

Sustainability report

2021



GLOBUS WINE

DELICACY REQUIRES MASTERY



In this report, we present our corporate social responsibility and how we are currently working to better our performance within sustainability.



The report was published by Globus Wine A/S digitally in English in May 2022, and can be downloaded at: www.globuswine.dk

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About this report

Corporate social responsibility statement

This report covers the financial year 1st January 2021 - 31st December 2021. It represents the corporate social responsibility of Globus Wine A/S as required by sections 99a and 99b of the Danish Financial Statements Act.

Material issues

We assess and report on our newest initiatives and projects regarding our core business and corporate matters of concern. We highlight our financial performances and our journey towards a sustainable business model using multiple frameworks and principles. We have divided the report into four main sections: Sourcing, operations, customers, and leadership. Within these four areas, we aim to accelerate our sustainability performance.

Communication and feedback

We cherish a strong communicative channel with our partners and customers. Suggestions and feedback are welcomed and can be forwarded to:

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Letter from Globus Wine CEO

In 2021, we celebrated 15 years of Globus Wine existence, a significant statement of the trust our stakeholders set in us, to deliver on our mission of bringing good wine closer to the market. We believe that earning the trust of our consumers and collaborators is an ongoing process; therefore, we constantly strive for operational improvement within the distribution of quality products. But we are aware that it is not enough, as the vote of confidence additionally involves the legitimate expectation of not harming our planet and its inhabitants in the process. Therefore, a vital part of our growth and development lies within our work with sustainability.

This year has been a blend of many flavours for us, as it undoubtedly has been for the entire world. The green transition towards conducting sustainable business has been globally slowed by the pandemic, yet by no means halted. We are mindful that the climate crisis is treacherously looming beyond the horizon, posing a chronic challenge as the pandemic maintains its acute grip on modern life for the second year in a row.

We can only be proud and grateful, as our collaborators and employees did their utmost to protect themselves and each other against infection while keeping to the high-quality standards both for products, processes, and services. Although 2020 was an unusual year in every way, we learned valuable lessons, which we successfully integrated in 2021 across all our departments.

On a sweeter note, this year brought accelerated advancement on our sustainability journey. In 2020, we introduced our 'From Grape to Glass' strategy, where we assume social and environmental responsibility for the entirety of our value chain, and in 2021 we took essential steps towards fulfilling the 2020 ambitions. Our strategy rests on the UN Global Compact framework and its ten principles, where we also incorporated five of the Sustainable Development Goals into the formulation of 21 challenging key performance indicators. Unfortunately, this year, we accomplished fewer than we had hoped for. While we could argue that was predominantly by cause of the resounding effects of the pandem-

ic on the shipping industry and on links in our value chain beyond our control, it is perhaps more important to emphasize that we have pledged to a set of highly ambitious targets, many of which we only marginally missed. From the very beginning, we were committed to raising the bar and striving for a better tomorrow.

Among our successful accomplishments, we can include calculating operational greenhouse gas emissions allowing us to understand where we are coming from and which activities we need to engage in further. Additionally, we performed a lifecycle assessment of both bottled wine and bag-in-box products, creating the data foundation for good discussion and effective customer dialogue. Worth mentioning are too, the completion of our staff's sustainability training and securing key partnerships that will prove

essential on our quest to achieving sustainability across the value chain.

Our aspirations are ferried into the new year, where after rigorous revision and sustainability-matured consideration, they are carefully poured and blended into our business model. The enthusiasm for 2022 is even higher, as we expect to compile a set of long-term goals and build an integrated governance system to monitor and continuously re-evaluate our sustainability activities, initiatives, and milestones. We are looking forward to a structured and vigorous yet balanced year, where sustainability constitutes a significant part of the Globus Wine agenda.

Please read this report for detailed information on our 2021 initiatives. We hope you will enjoy the read.



“we have pledged to a set of highly ambitious targets”

Jens Voldmester
Chief Executive Officer
Globus Wine A/S



About us

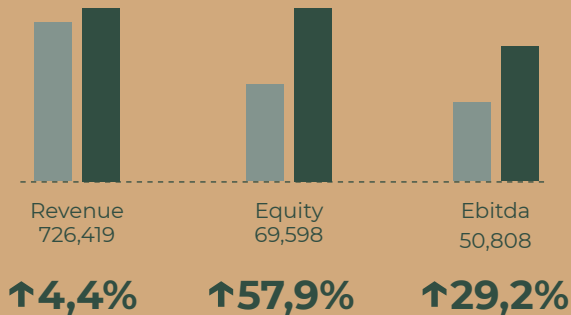
We believe our strong position is partly due to our passion for quality, innovation, and flexibility. We also want to reduce our environmental impact, while we continue to deliver great products for our clients.

Our mission is to bring quality wine to the best price, closer to the local Scandinavian markets and we aim to do so in a responsible manner. Our operations include logistics solutions, filling, and packaging design to deliver bag-in-box and bottled wine to the consumers.

We have become the market leader for bag-in-box wines in Scandinavia and we are growing as an important supplier to the German and Baltic markets as well as Poland and The Netherlands.



Financial performance



Locations & Occupations



Employees
Køge, Denmark

105



Employees
Germany

3



Operations



→ Certified by IFS / 7th edition
(International Food Safety Standard)

→ Internal whistle-blower
Scheme



Suppliers

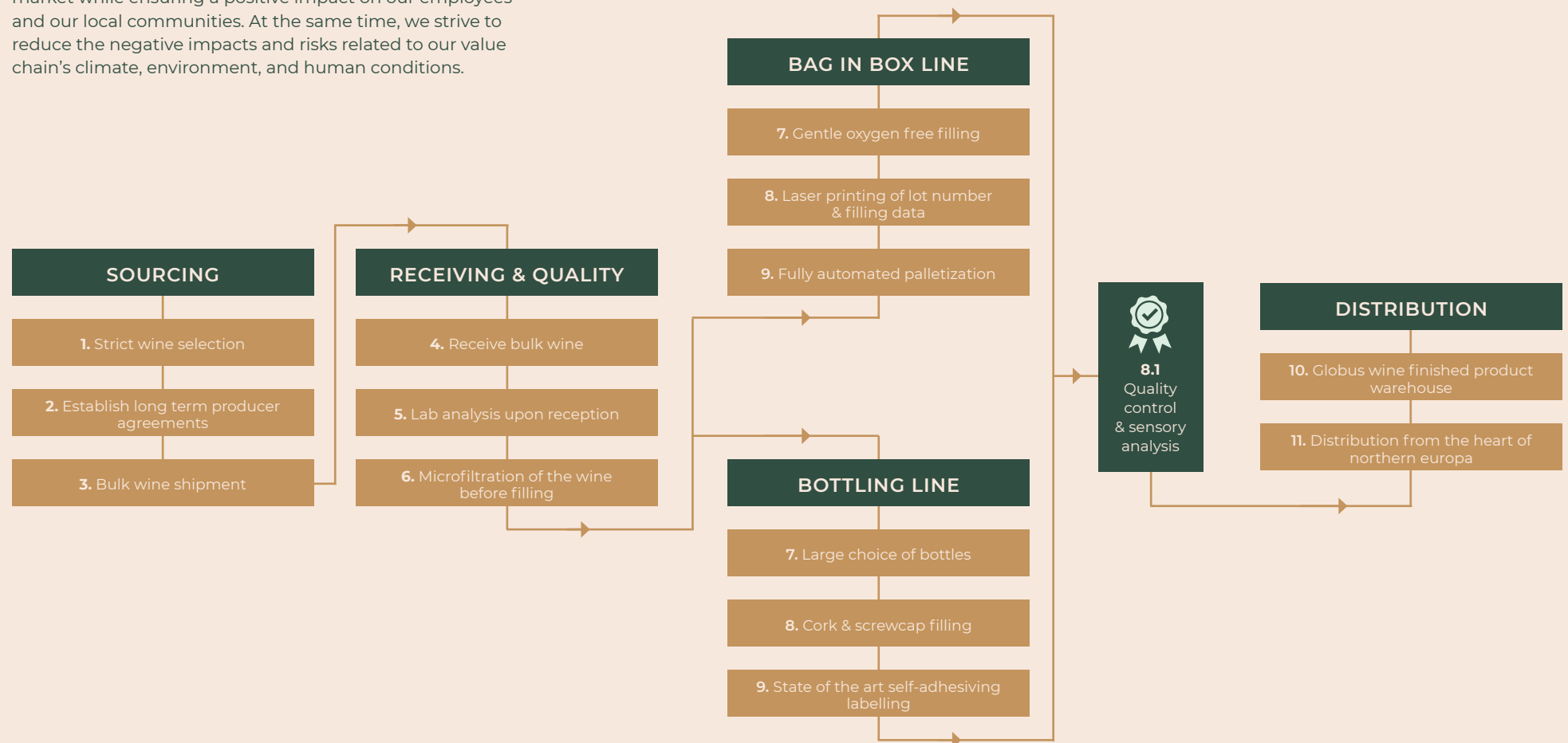
170

→ New overseas wine partner



Our Value Chain

We aim to bring the best quality wine for value closer to the market while ensuring a positive impact on our employees and our local communities. At the same time, we strive to reduce the negative impacts and risks related to our value chain's climate, environment, and human conditions.



Our Expansion

This year many changes have been implemented within our organization, and we are so proud of all our employees who have supported the implantation of not only a new warehouse but also new wine tanks in our production.

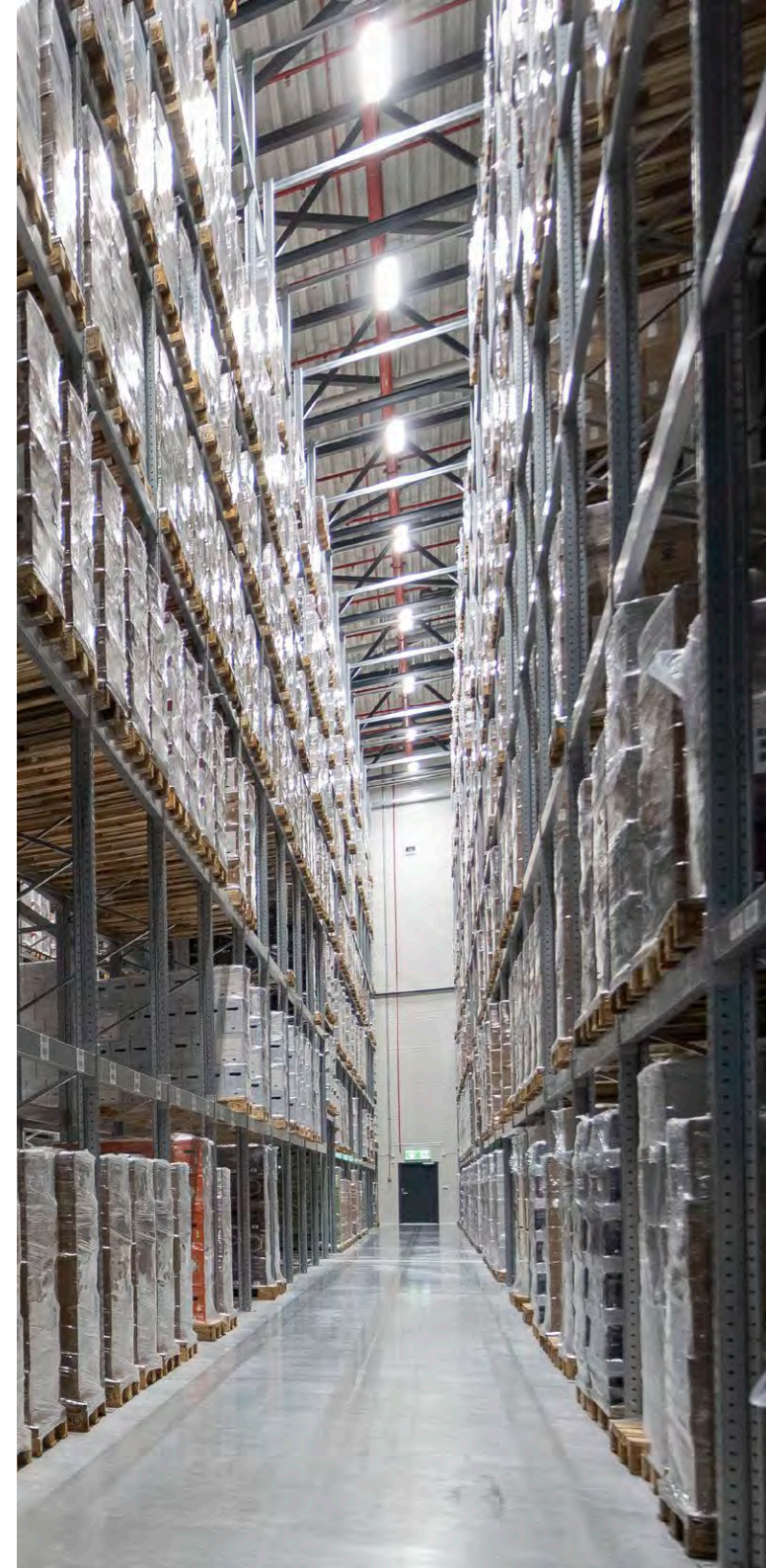
The new warehouse has been extended with 19.500 pallets storage and it is supported by our VMS system to ensure great traceability. High traceability is requested by both customers and agencies, and we are proud to provide this service. At the same time, our new warehouse ensures that our products are available for our customers and that we are agile if distribution changes occur. The warehouse also supports our ambitions for future growth.

This year we have also extended our tank capacity to 95 storage tanks. The tanks and the warehouse support our idea of a one-stop solution. The supply chains are under very extreme pressure because of the pandemic. With the increased uncertainties we are proud to provide our customers with a flexible storage solution without compromising the quality of the wine. The extra tank capacity also ensures the most optimal production planning and flow.



CIP System *(Cleaning in Place)*

This year we have purchased a new CIP cleaning system for our production department, to ensure a decrease in water and chemical consumption and high cleaning quality. We recycle water for the initial rinse of the tanks and ensure that the chemicals last longer in the system. We can differentiate the cleaning program to ensure we choose only the necessary cleaning schedule and hereby **save both energy, water and chemistry.**





Our Work with Sustainability

In 2021 we took a big step to increase our performance within sustainability and to implement sustainability into our business model. During this year, campaigns and internal projects for mapping and understanding sustainability have been carried out. The focus has been to build a foundation where general sustainability understanding and practice can thrive

As an organization, we have used time and resources on internal sustainability education, on the engagement of employees, and on understanding the sustainability forces in the industry we operate. We have also investigated a more technical aspect of sustainability as CO2 emissions and Life Cycle Assessments. Both parts are extremely important to ensure that the whole organization is engaged the sustainability agenda and to start by investigating the current state to ensure we take the first step in the right direction.





Sustainability Activities in 2021

2021 Sustainability KPI's

At the beginning of the year, we mapped the sustainability KPIs we wanted to work with towards 2022 in this report, and all 21 of the KPIs are mapped in different sections. **See section: KPI & governance**

CO2 Baseline - Scope 1 + 2

The first technical sustainability project we initiated was to map our emissions using the GHG protocol for the calculation of CO2e in scopes 1 and 2. **See section: Climate accounting**

Sustainability Education

An internal education campaign was launched onto selected employees to increase the knowledge in the organization about the 17 global goals and specifically SDG 13. **See section: Internal sustainability development goals / education.**

Ambassador Corps Establishment

To engage employees in sustainability activities and act as change agents, an ambassador corps was established with selected employees to promote the sustainability agenda in the organization. **See section: Ambassador corps.**

LCA - Life Cycle Analysis

To understand the footprint correlated to our global activities, we have carried out an LCA analysis on our Bag-in-Box and bottled wine. The outcome of the analysis will help us to choose between areas to act where we have the greatest impact for reducing our footprint. **See section: LCA – Life cycle assessment.**

Current state analysis

It is important for us to have a deep insight into the market that we are operating within, and this also covers the sustainability aspects of the wine market. Therefore, we carried out an analysis to map and highlight all the different aspects of sustainability within the market. Both future trends, current facts, and market positioning were investigated.

Sustainability Highlights



Life Cycle Analysis of our business model
72% less gCO2e / L wine when choosing a Bag-in-Box compared with a glass bottle, read more in the LCA section.



Sustainability training and education



Partnership with suppliers to increase sustainability agenda



Climate Accounting on Scope 1 & 2 (GHG Protocol)



Increased mode of transportation from truck to train



Sustainability KPI's implemented & evaluated



Choosing local dry goods suppliers
Saved 14.490 km in transportation of dry goods



The Frameworks we use

At Globus Wine we want to support every aspect of sustainability and therefore we are working with two different frameworks, the 10 principles of UN Global compact and the 17 Sustainable Development Goals.

UN Global Compact

We strive to create a more sustainable value chain by working with our positive and negative potentials to impact the climate and the environment, human rights, anti-corruption, and the well-being of our employees.

To take action in an ethical and transparent way, we are following the UN Global Compact framework. The UN Global Compact is a voluntary global framework that set out 10 principles to guide ethical business conduct within human rights, labour, environment, and anti-corruption.

We are continuously working to align our strategies and operations in accordance with the 10 principles of the UN Global Compact.

Why is it important to be a part of?
The UN Global Compact framework is well integrated with the SDGs that we are committed to. By using the two frameworks together, we emphasize our commitment to take responsibility and foster continuous progress.

These widely recognized action platforms enable us to contribute to the global movement of sustainable business conduct and that fits well with our corporate core values of trustworthiness, a sound business sense, and challenging the status quo.



Sustainable development goals

At Globus Wine we want to support the sustainable development goals for a better tomorrow for all

The Sustainable Development Goals (SDGs) or also known as the 17 UN global goals, represent an universal call to action for a better and more sustainable future for all. Each SDG

consists of a goal and is supported by sub-goals that companies to some extent can implement or support.

At Globus Wine we have assessed the SDGs and chosen to increase focus on five of the SDGs where we have the highest impact potential. Furthermore, we have launched an internal education campaign for employees to understand what our selected SDGs are representing.



The ten UN Global Compact Principles



HUMAN RIGHTS

Principle 1 Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2 make sure that they are not complicit in human rights abuses.

LABOUR

Principle 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4 the elimination of all forms of forced and compulsory labour;

Principle 5 the effective abolition of child labour; and

Principle 6 the elimination of discrimination in respect of employment and occupation.

ENVIROMENT

Principle 7 Businesses should support a precautionary approach to environmental challenges;

Principle 8 undertake initiatives to promote greater environmental responsibility; and

Principle 9 encourage the development and diffusion of environmentally friendly technologies.

ANTI-CORRUPTION

Principle 10 Businesses should work against corruption in all its forms, including extortion and bribery.

Our 5 Selected SDG's



3 As an important player in the wine industry, we want to increase our support against substance abuse. We work to ensure social sustainability in worker health and well-being.



5 Globus Wine believe that diversity among employees and leaders contributes to a positive working environment and business success.



8 Globus wine want to be an attractive workplace. We do this by generating decent jobs and creating good conditions for our employees.



12 As a market leader we take steps to support responsible wine production and want to support responsible consumption.



13 We reduce our impact on the climate and the environment through concrete initiatives and support our decision through climate accounting and life cycle assessment.

Risk assessment



HUMAN RIGHTS



LABOUR



ENVIROMENT



ANTI-CORRUPTION

At Globus Wine we are committed to respecting fundamental human and labour rights, we want to undertake initiatives to promote greater environmental responsibility in our operations, our value chain, and in the communities where we operate. We will also work against corruption in all its forms. We know there are risks involved when operating a business and we have stated the risks that we can affect below together with some of the mitigating actions already performed within our organization.

Sourcing		Operations		Consumers	
RISKS & CHALLENGES	MITIGATION ACTION	RISKS & CHALLENGES	MITIGATION ACTION	RISKS & CHALLENGES	MITIGATION ACTION
<ul style="list-style-type: none"> 170 suppliers pose a risk to human rights more than one link away. Less developed and rural communities pose a risk regarding workers' rights and corruption cases. Environmental control more than one link away in the supply chain can pose a risk. A limited degree of influence on the ecological footprint of wine production. GHG emissions from transportation affect the climate. Glass bottles as packaging are associated with a high footprint relative to BIB (Bag-in-Box) 	<ul style="list-style-type: none"> Complex supply chains & Engaging with new suppliers relate to greater risks of corruption. Purchasing coordinator has a higher exposure to potential corruption risks. Many suppliers and complex supply chains generate a potential risk of food fraud Supplier audits & code of conduct Glass reduction initiatives and test of PET in production to substitute glass?? Choosing suppliers closer to the production site Anti-corruption policy for zero tolerance of receiving gifts or bribes for suppliers 	<ul style="list-style-type: none"> Process industries pose a risk for workplace incidents. Unequal gender distribution can relate to a higher risk of gender-related discrimination. Production of alcoholic beverages poses a risk of misuse within the corporation. High demands for efficiency pose a risk of well-being and stress related issues. Wine filling, packaging, and waste treatment require high amounts of energy, resources, and water 	<ul style="list-style-type: none"> Completion of well-being surveys for employees. Zero tolerance of alcohol consumption in the workplace Whistle-blower hotline An equal pay system for blue colour workers. Monitoring of KPIs of waste, water usage, energy consumption 	<ul style="list-style-type: none"> Consumption of alcoholic beverages poses a health risk. Disposal of products can pose a risk to the environment. Sales agents have a higher exposure to potential corruption risks. 	<ul style="list-style-type: none"> Consumers receive disposal guide on Bag in box.



13 CLIMATE ACTION

Life Cycle Assessment (LCA)

Looking beyond our own operations

We understand that impact on the climate and the environment spans beyond our wine filling site. For every liter of wine to be enjoyed by the consumers, we are making sure to: select great wine, ship it to Denmark, purchase suitable packaging, and transport it to our site for wine filling. To see the extent of the emissions from these activities and make informed decisions towards minimizing it, we conducted one of the most acknowledged assessments of a product's environmental impact, a life-cycle assessment (LCA).

Measuring the environmental impact of wine

We employed a LCA to analyse the environmental impact of 1 L wine sold by Globus Wine in Denmark. Due to our focus on SDG 13 'Climate action', the LCA allowed us to measure the carbon footprint of our product, expressed as CO₂e. CO₂e shows the amount of greenhouse gases emitted from preparing 1 L of wine for sale. The LCA also helped evaluate other environmental impacts, described in the full LCA report. You can find a condensed LCA method description on our website, together with other LCA models.

Comparing with the market average

Shipping wine to Denmark in bulk and filling it locally makes our model unique, as more than 53% of global wine trades by volume represent bottled wine ^{*1}. Additionally, we fill the largest share of imported wine in Bag-in-Box (BIB) packaging, which is very lightweight. Therefore, we used a LCA to compare our model with the average market model on the basis of 1 L wine ready for sale, with the selected wine origin locations in Italy and the US. The analysis considered the impacts from packaging materials, their transport, transport of wine to the filling site, wine filling process, and waste packaging treatment.

Compared models

For both wine origin locations (Italy and the US), we compared the following models:

- **Globus Wine model characterized by bulk transported wine, local filling in Denmark, and 3 L BIB packaging**
- **Global reference model - packaged glass bottle model characterized by filling a 0,75 L single-use glass bottle of 550 grams at the wine origin location, and transporting it to Denmark**

^{*1} Statistical Report on World Vitiviniculture, 2019. International Organization of Vine and Wine



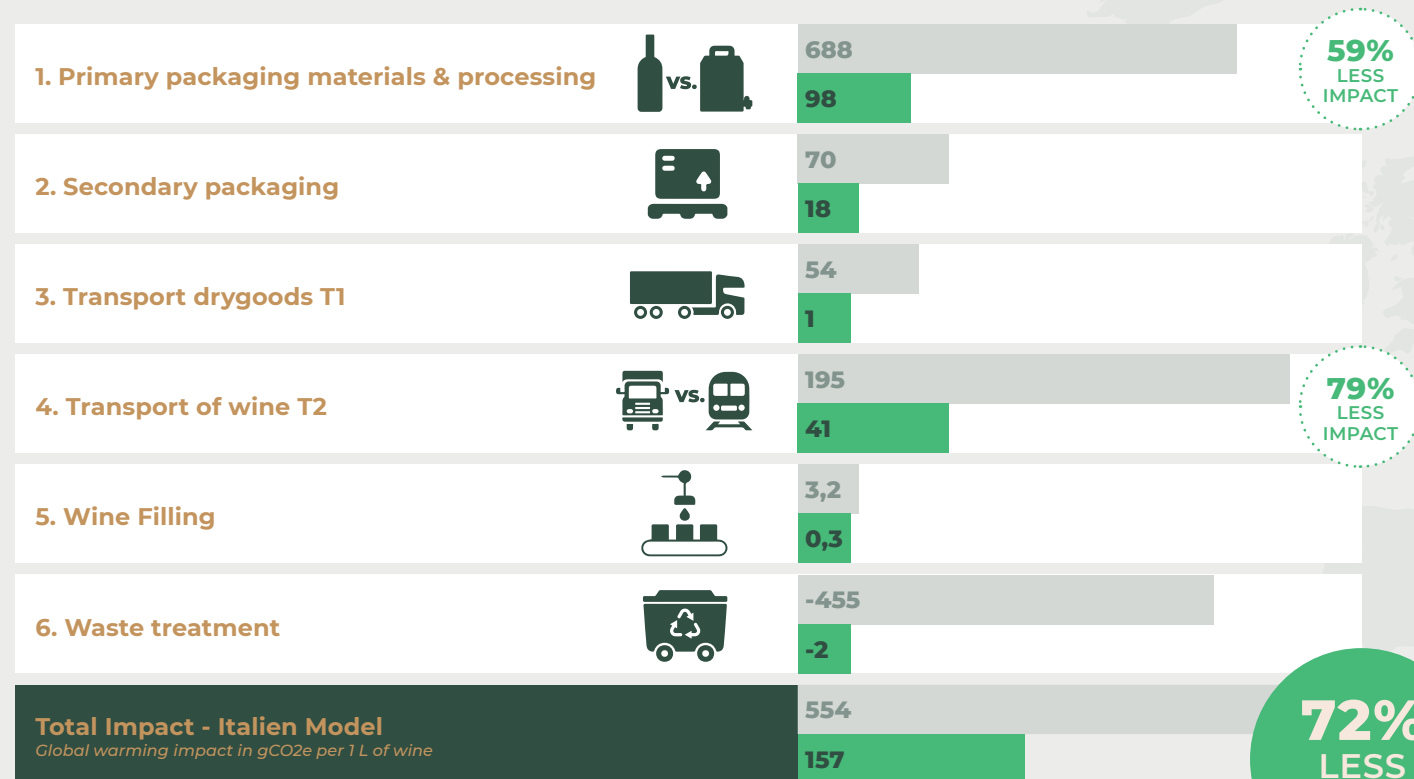
Results Italian Model

13 CLIMATE ACTION



Global warming impact in gCO₂e per 1 L of wine

Packaging materials for BIB and their processing has the largest contribution to the total impact, followed by the transportation of bulk wine from Italy to Denmark. When compared to other models, our model has the lowest impact: **72% less impact** is observed whenever compared to a global reference model of shipping bottled wine.



Global reference model 75 cl glass bottle

Globus Wine Bulk model 3 L Bag-In-Box

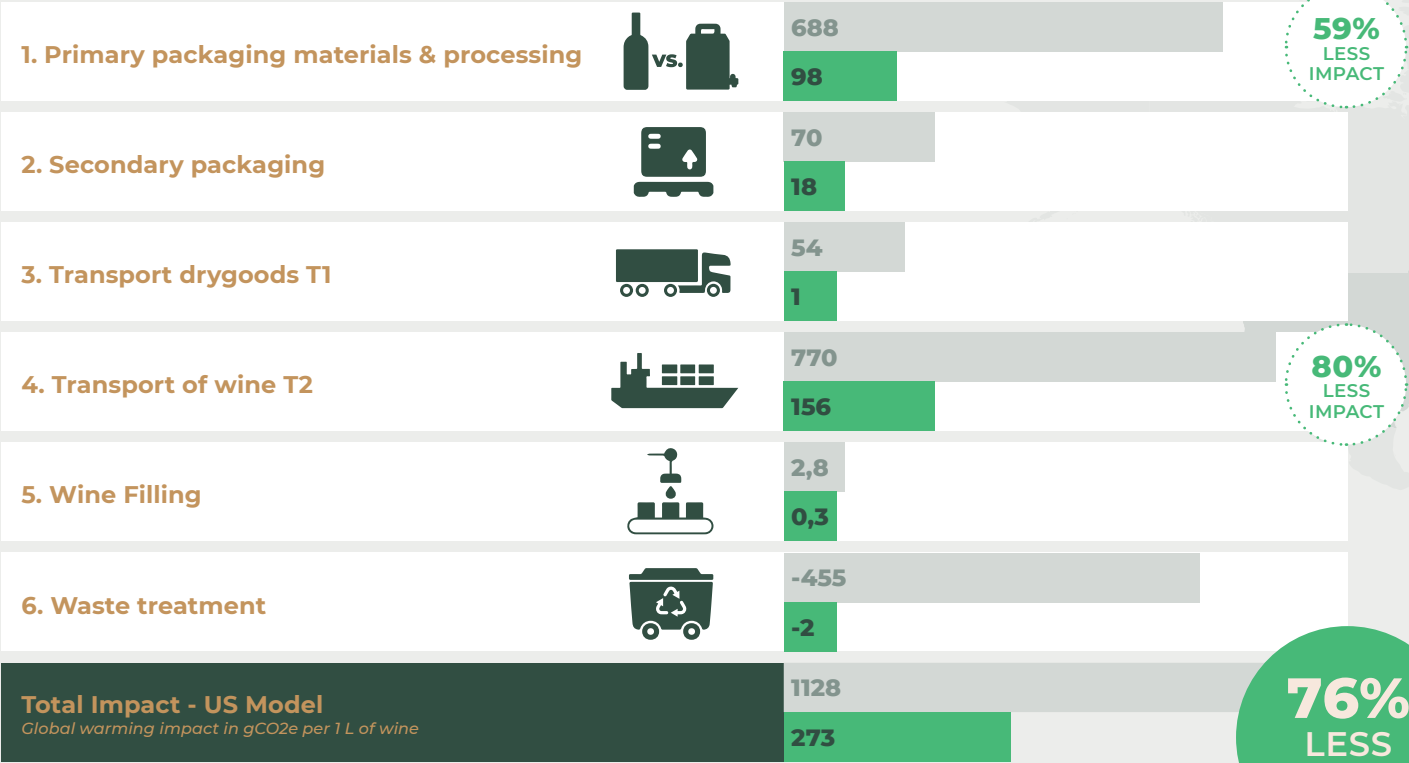
Comparison between our model and a global reference model
(showing total impact and impact per each of six life cycle stages)



Results US Model

Results Global warming impact in gCO2e per 1 L of wine
Results can be observed for wine originating in the US: our model offers **reduction of impact by 76%** compared to a global reference model

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Global reference model 75 cl glass bottle
Globus Wine Bulk model 3 L Bag-In-Box

Comparison between our model and a global reference model
(showing total impact and impact per each of six life cycle stages)



Despite a smaller CO₂ emission of BIB packaging than a glass bottle, our intention is to introduce measures to reduce material use and collaborate with value chain actors to improve BIB packaging design for recyclability and recycling, and we are currently looking into a lighter version of the bottles we have.

Putting things into perspective

Neither 157 gCO₂e nor 1128 gCO₂e per litre of wine say much without perspective. However, the EU27 in 2020 accounted for 48% of the world wine consumption ^{*2}. In Denmark, nearly 22 mil litres of wine were consumed

in 2020 ^{*3}. Therefore, for every 1 mil litres of wine supplied by our model instead of being shipped already bottled, a total saving of 397 and 855 tons of CO₂e can be achieved for Italian and US wine correspondingly.

“Shipping wine to Denmark in bulk and filling it locally makes our model unique...”

Key learnings and way forward

The LCA helped us to see how the decisions we made in our business model affected the total environmental impact of 1 L wine offered by Globus Wine. The decisions included:



Bag-in-Box

Focusing on BIB packaging as its production is less energy-intensive than producing glass bottles. Light-weighting also reduces impact during transportation.



Bulk Wine

Bulk wine transport makes it possible to transport larger volumes of wine per kilometre, thus reducing the need for additional transportation.



Train shipping

For the land transport of Italian wine, we rely on train shipping, benefitting from the low carbon electrified European rail network. Further electrification of the EU rail network as well as introduction of low carbon fuel in maritime industry would help decrease emissions from transportation further.

^{*2} State of the world vitivinicultural sector in 2020, International Organisation of Vine and Wine

^{*3} Salg af alkohol og tobak, 2020. Danmarks Statistik

KPI & Governance

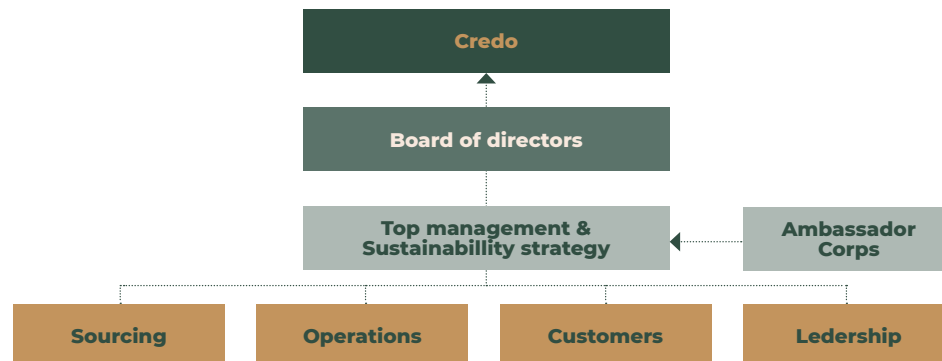
From Grape to Glass – our responsibility

This year we have implemented 21 new KPIs and initiatives supporting the sustainability agenda that we would like to accelerate. We call it from Grape to Glass – our responsibility. It is important for us that sustainability is incorporated in each aspect of producing 1 L of wine. Therefore, each KPI or initiative is divided into one of four sections. Sourcing, operations, consumers, and leadership. These sections represent the impact we strive to achieve, not only within our own operations, but also to raise the bar for suppliers and consumers when we work with sustainability. In the 4 sections below the KPIs and initiatives are mapped with a status and a short description. All KPI's are monitored and updated monthly. Many of them are calculated

by consumption data divided with the filled amount of wine in the same period. Other KPI's have been stated specifically to be reached within this year and cannot be quantified with a calculation, but the KPI is simply succeeded or not.

Governance

To implement sustainability within an organization and ensure a structured approach, a governance system must be in place. We have this year evaluated and implemented our sustainability governance structure where the employees in the ambassador corps as well as the top management supports the sustainability agenda. To read more about the ambassador corps see the section under leadership.





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Responsible Sourcing

A complex sourcing mix from around the world poses a challenge and risks to secure responsible sourcing. Suppliers more than one link removed are difficult for Globus Wine to affect. Our main CSR responsibilities and risks towards our supplier's concern climate impact, anti-corruption, and human rights violation within our supply chain. At Globus Wine we address these risks through our supplier code of conduct, supplier audits as well as re-thinking our supplier logistics to bring the value chain closer to us.

In this section we will deepdive into 5 areas of sourcing:

1.

Supplier distance
reduction

2.

Mode of
transportation

3.

Reduction in glass
as packaging material

4.

Supplier Audit

5.

Partnerships
with selected suppliers

Responsible Sourcing

13 CLIMATE ACTION

1. Supplier distance reduction

In 2021 we have saved 14.490 km in transportation of dry goods by selecting a supplier closer to our location. This is great for the reduction in emissions but also an opportunity to mitigating distribution bottlenecks.

As production company importing goods and wine from all over the globe, we have experienced shipping issues and distribution bottlenecks caused by the global pandemic. Even before the pandemic we looked closer into locating new suppliers for our dry goods. We want to be the costumers preferred local wine filler, and with this mission we also wanted to have suppliers close to us. The environmental footprint for transportation is decreased when we choose suppliers closer to our location, but we

have also ensured a more reliable supply of dry goods during this pandemic.

In 2021 we aimed for a 10% reduction in kilometres of transported dry goods from our 12 major suppliers compared to 2020. By 2021 we managed to reduce our km by 4%. The reduction of 10% was not met because the pandemic affected 3 out of 4 of our planned supplier transitions. However, the transitions are still planned and to be executed in 2022.

Saved
14.490 km



Responsible Sourcing

13 CLIMATE ACTION



2. Mode of transportation

↑19%
increased
our rail
transport

In 2021 we stated a very ambitious goal to transport our bulk wine only by rail and ship. We aimed for 20% off all transport on rail and 80% on ship world-wide. In 2020 the transport mode was divided into 7% by rail, 14% by truck and 79% by ship. This year we managed to transport 26% by rail, 70% by ship and only 3% by truck.

We have reached our target for the rail transportation, but we still have 3% to cut down on truck transport. Still 2021 have been a challenged year for the shipping industry in general and especially the overseas transport have been a challenge.

3. Reduction in glass as packaging material

Throughout this year we have mapped both products and our own operations in terms of the carbon footprint we emit. Therefore, we wanted to look closer into how we as a company could eliminate not only our own emissions but also emission located further down the supply chain. From our LCA we know the big carbon footprint that glass bottles carry, therefore we established a KPI to reduce the amount of glass in our production. For more information go to the LCA – Life Cycle Assessment section. We aimed toward a 10% reduction in kg glass used pr. L sold wine compared with 2020. A 10% reduction indicates that we can only use 0.104 kg glass / L sold wine to comply with the target. In 2021 we have used 0.131 kg glass / L wine sold. This year we unfortunately did not reach the 10% reduction we aimed for. However, with the new knowledge from our LCA, we know that this KPI is very important, and we will strive to implement specific initiatives to realize the target.

Responsible Sourcing

13 CLIMATE ACTION

4. Supplier Audit

When we are auditing our suppliers, we are first and foremost ensuring the quality and food safety of the supplier, ensuring we can rely on their product and that they have complete control within areas as quality management systems, traceability, and food safety. When the suppliers are evaluated to be quality & safety compliant, we take the next step and look closer into labour, human rights and environment policies and company guidelines within these areas.

We ask for documentation and CSR content regarding the specific supplier to understand how they perform within the areas. In 2021 we have performed 1 audit on a dry goods supplier and 4 audits on wineries. During these audits there were no violation within the areas we are inspecting. In 2022 we are currently planning to inspect 2 – 3 dry goods audits. Winery audits are also expected but because of the current situation with the pandemic they are not yet planned.

5. Partnerships with selected suppliers

As a company with more than 170 suppliers we have a responsibility to ensure that we look closer into to value chain and collaborate with our suppliers to ensure a more sustainable future.

We have initiated a strategic collaboration with **Ardagh Group**, **Dana lim**, **Smurfit Kappa Danmark** and **FrontPac** to ensure that sustainability is also on the agenda when we reach out to our suppliers. We hope that the partnerships will increase knowledge about sustainability across other industries and that we together can investigate sustainable options when producing great products in different industries.



Responsible Operations

At Globus Wine, sustainability starts at our own doorstep. Within our own operations we have a great opportunity to affect the social and environmental impact of our business. This means striking the balance between expanding our business operations and managing our environmental footprint while ensuring responsible production of high-quality products.

In this section we will deep dive into 6 areas of our operations:

1.

Certificates

2.

Accidents

3.

Anti-corruption

4.

Water, Waste and
Energy management

5.

Wine loss and
reduction in cleaning
agents

6.

Climate
accounting

Responsible Operations

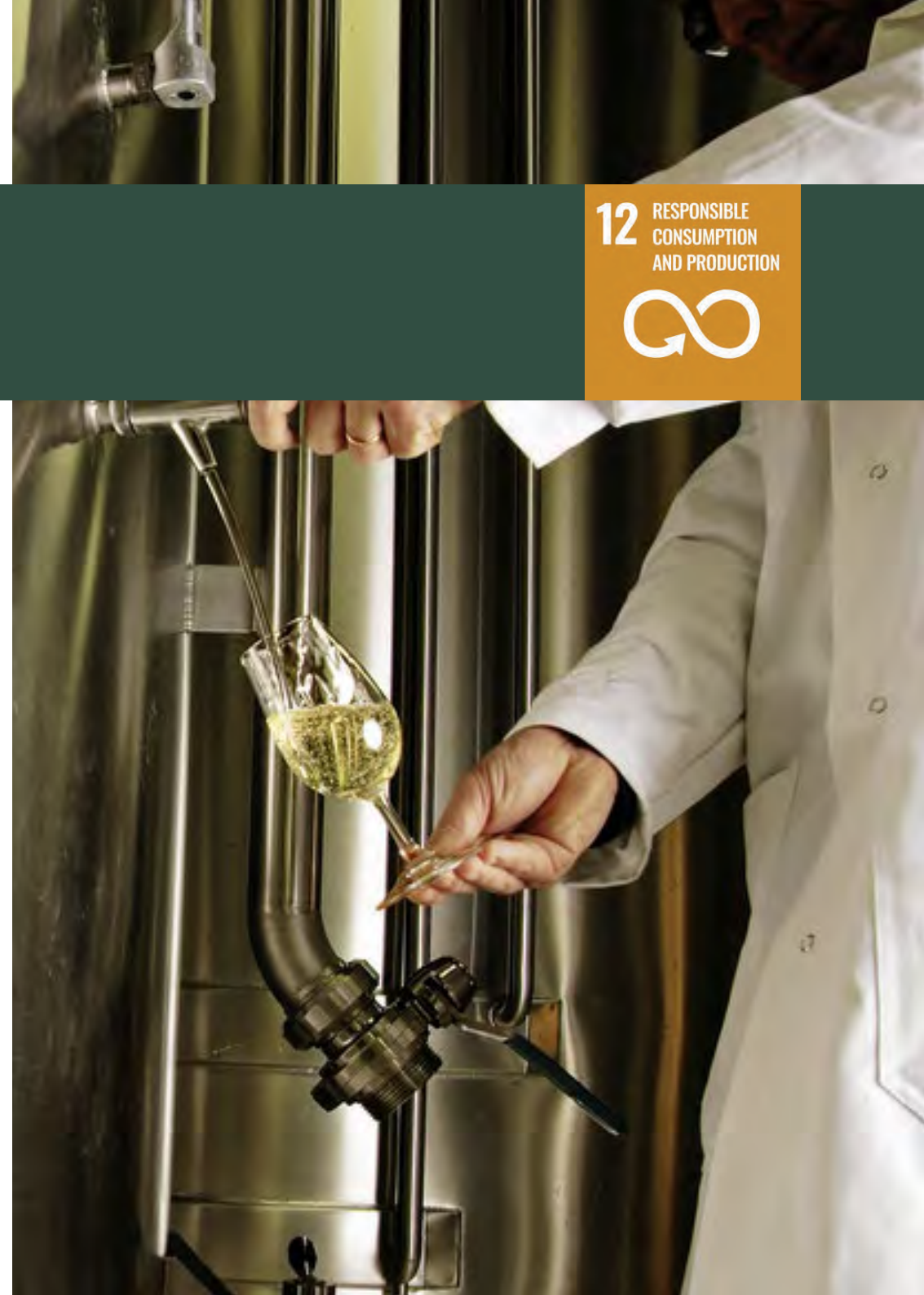


1. Certificates

At Globus Wine, food safety and quality are a top priority and we are proud to supply high quality and safe products to our customers. We are registered at the Danish Veterinary and Food administration and certified by IFS (International Food Safety Standard) 7th edition

Globus Wine is certified within IFS 7 and this year our high-level IFS certification was completed with a score of 98,95%. The certification ensures a risk-based assessment that is approved by the IFS regulations. We therefore comply to an effective quality and food safety management system to ensure comparability and transparency throughout the entire supply chain.

Our Fairtrade certification ensures that we as a production company can buy, fill and sell Fairtrade branded wine. The Fairtrade branded wine represent the Fairtrade agenda worldwide and we are proud of being fairtrade approved.





Responsible Operations



2. Accidents

At Globus Wine, we take health and safety very seriously, and work actively to prevent accidents and injuries in our operations. As a wine filling company there is a continuous risk of accidents in operations, and we are therefore continuously monitoring employee safety.

In our site in Køge, Denmark, we have 109 employees, that worked an average of 2208 days every month. In 2021, 1.04 work injuries per 100,000 working hours occurred that caused 1-3 or more days of absence. We are very proud of the few accidents that occurred at our site in 2021, and we are continuously monitoring ways of working to decrease the number of accidents.

3. Anti-corruption

Globus Wine commits to UN Global Compact and work against all forms of corruption including extortion and bribery. We recognise our responsibility throughout our value chain, and our global, as well as local activities. Globus Wine must always comply with legislation on anti-corrupt practices, means zero-bribery and elimination of facilitation payments. Strict disciplinary actions are taken in case of a violation of our zero-tolerance to corruption.

The main risk in regards of corruption is the lack of compliance among our suppliers and partners, with our company policies and procedures. We continuously track compliance through the number of annual reported corruption cases. Globus Wine has included anti-corruption as a part of our Code of Conduct to ensure that suppliers enforce anti-corruption.

Within our operations, anti-corruption measures are part of our ethics policy. Employees are not allowed to offer or accept bribes or any improper payment for personal or corporate gain. All employees sign our ethics policy as part of their on-boarding training which outlines policies and actions in relation to customers, employees, and other parties. In 2021, Globus Wine has experience zero cases of violation of our ethics policy or code of conduct. To allow employees a protective measure to report on incidences related to corruption, we have implemented a new whistle-blower scheme in 2021.

See section: Responsible Leadership and whistle blower scheme. In 2022 we will continue to monitor and register anti-corruption violations internal as well as external, through our code of conduct and our whistle blower scheme.

ANTI-CORRUPTION



Responsible Operations



4. Water, waste and energy management

Contributing to prevent global warming and protecting local environments is a priority for us. We want to minimise our impact through targeted efforts. We have begun this journey by looking at our, waste, water, and energy sources.

WATER

At Globus Wine, we recognise clean water as a valuable resource, in Denmark as well as around the globe. We are committed to ensuring continuous control and optimisation to ensure a more sustainable water consumption. We decided to establish a KPI for 2021 where we should decrease water usage pr. filled litre of wine. To ensure a 10% reduction in water consumption compared to 2020 we must ensure to use only 0.43 L water / L filled wine. In 2021 we have used 0.51 L water / L filled wine. This means that we have not achieved our goal. But we aim to reduce water consumption when the new storage tanks are put into use.

ENERGY

At Globus Wine, we take our energy consumption very seriously, and with a green certificate of origin we are guaranteed that our electricity consumption is covered by wind power. Even though, we are covered by wind power, we are still looking into decreasing our electricity consumption. In 2020, we filled 42 L of wine / kWh. In 2021 we have filled 37 L of wine / kWh. This is an increase in kWh consumption pr. litre wine filled, compared to 2020.

WASTE

In 2020 we produced 468 tonnes of total waste where 48.6% was recycled. Today we are proud of an increased recycling rate at 65%. At the beginning of 2021 we stated a waste KPI's where at least 70% off all waste to be recycled in kg waste / hectolitre wine filled. This KPI ensures that the majority of our waste is recycled. We managed to recycle 65% of our total waste so we did not meet the target for this year, but we will continue to work with recycling as a part of our strategy.

When handling waste it is equally as important to ensure a decrease in total waste disposed. Therefore, we implemented a total waste reduction KPI, where we aimed for a 10% reduction off total waste in kg / hectolitre wine filled. A 10% reduction compared to 2020 relies on no more than 0.79 kg waste / hectolitre wine filled. In 2021 we have disposed 1 kg waste / hectolitre wine filled. We have not succeeded with this KPI, but we will continue to aim for a total waste reduction in 2022.

In 2021, Globus wine produced 548 tonnes of waste. However, thanks to our great staff and recycling structure we were able to recycle 65% of the total amount.

“A key element in our green transition is to ensure our electricity consumption originates from green energy.

In our case we purchase wind power certificates to cover the annual electricity consumption within our facility.”



Responsible Operations

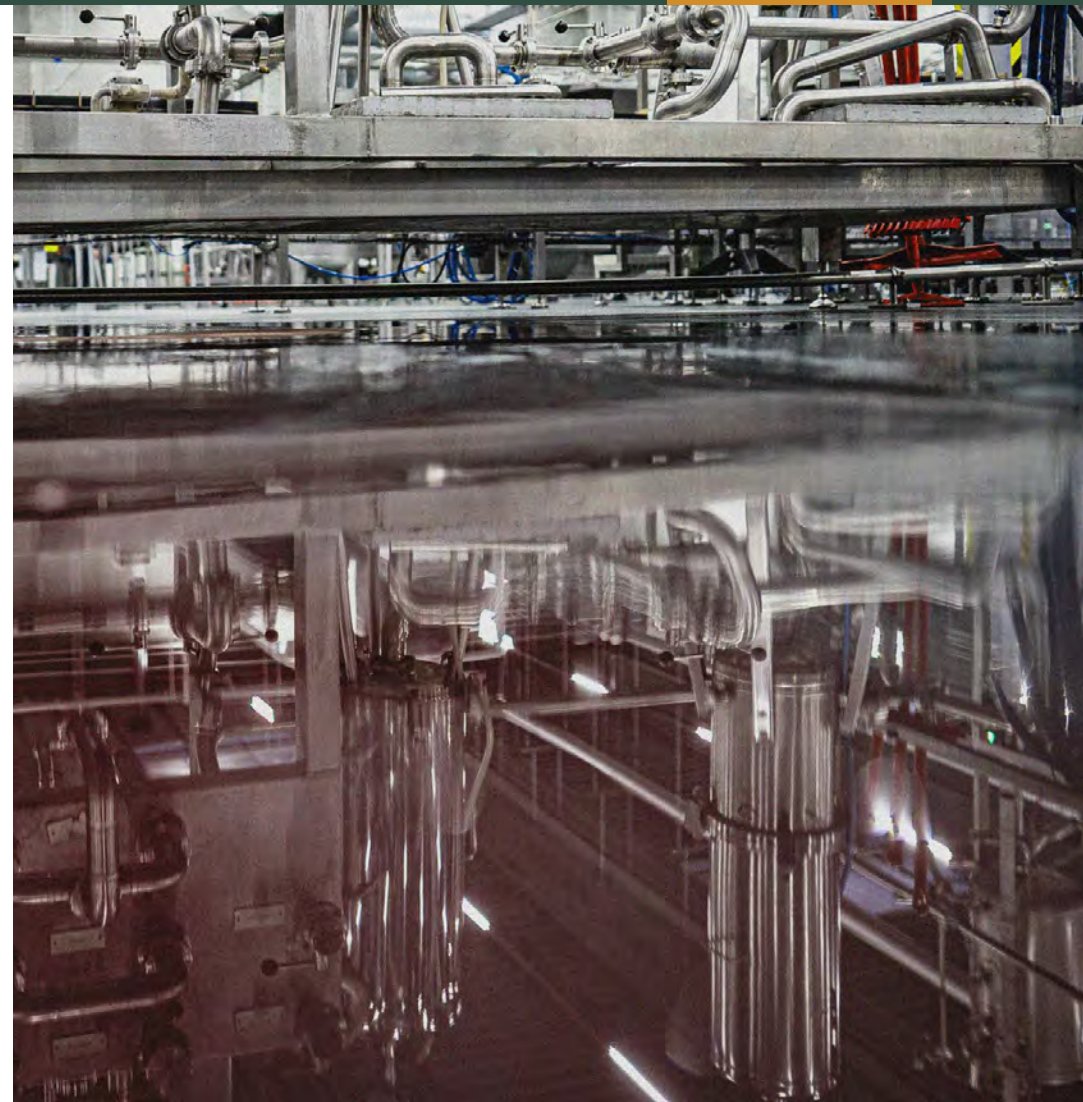


5. Wine loss and reduction in cleaning agents

In 2021 we had a goal to reduce our wine loss to 1.75%, based on an estimation that our current loss of wine in 2020 was 2%. This year we have deep-dived into wine loss data, and we are able to calculate wine loss from the inlet flow of wine to the wine is filled into bottles or Bag-in-Box. We have achieved less than 1% wine loss through these process steps. However, we have also calculated the wine loss on the other side of the inlet wine flow. Here we have investigated the loss of wine from bulk tanks and through the filters before entering the storage tanks. We have a loss of wine at 0.08% which we are quite proud of. It is mainly carried out by implementations of new

filters. In 2022 we will look closer into our wine loss goals and estimate if new goals are needed.

Another KPI we aimed to assess was a 30% reduction in process cleaning agents / hectolitres wine filled. We have not been able to map our complete chemical usage in 2021 and with our new CIP (cleaning in place) system we aim to reduce our chemical usage, however the full assessment can first be conducted when the system has been operated for some time. In 2022 we aim to have an in depth overview of the reduction in chemical usage from our CIP system, then we are able to assess the KPI.





Responsible Operations

13 CLIMATE ACTION



6. Climate accounting

In 2021 we took some new steps into sustainability by obtaining an overview of our internal CO₂e emissions. We calculated our baseline for the year 2019, together with 2020. We followed the Green House Gas Protocol (GHG) to ensure consistency and transparency.

The two years gave us an overview of the emissions that we contribute to the atmosphere in scope 1 and 2. We followed the GHG protocol, and we calculated through organizational boundaries and used operational control to ensure that we account for 10% of the emissions that follows our operations. All the emission creating operations were mapped, and the most accurate and complete emission factors were chosen. Through the

mapping our transportation from Køge to a warehouse in Padborg become the most dominant factor to our emissions. The transportation accounts 80% of our total emission through market-based calculation method. The transportation is estimated by distance and truck-type. In 2022 we will take a deep dive in the transportation area, and we will set reduction KPI's and initiatives for our Scope 1 & 2 footprint.



In 2019 our total emission was 1.54 kg CO₂e / hectolitres filled wine, calculated with market-based method. In 2020 the total emission were 1.36 Kg CO₂e / hectolitres, **a reduction of 12%** which mainly occurred because of streamlining of production and a higher rate of filled wine



Responsible Consumers

As a beverage company and a market leader within the wine industry in Denmark, Globus Wine acknowledges the responsibility that follows from distributing products to consumers. It is important to raise awareness of alcohol being enjoyed in moderation, but also to guide consumers in disposal of our product.

In this section we will deep dive into 2 areas of our consumer responsibility:

1.

Introducing new packaging methods

2.

Consumer guides on product labelling



Responsible Consumers

12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



1. Introducing new packaging methods

We know that as a production company have a big impact on the environmental footprint of our products through the packaging materials. Therefore in 2021 we invested in two new packaging types.

1,5 LITRES BAG-IN-BOX

This year Globus wine also launched a new Bag-in-Box packaging for 1,5 litres of wine. The wine was launched with two of our customers in their retail stores, and one of them will run three campaigns in the summer of 2022. The smaller BIB sets new standards towards reducing packaging emissions and to explore new alternatives for the BIB concept. We are very proud of the product because we are providing the consumer with an alternative to the 3 L BIB. An alternative that supports the encouragement of less alcohol consumption and food waste together with a decreased packaging footprint compared to bottles.

0,75 LITRES PET BOTTLES

Summer 2021 0,75 PET bottles were tested in our production as an alternative to the glass bottle. In a dialog with one of our customers we tested PET bottles to be filled with wine in our facility. The test was successful and Globus wine are now able to provide customers with a new alternative to the glass bottle packaging. A Life Cycle Analysis has not been conducted for the PET bottle at Globus Wine, but we assume that the PET bottle has a lower footprint compared to the glass bottle.





Responsible Consumers



2. Consumer guides on product labelling

RECYCLING GUIDE ON BAG-IN-BOX

As a production company we are aware of the increased pressure from EU to implement Extended Producer Responsibility on multiple products. Our Bag-in-Box will in this case need a detailed guide for the consumers to ensure they have the knowledge to dispose the products correctly. In 2022 we are aiming to label our own Bag-in-Box brands with a recycle guide.

RIP-OFF SOLUTION ON BAG-IN-BOX

Our organic brand Bag-in-Box wine also comes with a rip-off solution, where the consumer easily can separate cardboard from plastic and in that way dispose the product more correctly. This is only the case so far for our own organic branded wine that covers 21% of our owned branded BIB packaging. This means that we have reach our goal to ensure 10% of our own branded BIB is with rip-off solution.

RESPONSIBLE DRINKING ICONS

A part of being a responsible supplier is also to acknowledge the properties of your product, and at Globus Wine we know that the consumption of alcohol can cause negative effects for our consumers. We have in 2021 decided to implement icons on our labels that encourage people not to drink while driving or pregnant. The icons are in place on the labelling of 30% of our own brand portfolio in 2022.

“ENJOY GLOBAL – TAPPED LOCAL”

A communication campaign on our Bag-in-box were to be implemented. We call it “Enjoy Global – Tapped local”. This campaign should cover the essence of our business model, where we ship bulk wine to our location and fill it to be sold to our customers in Scandinavia, and in other European countries. In 2021 we did not launch the campaign, but the plan is to launch it in 2022.

As a production company we acknowledge the responsibility that follows when our products are delivered to consumers. Our guiding and description on our packaging of our products are always compliant with the national regulations for our customers. Furthermore, we want to help consumers take knowledge-based decisions when they choose our products. In 2021 we aimed to implement 3 communication strategies to guide the consumer in our business model and brand.



Responsible Leadership

Globus Wine strive to be a great workplace where employees feel safe, included, and thrive in their daily activities. We value our employees and want to support them with different educational programs to support their knowledge. This year the ambassador corps has received education in the 17 global goals and some have been chosen as sustainability changes agents.

In this section we will deep dive into 7 areas of our leadership responsibility:

1.

Ambassador
corps

2.

Sustainable
Development
Goals - Education

3.

Whistle-blower
scheme

4.

Personal
Development Plan
for Employees

5.

Employee
Engagement
survey

6.

Sick leave

7.

Gender
composition in
management

Responsible Leadership

8 DECENT WORK AND
ECONOMIC GROWTH



1. Ambassador corps

In 2021, we established an ambassador corps for sustainability to ensure employee engagement and successful implementation of changes related to sustainability.

Ten employees from different departments within the organization were chosen to be ambassadors for sustainability within Globus Wine. All ten employees received training in change management, sustainability, and the UN Sustainable Development Goals.

The purpose of the ambassador corps is threefold. First, ambassadors can aid in ensuring that changes pertaining to sustainability are successful. Second, ambassadors can continuously push the sustainability agenda within departments to strengthen sustainability as part of our DNA. Third, ambassadors function as a way for management and employees to communicate and ex-

change feedback on current initiatives as well as ideas for further improvement.

The ambassadors have worked with specific cases such as how to decrease water use in the production and how to mitigate risks related to implementation of sustainability initiatives. To make the task more tangible, ambassadors have received a catalogue with specific ideas on how to conduct sustainability change management.

"Through the ambassador corps, new ideas from employees throughout the organization on how to support the green transition have been brought forward."





Responsible Leadership

8 DECENT WORK AND ECONOMIC GROWTH



2. Sustainable Development Goals / Education

As Globus Wine aims to integrate sustainability further into its core business strategy, new measures are initiated to ensure that everyone at Globus Wine can contribute to the transition. One of such measures in 2021 has been an internal education programme to increase the shared knowledge and understanding within sustainability. To involve all employees in the sustainability journey ahead, the education will emphasize on the SDGs as the selected framework at Globus Wine.

The educational programme was carried out with an external supplier through a digital learning management platform. From various departments and positions, 15 employees were selected to take part of the first wave of internal education within sustainability. The initial wave took a point of departure in two courses being:

- Introduction to the Sustainable Development Goals
- Sustainable Development Goal 13: Climate Action.

The completion rate of the programme was 95%, which testifies to the dedica-

tion of sustainability as core to our business practices at Globus Wine. Representatives ranged from marketing and sales to production and distribution. Among others, data from the courses showed that 73% of the participants were proud of Globus Wine for working actively with the SDGs.

- 11 out of 15 said they were proud of working with the SDGs
- When asked how motivated the employees are regarding working with the SDGs, the answer was 4.4 on a scale from 1 - 5

The educational programme is a measure to integrate sustainability further in the strategic direction of Globus Wine by increasing the collective understanding and knowledge about the SDGs. Consequently, this has proved to engage employees into taking ownership towards the transition and development by further spreading awareness of the SDGs in the organisation. Globus Wine is planning to carry out a second wave of education within sustainability in 2022, which will naturally increase in scope – both in terms of selected SDGs and employees involved.

“I am proud of the responsibility that we represent as a company, and it motivates me and inspires me to act sustainable also in my private life”

- Quote / Employee from Globus Wine



Responsible Leadership

8 DECENT WORK AND
ECONOMIC GROWTH



3. Whistle-blower scheme

At Globus Wine we are aware of the risk that our employees can experience bribery when engaging with customers and suppliers. In 2021 we have supplied our anti-corruption and bribery actions with a whistle-blower scheme, where employees anonymous can call for action when experience bribery or corruption.

The anonyms inquiry is sent to the human resource manager and will be confirmed no later than 7 days after receival. Feedback on the report will be given no later than three months after the inquiry is received. We are very proud to support our employees in rejecting all forms of corruption and bribery.

4. Personal Development Plan for Employees

At Globus Wine we know the value of a great employee, to support and educate, is therefore an essential part of our operations.

In 2021 we have developed an add-on to the annual performance review. We have implemented an education step in the yearly interview conducted by mangers in Globus Wine. The plan has been developed, but is to be carried out in 2022 with training of managers and performance reviews with employees.



Responsible Leadership

8 DECENT WORK AND
ECONOMIC GROWTH



3 GOOD HEALTH
AND WELL-BEING



5. Employee Engagement survey

Once a year, Globus Wine conduct an employee well-being survey. This is performed to ensure that our employees have the opportunity to evaluate the work environment and highlight challenges within the company. Our goal is to reach a high level of work satisfaction. This is also an opportunity for us to adjust different work-related issues and improve well-being within the company.

In 2021 the job satisfaction survey that was conducted showed that our employees work with joint efforts. The highest scores within the survey were through employee engagement in the everyday assignment. Our employees feel that they can and will contribute outside their own agenda when we encounter challenges. They take responsibility and respect the business, especially within the financial aspects. Our employees are loyal to the company and proud of the journey and the future ahead. Even though our employees have high work engagement, there are areas to improve. In 2022 we will work towards a complete management structure in all of our blue-collar teams, and we will assess a goal for high work satisfaction to aim for in the future.



6. Sick leave

At Globus Wine we strive to create a great working environment, where we work systematically to reduce sick leave among our employees.

2021 was a year still affected by COVID-19, and we as many other production companies were very affected by the pandemic and the regulations that followed. Our sick leave has been monitored for all 109 employees at our location in Køge and we had a sick leave of 4.93% in 2021. Compared to our sick leave in 2020 that was 3.85% we have an increase in sick leave this year. Last year we stated a KPI to ensure that we aimed for a sick leave below 4%. We did not manage to reach the goal this year, but we are optimistic to reach it in 2022. Even though the rate is above 4% we are happy that the sick leave did not increase further during this a global pandemic. In 2022 we are looking into new implementations in the management structure for our production employees.

Responsible Leadership

5 GENDER
EQUALITY



7. Gender composition in management

At Globus Wine we are convinced that a high diversity among employees contributes to a greater and more positive working environment with higher business success. Therefore, Globus Wine is continuously focussing on increasing the number of female leaders and women in management.

In Globus Wine we have increased percentage of women in the top management from 20% in 2020 to 33% in 2021.

Our middle management team is represented by 80% women. We are thereby above our goal that 35% of positions in management should be held by women in 2021.

For Globus Wine's board members, our objective is that at least 40% of the board members elected by the general assembly should be women by 2025. Since no

new board members were elected for 2021, there has not been any progress on this objective. All board positions are therefore occupied by men. But we are always looking for competent candidates for our positions.

To reach our goals of gender equality at Globus Wine we focus on initiatives to promote development and support female leaders. For recruitment to executive positions, we aim to attract women as well men, despite the industry being dominated by men.

"Our internal management position in total is covered by more than 50% of women."





Sustainability going forward

We have now built the foundation to move further in integrating sustainability into our business model. We now must prepare our organization to drive the changes we want to see within our business and to support and monitor our sustainability actions.

At Globus Wine, we are proud of the sustainability progress we have made in 2021 despite another challenging year with COVID-19. We have implemented many activities to build the foundation to support a more sustainable business model. We have developed and calculated technical reports, as climate accounting and Life Cycle Assessments together with employee engagement through the ambassador corps and the Global Goals education of our employees.

To support our sustainability journey further in 2022, we are in the scoping phase of building an integrated governance system to monitor and control sustainability KPIs and targets. We are aiming to set long term sustainability goals for Globus Wine but we need to ensure that we can monitor and support them with initiatives and KPIs. The KPIs implemented in 2021 will also be evaluated and the ones we did not manage to achieve will be prioritized in 2022.



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GLOBUS WINE

DELICACY REQUIRES MASTERY