

## Sustainability Report 2021



with integrated EMAS Environmental Statement 2021–2024

# Introduction.



Environmental awareness is now more relevant than ever. Environmental issues are at the centre of debate in the general oublic, politics, and the media — a fact that we largely owe to an unwavering youth fighting for a more sustainable future for themselves, their children, and grandchildren.

Environmental protection and the integration of sustainability into our everyday lives has always been one of our top priorities. In the more than 100 years since our family-owned company was founded, sustainability has always been an integral part of our business activities. In 1996, Salus was first validated in accordance with the EMAS Regulation (eco-management and audit scheme) and has continued to be recognised by the scheme since then. Throughout the 25 years, our systematic environmental management has been deemed a success. Since 2020, our sites at Bruckmühl and Magstadt have been climate-neutral — a milestone that our company is especially proud of and that comes after years of hard work.

But there is much more to be achieved. In 2020, we were EMASplus certified, which makes us the first producer of natural remedies and health products to take this important step. For a long time now, we have placed special importance not only on environmental matters, but also on social responsibility, and EMASplus now offers us a solid framework for integrated sustainability management. At Salus, environment and social commitment go hand in hand.

On the following pages, we would like to give you an overview of what we have achieved so far and how ambitious the targets are that we have set for ourselves. Moving ahead together, towards a more sustainable future, is a process that will surely hold many challenges for us — but we are passionate about what we do and ready to face them.



Aloren Block

Dr. Florian Block Managing Director at Salus

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# Salus celebrates 25 years of EMAS.



Twenty-five years ago, on 29 September 1995, to be precise, the EU introduced EMAS, a system designed as a tool for companies to integrate environmental protection into their business models on a voluntary basis and to continuously and transparently boost their environmental performance.

We are proud to have adopted EMAS almost right from the start: Salus was first registered on 23 December 1996, and Schoenenberger followed suit in 1997. Since those early days, we have come a long way.





• Rosenheim "Future of Energy" prize for Salus

> Salus becomes a member of Klimaschutz- und Energieeffizienzgruppe der Deutschen Wirtschaft e.V. ("Climate Protection and Energy Efficiency Group of the German Economy")

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2003

Otto Greither is named "Eco-Manager of the Year"

2010

compared to 2007

## 2020

- Schoenenberger receives award as first signatory of the BW Climate Alliance
- PRIMAKLIMA seal as "climate-neutral site" for Bruckmühl and Magstadt

Baden-Württemberg Environmental Award for Schoenenberger

PRIMA **KLIMA** 

2019

2016



Salus Media Award for journalistic work on sustainability-related topics such as ecological farming or climate-friendly, healthy living is awarded for the first time





## We are Salus.

Our passion for more than 100 years now has been what so many people strive for: a natural way to stay healthy. We know how powerful nature's healing capacities are and have developed innovative formulations that benefit our health and promote our well-being. For this purpose, we only use the very best raw materials. We carefully select and gently process all ingredients that go into our high-quality, sustainable products. Tonics and teas, tinctures and tablets: Salus helps you do something good for yourself and for the environment every day.

Now more than ever before, maintaining good health is one of most people's top priorities. And nature offers us all the ingredients we need for innovative and highly effective products. This is what Salus, a family-run business, has been doing since 1916. We have thoroughly researched the plentiful resources of nature and harnessed them for the benefit of our customers. Years of experience and scientific research help us do just that. In our research labs, we constantly work on new solutions and develop new medicinal products manufactured with state-of-the-art production technologies.

We love to give back to nature: We help preserve natural resources and strive to make our business climate-neutral. Our products are manufactured in a sustainable way and offer long-lasting health benefits. To this end, we use only the best herbs and raw materials. Most of our plants come from organic cultivation or are harvested in the wild. Wherever possible, we source our raw materials regionally. Selecting our medicinal plants requires a lot of effort, but that is well worth it. Why are we so sure about that? Our products have been developed in cooperation with experts from different fields of science, and product controls in our labs go way beyond what is legally required. Our utmost diligence goes into each and every one of the several hundred products that we sell via pharmacies, health food shops, and organic supermarkets. It goes without saying that the natural remedies produced at our in-house production sites or at one of our partners with whom we have worked for many years meet the highest standards.

Our motivation has not changed over the course of the last

quality of life.

100 years: We are committed to man and nature. Our company truly feels like one big family, which, with its more than 60 partners, is spread out across the globe. Our passion is dedicated to our ever-growing fanbase — to all those people who have been trusting our products for a very long time now and to all those who have only recently found out about our path towards healthy living. What we have to offer is hard to match: Medicinal products that offer both great efficacy and excellent tolerability. We are aware that being healthy is of great importance for a high

Not only Salus can look back on a long tradition: Our subsidiary, Schoenenberger, was founded in 1927 and has complemented our range of products with freshly pressed, pure natural plant juices for 30 years now. Their philosophy is simple and effective: Use the entire plant while it is still fresh for the most natural and pure form of a natural remedy. Schoenenberger offers more than 30 fresh plant juices and twelve fruit and vegetable juices. For more than 90 years now, the company has followed their motto: "Plants. Power of healing. Juice. And nothing else."

This is Salus: At one with nature. Dedicated to health care.

## Salus – sustainable growth in Bruckmühl.

Our Bruckmühl headquarters are a prime example of how modern environmental management combined with economic success fosters sustainable growth. When expanding our production and laboratory facilities, which were inaugurated in late 2020, we integrated state-of-the-art environmental technologies with custom-built regional and sustainable solutions:

## LOW-TEMPERATURE HEATING CONCEPT

Up to 80–90% of heat for heating purposes comes from production waste heat

#### HIGHLY EFFICIENT COOLING

using a turbo compressor with a river water re-cooling system and free cooling capability: 1 kWh of electricity can be used to produce up to 14 kWh of cold

#### ENERGY-SAVING LED LIGHTING AND HALOGEN-FREE WIRING

throughout the entire building

**USE OF INTELLIGENT BUILDING MANAGEMENT** 

Intelligent control and measurement technology allows for monitoring and optimisation of energy consumption

face, increasing the PV system's efficiency ratio, whilst creating a availability for roof plants.

## LOW ENERGY CONSUMPTION

thanks to full-building concrete core activation

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#### CARPETS MADE FROM **RECYCLED FISHING NETS**

Office floor carpets in the new building are made of recycled fishing nets.

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### SAVINGS ACHIEVED BY THESE MEASURES: approx. 1,900 t CO, p. a.

+ increase of own power generation by approx. 50,000 kWh p. a.



#### COMBINING PHOTOVOL-TAICS WITH A GREEN ROOF

A green roof helps cool the roof survaluable habitat. The shade provided by the PV module improves water

#### PROMOTING BIODIVERSITY

Around the new building, regional tree species were planted, and dedicated spaces are used to grow flowering plants to help feed insects and birds all vear round.

# Schoenenberger – regional networking.

#### REGIONAL CYCLE

Wherever possible, the herbs are grown in organic cultivations near the Magstadt site. They are harvested at just the right time and processed into plant juice the very same day. The pomace is used as a fertiliser for the fields.

#### ORGANIC HERB CULTIVATION INCREASES DIVERSITY

The ecological cultivation of a variety of herbs on small plots in the region fosters and preserves biodiversity.

### WIN CHARTA

Schoenenberger is a member of the WIN initiative, an association of companies focusing on sustainability. They see themselves as role models promoting sustainability in the region.

## FIRST SIGNATORY OF THE BW CLIMATE ALLIANCE

Schoenenberger offers solutions as to how climate protection can be integrated into core company processes. They have placed a strong focus on renewable power generation, comprehensive heat recovery, and high-efficiency plants.

> Since 2012, Schoenenberger has supported the NaturErlebnisPfad Magstadt nature trail set up by the local Agenda 21 group. The themed path through the forest invites families to explore nature with all their senses and learn a lot of interesting facts and figures on the way. One section of the trail is dedicated to local herbs.

#### COOPERATION WITH GWW

For many years now, we have worked with GWW, a sheltered living and workshop organisation. Our joint projects include the construction of raised beds or insect hotels for our company premises.

### MAGSTADT NATURE TRAIL

## Salus Group international.



#### **EXPORT PARTNERS**

Albania, Andorra, Australia, Austria, Belgium, Bosnia and Herzegovina, Bulgaria, Canada, Costa Rica, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Ghana, Greece, Hong Kong, Hungary, Iceland, Ireland, Israel, Ivory Coast, Japan, Kenya, Kosovo, Latvia, Lebanon, Lithuania, Macedonia, Malaysia, Malta, Mauritius, Mexico, Montenegro, Netherlands, New Zealand, Norway, Poland, Portugal, Romania, Russia, Serbia, Singapore, Slovakia, Slovenia, South Africa, South Korea, Sri Lanka, Sweden, Taiwan, Trinidad and Tobago, Tunisia, Turkey, United Arab Emirates, Uruguay, USA, Vietnam.



## Our products.

#### TONICS AND TEAS – PRODUCED AT THE BRUCKMÜHL SITE

Personal well-being — all natural. Harnessing the power of nature. While this may sound easy, it requires plenty of experience and innovation. Only the most modern manufacturing methods help medicinal herbs and plants unleash their unique properties. And our teas and tonics are a prime example of how delicious healthy living can be.

There are many products that help you stay healthy. But which ones are best? When asking the human body, this question is fairly easy to answer: Minerals, vitamins and trace elements in a natural, liquid form are quickly available to our body. Years of research have gone into our tonics, which do not require any additives. The individual components of our formulations are perfectly complementary in their physiological effects. And another benefit: Salus tonics are truly delicious.

Our various tea specialities with carefully selected herbs, fruits, and spices are simply delicious or are highly effective teas made from medicinal plants. Our large selection of certified organic teas made from medicinal plants offer the most natural way to heal. Our laboratories use state-of-the-art analysis methods to thoroughly check our products and guarantee high quality. We are responsible for the entire production process, from growing and carefully selecting the plants, all the way to the finished product.

experts, and our pharmacists. Gentle production methods make it possible to retain all active ingredients to remedy a large number of physical complaints. For example, they help dissolve mucus in cases of the common cold or improve the digestion of fats. The high quality of the products is constantly controlled and ensured by complex inspection processes.

#### FRESH PLANT JUICES - PRODUCED AT THE MAGSTADT SITE

Nature has the power to heal — if you know how to make use of it. Fresh plants contain many ingredients highly beneficial to our health. At our modern production site with high-technology facilities, we continue a tradition that started some 90 years ago at Walther Schoenenberger's pharmacy: extracting the juice of plants in its purest form.

Many people would consider them weeds, but for us, plants such as stinging nettle, dandelion, or yarrow are important healing plants. However, to fully tap the healing potential of these highly diverse plants, it is important to perfectly combine their ingredients. This is why so much scientific effort goes into our plant juices: State-of-the-art machines help extract the pure juice from the plants in accordance with the strictest pharmaceutical standards. This not only requires highly specific know-how, but also close cooperation with our contract growers, our scientific

Other products offered include delicious fruit and vegetable juices as well as a range of BDIH-certified hair- and body care products under the Schoenenberger Naturkosmetik brand.

## Our production.



#### **TEA PRODUCTION**

In the production of Salus teas, we focus on particularly gentle processing methods to retain important plant ingredients to the highest degree possible. What makes our teas so special: Wherever possible, the herbs used in the Salus teas classified as foodstuffs are of a quality that meets the standards of the German Pharmaceutical Products Act.

For more than 200 different tea blends, the individual ingredients are carefully combined, weighed, and homogeneously mixed for each recipe. Automatic sorting machines allow for outstanding quality and the highest standards of purity of the raw materials. The teas are either filled into filter bags or packaged as looseleaf tea in block bottom bags. All Salus teas are produced at the company headquarters in Bruckmühl in Upper Bavaria.

#### FRESH PLANT JUICE PRODUCTION

The Schoenenberger fresh plant juices are produced using a unique and gentle process. Pressing fresh plants helps retain the entire effectiveness of the ingredients.

The medicinal plants used for the pressed juices are constantly monitored before the harvest and are harvested no earlier than when the optimum concentration of active ingredients has been reached. The plants are harvested early in the morning and transported directly from the fields to our production site: They are then shredded as quickly as possible and carefully placed into the plant press in individual layers. Next, they are pressed at pressures of up to  $17 \text{ kg per cm}^2$ . The juice extracted from the plants is then filled into bottles.

Our Magstadt location also runs a production line for natural hair- and body care products. These care products are also based on our freshly pressed plant juices.

Freude Harmon œ

## LIQUID AND EXTRACT PRODUCTION

At our liquid and extract production facility, relevant and active ingredients in the herbs that go into the Salus tonics, tinctures, and extracts are extracted in large mixing machines. Using a complex, state-of-the-art process control system, the extracts are then processed further using various methods, and, depending on the recipes, more ingredients, such as minerals, are added. Next, the tonics are bottled.

In another production area, the extracts are concentrated in various vaporiser units and then carefully vacuum-dried and powdered so they can later be used as a basis for tablets, capsules, and coated pills or other products.

Our on-site laboratory inspects every step of production: Our lab helps select our suppliers and raw materials and oversees the entire production process all the way to the finished product. As a result, we can always be sure to produce the best-possible quality.

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# Our quality.



#### 20

Our teas, tonics, and juices are produced in Bruckmühl (Bavaria) or Magstadt (Baden-Württemberg), and we want to keep it that way. For this reason, recent building expansion. For more information,

#### NO GMO

We do not support the use of genetically modified raw materials and never use them in our production. Our aim is to foster biodiversity, not change it.



# Our guiding principles on sustainability.

Our love for people and nature is why we work towards making our world a little better and more sustainable every single day. We are convinced that only a life in harmony with nature bears true happiness. For if we preserve it, nature will reward us with the most valuable natural resources beneficial for mankind as a whole.

We want to live sustainably. Our commitment is based on three pillars:

#### A PASSION FOR SUSTAINABILITY.

PEOPLE MATTER – FOR GENERATIONS. Those who truly love nature will help to conserve it and prevent the waste of its resources. All our business activities focus on climate neutrality. We generate our own electricity harnessing water and solar power. We use the waste heat from our production for heating purposes. For cooling, we use the water of the Mangfall mountain river, at the banks of which we preserved one of the region's last alluvial forests by turning it into a biotope.

The modern generation acts in the spirit of our founders. We do not strive for shortterm profits, thus allowing for a long-term, sustainable, and future-oriented structure of our family business. For us, humanity is one of the core pillars of our work: both within our own company and in many different social projects in which we are active on a local, regional, and global level.

#### **RESPONSIBILITY UNITES US.**

We have been loyal towards our employees and partner companies for generations. Our offices are where we feel at home, which is why we continuously invest in improving them. In order to act for the good of mankind and nature alike, you have to do way more than what is legally required. This is why we have pledged voluntarily to never stop improving our environmental and social performance.

# Our sustainability management system.

#### ORGANISATION

The Salus Group sustainability management system was designed in accordance with regulation (EC) No. 1221/2009 on the voluntary participation of organisations in a Community eco-management and audit scheme (EMAS III), the DIN EN ISO 14001:2015 standard, as well as the EMASplus (2020) standard.

The Salus group consists of the following companies: SALUS Haus Dr. med. Otto Greither Nachf. GmbH & Co. KG and its two subsidiaries SALUS Pharma GmbH and Walther Schoenenberger Pflanzensaftwerk GmbH & Co. KG. Our sustainability management system is used at the following sites: **Bruckmühl** (Bahnhofstr. 24, 83052 Bruckmühl, Germany): This site is the headquarters of SALUS Haus GmbH & Co. KG and SALUS Pharma GmbH and located in a mixed-use zone next to a residential area. This site is home to two production areas (liquid and extract production as well as tea production), a laboratory, warehouses, technical workshops, and the head offices of Salus Group.

**Magstadt** (Hutwiesenstr. 14, 71106 Magstadt, Germany): The premises of Walther Schoenenberger Pflanzensaftwerk GmbH & Co. KG. are located in a business park. Our juice production and packaging as well as the production facilities for Extracta (cosmetic), Olbas (essential oils) and Hensel (food) are located there. A warehouse dedicated to order picking and a part of the company's administration are also based at this site.





#### LEGAL REQUIREMENTS

with statutory provisions.

Within the framework of our sustainability management system	Т
we commit to comply with all relevant statutory requirements,	e
including but not limited to:	tł
	n
Medicinal Products Act (AMG)	a
• Circular Economy Act (KrWG)	
• EU Regulation on Organic Production (EG) Nr. 834/2007	1
<ul> <li>Federal Nature Conservation Act (BNatSchG)</li> </ul>	
<ul> <li>Renewable Energy Sources Act (EEG)</li> </ul>	2
• Federal Water Act (WHG)	
<ul> <li>Packaging Act (VerpackG)</li> </ul>	3
<ul> <li>Regulation on the Provision of Food Information (LMIV)</li> </ul>	
	4
We maintain and regularly review and update an index of all rele-	
vant statutory provisions. This allows us to ensure that we comply	В
with all relevant statutory provisions at all times. An internal	a

review for 2020 did not produce any evidence of non-compliance

Based or and the derived.

#### ENVIRONMENTAL ASSESSMENT

The impact of our business activities on various aspects of the environment are regularly assessed with regard to how hazardous hey potentially are for the environment and which improvenents we could implement. This assessment includes factors such

- **Binding obligations:** Are there any limits or restrictions, e.g. existing statutory provisions?
- **Impact on stakeholders:** How relevant is it for our stakeholders and what specific interests do they have?
- **Source:** Are the relevant sources from a fossil fuel or of a renewable nature?
- Quantity: How much of these resources do we consume?

Based on this assessment, the significant environmental aspects and the need for action for the environmental program can be

# Responsibility unites us – our stakeholders.

#### Learn from others. Be a role model. Our stakeholder dialogue.

#### Learn from others...

We are passionate about working towards a life filled with health and pleasure. Every single day, we are committed to doing good - for our fellow citizens and for our environment. It is our goal to continue to optimise our products and the way we act as entrepreneurs to make them more sustainable. An important contribution to this process comes from our comunication with stakeholders.

#### ...and be a role model yourself.

Here at Salus, sustainability has been on the agenda for a long time. We are a producing company and our focus has always been on renewable energy generation and energy efficiency. In this field, we are trailblazers using the latest technologies and continuously developing excellent approaches and solutions that can serve as an example for others and that we are happy to share. We are firmly convinced that we will only be able to meet the key challenges of our time, such as global climate change, when we all work together. This is a task that will require all stakeholders of society to work together.



#### Our stakeholder dialogue.

We consider a friendly cooperation the basis of our work with our stakeholders. We have been cooperating very closely for decades and promote constant interaction.

When turning our existing environmental management system into a sustainability management system back in 2019, we ran a comprehensive stakeholder analysis. We analysed who our key stakeholders actually are and what their expectations are regarding our company. We continuously develop our sustainability activities. In order to make their interests part of our efforts, we regularly inform and talk to our stakeholders:

#### **EMPLOYEES**

- Regular professional training
- Information on current activities (e.g. in-house newsletter, the "SalusBladl" staff magazine)
- Company suggestion scheme
- Regular employee surveys

#### **SUPPLIERS**

- Ongoing contact between our purchasing department and our suppliers
- Code of conduct communicates our values and standards
- Detailed survey as part of our supplier qualification

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#### **OWNER FAMILY**

• The sustainability team function is in direct contact with the family

#### **CUSTOMERS & END CONSUMERS**

• Our website and company blog provide up-to-date information on current sustainability issues • Daily updates on social media Direct contact via our website contact form and customer telephone line



# Our materiality analysis.

#### This is what matters to us. Relevant topics for us and our stakeholders.

Climate change, the loss of biodiversity, and many other global challenges truly matter to us in our role as a manufacturer of natural medicines and also threaten our everyday life as we know it. Recently, we have increasingly seen changing climates and extreme weather events affecting the availability of our raw materials. A clear focus on environmental protection without compromising the quality of our products is our top priority. We live in turbulent times and are faced with major challenges, which we will only be able to overcome successfully if we all stand together. Salus has been loyal towards its employees and partner companies for generations. Continuity is the basis of all cooperation defined by mutuality and trust, which is one of the key principles of our corporate culture. This helps us ensure that all of our partners share our values and will support us in working towards our goal of sustainably improving the world in which we live.



A COMPANY THAT IS FIT FOR THE FUTURE AND STILL **REPRESENTS WHAT SALUS** STANDS FOR. A CLEAR FOCUS ON SUSTAINABILITY, ONE OF THE CORE VALU-ES OF OUR COMPANY EVER SINCE IT WAS FOUNDED BY MY GREAT-GRANDFATHER THIS IS WHAT CONTINUES TO MATTER MOST."

Katrin Greither-Block

## RELEVANCE FOR THE COMPANY important

very important

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## Our value chain.



#### 1. DESIGN AND DEVELOPMENT

With our more than 100 years of expertise in harnessing the benefits of rare medicinal plants, we continuously develop new formulations and combine tried-and-tested products with new, highly effective raw materials to find innovative and effective herbal remedies. Our customers' needs are always our priority.

#### 2. RAW MATERIAL PURCHASE

Our trial cultivation sites, we grow our own varieties that allow for an optimum release of the active ingredients. Subsequently, we try to find regional partners for cultivation. All our suppliers are screened in a comprehensive qualification process. For us, it is especially important that all our partners pursue the same strict environmental and social standards to which our company adheres.

#### **3. PRODUCTION**

Our company sites are where we feel at home, and we continuously invest in making them even better. We take our responsibility for our employees and the environment very seriously. At our sites, we use state-of-the-art environmental technology and generate our own electricity. The atmosphere at our workplace is defined by our spirit of community.

## 4. TRANSPORT & LOGISTICS

We prefer using regional raw material sources and decentralised warehouses for distributing our products to avoid long and frequent transports.

#### 5. USAGE Our product information is transparent and honest.

We are happy to receive specific questions from our customers regarding our production processes or our products. We take criticism very seriously and always check if there is something we can do better.

#### 6. DISPOSAL

It is important to us to return all residual or waste materials from our production to the cycle and design our packaging in a way as to make recycling easy for our customers.

Our sustainability team constantly works with all relevant departments (Research and Development, Purchasing, Distribution, Marketing) to identify potential problems as early as possible and find out where we can further improve our processes.

## An interview with...



... Dr Johannes Niebler, Head of the Salus Research & Development Department

#### Herbal remedies for medicinal purposes have a long tradition, and Salus is one of the pioneers in herbal medicine. How do you still come up with new products?

J. Niebler: Nature offers a rich inventory of plants that can be used for medicinal purposes. In product development, we constantly find new substances, but also successfully use triedand-tested products for new and optimised formulations. Salus has a long history of focusing on a mix of well-known local plants of top quality and innovative, carefully researched and especially potent novel plant materials. For example we use extracts from ashwagandha and curcuma which in India have long been known to have healing properties, but also a local plant like milk thistle, to create complex formulations using modern extraction technology to achieve the highest efficacy. And in the end, we want the product to taste really good, so that people will actually like to take it on a regular basis. Most of the time, the problem we are faced with is that there are so many exciting and promising ideas and approaches that we really have to consider carefully which one we would like to pursue. Our work never gets boring.

So raw material quality is especially important for Salus. But how do you reconcile economy, ecology, and social aspects when procuring your raw materials?

J. Niebler: As a company, we have an important responsibility towards our employees, nature, and society as a whole. With this in mind, we assess each and every raw material on an individual and holistic basis. Each raw material and each country of origin is different. Let's take bitter melon as an example, a raw material used in our tablets and teas. What we often find is that the produce available in the market is contaminated with pesticides. As a result, we often had problems sourcing this material. We now try to grow it on our own at our trial cultivation site in Bergham, Germany. After gathering some experience with this raw material, we came to the conclusion that the climate here in Germany is not ideal for cultivation. However, we managed to find a partner organisation in India which now runs an organic bitter melon cultivation site for our company. By signing purchase commitment agreements, we make sure that the growers will be paid a pre-defined, fair price for a certain quantity, which allows them to plan accordingly. And for us, on the other side, such a partnership means that we can ensure that this raw material is available to us at the exact same quality.

#### This sounds like an interesting project. Which role does sustainability play for product development?

J. Niebler: We try to make development as a whole, i.e. our processes as such, more sustainable. Let me give you an example: When cutting a raw material, we have different types of cuts, such as rough cuts, fine cuts, and powder. If cutting produces a lot of powder, for example, the material is not suitable for tea production, and our department will try to find different uses. After all, this is still the same high-quality raw material — just in a different form. Some of the powders are then used for making extracts, for example, that are used in our capsules. Other powders go into tinctures.

#### What are the biggest sustainability challenges you are working on?

J. Niebler: Our biggest challenge is that we use numerous raw materials, but some in only very small quantities. We are a medium-sized company, and, unfortunately, cannot run dedicated projects such as the bitter melon cultivation for each and every of the more than 200 raw materials we use. This is why we have long-term partnerships with our raw material providers that are based on mutual trust and shared values regarding cultivation. In the next few years, controlling the compliance with social standards across the entire supply chain will be one of the key challenges that we will be working on in order to continuously improve our performance. I think that we have already achieved quite a lot in this regard, especially when we decided to start our own cultivation projects.

#### And what about packaging?

J. Niebler: This is a crucial topic! But there are many aspects to be considered when it comes to sustainability. For our tonic bottles, for example, we made the conscious decision to use glass, because it can be recycled and provides the best-possible protection for our product. However, we have to admit that glass is fairly heavy to transport, which in turn produces additional emissions. Another example would be the fact that our tea is individually packaged. At first, it may not be obvious why individual packaging makes sense for us. However, we have to consider that our customers normally do not drink the entire box at once, but would still like their tea to be fresh and delicious after six months. So if the packaging does not act as a barrier and customers throw it out instead of drinking it as a result, way more resources are wasted compared to packaging it individually in the first place. Still, we want our individual packaging to be as sustainable as possible. In addition to paper as a packaging material, we also need a

material that acts as a barrier and helps retain active ingredients and flavour. We are currently testing new approaches and hope to be able to optimise our individual packaging from an ecological point of view. We recently started our own sustainability department, which will focus on numbers behind these kinds of trade-offs and support us when deciding which packaging makes the most sense ecologically speaking, but, at the same time, offers maximum product protection.

#### And what is your personal sustainability goal for 2021?

J. Niebler: I plan to use an electric scooter for short distances to allow for emission-free and economical transportation — I really look forward to making that purchase soon..

## Our employees.

We are a large family with a wide-reaching network of partners located across the globe. Our company started out as a fairly small business, but meanwhile many new colleagues have joined us and we are now a very close-knit group of companies. The result: many highly committed employees who truly live their passion for the company. We are passionate about developing products for a very specific purpose: a natural way to improve our health and well-being. There is no other goal we are more passionate about.

Needless to say, professional training and continued professional education for our staff is one of our priorities. On a regular basis, we hold internal and external trainings. We visit trade shows (both on site and online) and constantly exchange information and expertise with associations and universities. We also use these contacts when looking for new experts for our company. Our aim is to recruit and employ staff with the highest possible qualifications. In 2019, we conducted a standardised quantitative survey to assess employee satisfaction. We will repeat this survey on a

regular basis to foster a regular exchange of opinions to help us identify potential fields of improvement.

Healthcare is another key topic for us, as is occupational health and safety. Flexible work hours and work-from-home opportunities help our staff reconcile their jobs and their private lives and promote a pleasant work atmosphere. In spring 2021, Salus announced what is known as the "E.L.C.H" programme offering counselling and support for employees in extremely challenging life situations. Salus group employees who find themselves in a mentally difficult situation in their lives now receive anonymous and free-of-charge support at an external counselling centre.

The internal company magazine "Salus-Bladl" is published twice a year, featuring articles written by trainees and employees on current topics such as the environment or dedicated projects and activities. Our employees are also involved in special sustainability-themed campaign days.

Together, we work on projects and solutions — regardless of age, origin, and denomination. Fresh thinking meets long-standing experience to bring out the best results. This is why many of our colleagues have been with Salus for many years now — and that tells us that our employees truly love working here.



	SALUS 2019	2020	SCHOENENB 2019	ERGER 2020
Sick rate	6.6%	5.8%	8.6%	6.4%
Employee structure				
Total no. of staff	392	392	83	81
of which female	187	188	44	42
of which male	205	204	39	39
of which disabled	12		6	
Executive structure				
Total no. of managers	44	44	10	10
of which female				2
of which male	36	37	9	
of which disabled	0	1	1	2
Employee turnover	6.6%	4.9%	6.0%	2.5%

1 – All values represented in the diagram are overall values for Salus and Schoenenberger in 2020.





## **TURNOVER ONLY**

**51%**<sup>1</sup>

# **4.5%**<sup>1</sup>





## Our suppliers.

#### LONG-TERM AND BASED ON TRUST: OUR PARTNERSHIPS

We carefully select our suppliers. We want our partner companies to share our views on sustainability and climate protection. When selecting our suppliers, we give preference to companies from the region. Against this background, we have successfully worked with a large number of companies for many years and even decades.

A prime example of that is the Hegema company operated by the Winter family. Now in its 4th generation, they are one of our suppliers of raw materials for our fresh plant juices. The Oberhauser company, our supplier for green oat, is based at Lake Chiemsee close to our production sites (approx. 50 km from Bruckmühl). For assembling our advent calendar, we have been working with the Eglharting workshops — a certified workshop for disabled people — for many years now.

#### HEGEMA MEDICINAL PLANTS AND SPICES — A FAMILY BUSINESS IN ITS 4TH GENERATION

It all started with a small batch of stinging nettles. Back in the day, Walther Schoenenberger commissioned this order. These stinging nettles were then used to press the first fresh juices. Now, nine decades later and in its 4th generation, the Winter family grows approx. 35 different certified organic medicinal herbs and spice plants on 100 hectares of land. In 2018, the family business was even awarded the Bioland certification seal.

The customers of the Winter farming business benefit from decades of experience in the field. The family members decide together what is best for their plants. They cultivate medicinal plants such as echinacea, St. John's wort, stinging nettle, thyme, artichoke, or yarrow.

Their portfolio also includes vegetables, e.g. potatoes, cabbage, beetroot, and black radish. Every year, a team of twenty employees working for the business based in Magstadt, a town in the German state of Baden-Württemberg, carefully tend to the different plants and cultures to harvest the crop at the optimum time and in a manner that is as gentle on the plants as possible. When tending to such a large number of different plants, it is especially important to be mindful and sustainable across every step of the cultivation process, from sowing all the way to harvesting.

#### **RESPONSIBLE SUPPLY CHAIN MANAGEMENT**

Given the multitude of highly specific herbal raw materials and the often very small quantities needed for our production, we have been sourcing our raw materials from experienced partner companies that we have worked with for many years now. They share our values and implement them on the ground when regularly visiting the cultivation areas. For us, this includes both social and environmental standards.

Many global supply chains are complex and non-transparent, which makes this topic all the more important. To prevent any malpractice and human rights violations in our own supply chain, we actively work on the implementation of different measures:

#### **SUPPLIER** QUALIFICATION

Our suppliers have to undergo an extensive qualification process assessing not only quality-related factors, but also environmental and social aspects. In the future, we plan to gather more information on sustainability by means of systematic surveys.

## **RISK ANALYSIS**

Since 2020, we have systematically reviewed the countries of origin of our raw materials, assessing potential risks such as political unrest or child labour.

### SALUS CODE OF CONDUCT

As early as in 2007, Salus introduced a code of conduct for its suppliers, thus clearly communicating the company's expectations regarding environmental and social standards. Upon signing this code, suppliers are obligated to adhere to these standards. So far, this code of conduct has been sent out to our key suppliers. In the future, however, we would like to use it for all our partner companies.

WE SOURCE APPROX.

## **DIFFERENT COUNTRIES** AND APPROX.

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# Social commitment in the region.

We at Salus are firmly convinced that in order to overcome global challenges, we need to do more than just run our own business in an ecological way. As a result, to us, environmental protection goes way beyond our own business activities. We would like to spread our values and encourage the wider public to take a more active stance. At our company locations, we contribute to various projects.

#### THE SALUS ALLUVIAL FOREST BIOTOPE

Alluvial forests take the role of natural flood retention basins holding excess water in case of heavy rainfall. Mud and dirt will settle once the water is gone, giving rise to the special vegetation found only in alluvial forests. One of the region's last alluvial forests is located right next to our Bruckmühl company site.

Salus has taken up the task of preserving this natural habitat and turning it into place for the wider public to learn more about biodiversity. Groups from local nurseries and schools as well as interested members of the general public can stroll along the themed path through the 27,000 m<sup>2</sup> forest and learn first-hand that it is vital to protect natural biodiversity.

#### LICHTBLICK HASENBERGL

In March 2010, Otto Greither made a gift to this special-assistance centre: the Salus herb garden. Children from socially deprived families now have the opportunity to test their senses of smell, taste, and feel in this vast garden and use it to cultivate and harvest their own herbs and plants. Through play, the children learn more about nature, vitamins, and healthy eating. For Salus, it is especially important to instil a sense for nature and healthy food at a very early age. "Children need the opportunity to find out how they can have a positive impact on their own quality of life by starting to take care of their own health as early as possible," says Otto Greither.

Every year, the centre will select several children and members of staff for the herb garden team. Together with this team, Salus employees will plant the garden every spring. Once the produce has been harvested, a herb cooking course will be held for the children to teach them how to turn their harvest into delicious dishes. As a special reward for their hard work, they will also take a trip to the Salus site in Bruckmühl in summer.





#### OUR LOCAL WIN! PROJECT:

Organic medicinal herbs in Heckengäu – adding value for man and nature.

Since 2012, Schoenenberger has supported the NaturErlebnisPfad Magstadt nature trail set up by the local Agenda 21 group. The themed path through the forest invites families to explore nature with all their senses and learn a lot of interesting facts and figures on the way. One section of the trail is dedicated to local herbs. Schoenenberger has marked different medicinal herbs along the path to teach visitors interesting facts about herbology and motivate the general public in the region to actively help conserve our nature. Such hands-on experience and understanding of what biodiversity actually is and how beneficial it can be for us as human beings will help them appreciate and preserve it.

In our local WIN project, we continuously expand the medicinal herb path during an annual activity organised in cooperation with the Agenda 21 group and the Johannes Kepler comprehensive school. During this activity, students learn more about the nature and health benefits of herbs that are found locally. Such hands-on experience makes it especially easy for the students to retain the information gathered. We live sustainably



# Our environmental principles.

Since their foundation, SALUS Haus, Walther Schoenenberger Pflanzensaftwerk and SALUS Pharma have been committed to people's health and wellbeing. The most important prerequisite for this is the preservation and respectful use of our environment. That is why we strive to continuously improve our products and to design production and monitoring processes to avoid pollution or minimise it as much as possible. Since 1996, we have worked with the most ambitious environmental management system in the world: EMAS.

To honour our shared ecological responsibility, we commit ourselves to acting according to the following environmental principles:





- We strive to obtain as much of our residue-controlled raw materials from organic sources as possible, and in increasing quantities. That way, we want to foster the harmony of business and nature also on a global scale.
- 2 Honest environmental protection can only be ensured by involving and motivating all employees. This is why we would like to educate and inform every employee to empower them to actively participate in environmental protection.
- 3 In environmental protection, problems must be tackled at their roots. We therefore test the environmental impact of every new process or activity in advance.
- 4 The interdependencies between us and our environment are constantly monitored, documented, and analysed for weaknesses in order to be able to optimise our business process with all means available and with the environment in mind.

- 5 We are committed to complying with legal requirements. 19 Beyond this, we work to continuously improve occupational environmental protection. We are open to respective suggestions and changes that benefit the environment.
- We call upon all employees to actively support the improvement of environmental protection within the company.
   Suggestions for improvement from our employees are implemented and rewarded whenever possible.
- 7 We also call upon our customers to critically examine us and 13 our products and send us suggestions for improvement.
- 8 We work constantly to reduce our use of raw materials, particularly with regard to water, energy, packaging, and transport.
- **9** We focus particularly on the use of auxiliary substances (e.g. cleaning products, disinfectants, lubricants) that cause as little environmental harm as possible, and we dispose of them responsibly.

Environmental principles

10 We favour suppliers and companies that are as committed to the environment as we are, and we actively involve them in our environmental protection activities.

 Our emergency management procedures enable us to avoid accident-related pollution or hazards for people.

12 We systematically monitor compliance with the goals we set ourselves and adjust them to current levels of knowledge.

We are willing to engage in an open dialogue with the public about pollution caused by our operations and involve the authorities in such dialogue.

# Our raw materials – we believe in organic cultivation.

Food and medicine are only as good as the raw materials they contain. This is why we at Salus place great value on carefully selecting the herbs, fruit, and spices for our products.

No matter what we do at Salus: It is done because we firmly believe in it. For many years now, we have continued on the very same path first taken by Otto Greither, who could be described as a pioneer in the field of organic raw materials. We try to source all raw materials required for our herbal remedies from ecological production, if possible. As a matter of principle, we do not use any raw materials from genetically modified crops.

We are firmly convinced that organic cultivation is active environmental protection across the supply chain. Organic cultivation without chemical fertilisers and pesticides helps preserve natural resources such as soil and water. Soil structure in organic farming makes an important contribution to climate protection, because it allows for more CO<sub>2</sub> to be stored in the ground. Wild harvesting continues to play a small, but significant role. Well-qualified and quality-conscious harvesters are crucial, as is the environmental compatibility and sustainability of the harvesting itself.

All raw materials, whether harvested wild or cultivated, are subject to the same strict quality testing. All raw materials are carefully screened in our in-house laboratory. This allows for the best possible product safety and helps rule out contamination by pesticides, for example. In recent years, our quality control inspectors have increased their focus on environmental toxins such as mycotoxins, polycyclic aromatic hydrocarbons, or pyrrolizidine alkaloids.

It is our goal to maintain the high share of organic raw materials and increase it even more, if possible. We try to achieve such an increase by developing new, innovative organic products.

#### Material efficiency

The annual mass flows are stated in the input/output tables. Seeing as natural products are processed, calculating a key figure for material efficiency would not produce a meaningful result.



Key indicators on organic share: Page 73 – diagram 10 (Salus) Page 75 – diagram 23 (Schoenenberger)





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## Electricity.

#### Own generation and purchase

Back in 1968, long before "renewable power" became a household name, Salus made a conscious decision to move the company to Bruckmühl. Here, we can generate clean electricity from hydroelectric power. Our motto: Electrical power should be generated where it is used — in a sustainable and renewable fashion. Whenever we grow our production, we also expand our power generation capacities. Every year, our Bruckmühl site generates an average of 2.5 million kWh of eco-friendly electricity.. As a result, we manage to cover up to 90% of our power costs ourselves. In Magstadt, we generate approx. 700,000 kWh of eco-friendly electricity per year using solar energy.

Consumption Climate change has resulted in a significant increase in our cooling needs in recent years. Our ventilation and air conditioning demand has risen accordingly. When expanding our liquid and extract production facilities in Bruckmühl, we invested in a modern and highly efficient ventilation and centralised air conditioning system, which was designed to also supply the existing buildings. This highly efficient system produces up to 14 kWh of cold from 1 kWh of electricity. In spite of these measures, the Bruckmühl site has seen an increase in specific power consumption of approx. 16%<sup>1</sup>. In the next few years, we plan to reduce this consumption by introducing smart building technology and optimising our energy needs.



1 compared to 2017



Key indicators on power consumption: Page 72 – diagram 01 (Salus) Page 74 – diagram 13 (Schoenenberger)

At our Magstadt site, a free night cooling system was installed in 2019, which significantly brought down the amount of electricity used for cooling purposes.

Expansion of the PV system by 57 kWp

### RESULT

- Hydropower: 3 hydroturbines (installed capacity 428 kW)
- SALUS PV system: 447 kWp
- Schoenenberger PV system: 686 kWp

## Heat.

As a manufacturing company, we require heat both for heating our buildings and for our production processes.

Compared to 2017, our specific heat consumption at the Bruckmühl site has risen by 12%. The reason for this increase was the fact that we added a new building, which now also requires heating. Heat recovery was first used in late 2020.

To reduce the amount of fossil fuels used, we rely on heat recovery systems across the company. In 2020, our new building started operating a low temperature heating concept, in accordance with which 80-90% of all heat required comes from waste heat from production. Just like in the existing buildings, all ventilation systems in the new building feature heat recovery. This makes it possible to save 400,000 kWh of gas.

The Schoenenberger Magstadt site also has energy-efficient ventilation systems with 90% heat recovery in place. This translates into annual gas savings of up to 300,000 kWh. Waste heat from pressurised air and steam production is fed into a large buffer storage with a capacity of 16,000 litres and fed back into the heating or hot water system when required.

(info) Key indicators on heat consumption: Page 72 – diagram 02 (Salus) Page 74 – diagram 14 (Schoenenberger)

#### Next step: 100% renewable heat supply at the Bruckmühl site

Almost all options for heat recovery that are technically feasible at the moment have already been used to save heat. As a result, the next step to be taken at the Bruckmühl site will be to switch from natural gas to self-produced heat.

Since 2008, two thermal solar energy systems for hot water supply have been used for the laboratories and administrative buildings and also feed into the building heating system.

We plan to erect our own biomass heating plant on our premises in 2023, which will produce heat for our production (steam) and generate renewable heat for heating purposes.

UP TO 90% OF HEAT FOR THE NEW SALUS BUILD-ING COMES FROM WASTE HEAT



## Water.

It goes without saying that we are committed to using water sparingly — from the sanitation facilities and the manufacturing process to the cleaning of machines and equipment. If possible, water is used more than once: For example, the cooling water required in production is re-processed and re-used for hot water supply.

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Key indicators on water consumption: Page 72 – diagram 03 (Salus) Page 74 – diagram 15 (Schoenenberger)

1 Reduction of specific water consumption at Schoenenberger compared to 2007

## SPECIFIC WATER USE



## Biodiversity.

Preserving biodiversity is one of our top priorities. As a manufacturer of natural products, we are directly affected by climate change, a loss of soil fertility, the extinction of insects, and many other challenges of our time. Nature supplies our raw materials, which means that we absolutely rely on functioning ecosystems.

Organic farming, in particular, makes an important contribution to preserving our ecosystems and natural biodiversity. The share of organic raw materials used in our products can thus be considered a key indicator for biodiversity.

In addition, we attach special importance to the fact that our company premises are designed in a way that is as close to nature as possible. About half of the 86,600 m<sup>2</sup> at our Bruckmühl site can be considered near-natural. These spaces are highly diverse and include areas such as our alluvial forest biotope, meadow orchards, and plenty of room for flowering plants. We also maintain several other close-to-nature spaces outside our company premises. In 2019, Salus was among the first companies in Bavaria to receive the "Blühender Betrieb" award for companies that actively promote spaces for flowering plants. The prize is awarded by the Ministry for the Environment as part of an initiative known as the "Blühpakt Bayern", which helps promote spaces for flowering plants to preserve biodiversity.

At our Magstadt site, roughly one quarter of the approx. 23,000 m<sup>2</sup> premises are designed as near-natural spaces. Outside the actual company premises, there are an additional 11,700 m<sup>2</sup> dedicated to ecological farming and used for ecological medicinal herb cultivation or as meadows. Insects will find plenty of food here.

Since 2010, we have been awarding the Salus Media Award for journalistic work dedicated to raising awareness for ecological farming and climate-friendly, healthy living. In this way, we support journalists who alert the wider public to important issues such as the preservation of biodiversity.



Key indicators on land use: Page 73 – diagram 11 (Salus) Page 75 – diagram 24 (Schoenenberger)





## Packaging materials.

Waste has become a worldwide problem, which makes packaging materials all the more relevant. We aim to produce as little waste from packaging as possible. As a producer of natural medicines, this is not an easy task, seeing as protecting our products must be our priority at all times.

For our liquid products, including our tonics and tinctures, we always use glass, for example. Glass offers optimum protection for our products and can be recycled multiple times.

We are constantly trying to find new, more sustainable packaging. Once we found a material, we run extensive machine and stability tests. Only if the material meets all our qualitative and ecological requirements would we start switching over to the new packaging. Wherever possible, we try to reduce the amount of packaging material used. In late 2019, we stopped using transparent wrapping for the folding boxes used with our flavour-protection tea bags. This helped us save 2.8 t of wrapping film per year.

A dedicated interdisciplinary team was set up and will boost our efforts in this regard in the future. Their task will be to thoroughly screen and assess which improvements would help make our packaging even more eco-friendly.



Key indicators on land use: Page 72 – diagram 04 (Salus) Page 74 – diagram 19 (Schoenenberger)





# $CO_2$ emissions.

#### Our sites at Bruckmühl and Magstadt are climate-neutral.

Our approach towards climate protection is holistic. Our strategy is "Avoid—Reduce—Offset".

Power supply at our company sites is 100% carbon-neutral. And thanks to highly efficient heat recovery technologies, we have managed to significantly cut our heat supply emissions. Our company fleet features two electric vehicles and one hybrid vehicle powered with electricity produced ecologically at our sites. We hold regular campaign days and trainings to involve our employees in the company's climate protection activities. Our aim is to bring down the emissions associated with our business activities at our sites as far as we can by our own effort.

For us, a holistic approach also means assessing the volume of emissions still produced, reducing this number as far as possible, and using only high-value emission reduction certificates to offset our remaining emissions. Thanks to our efforts, our company sites at Bruckmühl and Magstadt are now climate-neutral — and were certified by the PRIMAKLIMA association.



Key indicators on CO<sub>2</sub> emissions: Page 73 – diagram 08 and 09 (Salus) Page 75 – diagram 21 and 22 (Schoenenberger)

## PRIMA KLIMA OUR

#### OUR CLIMATE PROTECTION PROJECT

Salus supports a reforestation project in Uganda which makes an important contribution to combating climate change, preserving natural biodiversity and fighting poverty in the region. In the case of reforestation projects, social aspects are just as important as planting trees. Only if the locals are fully aware of how important the project is, will they help maintain the forest and allow the trees to grow strong and healthy.



One of the approaches tested there that has proven to be especially promising is the cultivation of tea fields. Local wildlife does not like the taste of the tea plants and will thus not eat them. For the families, growing tea can become a new, sustainable source of income. The highest standards of transparency and a non-profit status were the key criteria we were looking for when selecting an offset provider with whom we could work. In PRIMA-KLIMA, we have found a strong partner that shares our values. PRIMAKLIMA is a registered, non-profit association that has been active in climate protection and the promotion and preservation of forests since 1991.









## Carbon footprint.

For us, responsibility goes far beyond our company premises. This is why we started assessing emissions produced across our supply chain (Scope 3<sup>1</sup>) and calculating the Salus Group's overall corporate carbon footprint in 2020. This assessment is intended to provide valuable insights into where we could successfully reduce emissions at other positions in our supply chain and make a valuable contribution to climate change.



02SCOPE 2 EMISSIONSElectricitySCOPE 3 EMISSIONSSCOPE 3.1Goods purchased03SCOPE 3.1Goods purchased04SCOPE 3.3Energy-related emissions05SCOPE 3.4 + 3.9Transports06SCOPE 3.5Waste07SCOPE 3.6 + 3.7Employee commutes and business trips	01	SCOPE 1 EMISSIONS	Heat, cooling agent leaks, fle pest control
SCOPE 3 EMISSIONS03SCOPE 3.1Goods purchased04SCOPE 3.3Energy-related emissions05SCOPE 3.4 + 3.9Transports06SCOPE 3.5Waste07SCOPE 3.6 + 3.7Employee commutes and business trips	02	SCOPE 2 EMISSIONS	Electricity
03SCOPE 3.1Goods purchased04SCOPE 3.3Energy-related emissions05SCOPE 3.4 + 3.9Transports06SCOPE 3.5Waste07SCOPE 3.6 + 3.7Employee commutes and business trips		SCOPE 3 EMISSIONS	
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05SCOPE 3.4 + 3.9Transports06SCOPE 3.5Waste07SCOPE 3.6 + 3.7Employee commutes and business trips	04	SCOPE 3.3	Energy-related emissions
06SCOPE 3.5Waste07SCOPE 3.6 + 3.7Employee commutes and business trips	05	SCOPE 3.4 + 3.9	Transports
07 SCOPE 3.6 + 3.7 Employee commutes and business trips	06	SCOPE 3.5	Waste
	07	SCOPE 3.6 + 3.7	Employee commutes and business trips







## Waste.

In order to allow for proper recycling, it is vital to properly sort all waste materials. To this end, we have implemented a comprehensive waste handling concept at our company sites and provide regular employee training.

We constantly try to find new uses for residual materials from our production. Last year, we successfully managed to process fine herb powder, a by-product of our tea production, into livestock feed.

Organic materials account for the largest share of waste materials at Salus and Schoenenberger. Residual materials from Salus' liquid and extract productions are used at a regional biogas plant. At Schoenenberger, the press cake (pomace) from plant juice production can be spread on the fields to act as a valuable fertiliser for the cultivation of new herbs, resulting in a closed, regional cycle.

The remaining materials are sorted and collected to prepare them for recycling. Our company sites feature a waste sorting ratio of more than 90%.



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## (info)

Key indicators on waste: Page 72 – diagram 05 (Salus) Page 74 – diagram 16 (Schoenenberger)

Key indicators on waste sorting ratio: Page 73 – diagram 12 (Salus) Page 75 – diagram 25 (Schoenenberger)

# Salus sustainability programme (Bruckmühl site).

#### Previous environmental programme 2018-2021:

- 16 measures of the environmental programme have been implemented.
- The following measures have not yet been completed and are part of the 2021–2024 environmental programme: 8, 10, 12.
- → For information on goals achieved, see "Direct Environmental Impact" (pages 44-59).

#### Sustainability programme 2021–2024

Energy efficiency and climate protection.

Goal: Maintaining specific on-site power consumption at 0.58 kWh/kg and the supply of self-generated, renewable power at 75% until 2025 (base year 2017) while expanding production space and adding air conditioning to certain produc-

#### tion areas

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No.	Measure	Effect	Responsibility	Time
1	Installing a separate ventilation system in the filling rooms	Savings: 30,000 kWh heat energy and 3,000 kWh electricity	Technical dept.	2022
2	Replacing the last non-LED lamps (tea)	Savings: 5,000 kWh electricity	Technical dept.	2022
3	Optimising energy indicator assessment	improved reporting	Sustainability management	2022
4	Replacing an old air compressor by a new efficient compressor	Savings: 10,000 kWh electricity	Technical dept.	2022
5	Decommissioning of a R134a system by central cooling system integration	Elimination of HFCs; savings: 50,000 kWh electricity	Technical dept.	2022
6	Replacing some older systems with new high-efficiency systems	Savings: 10,000 kWh electricity	Technical dept.	2022
7	Setting up a biomass heating plant	Renewable heat supply for the site	Technical dept.	2023

#### Logistics, transport and traffic

Goal: Reducing emissions in the transport and logistics sector

No.	Measure	Effect	Responsibility	Time
8	Mobility week	Promotion of environmental awareness	Environment	2023
9	Introducing a mobile shelving system in our medicinal herb warehouse to increase storage capacity	Reduction of transports	Technical dept.	2023
10	Eco-safe driving courses for external sales	Reduction of emissions	Sales	2023
11	Optimising bike racks	Motivation for employees	Technical dept.	2022

#### Water/water pollution control

Goal: Reducing specific water consumption at the site by 10% by 2025 (base year 2017)

No.	Measure	Effect	Responsibility	Time
12	Optimising CIP system cleaning processes	Water savings of 20% in relevant cleaning processes with a total volume of up to 2,000 m³/a	Quality assurance	2023
13	Installing larger tanks in the decoction tank storage and the extraction interim storage	Reduction of cleaning efforts by proces- sing larger batches	Technical dept.	2023

#### Biodiversity

Goal: Preserving natural biodiversity

No.	Measure	Effect	Responsibility	Time
14	Starting to cultivate different wild plant varieties	Protection of biodiversity	Cultivation	2023
15	Maintaining and expanding the share of organic raw materials	Environmental protection	Purchasing	2023
16	Providing varieties and lines suitable for ecological cultivation by means of selection and propagation efforts	Promoting biodiversity	Cultivation	2023

#### Waste and packaging

Goal: Maintaining a waste sorting ratio of >90% and ecological optimisation of packaging materials

No.	Measure	Effect	Responsibility	Time
17	Developing a packaging strategy	Improved packaging communication	Sustainability management	2022
18	Establishing a data basis to assess packaging sustainability	Improved basis for assessment	Sustainability management	2021
19	Testing alternative packaging materials	Ecological optimisation of our packaging	Science	2023

#### Employees

Goal: Improving the employee satisfaction index

No.	Measure	Effect	Responsibility	Time
20	Expand the company suggestion scheme	Improve internal communication	Office	2021
21	Organise an employee health day	Employee health	HR	2023
22	Occupational rehabilitation management	Prevent disability	HR	2021

#### Supply chain Goal: Increasing supply chain transparency

No.	Measure	Effect	Responsibility	Time
23	Requiring all relevant suppliers to comply with the Salus code of conduct	Increase supply chain transparency with regard to compliance with social standards	Sustainability management	2021
24	Supplier survey on sustainability	Increase supply chain transparency with regard to various issues related to sustain- ability	Sustainability management	2022

#### Other measures

No.	Measure	Effect	Responsibility	Time
25	Expanding paperless production	Preservation of resources	Technical dept.	2023
26	Setting up trainee planting beds	Increase in employee awareness	Cultivation	2023
27	Using carpeting made from recycled fishing nets in refurbished spaces	Preservation of resources	Technical dept.	2023

# Schoenenberger sustainability programme (Magstadt site).

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Previous environmental programme 2018-2021:

- 16 measures of the environmental programme have been implemented.
- The following measures have not yet been completed and are part of the 2021–2024 environmental programme: 1, 4
- $\rightarrow$  For information on goals achieved, see "Direct Environmental Impact" (pages 44-59).

Sustainability programme 2021–2024

Energy efficiency — power savings

Goal: Reducing specific power consumption at the site by 10% by 2025 (base year 2017)

No.	Measure	Effect	Responsibility	Time
1	Switching from hot glue to a type with a lower melting temperature	Savings: approx. 2,000 kWh/a	Technical dept.	2022
2	New transformer for the existing buildings	Savings: approx. 30,000 kWh/a	Technical dept.	2022
3	Replacing two oil-immersed transformers with high-efficiency dry-type transformers	Savings: approx. 20,000 kWh/a	Technical dept.	2022

#### Water Goal: Retaining our low specific water consumption of 3.8 m<sup>2</sup> per 1,000 production units

No.	Measure	Effect	Responsibility	Time	
1	Review of potential optimisation of	Water savings	Quality	2022	
4	cleaning processes	water savings	assurance	2023	

#### Waste and packaging

Goal: Maintaining a waste sorting ratio of >90% and ecological optimisation of packaging materials

No.	Time
5	2022
6	2021
5 6	20  20

#### Biodiversity Goal: Preserving natural biodiversity

No.	Measure	Effect	Responsibility	Time
7	Maintaining and increasing the share of organic raw materials	Environmental protection	Purchasing	2023
8	Starting a perennial bed with insect-friendly plants	Promoting biodiversity on our company premises	Sustainability management	2022
9	Sowing a butterfly and wild bee strip at the local school using indigenous seeds	Raising public awareness and preserving biodiversity	Sustainability management	2022
10	Adding nesting aids for birds to the rear wall of our warehouse	Promoting biodiversity on our company premises	Sustainability management	2022

#### Employees

#### Goal: Improving the employee satisfaction index

No.	Measure	Effect	Responsibility	Time
11	Expanding the company suggestion scheme	Improve internal communication	Office	2021
12	Organising an employee health day	Employee health	HR	2023
13	Occupational rehabilitation management	Preventing disability	HR	2021

#### Supply chain Goal: Increasing supply chain transparency

NO.	Measure	Effect	Responsibility	Time
14	Requiring all relevant suppliers to comply with the Salus code of conduct	Increase supply chain transparency with regard to compliance with social standards	Sustainability management	2021
15	Supplier survey on sustainability	Increase supply chain transparency with regard to various issues related to sustainability	Sustainability management	2022

#### Other measures

In 16 fir m.	ntroducing a sustainability review when irst using new raw materials and packaging naterials	Clear and well-founded decisions regarding sustainability criteria	R&D	2021
De 17 su pr	Developing a set of questions to assess ustainability criteria in projects for new products	Clear and well-founded decisions regarding sustainability criteria	R&D	2021





# Salus life cycle (Bruckmühl site).

SALUS INPUT	Unit	2000	2017	2018	2019	2020	Year-on-year change
Raw materials – herbs (purchases)	t	1,218	711	716	749	797	->
Water	m³	21,369	54,667	51,976	52,344	53,424	R
Total energy consumption	MWh	10,001	11,739	11,749	12,519	12,108	>
Electricity <sup>1</sup>	MWh	2,243	3,338	3,341	3,351	3,563	7
Gas	MWh	-	7,753	7,680	8,581	8,143	7
Heating oil	MWh	7,758	143	219	44	0	K
Solar thermal <sup>1</sup>	MWh	-	12	14	12	6	7
Fuels	MWh	n.a.	493	495	531	396	7
Power generation <sup>1</sup>	MWh	2,281	2,803	2,352	2,796	2,600	7
Cleaning agents	t	22	53	57	57	58	R

SALUS OUTPUT	Unit	2000	2017	2018	2019	2020	Year-on-year change
Production quantity	t	2,869	5,416	5,738	4,658	4,939	À
Production units <sup>2</sup>	t	3,476	5,751	6,150	4,966	5,302	->
Waste water	m³	19,445	50,664	47,081	47,633	48,809	R
Total waste	t	1,870	1,721	1,414	1,104	1,067	>
Pomace	t	1,684	1,428	1,010	822	687	*
Paper, cardboard	t	126	121	157	108	130	->
Mixed commercial waste	t	25	80	133	67	101	->
Glass	t	19	34	42	33	39	<b>→</b>
PE film	t	14	34	37	31	31	$\rightarrow$
Metal	t	n.a.	n.a.	3	15	22	א
Wood	t	n.a.	n.a.	8	9	31	R
Hazardous waste <sup>8</sup>	t	2	4	2	3	2	$\rightarrow$
Other waste <sup>9</sup>	t	n.a.	20	22	16	24	->
$CO_2$ equivalent emissions ( $CO_2$ e) <sup>3</sup>	t	2,434	2,016 <sup>5</sup>	2,042	2,196	2,250 <sup>6</sup>	<b>&gt;</b>
CO <sub>2</sub> equivalent emissions after offset <sup>3</sup>	t	2,434	446	420	0	0	$\rightarrow$
Electricity (fed into grid)	MWh	784	670	549	633	482	K

1 Renewable energy, 100%

 $\ensuremath{\mathsf{2}}$  Due to the concentration effect during production, extracts are weighted with the factor of 3 when calculating the standard production unit value. 3 Emissions considered: Scope 1, 2 and 3.3; new calculation model

4 Renewable energy, 100% (exception: 2020) 5 from 2017 incl. fleet 6 from 2020 incl. carbonic acid/cooling agent leaks 7 from 2020 incl. cooling agent leaks

# Schoenenberger life cycle (Magstadt site).

SCHOENENBERGER INPUT	Unit	2	2007	2017	2018	2019	2020	Year-on-year change
Raw materials	t	1	,395	1,263	1,242	1,390	1,578	->
Water	m³	1	4,039	12,342	11,257	12,089	13,460	->
Total energy consumption	MWh	3	3,184	2,756	2,447	2,745	3,063	->
Electricity <sup>4</sup>	MWh	ç	991	920	867	887	920	->
Gas	MWh	1	,660	1,782	1,510	1,791	2,077	->
Heating oil (purchases)	MWh	5	533	0	0	0	0	$\rightarrow$
Fuels	MWh	]	n. a.	54	70	67	66	$\rightarrow$
Power generation <sup>1</sup>	MWh	-	-	529	677	694	712	->
Cleaning agents	t	2	28	15	14	13	22	٨
SCHOENENBERGER Output		Unit	2007	2017	2018	2019	2020	Year-on-year change
Products		items	5,135,106	5,562,144	5,578,977	5,046,854	5,971,854	->
Production units <sup>10</sup>	••••••	items	3,237,946	3,183,919	2,960,547	2,965,751	3,596,814	٨
Waste water	••••••	m³	13,259	11,401	10,469	11,249	12,614	->
Total waste		t	671	543	534	619	866	->
Pomace		t	567	454	454	552	779	->
Paper, cardboard		t	30	45	37	32	35	$\rightarrow$
Mixed commercial waste	2	t	31	13	20	11	10	$\rightarrow$
Glass		t	20	12	11	10	25	->
PE film		t	n.a.	4	1	3	4	$\rightarrow$
Hard plastics		t	3	3	2	2	2	$\rightarrow$
Metal		t	5	8	6	5	3	$\rightarrow$
Wood		t	5	0	3	3	4	R
Hazardous waste <sup>8</sup>		t	1	1	1	0	3	->
Other waste <sup>9</sup>		t	9	2	0	1	0	4
$CO_2$ equivalent emissions + Scope 2 ( $CO_2e$ ) <sup>3</sup>		t	553	443 <sup>5</sup>	384	447	763 <sup>4,7</sup>	->
$\rm CO_2$ equivalent emissions after offset <sup>3</sup>		t	553	190	58	66	0	K
Electricity (fed into grid)	••••••	MWh	-	188	323	321	315	$\rightarrow$

8 Hazardous waste is produced in small quantities and consists of laboratory waste. No core indicator listed for this reason. 9 Other waste produced irregularly incl. e.g. mixed construction material waste

2018	2019	2020
1,242	1,390	1,578
11,257	12,089	13,460
2,447	2,745	3,063
867	887	920
1,510	1,791	2,077
0	0	0
70	67	66
677	694	712
14	13	22

10 Standard production unit calculation is based on weighting factors for container sizes, energy use and water consumption.

n. a. = not indicated (not yet assessed)

# Key indicators and diagrams. Salus

(04)





(02) Heat consumption/production unit (MWh/t) 1.54



Packaging quantities/production unit (t/t)

(06)

0

0.1



Organic residue/production unit (g/kg)

0.13

0.2

0.3

0.4

0.5

(05)Waste\*/production unit (g/kg) 0.06 0.01 0.02 0.03 0.04 0.05 0.06 0.07 0.08 0

(07)Total energy consumption (MWh/t)





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(10) Organic herbs share (excl. extract drugs)/production unit (%)





# Key indicators and diagrams. Schoenenberger





0.8

0 0.005 0.010 0.015 0.020 0.025 0.030

Total emissions/production unit (t/1,000 pc.)



Total energy consumption (MWh/1,000 pc.)









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## Where do I find...?

Our first Salus Sustainability Report is structured in accordance with the requirements set out in the EMAS III Regulation and the EMASplus Standard and follows the German Sustainability Code (DNK).

The following table lists the page numbers for information on the individual requirements.

Page in Sustainability Report	Requirement	EMAS*	EMASplus**	DNK***
p. 8–21, 24	Company: Activities, products & sites	Annex IV, B.a	x	General information
p. 22—23, p. 42—43, 24	Sustainability & envi- ronmental principles	Annex IV, B.b	Х	Criteria 1, 6
p. 25, 28, p. 44—55, p. 58—59	Environmental criteria	Annex IV, B.c		Criterion 12
p. 60–67	Goals	Annex IV, B.d	Х	Criteria 3+12+14
p. 60–67	Measures	Annex IV, B.e	Х	Criteria 12+14
p. 70—75, 34	Environmental performance data; Social indicators	Annex IV, B.f	Х	Criteria 7+11+13
p. 24	Legal requirements	Annex IV, B.	х	Criterion 20
p. 78	Statements of validity	Annex IV, B.h	Х	
p. 28	Materiality analysis		Х	Criterion 2
p. 30—31	Value chain			Criterion 4
p. 24	Organisation & responsibility		Х	Criteria 5+6

Page in Sustainability Report	Requirement	EMAS*	EMASplus**	DNK***
p. 26—27	Stakeholders		X	Criterion 9
p. 16—21, p. 32—33	Product development			Criterion 10
p. 34—35	Employees		Х	Criteria 14+15+16
p. 36—39	Supply chain management		Х	Criterion 17
p. 40-41	Regional commitment		Х	Criterion 18
p. 26	Organisations & associations			Criterion 19
	•••••	• • ••••••••••••••••••••••••••	••••••	••••••

*	validated and declared valid by an environmental auditor (see p. 78)
**	validated and declared valid by an EMASplus auditor (see p. 78)

\*\*\* A statement pursuant to DNK requirements is planned for 2021.

Please note: The Sustainability Report with integrated EMAS Environmental Statement and the corresponding updates in the following years are published on the Salus Group website.

Die Umwelterklärung 2021 ist in den Nachhaltigkeitsbericht 2021 integriert. Die validierten Informationen sind klar über einen ei nen Abschnitt "Wo finde ich was?" in tabellarischer Form in der Spalte "EMAS" den Seiten im Nachhaltigkeitsbericht zugeordnei

## Statements of validity.

Gültigkeitserklärung gemäß Verordnung (EG) Nr. 1221/2009 und in der durch die Verordnung (EU) 2017/1505 und (EU) 2018/2026 geänderten Fassung Hiermit erklärt der unterzeichnende Umweltgutachter der Umweltgutachterorganisation ENVIZERT Umweltgutachter und öffentlich bestellte und vereidigte Sachverständige GmbH die konsolidierte Umwelterklärung 2021\* der Organisation SALUS-Gruppe Gültigkeitserklärung zur mit den Standorten SALUS Haus Dr. med. Otto Greither Nachf. GmbH & Co. KG, Bahnhofstr. 24, 83052 Bruckmühl SALUS Pharma GmbH, Bahnhofstraße 24, 83052 Bruckmühl Walther Schoenenberger Pflanzensaftwerk GmbH & Co. KG, Hutwiesenstraße 14, 71106 Magstadt Nachhaltigkeitszertifizierung Der europäische Umweltgutachter Dr. Günther Rau, Zulassungs-Nr. DE-V-0274, EMAS<sup>site</sup> - Gutachter, hat das Nachhaltigkeitsmanagementsystem der Unternehmen of SALUS-Gruppe: für gültig. Der unterzeichnende Umweltgutachter Dr. Markus Brylak mit der Registrierungsnummer DE-V-0261, zugelassen für die Bereiche NACE 10.8, 20.42, 21.20, 46.3, 46.46 und 82.920 bestä-tigt, begutachtet zu haben, ob die Standorte, wie in der Umwelterklärung der oben genannten Or-ganisation mit der Registrierungsnummer DE-155-00022 angegeben, alle Anforderungen der Ver-ordnung (EG) Nr. 1221/2009 des Europäischen Partaments und des Rates vom 25. November 2009 in der durch die Verordnung (EU) 2017/1505 und (EU) 2018/2026 geänderten Fassung über die freiwillige Teilnahme von Organisationen an einem Gemeinschaftssystem für Umweltmanage-ment und Umweltbetriebsprüfung (EMAS) erfüllen. SALUS Haus Dr. med. Otto Greither Nachf. GmbH & Co. KG SALUS Pharma GmbH 83052 Bruckmühl, Bahnhofstr. 24 Walther Schoenenberger Pflanzensaftwerk GmbH & Co. KG Hutwiesenstraße 14, 71106 Magstadt EMAS-Reg. Nr. DE-155-00022 Mit der Unterzeichnung dieser Erklärung wird bestätigt, dass geprüft Durch das dokumentierte Audit wurde der Nachweis erbracht, dass das Manageprüit, Jurch das ookumenterte Audan wurde der wachweis erbracht, dass das waha-gementsystem und der Nachhaltigkeitsbericht die Anforderungen des von kate e.V. mit kirchlichen Partnern entwickelten Nachhaltigkeitssystems EMAS<sup>plus</sup> gemäß der aktuell gültigen Richtlinie vom März 2020 erfüllen. EMAS<sup>plus</sup> basiert auf dem Umweltmanagedie Begutachtung und Validierung in voller Übereinstimmung mit den Anforderungen der Ver-ordnung (EG) Nr. 1221/2009 durchgeführt wurde, das Ergebnis der Begutachtung und Validierung bestätigt, dass keine Belege für die Nichtein-haltung der geltenden Umweltvorschriften vorliegen, mentsystem EMAS und orientiert sich an den Prinzipien und Kernthemen des internatio nalen Leitfadens ISO 26000 (Leitfaden zur gesellschaftlichen Verantwortung) die Daten und Angaben der Umwelterklärung der Standorte ein verlässliches, glaubhaftes und wahrheitsgetreues Bild sämtlicher Tätigkeiten der Standorte innerhalb des in der Umwelterklä-rung angegebenen Bereichs geben. Die Gültigkeitserklärung zur Nachhaltigkeitszertifizierung nach der EMAS<sup>alus</sup> Richtlinie ersetzt nicht die EMAS-Regist-rierung nach der VO (EG)1221/2009 und dient nur zur Vorlage bei der EMAS<sup>alus</sup> Registrierstelle. Der nächste Nachhaltigkeitsbericht mit integrierter Umwelterklärung wird der Registrier-stelle spätestens bis zum Juni 2022 vorgelegt. Diese Erklärung kann nicht mit einer EMAS-Registrierung gleichgesetzt werden. Die EMAS-Registrierung kann nur durch eine zuständige Stelle gemäß der Verordnung (EG) Nr. 1221/2009 erfolgen. Diese Erklärung darf nicht als eigenständige Grundlage für die Unterrichtung der Öffent-lichkeit verwendet werden. Coesfeld, 23.06.2021 Muth Alteshausen, den 24. Juni 2021 REA KP. Dr.rer.nat. Günther Dr. Markus Brylak Umweltgutachter DE-V-0261

Next submission date

The next Salus Sustainability Report including the consolidated EMAS Environmental Statement will be published in May 2024 at the latest.

your per Alove Block Addet

Otto Greither

Dr. Florian Block

Christoph Hofstetter

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Managing Director SALUS Haus, Schoenenberger

SALUS Haus, Schoenenberger

Managing Director Managing Director SALUS Pharma

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Contact Please contact us with any questions or suggestions you may have on corporate environmental protection at the Salus Group.

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