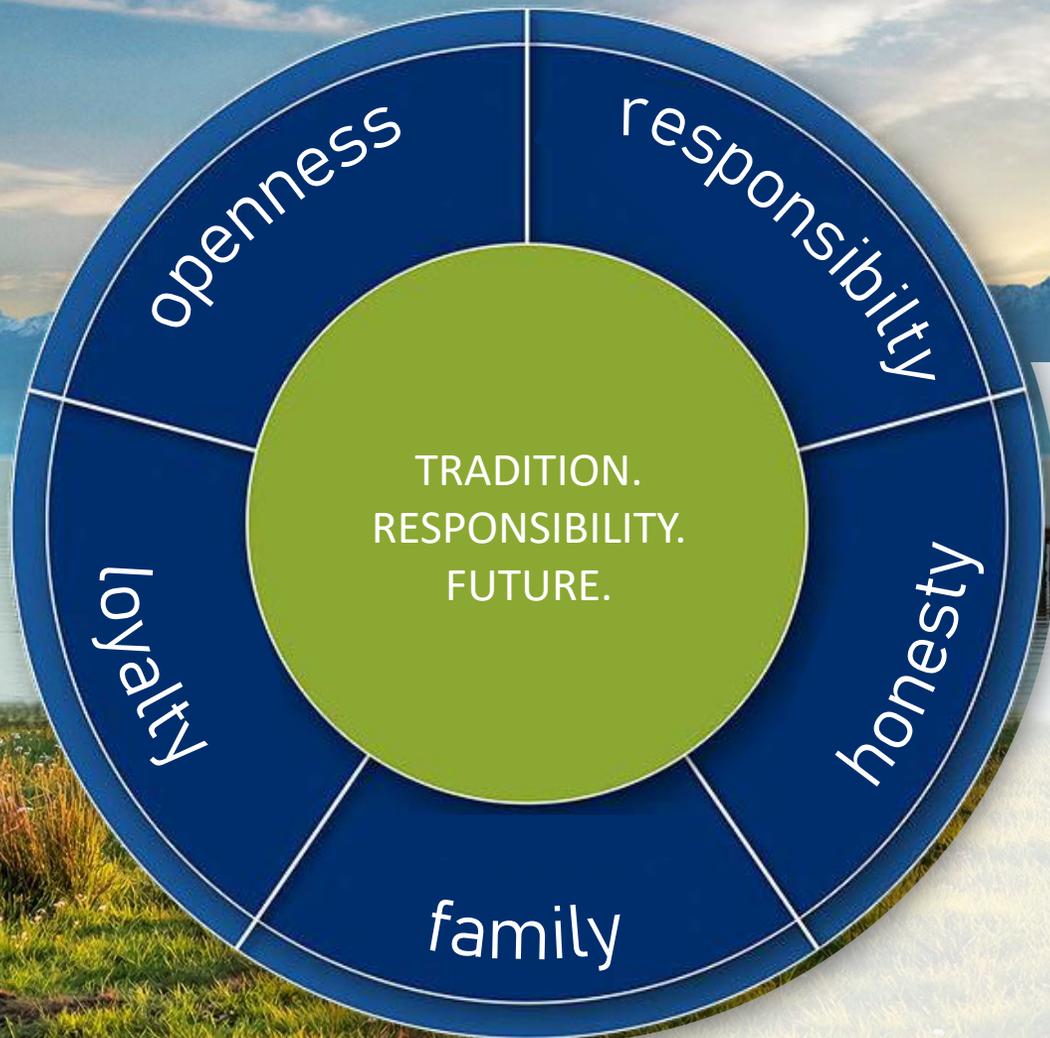




Guidelines & Values



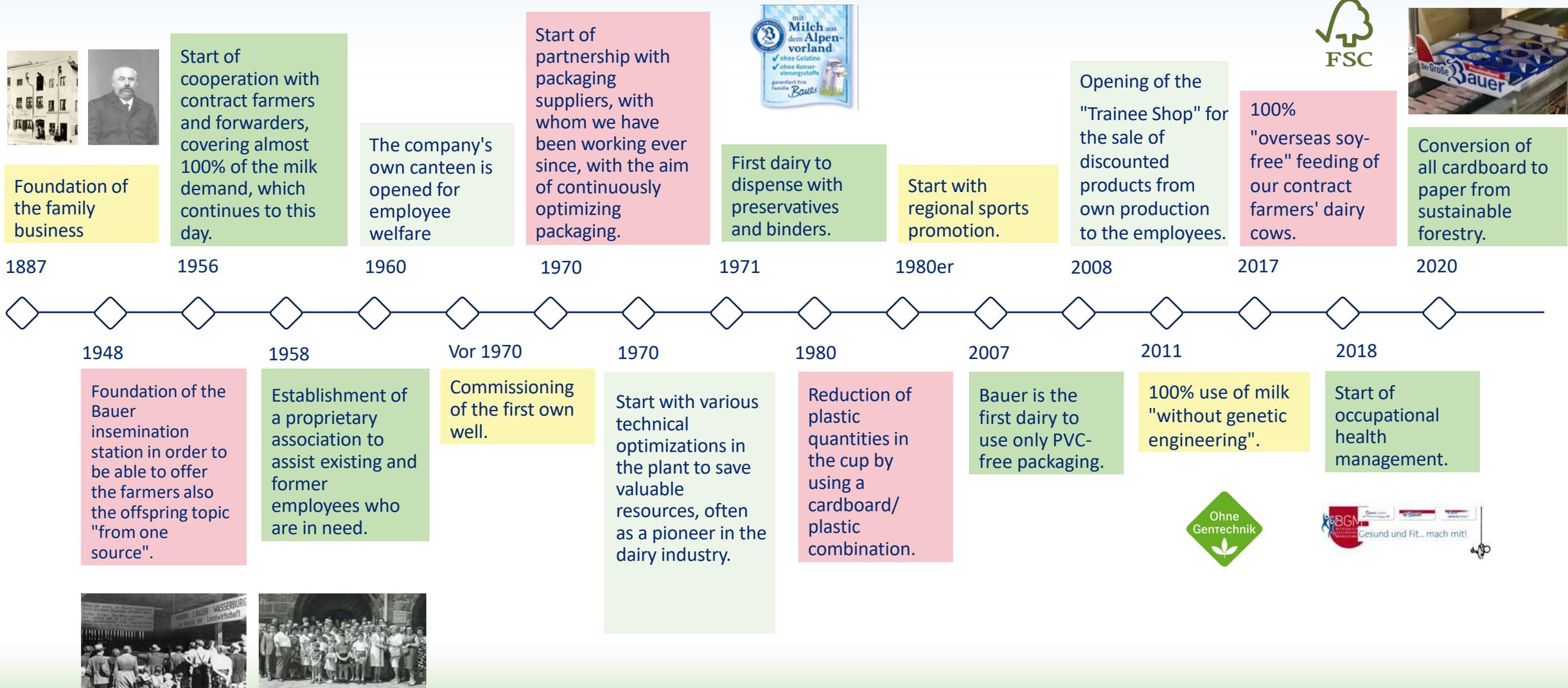
Since 1887, long-term thinking and sustainable action have determined our corporate decisions. We want to reconcile economic goals with ecological and social actions and thus contribute to achieving the global sustainability goals, the Sustainable Development Goals of the United Nations. In doing so, we are particularly committed to people and society.

As a family business we have set milestones from generation to generation and will continue to do so. Our closeness to nature is for us a lived tradition and at the same time a future orientation. For five generations, our motto has therefore been: „Rooted in tradition, at home in the future“.

We act sustainably and carefully along the entire value chain. From the farmer through production to trade.



Sustainability from the beginning



Foundation of the family business

1887

Start of cooperation with contract farmers and forwarders, covering almost 100% of the milk demand, which continues to this day.

1956

The company's own canteen is opened for employee welfare

1960

Start of partnership with packaging suppliers, with whom we have been working ever since, with the aim of continuously optimizing packaging.

1970



First dairy to dispense with preservatives and binders.

1971

Start with regional sports promotion.

1980er

Opening of the "Trainee Shop" for the sale of discounted products from own production to the employees.

2008

100% "overseas soy-free" feeding of our contract farmers' dairy cows.

2017



Conversion of all cardboard to paper from sustainable forestry.

2020

Foundation of the Bauer insemination station in order to be able to offer the farmers also the offspring topic "from one source".



Establishment of a proprietary association to assist existing and former employees who are in need.



Commissioning of the first own well.

Start with various technical optimizations in the plant to save valuable resources, often as a pioneer in the dairy industry.

Reduction of plastic quantities in the cup by using a cardboard/plastic combination.

Bauer is the first dairy to use only PVC-free packaging.

100% use of milk "without genetic engineering".



Start of occupational health management.



The 5 pillars of our sustainability efforts



climate



animal welfare



healthy products



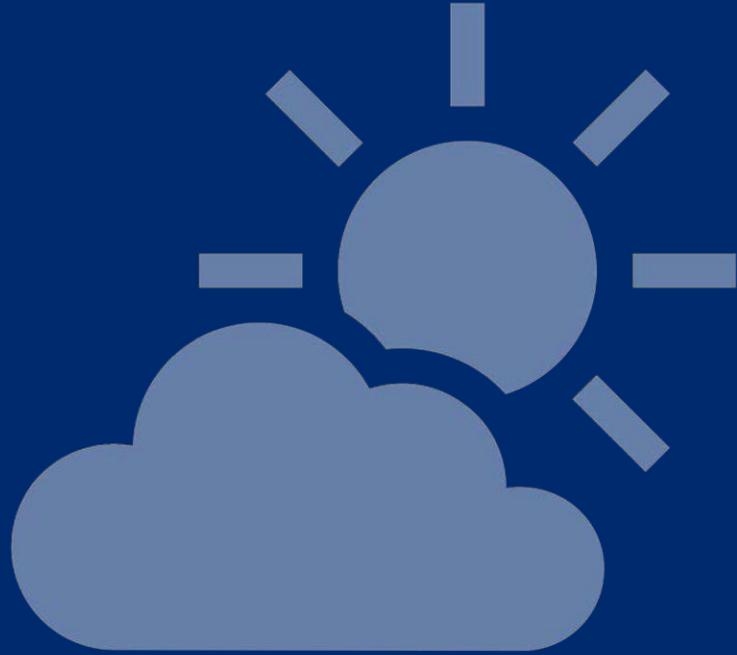
employees



value creation



Climate



Climate neutrality at our site is our goal.
The strategy is: avoid, reduce and compensate.





Facts and figures



100%
Green
electricity
since 2019

CO₂ neutral
in **2021**

Continuous further
development of
the Energy
Concept 2025



approx. **1.5 million L/a**
of water could be saved
by optimizing the CIP.

Various projects to
reduce water
consumption

Verpackung



100% recyclable
packaging in 2025

Use of plastics has
already been
reduced by **120t**.
Further savings are
being planned

100%
of our cardboard is
made of paper from
sustainable forestry.



Since **1956** almost
100% milk from
own farmers with
contract

Almost all milk
suppliers within
80 km distance
from 2021

**Consistent waste
separation** disposal
almost exclusively
by certified waste
management
companies.

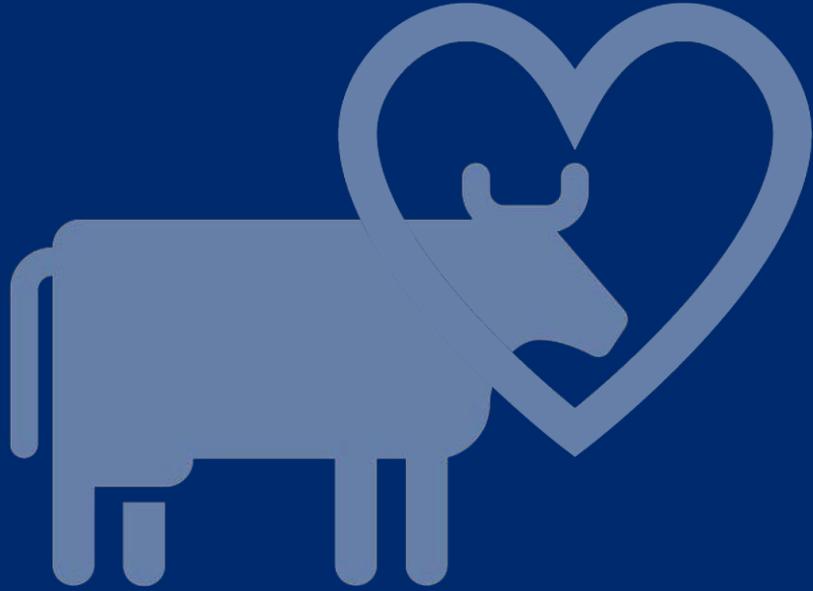
Flower and
orchard meadow
on the company
premises.



Fruit preparations all
come from the EU.

All bucket and sinker
suppliers are from
the EU.

Animal welfare



Animal welfare is close to our hearts.
Together with the farmers, we promote species-
appropriate husbandry and animal health.





Facts and figures



Regular veterinary stock checks

Our farmers promote local **biodiversity**

Our own monthly magazine "**Der Milchbauer**" (The Dairy Farmer) to inform our farmers, with reports on sustainability projects in agriculture and related funding opportunities

Family-run farm with an average of **45 dairy cows** per farm



100% of our milk is QM certified (quality standard for milk production)



Over 98% of our milk comes from **second-use cattle**.

GMO-free feeding



Sustainable **posture consulting** completed by 2021

100% overseas soy-free feeding

90 % loose housing and combination housing by 2024



Support for farmers through **company-owned farm helpers**

Employees



Our employees are the supporting force of our company. As an employer, we are aware of this responsibility.





Facts and figures



Nearly **100%** own employees, enjoying **unlimited** employment contracts

Freshly-cooked, **delicious meals** in our own canteen, sourced predominantly from regional suppliers

Holistic **health management** and on-site Company Medical Officer

14 trainings per employee

7 apprenticeship professions and **3** dual studies of study with very high takeover rate

Only **4%** fluctuation rate



190 sustainability ideas from employees in just two years

95 first aider in the company

Healthy rate at over **95%**

Regular communication on the topic of sustainability raises **employee awareness**

High length of service:
35% of the workforce has been with the company for over 20 years



Healthy Products



The consumers with their desires and their well-
Bein are in the centre of all our actions.





Facts and figures



We are constantly working to improve our products from a nutritional point of view

The mild farmer with only 0.1% fat in milk – Der Große Bauer weniger Kalorien

With 1.8% fat in the milk content and sweetened with Stevia - Der Große Bauer with up to 45% less sugar

The Seraphos „Greek-style yoghurt“ impresses with fat content of 5% and protein content of 4.6g

Introduction of the plant-based find yoghurt in 2021

Continuos market observation and searching for innovative sustainable products

Clean Label

for our vegetable products (2020)



VEGAN



Continuous reduction of the sugar content without adding artificial sweeteners



Value creation



Fair value creation from primary production through trade to the consumer continuously develop further.



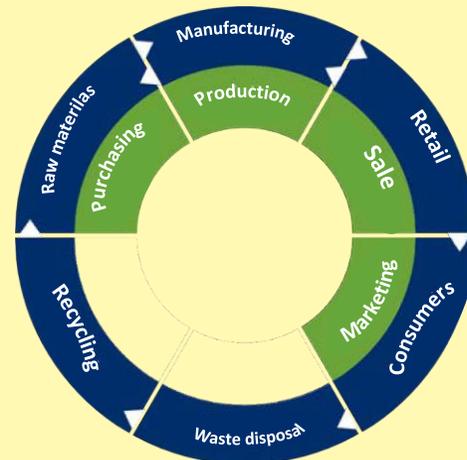


Facts and figures



Our credo: We think and act **collaboratively, in partnership, future-oriented and sustainable.**

We shape the **value creation process** more sustainable together.



Many main suppliers are already certified according to a **social standard.**



We secure our farmers, guarantee purchase quantities at fair prices, support them in converting their farming practices and are in constant dialogue with them.

Since 2019, sustainability issues have been included in the supplier approval process.

The long-standing relationships with our suppliers, some of them since the 70s, are for us a confirmation of fair value creation.

Strategic partner of the trade

Reliability, quality and price-performance ratio distinguish us.

Joint development of innovations

Joint brand activation

Our partners appreciate us for our **honesty, humanity, openness.**

100% of our suppliers have committed to our **Code of Conduct.**