses aspects such as energy efficiency, greenhouse gas emissions, water usage, packaging materials, raw-material use and source, as well as recycling and disposal. The goal is to use resources as efficiently as possible. Resource conservation lies within AGRAVIS's direct sphere of influence and serves as a guideline for all employees.	Energy	... reducing the energy usage at certified feed factories (e.g. energy usage per ton of feedingstuffs).	x	x	x	x	x	x
					... implementing energy management concepts at all AGRAVIS locations.		x	x	x	x	x
Recycling	... enhancing the trade and usage of food production's after- and by-products.			t.b.d.	t.b.d.	t.b.d.	t.b.d.	t.b.d.	t.b.d.		
...	... evaluating sourced resources even more specifically (for feed production).				x	x	x				
<b>Employees</b> 	The employees field of action covers what goes on within AGRAVIS. It addresses topics such as staff structure, fluctuation, occupational safety, training, performance appraisal, anti-discrimination and anti-corruption. Its objectives include promoting employee health and continuing education as well as management development. As motivated and well-educated employees are the key to a company's long-term success, AGRAVIS aspires to be an attractive employer for up-and-coming talents in the wide range of business fields in which it is active.	Personnel structure	... being an attractive employer in the sector (and at keeping candidacies at a high level).	x	x	x	x	x	x		
			... improving the quality and quantity of apprenticeships (Quality Seal "Best Place to Learn").	x	x	x	x	x	x		
		Advanced training	... educating employees and advancing executive personnel.	x	x	x	x	x	x		
		Occupational safety	... offering advanced training for customers.	x	x	x	x	x	x		
<b>Customers</b> 	The customer field of action includes issues such as product management, efficient resource use, information and declaration, as well as data protection. This field of action focuses on the quality of customer contact as well as services and consultation in addition to specific product attributes. AGRAVIS's foremost objective is to contribute to the customers' economic success and guarantee customer satisfaction – always while taking sustainability targets into account.	Health management	... reducing work-related accidents to a minimum via prevention measures and training.	x	x	x	x	x	x		
		Consultancy services	... keeping our employees healthy with the aid of health managers and via training.	x	x	x	x	x	x		
		Training	... considering aspects of sustainability in product management and product rating.	x	x	x	x	x	x		
<b>Business conditions and challenges</b> 	The business conditions and challenges field of action combines sustainability issues that fall within AGRAVIS's direct scope of influence, yet call for social and industrywide solutions due to their complexity. Examples include crisis management and social responsibility as well as environmental protection and innovative technologies. AGRAVIS's aim is to be an expert partner in dealing with business challenges and to use innovative technologies and processes to tackle sustainability issues.	Customer survey	... conducting regular customer surveys regarding company-specific issues.	x			x				
		Innovative technologies	... being a pioneer at handling sustainability-relevant issues using innovative technologies.		x	x	x	x	x		
		Stakeholder	... engaging in a regular dialogue with our stakeholders.	x	x	x	x	x	x		
Social responsibility	... supporting social projects within our region.	x	x	x	x	x	x				

x = continuous target, t.b.d. = to be determined

## Major objectives of the AGRAVIS sustainability programme

AGRAVIS's sustainability programme is constantly advanced. At present, the following three aspects are of central importance:

- expanding the scope of the sustainability report,
- defining measurable sustainability targets,
- establishing a stakeholder management.

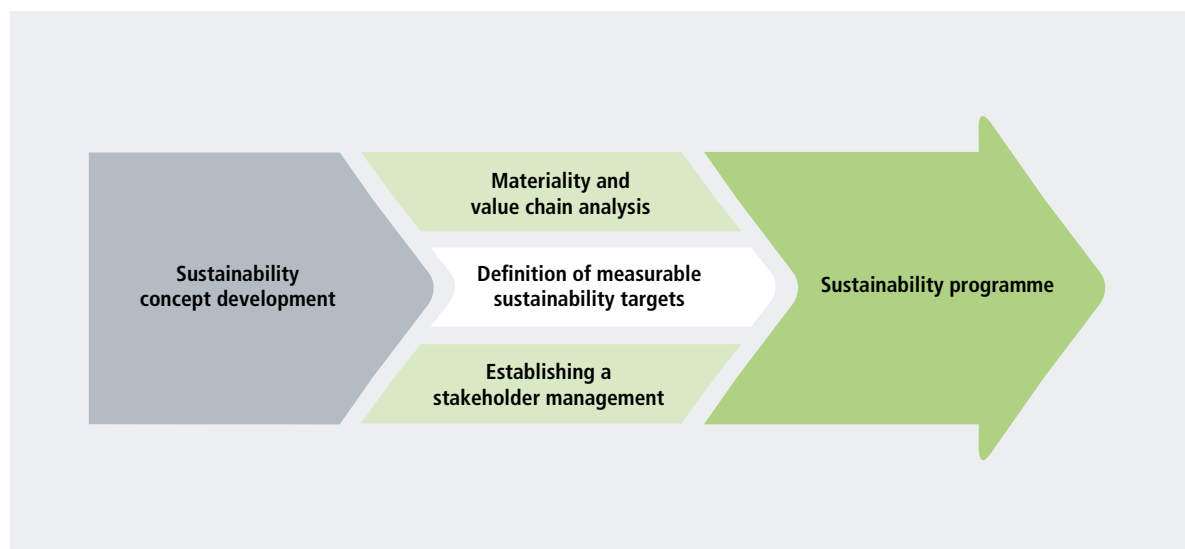
In the context of the former, AGRAVIS's sustainability report is switched to the Global Reporting Initiative's (GRI) new sustainability reporting guidelines G4. Therefore, essential sustainability topics are analysed anew (the so called materiality analysis). In addition, AGRAVIS's value chain is analysed in detail.



The second aspect comprises the definition of measurable sustainability targets. The following five targets are of central importance:

- Efficient usage of energetic resources and reducing company-wide energy use.
- Reducing transport emissions by providing market-conform as well as cost- and resource-efficient logistics.
- Enhancing the usage of food after- and by-products in AGRAVIS's production of feedingstuffs.

- Harmonising quality management standards so as to assure product compliance with internal and customer-specific quality requirements and so as to assure a more transparent value chain.
- Continuing to be an attractive employer, since long-term, sustainable business success is only possible with highly motivated and well-trained employees.



## Stakeholder management

Establishing a systematic stakeholder management is an essential element of AGRAVIS's sustainability programme. Exemplary stakeholders are shareholders, employees, customers, suppliers and media. A systematic stakeholder management helps to analyse and consider the different stake-

holder's issues and requests. Major objective is to integrate stakeholders in sustainability discussions and to take account of the stakeholders' suggestions in the AGRAVIS sustainability programme.

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