



Working together  
to increase awareness







**Mag. Erwin Kotányi**  
General Manager

*“We believe that practicing sustainability means taking responsibility for human actions and our environment. It is time to acknowledge that we only have one planet: If we do not collectively change our attitude so we have a common approach and take steps outside our comfort zone to act responsibly, it will not be possible to shape the future of tomorrow. We need to increase awareness by facing core issues and coming together in solidarity – for our own sakes and for the sake of our environment.”*



# FOREWORD FROM THE MANAGEMENT BOARD

*Sustainability is a key foundation of our company;  
everything we do is guided by our commitment.*

As a company in the food industry, the events of recent years, including recent geopolitical events, have had a huge impact on us. The world has changed. The general sense of security we felt in the past is crumbling. There is war in Europe, we are all feeling the consequences of the pandemic and climate change, and social inequality has worsened. We are experiencing these changes and are part of a system that is calling for stability, solidarity, responsibility and fairness.

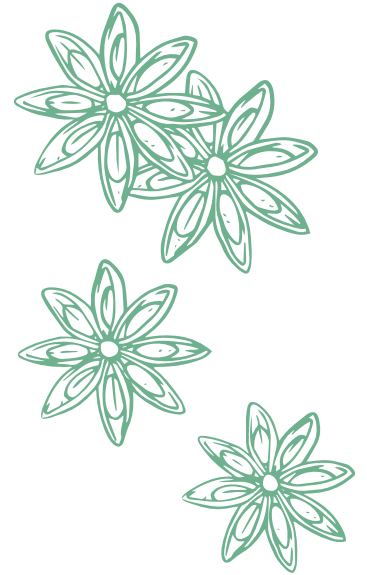
As the market leader in Austria and a reliable partner in over 30 countries around the world, we are aware of our responsibility and are committed to protecting human rights, conserving natural resources and

preventing harm to the environment. We want to contribute to changing the world so that a peaceful tomorrow worth living is secured for future generations. For this reason, we attach great importance to regularly reporting transparently and openly about our contributions to sustainability, in particular to environmental and climate protection and social justice. It is important to us to present what we have achieved alongside our new, ambitious goals and projects.

As a family-owned company with 140 years of tradition, we are committed to operating in a sustainable and responsible way and to leading our company into a climate-friendly future.

*Erwin Kubany*





## ABOUT THIS REPORT

This report presents the events of the years since our last sustainability report was published in 2019 until the time of this publication. Usually, we publish these reports every two years. Due to the coronavirus pandemic, which presented major unexpected challenges – not only to our company, but also to our employees – in terms of health, socio-political and economic issues, the 2021 report was suspended and reporting will now take place in 2022 looking back on the last three years. The report focuses on production, storage and sales at our headquarters in Wolkersdorf im Weinviertel, Lower Austria. Significant changes

include successful certification according to ISO 14001:2015 and our increased focus on measures to promote biodiversity.

However, there are no significant changes in terms of boundaries or scope.

The Sustainability Report and the information and data published therein have been validated by an external independent auditor for compliance with the International Standards of the Global Reporting Initiative (GRI), option “core”.

At the same time, we are currently working on implementing the new and adapted GRI requirements for our next report in two years’ time.

*We are aware of our responsibility.*







#### A FAIR PARTNER – ACHIEVING ECONOMIC SUCCESS TOGETHER

- **RELIABLE:** We embody and operate in accordance with our Code of Conduct and do not tolerate any violations of this that could result in internal or external complaints.
- **ENTHUSIASTIC:** Between 2020 and 2022, we invested approx. 18 million euros in our sites in Austria to secure our economic success.



#### SUSTAINABLE SUPPLY CHAIN – RESPONSIBILITY FOR OUR SOCIETY AND ENVIRONMENT

- **TRANSPARENT:** We want to be able to trace our 15,000 tons of internationally procured raw materials at all levels of the supply chain so we can find any production processes that are harmful to the environment and/or violate human rights and prevent violations within our sphere of influence. More specifically, this means strengthening our relationships with suppliers that consistently support our sustainability principles.
- **REVIEWED:** Our integrated management system is regularly reviewed by independent certification bodies. We are certified in accordance with IFS Food at “Higher level”, as well as in accordance with ISO 9001 and ISO 14001. We also have organic and halal certification for a selected range of our products.
- **ENVIRONMENTALLY CONSCIOUS:** We want to continue reducing our CO<sub>2</sub> emissions and have demonstrably committed to this aim by collaborating with “klimaaktiv”, an initiative set up by the Austrian Federal Ministry of Sustainability and Tourism.



#### PEOPLE – WITH EACH OTHER/FOR EACH OTHER

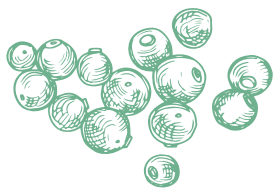
- **CARE:** Between 2020 and 2022, we produced several hundred million spice sachets and can demonstrate that there were no justified official complaints and no final convictions during this period. Meeting our duty of care to ensure food safety is a top priority.
- **COMMITTED:** We support people wherever our help is most needed.



#### EMPLOYEES – THE KEY TO OUR SUCCESS

- **FUTURE-ORIENTED:** At Kotányi, we value people. We want to work with our committed and motivated employees to shape the future of our company. As of May 2022, we have 623 employees in more than 30 countries around the world, with 338 of these in Austria. Our employees are the key to our success. We know that we can only implement our projects by working together, so we always aim to challenge and encourage our employees. Our priority in this respect is ensuring a good work-life balance. We offer flexible working models, allow employees to work from home, provide in-house social counseling services, support parental leave and offer part-time retirement. We also offer a wide range of sports programs as well as providing an organic fruit basket each week and a healthy and varied menu in our company canteen.





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# ABOUT KOTÁNYI –

*a family-owned Austrian company  
steeped in tradition*



*Kotányi is an Austrian family-owned company with a high-profile presence in the international herbs and spices sector. At our headquarters in Wolkersdorf im Weinviertel, we process spices of all kinds both for our domestic Austrian market and for over 30 other countries worldwide.*



### Ginger Curcuma shot

- 1 tsp. KOTÁNYI Ginger, Ground
- 1 tsp. KOTÁNYI Curcuma, Ground
- 1 pinch KOTÁNYI Pepper, Black, Ground
- 100 ml orange juice
- 30 ml lemon juice
- 1 pinch KOTÁNYI Cinnamon

Mix all the ingredients together and then blend briefly using a hand blender.

We are proud of our long-standing tradition: Since 1881, we have brought creativity and passion to the international spice market; not only have we expanded our range each year, but we have significantly increased the number of satisfied customers in recent years.

*“We believe that a global increase in awareness is needed. There has already been a noticeable change in mindset: Sustainability and ecological and social responsibility shape purchasing decisions and are more important to consumers than ever before. Younger generations in particular are setting an example by putting these values into practice and are calling for everyone else to do the same: Our values need to shift toward preventing social inequality and protecting our environment. A sustainable lifestyle will become the new identity of tomorrow. We want to be part of this transformation and demonstrate even deeper motivation and commitment by engaging in dialog with our stakeholders, consumers, employees and suppliers – as well as others around us – to drive forward the revolution in thinking that has been started. We want to help shape the future of tomorrow by increasing awareness and working together.”*

**Mag. Erwin Kotányi, General Manager**

*“Being idle is not an option for us – we do not focus on what we have already achieved, but instead constantly strive to become even better, meet our commit-*

*ment to providing the highest quality and supply our customers with innovative, sustainable products.”*

**Mag. Elisabeth Voltmer, Head of Quality Management & Product Development, CSR Officer**

### Kotányi – a brand with over 140 years of experience

Our roots go back to 1881: Born in Szeged, Hungary, in 1858, Janós Kotányi moved to Vienna at the age of 14 where he became a spice apprentice and discovered how little known the high-quality Szeged paprika was in Austria. In 1881, he founded a paprika mill in Szeged and processed paprika harvested from his own fields using his own recipe blend. The spice trade remained rather modest for a time with 18 varieties, but in 1884 his dream to export Szeged paprika to Vienna became a reality and he founded his first branch on Döblinger Hauptstraße. It was he who demonstrated the pioneering spirit that his fourth-generation descendant, our General Manager and owner Mag. Erwin Kotányi, continues with passion and conviction today.

Kotányi is now one of the leading spice brands in over 30 countries. Passionate enthusiasm for the diverse world of spices, high quality awareness, extensive customer service, innovative ideas and an instinct for



the needs of consumers are still the recipe for success for our company, which today has over 600 employees.

The product range includes spices, herbs, spice mixes, seasoning mixes, seasoning salts, seasonings, vinegars and oils, spice pastes, cooking/baking aids and ingredients, salts and dessert powders for the home kitchen, gastronomy sector and major consumers. We now produce around 350 different spices and herbs and over 400 seasoning mixes. High-quality Kotányi products can be found on almost every continent and are used for creative cooking around the world – whether in a remote ski hut in the Austrian mountains, in a beach bar in Croatia or at a beach club in Brazil: Janós' vision to bring the big wide world into the home kitchen has become a reality. In 2021, we celebrated our 140-year company anniversary.

### **Our brands, products and services**

The core expertise of Kotányi mainly covers preparing, processing and selling spices, herbs and seasoning mixes. Alongside the main "KOTÁNYI" brand, the company also owns the brands "Orient" and "Horváth Rozi". We are a brand-aware company with long-standing tradition and take pride in our main "KOTÁNYI" brand. Food safety and quality are our own first priority. Using established marketing concepts geared toward consumer needs, creative advertising and attractive packaging designs, we want to appeal to and inspire our consumers.

This is why we completely redesigned our spice pouches and made them more sustain-

able in 2021. As a result, we can save up to 74 tons of plastic per year compared to the old packaging. We also plan to reduce the thickness of the paper layer of the packaging by approximately 15–20% in the future in an effort to conserve resources – without affecting the protection and quality of the product.

The quality of our packaging is incredibly important to us; it is critical in terms of retaining the properties that determine the value of the product, such as an intense, characteristic aroma and taste that extends beyond the indicated shelf life. Herbs and spices are incredibly aromatic, and in some cases are very hygroscopic and light-sensitive. They therefore require special protection to preserve the highly volatile flavors and prevent quality degradation and associated product loss. We perform extensive material and product tests before implementing packaging optimizations. During these tests, we factor in the effects on the environment and the needs of our consumers. One of our most important products, our spice mill, is designed so that it can be recycled alongside other glass packaging. We are also working hard to make our mills refillable. Implementing this ambition is more complicated than it sounds: Our grinding mechanism is made of polyoxymethylene (POM) – a particularly high-quality material with a low coefficient of friction, high dimensional stability and high temperature resistance. Using this material enables us to make sure that no elements that pose a health risk pass into our products and that consumers get an optimal grinding result every time they use the mill, no matter what the ingredient. Our mills

*In 2021, we celebrated our 140-year company anniversary.*



are designed to be used and then disposed of, rather than refilled. This is the only way that we can guarantee that the durability and quality that we expect from this product is consistent down to the last grain of spice. Alternatives such as ceramics are currently not viable for us due to the insufficiently researched problem of nanoparticles, which may arise due to abrasion. Despite the complexity of the topic, we are confident that we will find a solution to this and that we will continue to make the packaging and materials that we use even more sustainable.

#### Headquarters of the organization

Johann-Galler-Straße 11  
2120 Wolkersdorf im Weinviertel  
Austria

#### Kotányi –

##### a global family-owned company

Kotányi GmbH is a globally active company with a current export rate of over 70%. We mainly export to Eastern and Southern Europe. Currently, Kotányi GmbH is represented by subsidiaries or local distribution partners in over 30 countries.

We both directly and indirectly supply wholesalers and retailers. Consumers can also purchase a selected assortment of our products directly using our online store. This sales channel was of particular importance during the coronavirus pandemic.

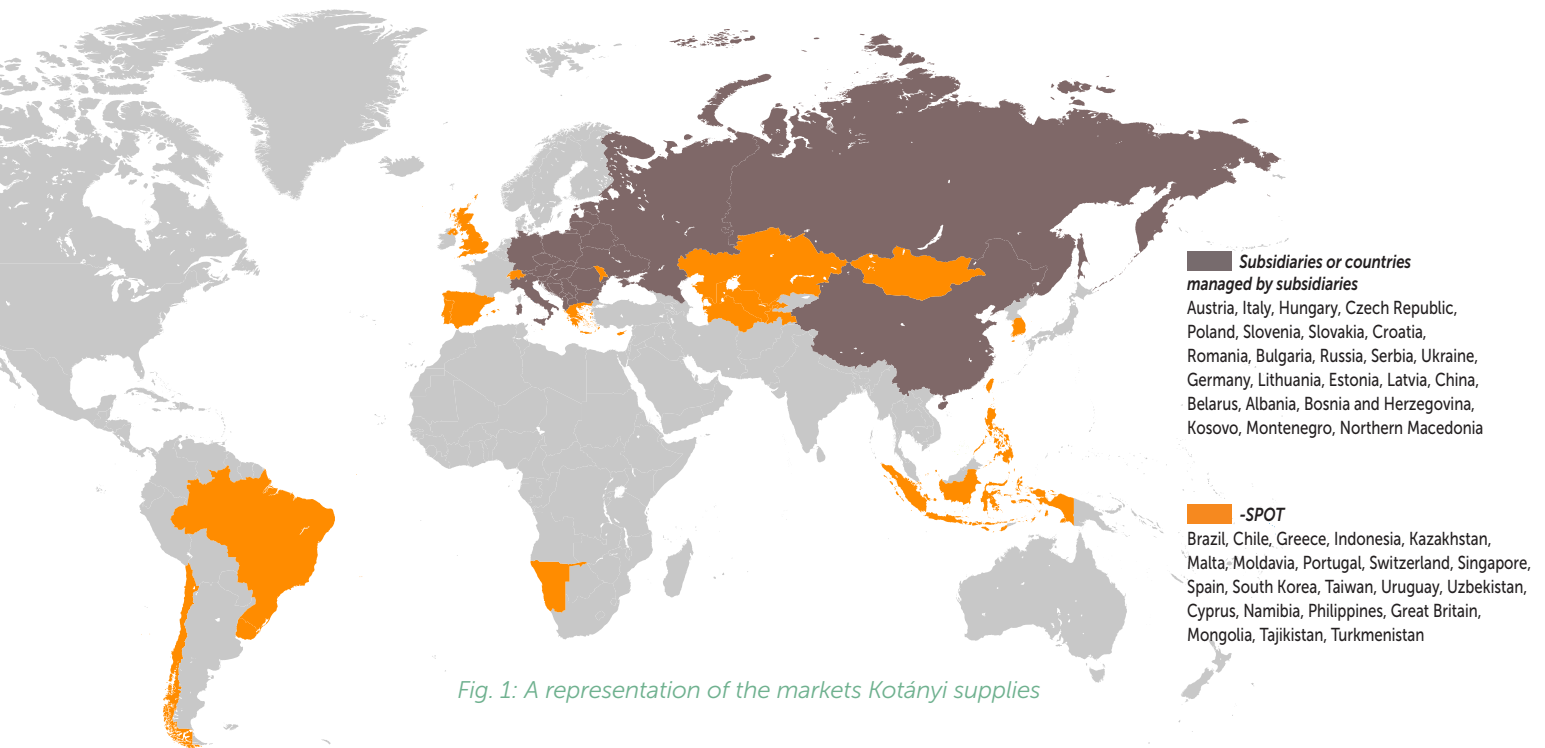


Fig. 1: A representation of the markets Kotányi supplies



### Ownership structure and legal form

Kotányi GmbH is based in Austria and is registered as a limited liability company under the commercial register number FN 81156 y in the form of a legal person. The company is fully owned by Kotányi Holding GmbH, which is also headquartered in Austria. Kotányi Holding GmbH is under the full ownership of the Kotányi family (private foundation).

### Size of the organization

Kotányi currently has over 600 employees worldwide – 338 in Austria and 285 in international subsidiaries (as of 31/05/2022).

#### Austria:

46% women and 54% men

#### International:

51% women and 49% men

### Key company figures:

Group sales in 2020: 175 million euros

Group sales in 2021: 181 million euros

Group sales in 2022: 187 million euros (planned)

### Sales in Austria:

Austria 2020: 48 million euros

Austria 2021: 48 million euros

Austria 2022: 50 million euros (planned)

Export rate 2020: 72.6%

Export rate 2021: 73.5%

Export rate 2022: 73.3% (planned)

### Our supply chain

In terms of procuring raw materials and packaging, Kotányi is involved in a global network of suppliers, including around 170 Kotányi suppliers that have been approved according to our strict criteria. To become approved, our suppliers must prove that they comply with the ETI Base Code requirements (SMETA 4-Pillar audit).

As part of our marketing support, shelf management and IT support, we use external service providers (predominantly agencies based in Austria) as part of our supply chain.

### Significant changes

#### in the organization and supply chain

In 1989, the company moved its headquarters and production facility from Vienna to Wolkersdorf im Weinviertel (Lower Austria). We still manufacture all of our products at our premises in Wolkersdorf.

Having clearly defined responsibilities, skilled employees and standardized processes is essential to our business practice. Kotányi is growing – sustainably. By continually investing in our premises in the heart of Lower Austria, we can ensure that we can meet requirements in terms of top quality and food safety at all stages of production. Every year, we process around 15,000 tons of raw materials from all over the world. To cope with existing and future challenges as best we can and to enable growth, around



### Cauliflower steaks (two servings)

- 1 small cauliflower
- 1 tsp. KOTÁNYI Curry Powder
- 1 tsp. KOTÁNYI Paprika,  
Smoked
- 2 pinches KOTÁNYI Chili with  
Sea Salt, from the mill
- 5 tbsp. vegetable oil

*Cut the cauliflower into steak-like slices and place on a baking tray lined with baking parchment. Sprinkle the steaks with the paprika, chili with sea salt and curry powder and massage into the cauliflower along with the olive oil. Bake the cauliflower at 180°C (356°F) for 25 minutes.*

18 million euros were invested in our premises between 2020 and 2022.

Along with investments in a new raw materials hall, which provides space to store more than 1000 pallets and other production equipment, we took another step toward expanding our Wolkersdorf im Weinviertel site: Seven million euros were invested in a new 5700 square meter hall, which, in addition to a high-bay warehouse with 8400 spaces, also houses a display production facility and was connected to the local biomass district heating system in Obersdorf. Other important investments that enable us to consolidate our premises in Wolkersdorf im Weinviertel and provide secure jobs in the region include: providing funds to add another story to the building to expand office space; investing in a new cleaning plant and optimizing our foreign body management system; and installing a 6500 square meter photovoltaic system with an annual output of 900,000 kWh, allowing us to reduce our energy demand from the grid by a remarkable 20% on average and reduce our CO<sub>2</sub> emissions by around 350 tons per year.

We are continuously growing and want to keep improving so that we can carry on enjoying the national and international success that we have achieved so far.

### **Prevention and risk management – taking a visionary and innovative approach**

Prevention takes priority at Kotányi. This not only applies to the precautionary principle as required by food safety legislation to ensure that the products manufactured meet

quality, legal and safety regulations – we also take a preventive approach to protecting our employees and the environment. The company lives by the principles set out in our internal integrated management system. Continually improving this system and having external audits performed by an accredited certification body in accordance with IFS Food, ISO 9001 and ISO 14001 ensure that the management system we implement plays a decisive role in our daily operations and practices. ABG (Austria Bio Garantie) audits and certifies all Kotányi organic products in accordance with the EU Organic Regulation. We have achieved our goal of integrating an environmental component into our existing management system and successfully achieved certification in accordance with ISO 14001 since 2021.

We feel that it is essential for us to harmonize the economic, ecological and social effects of our actions with our own sustainability strategy wherever we can. In order to achieve this, our performance and progress are reviewed on a continuous basis and any conflicting goals are reflected upon with experts within the company and external stakeholders.

Looking to the future is important to us. We want to think ahead and be as prepared as possible for any potential risks. The coronavirus – a microscopically small virus no more than 0.14 µm in size that no one expected – also presented us with major challenges. Our strong team that pulled together even in those difficult times, and we worked together to be able to acquire new customers and increase our international



market share throughout the crisis, in spite of all the challenges.

Alongside product risks, as an international food company, we are also exposed to various economic and political risks as part of our business activities. Currently, the biggest risks of this type that we face include: increases in raw material prices; increasingly high energy and transport costs; delivery failures; a lack of qualified skilled workers; personnel shortages as a result of the pandemic; changes in legislation; currency value fluctuations; climate change and natural disasters and the resulting crop losses; and political developments and military conflicts, which lead to bottlenecks on the international raw material market and have many other serious consequences. We take risk management into account systematically as detecting, properly assessing and preventing potential risks are essential for our continued success. To identify and manage potential risks, we carry out risk assessments. Within the scope of the assessment, we endeavor to identify positive impacts and use our strengths to capitalize on opportunities.

We regularly conduct a company risk assessment and use it to determine measures to minimize risk – as well as opportunities – before incorporating these into our strategy and the resulting processes.

#### Support for external initiatives

We want to actively engage in climate pro-

tection and are therefore a project partner of “klimaaktiv”, an initiative set up by the Austrian Federal Ministry of Sustainability and Tourism. As such, we are committed to demonstrably reducing and reporting on our CO<sub>2</sub> emissions. At the 2022 klimaaktiv conference, we were recognized as one of the most energy-efficient companies due to our extraordinary commitment to energy efficiency and climate protection by the Austrian Minister for Climate Action, Leonore Gewessler.

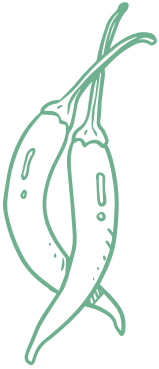
#### Membership of associations and interest groups

We attach great importance to exchanging information with our interest partners. We want to engage with others through our memberships in business associations and working groups. For example, we are an active member of the Austrian Spice Association (Food Industry Association of Austria), which is chaired by our owner Mag. Erwin Kotányi. We are a partner of the Food Cluster of Lower Austria, a member of the Austrian Branded Goods Association and the Federation of Austrian Industry, take part in the ECR (Efficient Consumer Response) initiative and are registered on the SMETA platform.

Over the next two years, we will undergo an independent SMETA audit – a verification process for sustainable and ethical conduct in business relationships conducted by an independent certification body.

*Herbs and spices  
are our passion.  
And they have  
been since 1881.*





Furthermore, one of our employees was appointed as an active member of the Codex Subcommittee on Spices by the Austrian Federal Ministry of Social Affairs, Health, Care and Consumer Protection and was assigned to assist in the publication of the Austrian Food Codex (Codex section B 28).

### Our values – principles and goals

Our vision and our mission serve as our guides on the way to achieving our goals. We follow the principles enshrined therein using a top-down approach to guide everything we do. As a family-owned company, we uphold our corporate values of “creativity,” “passion,” “entrepreneurship” and “family spirit.” Short decision-making processes and cooperation characterize our corporate culture. We share our strategy and the resulting goals with all our employees, so that together we can all achieve what we have set out to do using our visionary approach:



*Thanks to our passion and a pioneering spirit, we are becoming the leading spice brand in each of our markets and are achieving extraordinary and sustainable growth as a result of our ingenuity.*

With our pioneering spirit and thirst for innovation, we are focusing on exceptional and sustainable growth, while always remaining true to our mission: “Inspired cooking – Passionate living.” With this in mind, we held various innovation workshops with external support in 2021, during which we analyzed and assessed trends and consumer desires and needs so that we could enrich our range with new creative and innovative products.

### Inspired cooking.

#### Passionate living.

It all began in 1881 with Janós Kotányi and paprika; soon, the business expanded to include fine herbs and spices from all over the world – they are as much our passion now as they were then. Our spices inspire people to cook creatively and encourage them to express their individuality, bringing more joy and passion to their lives. Different countries and cultures have developed different needs, tastes and habits. Because we focus on people and how they savor food, our main goal is to always deliver the best flavor. What we eat is deeply rooted in our regional traditions and plays a key role in who we are and how we live. To do justice to that, our product range, including language variations, encompasses 4500 items for all the countries that we supply and

also takes into account special preferences and needs. All of our products invite our consumers to discover the diverse world of spices and the countless possibilities that these precious treasures of nature offer, so they can use them to ensure the food they prepare is not just nourishing, but a vibrant delight.

The fact that we are seen as the market leader for spices has also been confirmed by a recent opinion poll of 500 consumers conducted by GfK in June 2022. Our brand is by far the most well-known and is indisputably Austria's favorite spice brand – across all the age groups polled. It goes without saying that we are aware of the responsibility that this entails. We feel compelled to contribute: to stop climate change, combat social injustice and inequality and fight extreme poverty. These are the goals for sustainable development that changes the world.

We are all part of the solution to global problems and have the power to make a positive impact, even through the smallest changes in our behavior and habits. This is why we are already taking action as a company to help achieve SDGs.

### **Sustainable development – 2030 Agenda/SDGs and our contribution**

The 2030 Agenda launched by the United Nations (UN) is a global plan that aims to promote sustainable peace and prosperity and to protect our planet. Since 2015,

countries and organizations around the world have been working to implement this Agenda and its 17 Sustainable Development Goals (SDGs). Our goal is to add value, clearly contribute to society and help preserve our planet as part of our business activities. We live sustainably and take our social responsibility seriously. But we want to continue improving in these areas. Ensuring the satisfaction of our employees, forging long-term partnerships with trusted suppliers, increasing energy efficiency and ensuring our products and ingredients meet safety, legal and quality requirements are our recipe for success. As a market leader in many of the countries we supply, a great deal of responsibility rests on our shoulders and we are committed to fair and sustainable business practices. Based on our sustainability strategy, we have decided to focus on the five SDGs with which we can make the greatest impact through our business activities:



*We want to support the health and wellbeing of our employees as an attractive employer and greatly reduce accident- and illness-related absences.*

*It is important for us to increase the satisfaction of our employees and to offer them secure, appealing and high-quality jobs by challenging and encouraging them and by ensuring the economic*



success of our company in the long term. However, we also want to listen to the personal wishes and concerns of our employees and offer all employees free professional support within the framework of our in-house social counseling services in difficult, challenging times like these. In accordance with our commitment to providing the highest quality, we also want to unreservedly guarantee the food safety of our products and inform our consumers honestly and transparently about our products and plans, both as part of our marketing activities and through the packaging and labeling of our products.

#### 8 DECENT WORK AND ECONOMIC GROWTH



We want to ensure that humane working conditions are guaranteed in our supply chain within our sphere of influence. We attach great value to fair business practices and compliance with our Code of Conduct and do not excuse any violations of the principles of conduct it contains, which form an integral part of our company values and guide everything we do.

#### 12 RESPONSIBLE CONSUMPTION AND PRODUCTION



We want to focus on sustainable suppliers, reduce the proportion of non-recyclable plastics and composites in our packaging and avoid scrap and waste as much as we can. In cases where they cannot be avoided, we want to ensure that they can be adequately reused. Furthermore, we want to stop using critical raw materials, increase the efficiency of our production processes, reduce errors and deviations through comprehensive training and corrective and preventive measures, and

package our products so that the properties that determine the value of the products are retained beyond the minimum shelf life in a bid to decrease the senseless waste of food. Even at product development stage, we want to ensure that our innovations have no or as few as possible adverse effects on our environment and are manufactured in a way that conserves resources.

#### 13 CLIMATE ACTION



To allow us to play an effective role in protecting the climate, we want to reduce emissions by expanding our photovoltaic system, cutting down on the materials required to provide our services, shortening transport routes, keeping travel activities to a minimum and reducing energy consumption. We want to make every effort to make our production processes CO<sub>2</sub> neutral in the coming years.

#### 15 LIFE ON LAND



We want to preserve biodiversity so that future generations can find our raw materials, spices and herbs from all over the world in a habitable environment. We want to take social and resource-preserving action and boost the proportion of sustainable raw materials we use. To achieve this, we want to use suppliers with sustainability programs that go beyond just environmental criteria and include social standards. We also want to establish habitats at our premises that act as havens for insects, birds and many other animal and plant species.



## OUR SUSTAINABILITY GOALS FOR 2023 AND BEYOND

FORMULATION OF GOALS		ACTUAL 2019
Energy	Reduce 1% of energy consumption per unit (primarily through electricity)	0.0136 kWh/unit
Consumer health and safety	No justified official complaints in the reporting period relating to food safety	0 (goal achieved)
Product labeling	No official complaints in the reporting period relating to product labeling	0 (goal achieved)
Biodiversity	Increase the proportion of raw materials from sustainable farming	NEW from 2020
	Plant trees to provide a home for insects and reduce global warming	NEW from 2022
Materials	100% of products contain no palm oil	NEW from 2020
	Increase the recycling potential of materials used	NEW from 2020
Fair business practices	No internal or external complaints resulting from violations of CoC topics	0 (goal achieved)
Attractive employer	Increase employee satisfaction	Increase from the 2018 value (80.7% in Austria) as part of the next poll in 2022
	Reduce employee turnover in Austria <i>(Employees leaving/average number of employees)</i>	Further reduction compared to previous years (ACTUAL 2018: 13.21%; ACTUAL 2019: 12.97%); no more than 10% turnover from 2021
Sustainable suppliers	100% of newly approved strategic suppliers confirm that they meet the defined SEDEX SMETA core criteria (ETI Base Code requirements)	100% (from 2020)
	100% of newly approved suppliers confirm that they meet the ecological criteria of the ETI Base Code requirements (SMETA 4-Pillar audit)	100% (from 2020)
Water	Reduce water consumption (direct, internal)	NEW from 2022
Transportation and emissions	Reduce the CO <sub>2</sub> emitted by our vehicle fleet and as a result of our business trips	227.9 tons



ACTUAL 2020	ACTUAL 2021	STATUS 2022	Goal for 2023 and beyond
0.0121 kWh/unit (goal achieved)	0.0121 kWh/unit	0.0119 kWh/unit (goal)	Reduce 1% of energy consumption per unit (primarily through electricity)
0 (goal achieved)	0 (goal achieved)	0	0
0 (goal achieved)	0 (goal achieved)	0	0
We increased our proportion of organic products by around 12% compared to the previous year (2019).	Our proportion of organic products is 2% lower than in 2020, but around 10% higher than in 2019.	Further increase the proportion of sustainably grown raw materials.	WFurther increase the proportion of sustainably grown raw materials.
NEW from 2022	NEW from 2022	NEW from 2022	p1 tree/shrub per 100 m <sup>2</sup> of land that has recently been sealed
> 99% contain no palm oil	> 99% contain no palm oil	All recipes revised – 100% of products contain no palm oil; market launch in progress	Successful market launch of all products -> 100% of products contain no palm oil
Change all PET cans with the Kotányi trademark to rPET	Change PVC sleeves to PET sleeves, reduce the plastic content of our pouches	Increased recycling rate compared to previous years	Increased recycling rate compared to previous years
0 (goal achieved)	0 (goal achieved)	0	0
Poll in 2022	Poll in 2022	81.23% (goal achieved)	Increase of 2022 value in the next survey in 2025
10.88%	12.36%	Max. 10%	Max. 10%
100% (goal achieved)	100% (goal achieved)	100% (goal)	100 %
100% (goal achieved)	100% (goal achieved)	100% (goal)	100 %
NEW from 2022	NEW from 2022	Reduce direct water consumption compared to the previous year	Reduce direct water consumption compared to the previous year
101.0 tons (goal achieved)	90.9 tons (goal achieved)	Further reductions	Further reductions



### The core sustainability issues for us and our stakeholders

To determine the topics that are relevant to us, we carried out an impact assessment and a materiality analysis in 2019. As part of this process, not only did we host several workshops to identify our essential stakeholder groups and relevant subjects in the value-adding “from farm to fork” chain, we also assessed the effects of our business activities on people and the environment or had these assessed by our key stakeholders (customers, employees and suppliers).

Specifically, 17 topics were drawn up, critically reflected upon and further condensed to create a coherent picture of the decisive sustainability levers at Kotányi. This ultimately resulted in ten key topics, which were each assigned a score (0–6: 0 = low; 6 = very high) and evaluated.

We assessed the impact of these ten topics on people and the environment together based on the three pillars of sustainability:

- X-axis: impact on the environment
- Y-axis: impact on people
- Bubble size: business relevance.

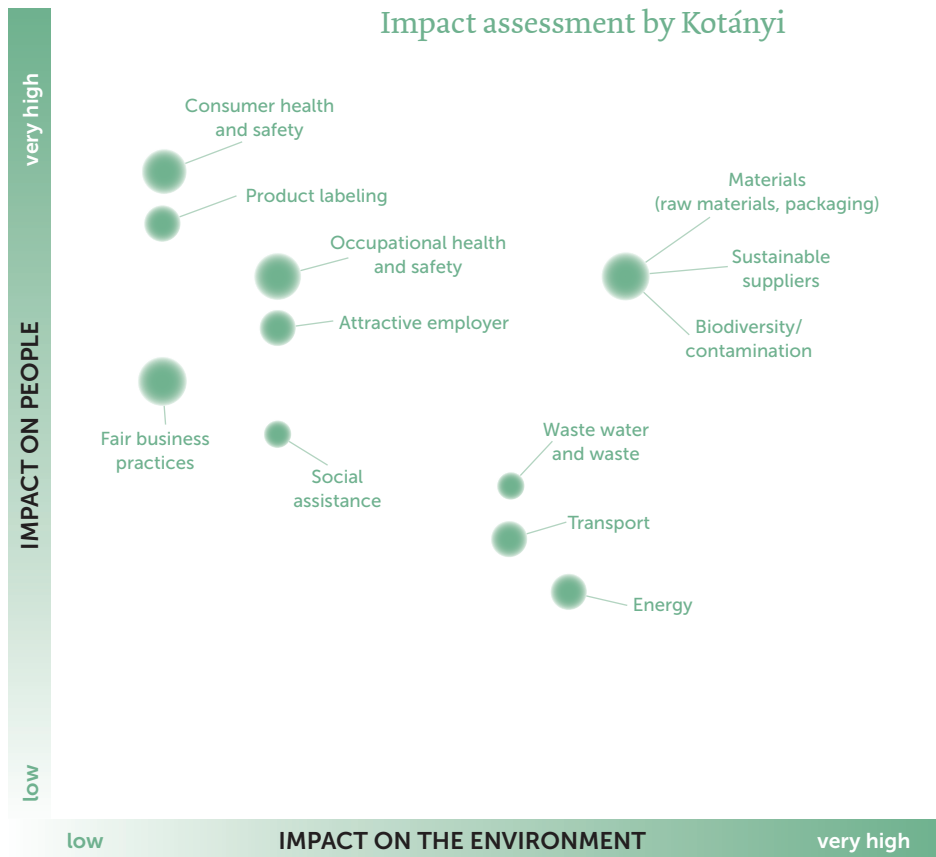


Fig. 2: Kotányi impact assessment



**Pumpkin hummus**  
*(One small glass jar with airtight lid)*

- 1 can of chickpeas (drained weight 265 g)
- 250 g Hokkaido pumpkin
- 1/2 tsp. KOTÁNYI Garlic Granules
- 1 tsp. KOTÁNYI Coriander, ground
- 1/2 tsp. KOTÁNYI Cumin
- Salt, pepper and chipotle chili from the mill
- 1 lemon (juice)
- 6 tbsp. olive oil

Preheat the oven to 190°C (374°F). Cut the Hokkaido pumpkin into small cubes and place on a baking sheet lined with baking parchment. Add 2 tablespoons olive oil and the spices, then mix to coat the pumpkin. Bake for 15 minutes. Strain the chickpeas and blend with the pumpkin, 4 tablespoons olive oil and the juice of a lemon.

Using this as a basis, we identified the topics that we deem critical, i.e. that are highly relevant from the perspective of stakeholders and have a significant social and environmental impact.

We selected the stakeholder groups relevant to us to verify our internal assessments and our perspective. It was essential here to assess how much these groups were interested in us as a company and how great an influence these groups had on us. We involved representatives

of stakeholder groups relevant to us (our employees, customers and suppliers) by asking them to identify the topics that they consider to be critical in an online questionnaire

before evaluating the results of the 64 completed questionnaires we received. We incorporated their opinions and their expectations regarding the company's corporate social responsibility activities into our materiality matrix, which is depicted in the image below:

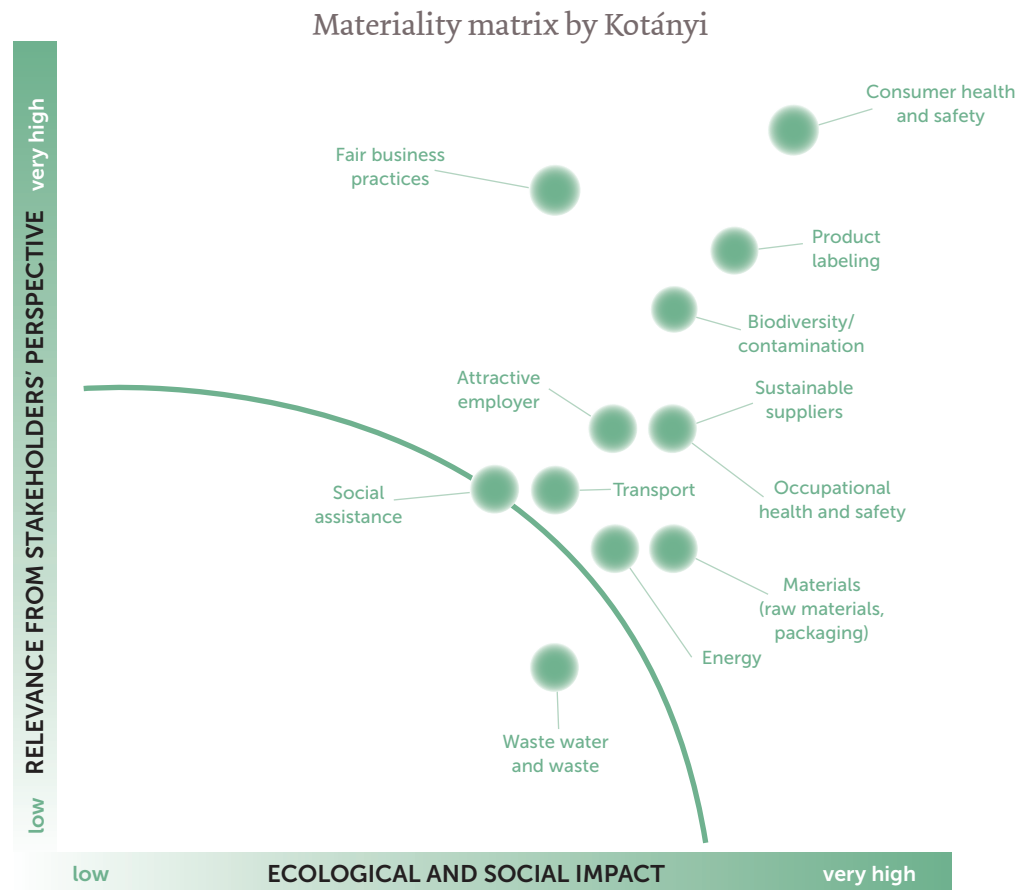


Fig. 3: Kotányi materiality matrix





We review, update and finalize the materiality matrix every year in regular meetings with representatives from key company departments and the core CSR team. Our stakeholders' concerns and points of view are always taken into account. It became clear that the main issues in 2019 are still as applicable in the current reporting period. For the next reporting period, we will reassess topics including energy, water consumption, security of supply and being an attractive employer and these will likely change in terms of their relevance.

We strive to actively exchange views with all our stakeholder groups and we are open to discussions with our customers, suppliers and business partners, our employees, representatives from the fields of research, science and politics, NGOs, the media, authorities and our neighbors. All employees are free to get involved in politics or social

causes in their private time. However, we strongly oppose any form of religiously motivated, ideological or political extremism within our sphere of influence and will not tolerate this inside or outside the company. We are involved in working groups and trade associations, but do not support any political organizations ourselves, either through goods or monetary donations. This materiality analysis will be critically reviewed as part of a two-day workshop at the beginning of November 2022. To evaluate the relevance of the sustainability topics that we deem critical, we will use online questionnaires as part of the review process in November 2022 to ask the groups of people associated with our company whether and to what extent they value the critical topics defined in the same way that we do.

*We are open to external feedback and are in ongoing dialog with all our stakeholders.*



### About this sustainability report

This sustainability report provides an overview of the activities and services already performed by Kotányi from 2020 to the date of publication in accordance with the GRI (Global Reporting Initiative), option "core". To ensure that the report reflects an up-to-date picture of the company, it includes developments that have taken place up to August 2022. This is the second sustainability report created by the company and was published on 30 September 2022. Our first sustainability report, published in 2019, was awarded second place in the category "First Reports" of the Austrian Sustainability Reporting Award (ASRA) an achievement we're very proud of. The next sustainability report, which will

comply with the new and adapted GRI Universal Standards 2021 and the sector-specific standard applicable to us, will be published in 2024.

The data included in this report primarily relates to Kotányi Austria and our premises in Wolkersdorf im Weinviertel. However, we have made it our clear objective to include all countries where we have sales offices within the scope of the report in the coming years.

Regardless of this, all employees within our group have always followed our [Code of Conduct](#).

Download  
at  
[kotanyi.com](https://www.kotanyi.com)

### Procedure and external audit

This report was reviewed by Quality Austria Trainings, Zertifizierungs und Begutachtungs

GmbH (Training, Certification and Review) on 30 August 2022 and validated for conformity with the GRI standards on site based on a checklist compiled in preliminary discussions.

*Our Code of Conduct serves as guidance for our team, our suppliers and our partners.*



Fig. 4: Validity declaration and test certificate

### Principles of corporate governance and sustainability

Kotányi is an Austrian family-owned company. The representative and owner is Mag. Erwin Kotányi.

The company's CSR officers (Mag. Elisabeth Voltmer and Mag. Thomas Schlechta) report directly to the owner as a staff unit. The core CSR team consists of senior management employees who have committed in writing to respecting sustainable principles in accordance with ONR 192500. We stand by our common responsibility to comply with our promises and achieve our goals.

The IMS policy (Quality, Environmental and Food Safety Policy) includes precise guidelines and rules to ensure the integrity of the company beyond the legal requirements as well as a clear commitment to sustainability. Ethical action and social responsibility are paramount here. Acting ethically means more than just protecting the positive image of our brand and the excellent reputation of our products. We are committed to operating and behaving in a fair and exemplary manner toward our colleagues, customers, business partners, consumers, society and our environment.





## Lentil stew with KOTÁNYI Tikka Masala

(two servings)

- 1 onion
- 2 small carrots
- 80 g red lentils
- 300 ml water
- 50 ml cream
- 2.5 tsp. KOTÁNYI Tikka Masala
- Parsley, freshly cut

*Peel and finely dice the onion and carrots. Add oil to a pan and fry the vegetables until golden. Add KOTÁNYI Tikka Masala and deglaze with water. Add the lentils and leave to simmer for 15 minutes. Finally, add the whipping cream and freshly chopped parsley.*

Trust and good cooperation as well as high ethical and social standards are important principles that are an integral component of our company values and guide everything we do. We firmly believe that respecting our company values of “passion, creativity, sense of family and entrepreneurship” will also ensure the success of our company in the future. We have anchored these behavioral guidelines in our Code of Conduct, with which all of our employees are familiar. The objective of our Code of Conduct is to guide us in terms of behaving responsibly and ethically both in our business activities and in our daily interactions with one another. We host regular training sessions to ensure that all employees understand our Code of Conduct and adhere to the Code unreservedly, wherever they may be.

Our Code of Conduct for suppliers, with which our suppliers must unreservedly comply, sets out various requirements, including: compliance with minimum social standards such as fair remuneration; compliance with the ILO core labor standards and the basic principles it contains; fair working time arrangements; appropriate procedures and protective measures for the unlimited guarantee of occupational health and safety; responsibly handling natural resources; the prohibition of discrimination and child labor; and compliance with national and international environmental laws and requirements.

### Our stakeholders – we value dialog

Having a connection to the region and safeguarding our business premises in the heart of Lower Austria are very important to us. With 338 employees at present, we are not just a major employer – as one of the first companies and an industry leader at the ecoplus business park in Wolkersdorf im Weinviertel, we also play a significant role in driving forward the region’s economy. To us, being and remaining the market leader in the long term means further extending our innovative leadership, investing in our future and strengthening our region economically. To continue successfully running our company, it is crucial for us to build and maintain good, stable and long-term relationships with our stakeholders – relationships that are characterized by transparency, respect and appreciation and are based on trust.

We attach great importance to involving stakeholders in ongoing and planned activities. In general, we plan and implement CSR projects in close cooperation with employees from all departments within the company as well as with external partners, where it is possible and helpful to do so. To facilitate regular exchange with our relevant interested parties, we have established various communication channels. Alongside annual appraisal interviews, we survey our employees and customers every three years as well as commissioning

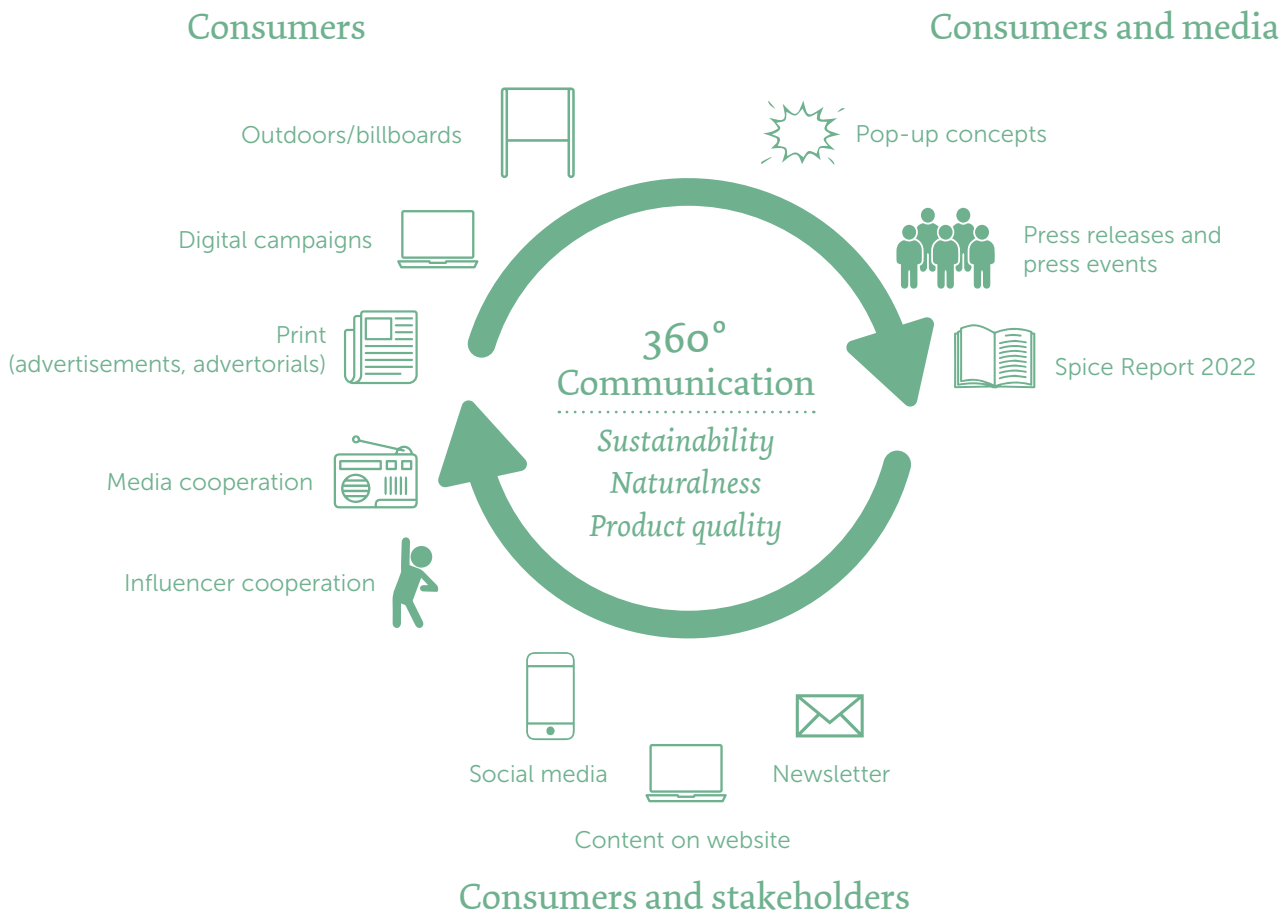


Fig. 5: Kotányi 360° communication model

market research. We also facilitate exchanging information through various functions, events and factory tours as well as through digital communication channels such as Facebook and Instagram. Knowing the needs of our consumers and gearing our product range toward their individual lifestyles and preferences has always been of central importance to us. To understand what our consumers expect from us and the requirements they will have regarding our products in the future, we need to focus even more on sharing

information and communicating with our consumers as part of our day-to-day activities in the coming years. We want to provide insights into the fascinating world of herbs and spices through events and digital campaigns, a comprehensive “spice report,” newsletters, and by actively sharing information on our social media channels. Sustainability, natural goodness and product quality are our main priorities. It goes without saying that we only ever provide truthful information and only report on matters that we can substantiate.

*In the future, we want to focus even more on sharing information and communicating with our consumers.*



Through professional complaint management, we want to ensure that any complaints and concerns brought to us by our consumers are managed competently, quickly and effectively.

Our suppliers are assessed each year. We use the results of these assessments as an opportunity for fair and constructive feedback and joint measures for improvement.

Using the contact form on our website and by clearly making available telephone numbers and email addresses, we make it possible for all our stakeholders to get in direct contact with the respective contact persons at our company.

We also want to encourage this open exchange through the publication of our sustainability report.





2

**A FAIR PARTNER –**  
*achieving economic success together*

*We want to be a dependable and reliable partner for our stakeholders and conduct our business accordingly. In this context, we believe it is important not to betray the trust placed in us, to build long-term relationships and to respect the people around us and who work with us.*



#### **Achieving economic success together**

We consider it necessary to operate as a fair partner and to expect fairness from our partners in return so we can flourish in the market in the long term and be seen as a company of integrity. We are committed to this approach and are also aware that this behavior is expected by our consumers and customers. Restrictions in free competition distort the market and hamper general economic development. At Kotányi, we want to succeed in a fair, competitive market through passion, innovation, entrepreneurship and creativity, quality, reliability and fairness. Respect for company values and compliance with national and international legal requirements are fundamental principles of our company culture. As an internationally active company, we strive to

comply with all the provisions relevant to cartel and competition law so that we are a company with a high degree of integrity. Our Code of Conduct is binding for all employees. It is important to us that all managers and employees conduct themselves properly toward our business partners and colleagues.

Compliance with requirements is checked on an ongoing basis, including as part of internal reviews and audits.

#### **What we have achieved so far:**

- All employees in Austria involved in sales activities are trained in and commit to the principles of conduct set out in our compliance handbook "Conduct in Competition."
- All employees in Austria and key employees of our international subsidiaries are familiar with our Code of Conduct (CoC)





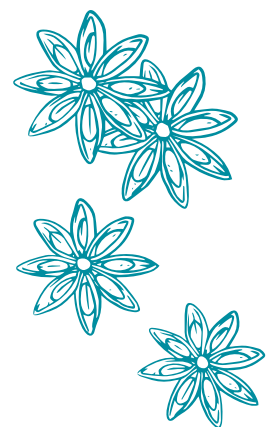
and are committed to complying with it. Compliance with the CoC is an integral part of the service contracts of all Austrian employees.

- We are not aware of any internal or external complaints or any kind of fines or convictions arising from violations of CoC topics. We have therefore achieved our goal of not receiving any internal or external complaints arising from violations of CoC topics throughout the reporting period..

**Other goals we have set**

**ourselves:**

As far as we are concerned, achieving sustainable success together also means harmonizing economic, ecological and social goals. For the coming reporting period, we have resolved to ensure that any new, innovative products that we develop are more sustainable than our existing products. We evaluate every idea that is entered in our innovation database (KIT = Kotányi Innovation Tool) in terms of







**Crunchy tomato  
crostini with  
KOTÁNYI Basil,  
Freeze-Dried**  
(Two servings)

- 1/2 baguette
- 1 ball mozzarella
- 150 g cherry tomatoes
- 3 tbsp. olive oil
- 1 pinch KOTÁNYI Sea Salt, from the mill
- 1 pinch KOTÁNYI Garlic Granules
- 1 pinch KOTÁNYI Pepper, Black, from the mill
- 2 tsp. KOTÁNYI Basil, Freeze-Dried

*Cut the baguette into slices and toast them in a pan with some olive oil until crispy. Slice the tomatoes and mix in a bowl with sea salt, garlic, pepper, olive oil and basil. Place the tomato mixture on the baguette slices and add torn pieces of mozzarella.*



environmental and social impact. Our aim is to design our products and the respective packaging in such a way that everyone benefits: our fellow human beings, our environment and us, because sustainable innovations ensure our economic success.

We can only do this with a team of people who uncompromisingly pursue our established goals with passion and creativity and who help us to continuously improve even in challenging times like these.





3

**SUSTAINABLE  
SUPPLY CHAIN —**

*responsibility for our  
society and environment*

*For us, sustainability begins where our raw materials are produced with a great deal of knowledge and dedication – at the beginning of the supply chain – and ends with each individual. We value long-standing and respectful partnerships with our suppliers and see ourselves as a reliable and fair partner.*



In our eyes, transparency in our supply chain and joint efforts to eliminate or at least minimize potential and actual negative effects on the environment, to ensure production in adequate, safe and dignified conditions, to establish a complaints procedure, to monitor the effectiveness of the due diligence measures and strategies and to report publicly on the exercise of due diligence are essential.

To ensure that sustainability becomes a matter of course in our business activities, the management team has committed to integrating sustainability efforts into our corporate strategy and consistently advancing the concept of sustainability in our supply chain. This approach is particularly important in times like these, because quality awareness, food safety and sustainability are more important than ever in view of the

worsening situation on the world market, which is marked by raw material and energy shortages as well as enormous price increases. We do not compromise on this.

## SUSTAINABLE SUPPLIERS

### **New suppliers reviewed for their fulfillment of social criteria**

Transparency in the supply chain and the full traceability of our products are things we consider essential, fundamental principles of our entrepreneurial responsibility. That is why it goes without saying that we only procure our raw materials and services from suppliers approved on the basis of strict criteria and favor suppliers that can present the relevant recognized certificates to confirm their claims. It is im-





portant for us that our products fully and unconditionally comply with legal provisions for the fulfillment of all quality, legal and food safety requirements, without neglecting the principles of sustainability. We therefore value long-term business relationships and close cooperation with our partners, the prevention of unnecessary transport routes and new, strategic suppliers that are assessed and approved as part of a self-assessment in accordance with SEDEX SMETA core criteria (ETI Base Code requirements). We are one of the over 50,000 organizations that use this platform and report transparently on our services. Furthermore, we will undergo an independent SEDEX audit in accordance with SMETA in the next two years. Unfortunately, due to the coronavirus pandemic, we did not achieve our goal of successfully passing an audit back in 2021, but we have not given up and are consistently pursuing our goal. We have

already started the initial preparations. An essential foundation of our business relationships is compliance with our Supplier Code of Conduct, which all our suppliers are contractually obliged to observe, even if we assume that our suppliers conduct their business ethically.

It is of great importance for us to understand how our suppliers think, what sustainability goals they set themselves and their business partners and how they act within the scope of their influence. We value respectful and reliable partnerships and want to encourage fair and ethical business and behavior in relation to human rights, consumers, society and the environment by championing cooperation at all levels. We require our suppliers to ensure that our Code of Conduct is accessible to all employees and managers and that ethical behavior is promoted. The main principles include a clear commitment to fair pay and

*SMETA stands for SEDEX Members Ethical Trade Audit and is an auditing standard based on the ETI (Ethical Trading Initiative) Base Code for verifying ethically sustainable production throughout the entire supply chain.*

*SEDEX (Supplier Ethical Data Exchange) is a member organization set up on a web-based system that provides information on social and ethical performance, primarily addressing issues related to working conditions and occupational safety, as well as environmental management and business ethics.*



decent working conditions, prohibition of child labor and responsible use of natural resources. Our Supplier Code of Conduct is publicly available and can be viewed on our website at [www.kotanyi.com](http://www.kotanyi.com). Respect for human rights throughout the supply chain does not stop at the doors of our company. We are an Austrian family-owned company and operate in a country with high social standards and clear requirements regarding labor law. To ensure that everyone within the company is aware of socially responsible and ethical business practices and to guarantee that human rights are respected at every stage of production in cooperation with our suppliers, our entire management team and all employees involved in the procurement process completed a mandatory awareness training session on "Human Rights in the Supply Chain" led by Mag.a Dr.in Karin Lukas LL.M (Ludwig Boltzmann Institute of Fundamental and Human Rights) in October 2019.

**What we have achieved so far:**

- 100% of our newly approved strategic raw-materials suppliers have completed the CSR questionnaire and have signed it to confirm that they meet the SMETA core criteria defined in terms of working conditions, occupational safety and business ethics for the raw materials that we procure. As we can only check the accuracy of the information provided to

a limited degree and cannot verify all the information on site – especially since we do not always purchase our raw materials directly from the source – it is particularly important for us that we establish and maintain a trusting, long-term partnership with our suppliers. We must be able to trust that our requirements being consistently met throughout the supply chain.

- We have carried out a risk assessment of our entire supply chain and have made every effort to identify potential weak points, i.e. where doubts are raised as to whether human rights are being respected, through active issue management, data collection and direct dialog with our suppliers. We also endeavor to implement any required improvement measures within our sphere of influence.

**New suppliers reviewed based on environmental criteria (percentage)**

As our partners, our suppliers play a key role in our ability to achieve our goals. As part of our supply chain, we consider it essential to look to suppliers who are prepared to take responsibility for the environment we live in and to do their part so that future generations can still enjoy a habitable planet. As part of our supplier selection and approval procedure, our suppliers must confirm that they comply with the



ETI Base Code requirements (SMETA 4-Pillar audit). It is our goal to review all new suppliers based on the ecological criteria contained therein. In cases of suspicion or inconsistencies, Kotányi CSR officers will decide whether an on-site audit would be appropriate and which body is to perform the audit. We will, of course, continue to consistently adopt this approach.

■ **Companies and suppliers at risk of using child labor**

We are committed to the core labor standards of the International Labor Organization (ILO) and want to implement the fundamental principles it contains to the best of our ability, including in cooperation with suppliers and business partners. Furthermore, compliance with basic workers' rights and occupational health and safety requirements in accordance with applicable

national legislation are as essential to us as requiring our business partners comply with them.

For this reason, we have collected relevant data and facts from across our supply chain, critically reviewed existing suppliers, anchored our Supplier Code of Conduct as the foundation of our cooperative partnership and set ourselves the goal of continuing to approve only new strategic suppliers that confirm in writing that they comply with the ETI Base Code requirements regarding child labor. Within our sphere of influence, we want to ensure compliance with the core labor standards of the ILO. Our direct suppliers do not pose a risk of committing human rights violations.

■ **Biodiversity and contaminants**

Climate experts say 2022 had a record: it was the driest, sunniest and hottest







### **Mediterranean garlic and olive butter** *(for bread)*

- 150 g butter (softened)
- 3 cloves of fresh garlic
- 150 g pitted green olives  
(from a jar)
- 1 tsp. KOTÁNYI Rosemary,  
Dried
- 1 tsp. KOTÁNYI Thyme, Dried
- 2 tsp. KOTÁNYI Chives, Freeze-  
Dried
- Salt and pepper, from the mill
- A squeeze of lemon juice

*Use a hand blender to beat the butter until fluffy. Add the finely chopped olives, garlic and herbs. Season to taste with salt, pepper and a squeeze of lemon juice.*

summer since records began. We all see the serious consequences for nature: lakes and rivers drying up, drought and forest fires and an increase in storms and natural disasters. Climate change is progressing virtually unchecked and is undoubtedly causing problems for agriculture, such as brown fields and dusty ground as far as the eye can see. Crop failures, bottlenecks in availability and price increases are economic consequences that we are feeling the impact of in our day-to-day business operations. But it will not stop there: Climate change will significantly change ecosystems and drastically reduce biodiversity. If animals and plants cannot adapt to the new, rapidly changing conditions, they will disappear. As a company that relies on natural products and, above all, insects as pollinators, such a scenario threatens our very existence.

Furthermore, intensive agriculture – particularly the use of fertilizers and pesticides – has a negative impact on our environment. The resulting environmental contaminants pose a threat not only to our soil and the air we breathe, but also the products that are key to our business – our herbs and spices. Only by taking responsible action and using fewer resources can we maintain a liveable environment and preserve biodiversity. With this in mind, we are committed to reducing the negative environmental impacts of cultivating and processing our products and playing a bigger

role in the coming years in preserving the diversity nature has to offer us.

We only have one planet to live and do business on – we therefore want to:

- Increase our use of raw materials from sustainable farming.
- Increasingly rely on suppliers with a living sustainability program that goes beyond mere environmental criteria and also incorporates social standards.
- Do without critical raw materials such as palm oil or coconut palm fat in existing and newly developed products and continue to work consistently to remove palm oil from our product range, even if it comes exclusively from certified sources. We are currently focusing on using more oils that can be extracted in our climate zone as a replacement.
- Play a small role in preserving biodiversity by converting our existing heavily overgrown apple orchard – an area of around 1750 m<sup>2</sup> – into a “meadow orchard with hedgerows” and maintaining this new habitat.
- Primarily use cleaning agents and disinfectants that are environmentally friendly (in accordance with the Austrian “Öko-Rein” database).
- Plant trees to provide a home for insects and reduce global warming. Specifically, we have committed to planting one tree or one shrub per 100 m<sup>2</sup> of land that has recently been sealed.



**Our achievements so far:**

- We have prioritized working with suppliers that share our sustainability philosophy. We have gained new regional suppliers and are actively working with them to implement joint projects with a view to preventing adverse effects on our environment. In the coming years, we will be working more closely with our suppliers on projects such as reducing water consumption in our supply chain and protecting biodiversity.
- In recent years, we have removed all of the palm oil from our products as part of improvements and new developments. We are currently actively working on successfully placing our palm oil-free alternatives on the market.
- We have transformed our courtyards into green oases used as rest areas by humans and animals. We built a raised bed in one of our inner courtyards, which provides our employees with all kinds of fresh vegetables, salad leaves and herbs.
- Between 2019 and 2021, we recorded a quantitative increase in organic agri-

cultural products of approximately 10% – we increased the number of units from around 328,000 units to around 361,000 units. We want to continue significantly increasing this figure.

**Something else we are really proud of:**

In May 2022, our apple orchard for promoting “biodiversity in industry”, located on the edge of our new logistics center site, was assessed by an external expert (Lacon Landschaftsplanung Consulting) from an ornithological and vegetation-ecology perspective. The verdict was very encouraging: animals and plants feel very much at home in the existing, heavily overgrown apple orchard – an area of around 1750 m2 – which we are now converting into a “fruit orchard/ meadow orchard with hedgerows” habitat. Birds, insects and wild plants have reclaimed a piece of nature, creating a small paradise in the middle of the industrial area that we are now maintaining with ecological aspects in mind. In addition to information boards, we have set up more insect hotels and nesting sites.







In the immediate vicinity of our bee hotels around the main building, which were set up in cooperation with the "Österreichischen Hilfswerk für Taubblinde und hochgradig Hör- und Sehbehinderte" (ÖHTB – Austrian relief agency for deaf-blind people and people with severe hearing and vision impairments), we built raised beds and planted bee-friendly plants to increase food availability and to make nesting and wintering aids even more attractive for bees and bumblebees.

In terms of the mass extinction insects are facing around the world, our efforts are a small contribution to promoting biodiver-

sity. The global decline in insects is significant, as recent research shows. Not only are individual species dying out, but the diversity of insects as a whole has declined massively in recent decades. We are aware that insect extinction has an impact on both on pollination and biodiversity: if insects are faring badly, birds and other animals in the food chain suffer. For this reason, the green areas around our buildings are not fully cleared. Wild walnut trees not only provide shade but are also a haven for insects and other animals.

We want to compensate for expanding our production areas by committing to planting



one tree or one shrub per 100 m<sup>2</sup> of land that has recently been sealed. We plan to plant these new trees and shrubs in fall 2022 and planning has already begun.

Apart from the points discussed above, we did not identify any processes within our company that have significantly negative environmental impacts.

**EMISSIONS AND TRANSPORT**

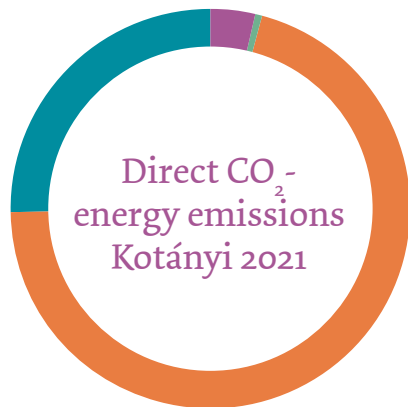
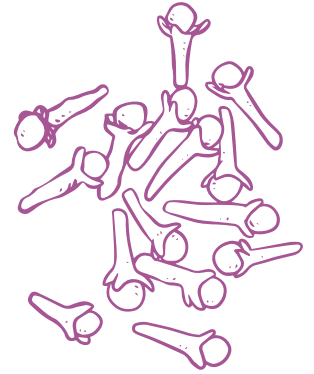
**Direct GHG emissions**

We are aware that we generate emissions in the course of our activities and that this has an impact on our environment. Therefore, it is critical for us to regularly calculate our CO<sub>2</sub> footprint, which is made up of different sub-areas such as energy, electricity consumption and transport, and to take quantifiable measures to continuously

reduce our emissions caused primarily by energy consumption.

In 2021, we emitted 361.3 tons of CO<sub>2</sub> in total, with the use of natural gas accounting for the majority of these emissions. Therefore, we are primarily aiming to reduce our consumption of natural gas. One of our main goals is to find alternatives to natural gas by 2030 so that we no longer have to rely on this energy source. At the moment, natural gas is only used for heating purposes at our main premises. We are currently testing alternative, sustainable energy sources to use in the future – potentially with neighboring companies.

We are particularly pleased that the total amount of electricity that we consume (both the proportion of 100% eco-electricity purchased and the proportion generated by our photovoltaic system) does not cause any direct CO<sub>2</sub> emissions.



- 3,8 %** Heating oil
- 0,5 %** District heating
- 70,5 %** Natural gas
- 25,2 %** Fuel
- 0 %** Electricity

Tons of CO <sub>2</sub>	Heating oil	District heating	Natural gas	Fuel	Electricity
<b>TOTAL: 361,3</b>	13,9	1,7	254,8	90,9	0

Fig. 6: Direct CO<sub>2</sub> emissions in terms of energy sources used



## Fruity punch with KOTÁNYI Pink Berries

(two servings)

- 500 g fresh strawberries
- 250 ml white wine
- 250 ml sparkling wine
- 1 bunch of fresh mint
- 1 tbsp. KOTÁNYI Pink Berries
- 1 pinch KOTÁNYI Pepper, from the mill

*Cut the strawberries into small pieces. Mix the sparkling wine and white wine in a large bowl. Roughly chop the fresh mint and add to the wine along with the strawberries. Season with pink berries and pepper. Place the punchbowl in the fridge for an hour to infuse. Decorate the rims of glasses with sugar and flowers from the garden and enjoy.*

We see huge potential for improvement and take our responsibility seriously: By using renewable energy sources, by installing our photovoltaic system and by planning and installing another photovoltaic system with an output of at least 500 kWp and a module with an area of at least 2200 m<sup>2</sup>, by making in-house optimizations to increase energy efficiency in our production, and by optimizing our business trips and continually reducing fuel consumption per kilometer traveled, we want to make a lasting commitment to reducing the amount of CO<sub>2</sub> released into our environment every year.

While we are still only at the beginning of an exciting journey toward a more sustainable future, we have set ourselves big goals: We want to compensate for production-related CO<sub>2</sub> emissions by 2030 and to make our entire production CO<sub>2</sub> neutral. Even if we face great challenges on the path to achieving our objectives, we are committed to pursuing this goal.

To raise awareness of everyone's own CO<sub>2</sub> footprint, we launched a joint campaign and asked our employees to calculate their ecological footprint using the Austrian ecological footprint calculator provided by the Federal Ministry for Climate Action, Environment, Energy, Mobility, Innovation and Technology. The results have helped us test the sustainability of our own lifestyles and understand where each of us can start in our personal sphere of influence, rethinking existing habits in day-to-day life and changing them to more sustainable alternatives for the benefit of our environment.

### Our achievements so far:

As part of our project partnership with klimaaktiv, we have drawn up an action plan with measures that we intend to implement by 2030 to boost our energy efficiency and increase the proportion of renewable energies we use. This plan is divided into production processes, buildings and transport and is explained in more detail on page 53.

Corona-19 has resulted in major changes in many areas of life and has also posed us with unpredictable challenges and new tasks. However, during this time, we also learned to use existing technologies and to give each other a little more space in our everyday lives. Working from home and online meetings are now a part of our day-to-day professional lives and we are using the associated technological advantages to achieve a win-win situation for our environment and for us. By using a checklist to assess the need for business trips, we not only reduce CO<sub>2</sub> emissions, but also costs and time wherever travel is not absolutely necessary and communicating remotely is sufficient. Any travel that is still necessary is planned to be as climate-friendly as possible.

As a result of the coronavirus pandemic, as well as our efforts to reduce CO<sub>2</sub> emissions and minimize the number of business trips required, we reduced the CO<sub>2</sub> emissions of business trips and distances traveled for business purposes (car, airplane) in 2020 by approximately 56% compared to 2019 and in 2021 by 10% compared to 2020.

To consume as little fuel as possible, our entire fleet is kept up to date with the highest technical standards in terms of efficiency. CO<sub>2</sub> emissions and consumption therefore play a crucial role when we choose our vehicles.

Our company cars in Austria comply with the Euro 5 and Euro 6 standards. The Austrian company car scheme provides for vehicles to be replaced on a regular basis. As part of cost control for repairs and services, measures such as replacing a vehicle at an earlier stage or optimizing a vehicle are encouraged if any defects become evident. When choosing tires, the respective noise level and degree of wear are taken into account alongside the safety ranking. During the most recent conversion work on the company premises, preparations were made to install a vehicle charging station. Due to discrepancies between the requirements regarding our company vehicles (sufficient luggage space, flexibility in terms of time at customer premises and many cross-country trips) and the current limits of using electric vehicles (charging station

locations, charging duration and range), it is currently not feasible to switch all service vehicles to electric vehicles. However, when purchasing new vehicles, we certainly check whether the respective employee can do without a fossil fuel vehicle. Some employees, including our new general manager in Germany, have already switched to electric vehicles. We will be providing our sales representatives, who have a significant influence on our travel-related CO<sub>2</sub> emissions due to their business trips, with a mild hybrid company car if they need to replace their car from 2022. Using more electric company vehicles is an important step toward CO<sub>2</sub>-neutral mobility for everyone. With this in mind, our plan to significantly increase the proportion of electric passenger cars in our fleet over the coming years is particularly important to us. However, the internal measures that we have successfully implemented to optimize transportation in day-to-day business operations have also paid off over the last few years and have led to a significant reduction in CO<sub>2</sub> emissions:

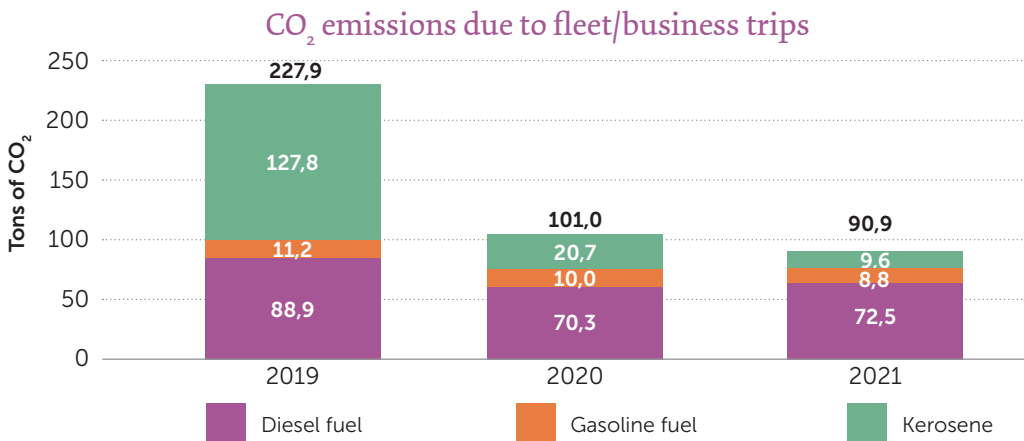


Fig. 7: CO<sub>2</sub> emissions due to business travel and business trips



Between 2019 and 2021, we demonstrably reduced the fuel consumption of our company cars by 4.7% per 100 kilometers through awareness-raising measures and

we used less fuel overall in recent years than we did in 2019, due to working from home and video conferencing.

		ACTUAL 2019	ACTUAL 2020	ACTUAL 2021	GOAL 2022
<b>EMISSIONS AND TRANSPORT</b>	Continual reduction of fuel consumption per km traveled	6,19 l/ 100 km	6,06 l/ 100 km	5,90 l/ 100 km	Reduction from previous years

**MATERIALS  
(RAW MATERIALS AND PACKAGING)**

**Our most valuable raw materials – herbs and spices**

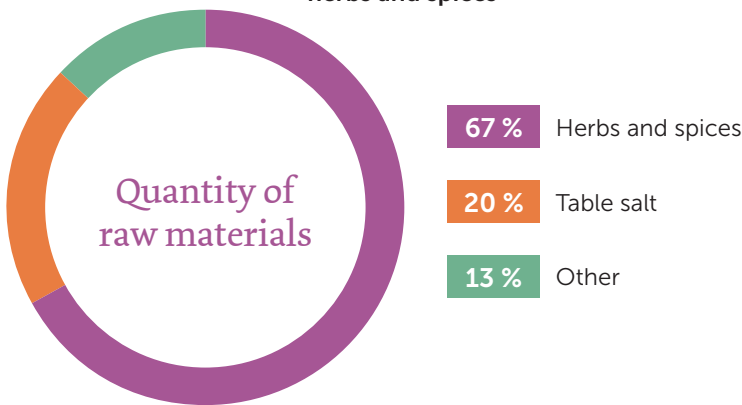


Fig. 8: Quantities of raw materials by type (Source: Quantities 2021)

Our success story began with paprika. Today, we process more than 300 different herbs and spices that come from every country in the world. Every spice has its own secret that only unfolds once you understand how to handle it properly. Through decades of experience, we have learned to use this valuable natural treasure and prepare it for our consumers so that they can bring inspiration and joie de vivre into kitchens all over the world. Spices offer

a variety of sensory experiences – there’s a reason why variety is the spice of life. Exotic spices from far-off lands have always been especially valuable commercial goods, and in the past, were even the cause of wars, precious gifts and signs of wealth. Today, you can’t imagine a kitchen without them and they make our food what it is: an enjoyable resource for living.

Every year, we process around 10,000 tons of herbs and spices, with pepper and paprika accounting for the majority. In addition to our classic herbs and spices, we also obtain around 3000 tons of table salt in differing qualities as well as around 2000 tons of baking ingredients, high-quality natural flavorings and other ingredients.

We’ve set ourselves the task of preserving our raw materials as the precious gifts of nature that they are, as well as consciously avoiding raw materials that have a detrimental impact on our environment, such as palm and coconut oil.

We also want to contribute to reducing food waste and are an active cooperative partner in the “Foodwaste2Value – wertvolle Reststoffe in Lebensmitteln” project with the Food Cluster of Lower Austria.

The aim of this project, which is organized

as an innovation camp, is to counteract food waste and avoid generating waste by giving valuable leftover materials that are no longer needed, i.e. by-products of various production processes, a second life. Our team will be supported by a student at the University of Applied Sciences Wiener Neustadt Campus, Wieselburg, who will focus on this topic as part of their master's thesis and will examine and evaluate the application possibilities and requirements of our by-products. In this way, we want to ensure that our organic waste – currently around 95 tons per year – is no longer recycled exclusively via our biogas plant as feed material for energy production, but in future is primarily recycled in the context of food and fodder production, provided that this is legally and qualitatively permissible and justifiable.

#### **Our achievements so far:**

We have removed palm oil from all our products where this has been technologically feasible and useful. Over 99% of our products are already palm oil-free. We have also found palm oil-free alternatives for the remaining products, which we will launch in the coming months.

Preserving a range of diverse varieties and using products from our local area is very important to us and we do this as much as it is feasible for us to do so.

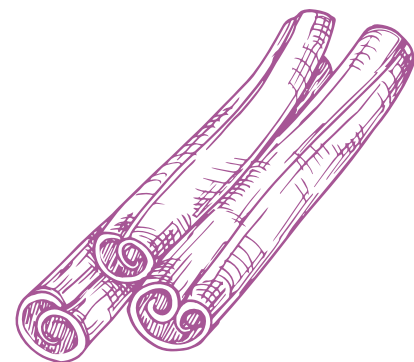
- We use regional products as long as these are available in the quality and quantity we require.

- Our Hungarian paprika is made from old varieties and processed in the traditional way.

#### **Our packaging**

As well as handling raw materials efficiently and responsibly, we are also aiming to reduce the weight of our packaging materials to cut waste volumes. Carefully separating waste, recycling according to the appropriate guidelines and promoting measures to raise awareness among employees and consumers will help to minimize damage to the environment.

To achieve this, we continuously analyze our existing packaging materials and work hard to reduce or optimize the materials used so that products are sufficiently protected and only the minimum amount of material required is used. Furthermore, we want to continuously increase the recycling capacity of the materials we use and reduce waste. We are particularly focused on reducing our use of plastic. From a global perspective and as the main component of pollution in our oceans, plastic is a major problem – particularly for sea animals. A total of 4.8–12.7 million tons of plastic end up in our oceans every year according to a publication by WWF Germany\*. This does not mean that the materials we use end up directly in the sea, but we are aware that careless handling and inadequate disposal – especially in countries where the waste collection system does not function correctly – lead to immeasurable damage to the ecosystems in our seas.



\* Source: <https://www.wwf.de/themen-projekte/plastik/unsere-ozeane-versinken-im-plastikmuell>

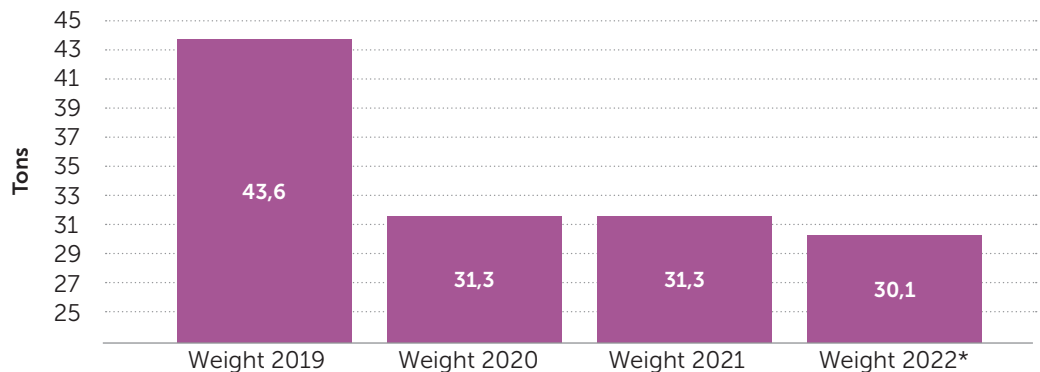
*We are continuously working on increasing the recyclability of the materials we use and reducing waste.*

Plastics are also a problem because they take several hundred to thousands of years to fully decompose. As these materials decompose, they break down into increasingly smaller, but solid and water-insoluble plastic particles. These particles – less than 5 mm in size as microplastics – are not only a problem for marine animals, which mistake them for plankton, but can also enter the human body via the food chain. The effects of plastic are devastating and we do not want to stand idly by. We know that we need to act and take responsibility by drastically reducing the plastics used in our packaging and processes.

**Our achievements so far:**

- We have switched all PET (polyethylene terephthalate) cans in our branded range for catering and wholesale to 100% rPET. This allows us to save around 155 tons of new PET each year.
- As part of relaunching our pouch packaging, we also optimized its composition so that we can reduce the annual amount of plastic used by 74 tons compared to the old packaging.
- All of our PVC (polyvinyl chloride) sleeves (i.e. the packaging we use on our jars to show if they have been tampered with or not) have been converted to PET. By taking these steps, we both reduced the amount of materials used by 27 tons and now use a material that can be recycled and no longer has to be treated as waste.
- The material thickness of our plastic shrink films has been reduced from 50 μ to 35 μ, which corresponds to an effective saving potential of 9 tons of plastic per year in terms of consumption volumes in 2021. We now use significantly less shrink film than in 2019, resulting in a total projected savings potential of 13.5 tons of plastic per year by the end of 2022 compared to 2019.

**Shrink film consumption**



*Fig. 9: Shrink film consumption in tons per year*

\* Weight for 2022 is a projection of consumption volumes until the end of 2022



Due to the various measures we have implemented over the last two years to increase the recyclability of our products and reduce the amount of material we use each year, we saved around 270 tons of plastic each year – and counting – compared to 2019.

In addition to plastics, we also produce other waste that we want to reduce. The products we sell nationally and internationally generate waste as shown below. Products that we buy in fully packaged and labeled have not been taken into account:

	Units	Paper	Glass	Metal	Plastic	Composite materials	Total	Waste in g per unit
<b>2018</b>	237.899.144	1.337	4.247	13	1.142	1.085	<b>7.823</b>	<b>32,88</b>
<b>2019</b>	261.234.665	1.440	4.542	13	1.221	1.149	<b>8.364</b>	<b>32,02</b>
<b>2020</b>	294.707.137	1.604	5.356	8	1.255	1.255	<b>9.545</b>	<b>32,39</b>
<b>2021</b>	301.310.330	1.647	5.192	8	1.242	1.242	<b>9.464</b>	<b>31,41</b>

Quantities in t

**Our achievements so far:**

Per unit, we minimized the amount of waste by weight from packaging materials by around 2% from 2019 to 2021.

By reducing the amount of waste from our packaging, reducing waste in our operations and recycling materials properly, we can make great strides in continuously improving our environmental performance. We separate paper, cardboard and corrugated cardboard, glass, plastic, organic waste and residual waste. Problematic waste from our laboratory and our workshops is collected separately, stored temporarily and properly and disposed of in an environmentally friendly way. The company Saubermacher is currently responsible for disposing of our waste.

Glass constitutes most of our waste: As packaging material, it has proven particularly useful for one of our most important items

– the Kotányi Spice Mill. The mill is designed as a disposable mill for glass recycling and can be disposed of in glass recycling containers. Waste glass is a valuable material and plays an important role in producing new glass products. Austria Glass Recycling (ARA) confirms that for every 10% of waste glass used in producing new glass, energy consumption is reduced by 3% and CO<sub>2</sub> emissions by 7%. The savings in electrical energy that can be achieved per year in this way correspond to the annual energy consumption of around 58,000 households\*. If the mill glass packaging is disposed of correctly, this also contributes to reducing society's CO<sub>2</sub> footprint. In order to share information on how our products can be recycled in the best possible way with our consumers, we repeatedly draw attention to the importance of proper disposal of empty packaging on our website and with

\* Source: <https://www.agr.at/glasrecycling/umweltvorteile>



## Celeriac, apple and cinnamon soup

- 1 celeriac, peeled
- 750 ml cloudy apple juice
- 250 ml cream
- 1 onion, peeled
- 125 ml white wine
- 1 tsp. KOTÁNYI Cinnamon, Ground
- 1 pinch KOTÁNYI Sea Salt, Iodized, from the mill
- 1 pinch KOTÁNYI Pepper, Black, from the mill

*Cut the celeriac and onion into cubes. Sauté them both in butter in a saucepan, add white wine and reduce. Sprinkle with cinnamon and pour in apple juice and cream. Cook until the celeriac is very soft. Puree with a hand blender and pass through a sieve. Season with salt and pepper to taste.*

targeted awareness campaigns.

Not only have we reduced the weight of our packaging and therefore the amount of waste, we are also constantly striving to save valuable resources in the manufacturing process. We are particularly proud that we have converted all our branded PET cans to 100% rPET. rPET is the acronym for recycled polyethylene terephthalate (PET). It is a food-grade raw material produced from empty PET packaging that is collected and prepared for reuse. Simply put, used cans become new materials. Recycled PET is therefore – provided that it is properly separated and collected – a raw material that can be kept in circulation and does not become waste. By using rPET, we can help to conserve natural resources. Textbook recycling – consistent and transparent. We do not focus on what we have already achieved; instead, we are working hard to further increase the recyclability of all the packaging materials we use. We are supported in this through cooperative research with the Austrian Research Institute for Chemistry and Technology OFI as well as by the University of Applied Sciences Wiener Neustadt Campus Wieselburg, which carried out a comprehensive life cycle analysis of our spice packaging as part of the “Eco design – ecological product development” course.

We do everything we can to reduce the amount of material that we use in our day-to-day lives and to find sustainable solutions. Wherever we can, we try to cut

down on our use of paper. For example, the documentation of all our production processes has gone “paperless” and we send all employees’ pay slips in digital form. Many of our advertising materials and reports are also now exclusively digital – wherever it is possible and helpful to do so. We refrain from printing out documents unnecessarily and strive to create awareness of avoiding unnecessary waste through corporate awareness campaigns. In 2021, we reduced total paper use by more than 30% compared to the previous year: Specifically, this means that we have reduced the amount of paper we use per year by 2.5 tons, including over-packaging, cardboard packaging and advertising materials. We have made the greatest savings on copy and invoice paper, saving around 1.46 tons. In terms of units, this means saving around 292,000 units of copy and invoice paper per year. Taking into account that the production of paper not only requires a lot of energy, but around 10 liters of water per sheet of DIN A4 paper (5 g) if it is made from wood, we can save around 2920 m<sup>3</sup> or 2,920,000 liters of water per year. This corresponds to around 50% of our total average water consumption over the last few years at our premises in Wolkersdorf im Weinviertel. Since we cannot completely do without paper, we want to use only recycled paper or environmentally friendly paper in the future to reduce our indirect water consumption. After all, recycled paper has a comparatively low water footprint of



around 100 ml per DIN A4 sheet. In addition, we will pay more attention to reducing water consumption in the coming reporting period and will implement more measures to reduce direct water consumption in our operations.

**ENERGY**

**Energy intensity**

Emissions and their effects are produced anywhere where products are manufactured, stored and transported – and therefore also by us. We use energy in the form of electricity and gas, for example, and generate emissions in the form of CO<sub>2</sub>. We make our living from raw materials that can only grow and thrive in an intact environment. Therefore, our business success also depends on minimizing ecological impact on our environment. We want to do our part for climate protection by taking consistent measures to increase

energy efficiency and prevent emissions and waste.

Our electricity comes exclusively from renewable sources and since mid-2020 has been produced by the photovoltaic system on our roofs, which covers an area of 6500 m<sup>2</sup>. With an annual output of more than 900,000 kWh, we now continuously generate around 20% of our electricity needs ourselves and can feed 227 MWh of surplus into the general electricity grid every year – in a sustainable and environmentally friendly way.

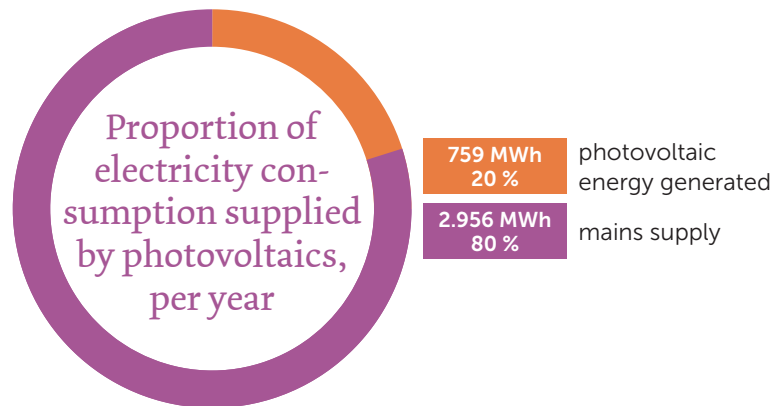


Fig. 10: Proportion of electricity consumption supplied by photovoltaics, per year (Source: Real data 2021)



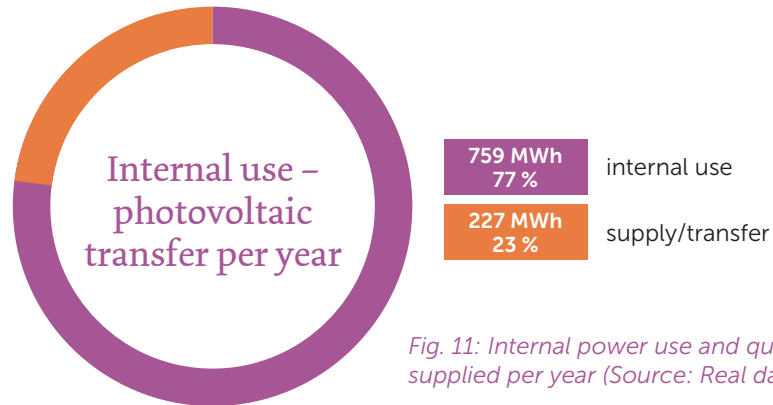


Fig. 11: Internal power use and quantity of power supplied per year (Source: Real data 2021)

We achieved further electricity savings by converting to LED lighting in our plant, which saves 50 MWh per year. We have also installed a new, more energy-efficient compressor and a modern LAN control system to network our compressors. This state-of-the-art control system automatically selects the most efficient combination of compressors depending on the compressed air required, enabling us to minimize our energy consumption by an additional 36 MWh every year.

How do we measure our energy efficiency? We have calculated and presented the energy and amount of electricity used on our production premises. The accuracy of the calculations and information are reviewed as part of regular external energy audits in accordance with the Austrian

Energy Efficiency Act (EEffG) and the EN 16247 standard.

The 15.5% increase in efficiency achieved between 2019 and 2021 – 845 MWh in absolute terms – was somewhat dampened by expansion work (new production facilities and the expansion of the logistics center), so we “only” achieved a consumption reduction of 11.6% – 632 MWh in absolute terms. The energy intensity was reduced from 13.6 Wh/unit to 12.1 Wh/unit, which corresponds to 11%.

### Energy consumption

The total energy demand by sector (energy consumers) and energy sources is as follows:

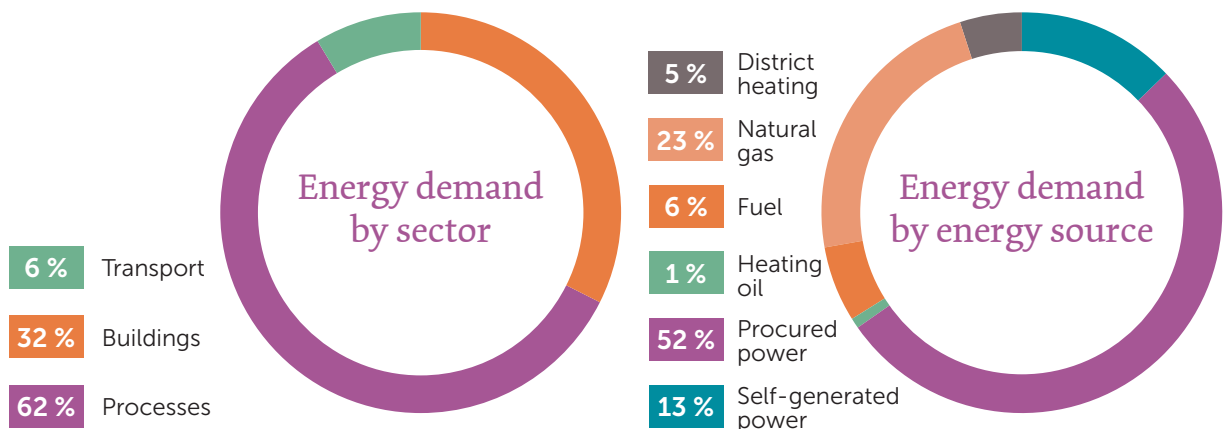
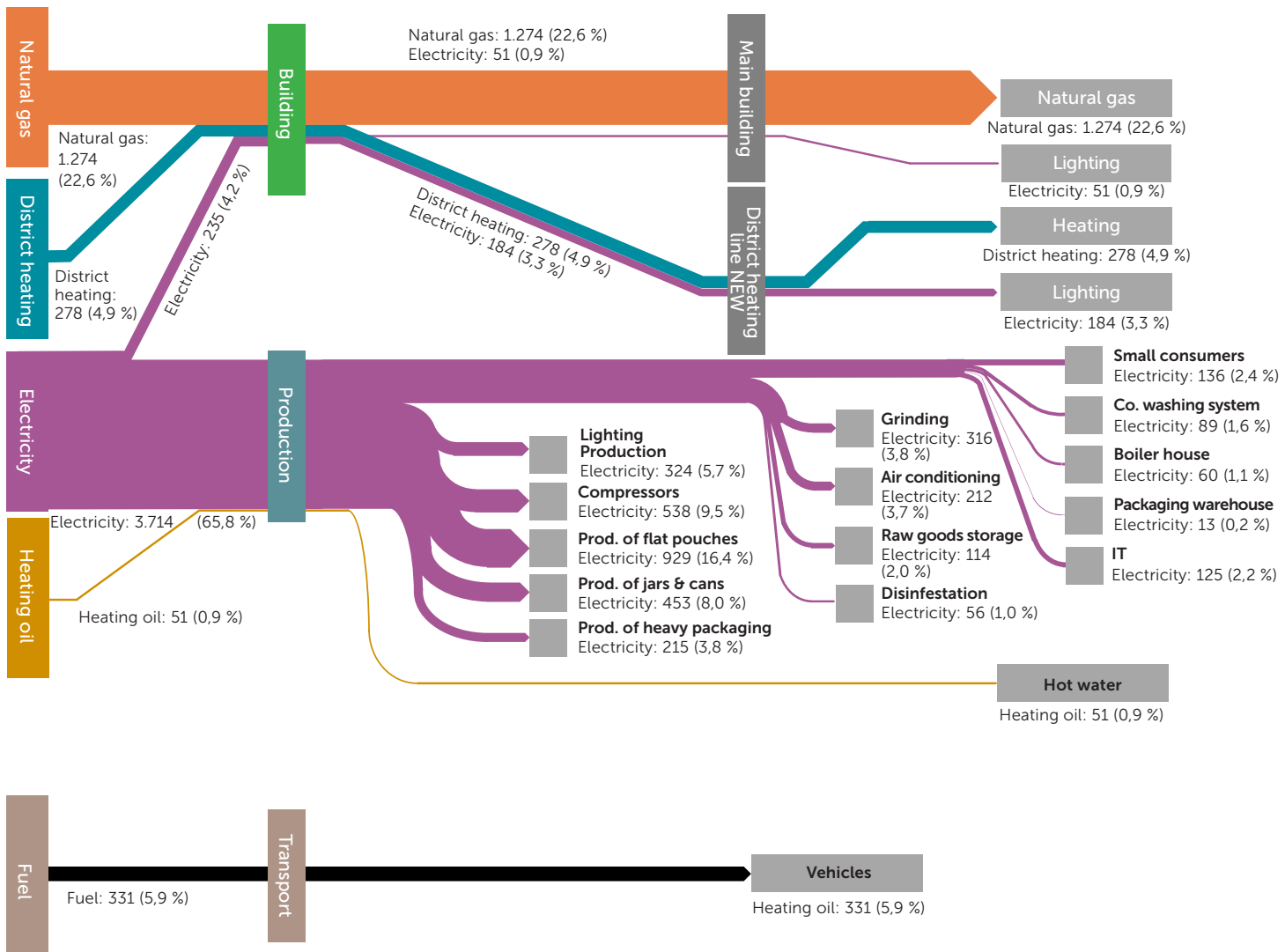


Fig. 12: Energy demand by sector (energy consumers) and energy sources (Source: Real data 2021)

Our internal processes consume the most energy, followed by the energy requirements of the building (including heating and

lighting); the smallest proportion of around 6% can be attributed to the energy requirements of internal transport processes.



All units in MWh. Values in brackets: % proportion of total annual energy expenditure (5648 MWh)

Fig. 13: Kotányi energy flows (Source: Real data 2021)

Electricity is still our most significant source of energy, accounting for 65.8% of our supply. Since 2019, we have significantly reduced the amount of purchased electricity through the above-mentioned measures while simultaneously increasing the number of units.

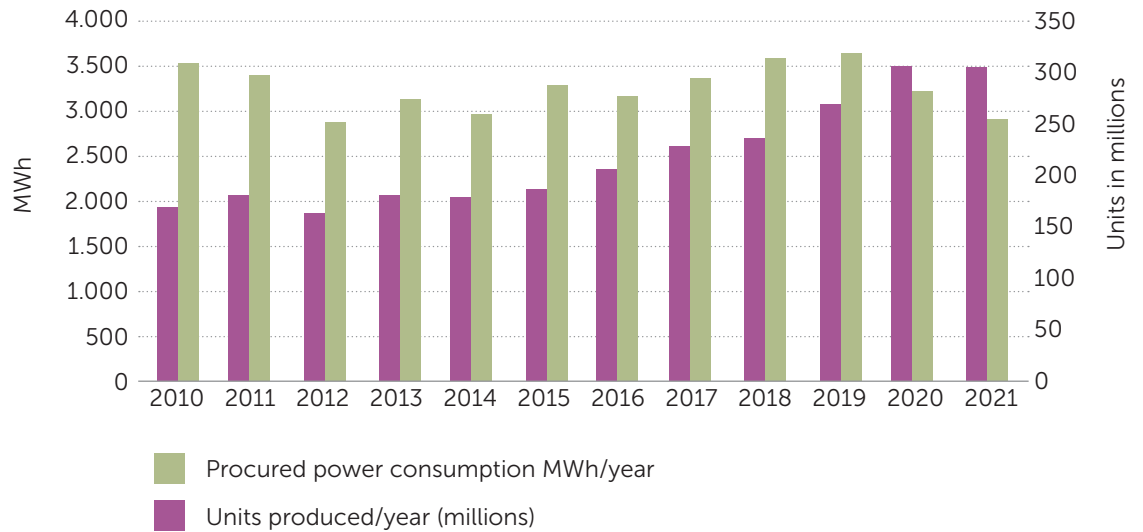


Fig. 14: Ratio of procured power consumed and units produced

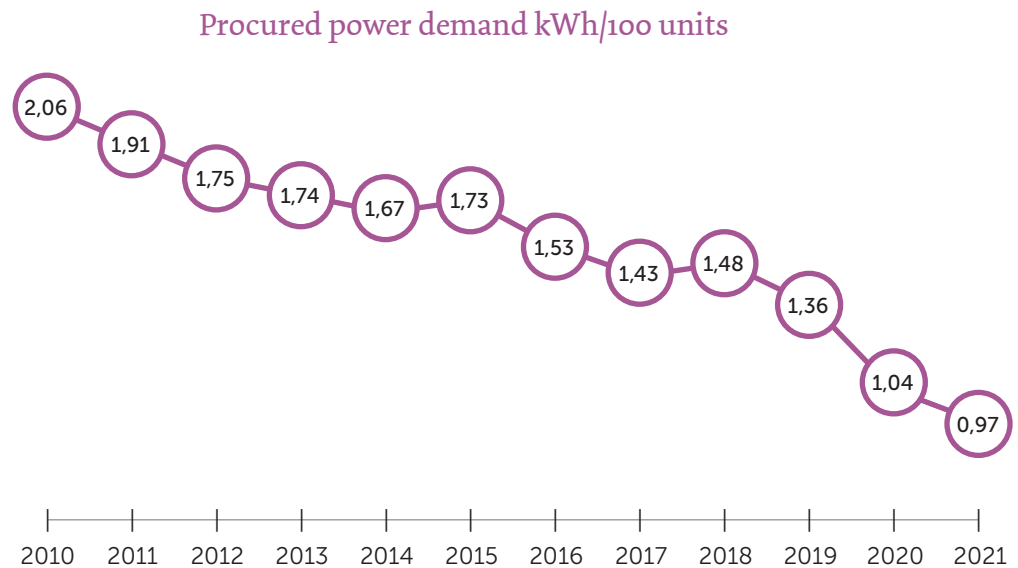


Fig. 15: Procured power consumption in kWh per 100 units of finished goods produced



We also achieved an encouraging increase in energy efficiency in terms of total power requirements.

We had the lowest consumption figures

in 2020 and 2021 in terms of 100 finished goods produced – we were able to demonstrably reduce overall power consumption compared to 2019.

*Based on 100 items produced, we significantly reduced electricity consumption compared to 2019.*

Power consumption (total) in kWh/100 units

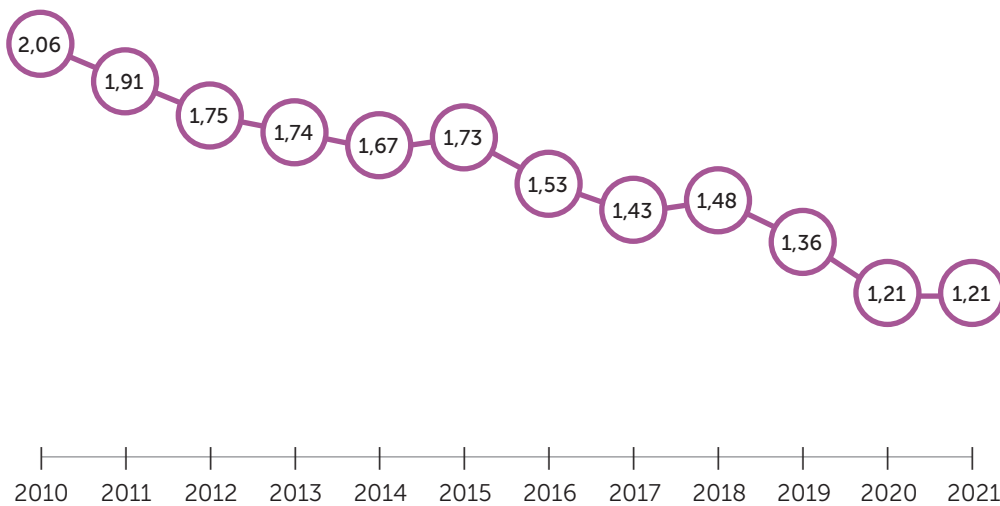


Fig. 16: Power consumption (total) in kWh per 100 units of finished goods

We want to continue implementing projects to increase our energy efficiency in the future and have developed an action plan for this, with measures that we will implement by 2030. We have already successfully implemented some of the agreed measures: For example, we switched the extraction system for our screening plant to a more energy-efficient recirculation

system, thereby saving 23,800 kWh of fossil-fuel-based energy. In the course of expanding our finished goods warehouse at Johann-Galler-Straße 24, we attached great importance to operating largely without fossil fuels and connected the building to the biomass system in Obersdorf, theoretically saving 390,000 kWh/year produced using fossil fuels.



What we want to achieve:

**Production processes:**

MEASURE	IMPLEMENTATION UNTIL	ENERGY SAVINGS/ FOSSIL FUELS SAVED IN kWh/YEAR
Replace our high-pressure cleaners, which are powered by heating oil, with equipment that uses electrical energy sources	2025	50.000
Increase the energy efficiency of our container washing system: supply hot water using heat recovery and replace the compressed air compressor	2030	26.200

**Buildings and transport:**

MEASURE	IMPLEMENTATION UNTIL	ENERGY SAVINGS/ FOSSIL FUELS SAVED IN kWh/YEAR
Convert the gas heating system for our main building to an environmentally and climate-friendly alternative	2030	1.200.000
Transition to electric vehicles	2025	190.000





4

**PEOPLE –**  
*with each other  
and for each other*



*Being there for the people around us and working together to shape the future for generations to come – this is what corporate responsibility should be, both now and in the future. Honest. Transparent. Without reservation.*



### **CONSUMER HEALTH AND SAFETY – UNITY AND EQUALITY**

Ensuring our products are safe, high quality and comply with legal requirements are our top priorities – that is what we stand for, day after day, in all the countries we supply. We do not compromise on this.

We are committed to unity and equality in all the countries we supply. Our products are consistently high quality and safe, no matter where their destination. Our commitment to providing optimal quality – the requirements of which all our products must fulfill – is the same regardless of national borders and any differences there may be between us.

We are all the more pleased that the results published in 2021 from an EU-wide series of tests to compare the quality of branded foods conducted by the Joint Research Centre (JRC) confirm that there are no differences in our products, either nationally or internationally.

#### **Compliance with legal requirements to guarantee product safety**

Decades of experience and the awareness that we must manage the resources avai-

lable to us with respect guide our behavior, way of thinking and actions. Our natural herbs and spices are thoroughly checked at our premises in Wolkersdorf im Weinviertel and carefully processed into high-quality products. Our name and our brand guarantee this.

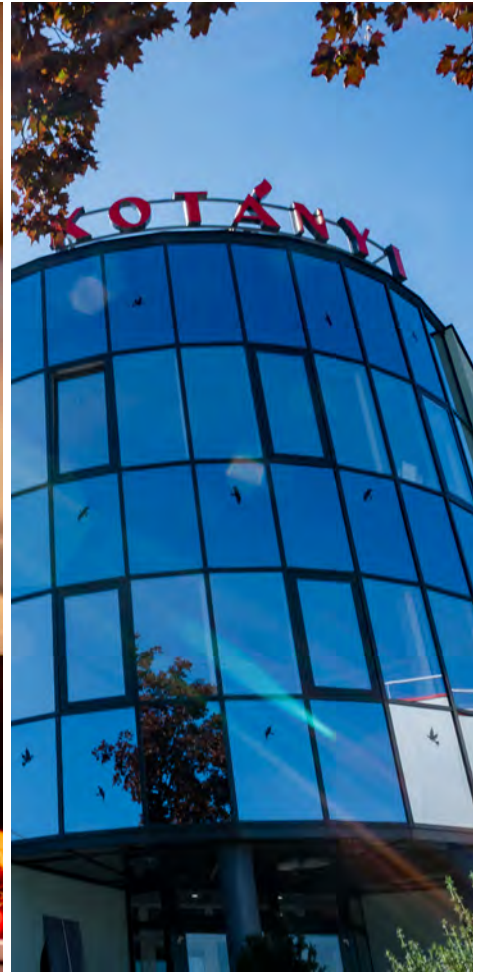
We are constantly striving ensure the products that we supply are safe, high quality and comply with all legal requirements. For this reason, we have implemented a comprehensive quality, environment and food safety management system and invest extensively in thoroughly testing our raw materials, semi-finished products and finished products every year.

As part of our commitment to care, we always ensure that our products and packaging do not have any defects or characteristics that could be detrimental to the health of our consumers. From selecting our suppliers and strict quality and hygiene regulations throughout the manufacturing and storage process to delivering to our customers, we make every effort to be certified to the highest level in accordance with the International Featured Standard Food (IFS Food), ISO 9001 and ISO 14001 every year.



The quality of raw materials used is crucial for manufacturing high-quality products, especially for natural products such as spices. We prioritize carefully selecting and thoroughly inspecting these valuable natural products. As spice experts, we not only commission external, independent testing bodies to examine and assess all incoming raw materials, but also carry out in-depth quality controls at our in-house laboratory. Ensuring the safety of our products is very important to us – this is demonstrated by both our strict food safety management system and the fact that we have maintained a spotless record for many years.

In recent years, including in the reporting period from 2020 to 2022, many of our products were tested and examined by the official food safety controlling authority. We are very proud to say that there were no justified official complaints leading to a conviction. When developing our recipes, we consider it important to take current social trends and important findings from science, technology, medicine and health into account. Our products are natural products that reflect the expectations and needs of our consumers. We know that our products are more than just a means to live and we



want to do everything possible to fulfill the wishes and needs of our customers and unreservedly meet their expectations. Alongside consumer and customer surveys, we find positive feedback, ideas and suggestions and even constructive criticism in the context of complaints or direct dialog essential for us to better understand the requirements and expectations of our consumers. To this end, the relevant contact data and contact persons are listed on our website. Clear internal communication processes ensure that the feedback is also used internally and that feedback is given to our partners.

We are pleased to report that we did not have to pay any fines, have not had any final convictions and not had any violations that would have resulted in a warning during the 2020–2022 reporting period.

#### **PRODUCT LABELING – FAIR ADVERTISING**

##### **Legally compliant declaration and presentation**

Our passion for spices is what motivates us, inspires us and drives us, and our curiosity to try new things and break out of establis-



hed patterns to bring about change is our recipe for economic success. We do not just invest in the quality and food safety of our products, but also in our premises, to ensure that our products are processed with care and are optimally stored using the latest technologies.

We are committed to fairness in the advertising, labeling and presentation of our products. We see it as our duty to provide legally compliant declarations and refrain from misleading consumers in any way. We always provide accurate information about our products to prevent any harm to our customers or our brand.

It goes without saying that our products comply with the legal labeling regulations in all the countries we supply. The presentation and the information on the packaging concerning how to use the product, the ingredients it contains and valuable nutritional information are intended to enable our consumers to use our products safely. We take great care not to convey misleading or legally inadmissible messages and only to report on matters that we can substantiate. We reject sexual advertising content or advertising aimed at children as well as disrespectful portrayals of people and animals. Our conscious efforts to comply with all legal requirements pay off. In the past years, we have not had any justified official com-

plaints relating to product labeling that have led to a warning or conviction.

### **Social assistance**

As a family-owned company, it is particularly important to us to support people in social emergencies. Our commitment to help wherever human beings depend on our assistance goes far beyond the boundaries of our company. Every year, we donate products to the "Sozialmarkt SOMA des Wiener Hilfswerks" (SOMA social market of the Vienna relief organization) to support people on low incomes, to "Team Österreich Tafel," which collects impeccable surplus food and distributes it to people in need via Red Cross service stations. We also donate to the "Gruft", a homeless shelter run by Caritas in Vienna. In addition, we support charitable organizations such as "Licht ins Dunkel" and Caritas with monetary donations.

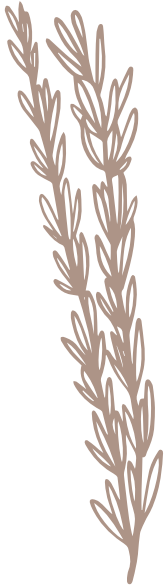
Especially in times like these, there is a great need to support all those who are socially disadvantaged or who have to cope with difficult living conditions. So, alongside providing financial support to "Nachbar in Not – Hilfe für die Ukraine" (neighbors in need – help for Ukraine), we decided to do something locally and delivered pallets of spices to the Ukrainian border.



### **Orange granola porridge with apple-vanilla chips**

- 80 g crunchy granola (instead of oatmeal)
- 500 ml carrot juice
- 1 cup fresh berries
- 1/2 packet KOTÁNYI Apple-Vanilla Chips

*Heat the carrot juice in a saucepan and stir in the granola. Cook the porridge at low heat until the desired consistency is achieved. Add more carrot juice if necessary. Arrange the warm porridge in small bowls and top with fresh berries. For a little crunch and a subtle vanilla note, sprinkle apple-vanilla chips on top.*



Above all, children's wellbeing and supporting people with special needs are matters close to our hearts. We were able to support causes such as "Ronald McDonald Kinderhilfe," the "Luca-Kinderschutzverein" and the Special Olympics during the reporting period.

As a company with regional roots, we are also actively involved in our immediate surroundings. We provide unbureaucratic financial support for cases of particular hardship in the area surrounding our company headquarters.





5

**EMPLOYEES –**  
*a united force on the  
same wavelength*



*Motivated, committed and healthy employees are the key to our success. We owe our success to our employees, whose commitment and dedication have made us the brand we are today – a brand we can be proud of.*



### **Fiery sweet potato tarte flambée**

- 1 pack tarte flambée/pizza dough
- 250 g sour cream
- Approx. 1 tbsp. KOTÁNYI Bird's Eye Chili, from the mill
- 2 red onions
- 300 g sweet potatoes
- Harissa paste
- 4 stems parsley

Preheat the oven to 225°C (374°F). Mix the sour cream and Bird's Eye Chili. Peel and slice the onions and sweet potatoes. Roll out the dough and place it on a baking sheet covered with baking parchment. Brush with harissa paste and cover with sweet potatoes and onions. Bake in a hot oven for 10–12 minutes. Meanwhile, pick the parsley leaves from the stems and roughly chop. Sprinkle the tarte flambée with parsley.

For us, personal development is a prerequisite and we are fully committed to working together to achieve any resulting changes. All of our committed employees help us to shape the future of our company, irrespective of their gender, age, nationality or sexual orientation. We want our employees to see us as an attractive employer. To ensure this is the case, we respect and appreciate our employees, promote them as a result of targeted further training and clear career prospects, and offer relevant preventive and necessary health measures. Our managers are the guides who lead the way, supporting our employees and helping them to cope with the often demanding tasks on the way to achieving peak success: a united force on the same wavelength.

### **OUR EMPLOYEES – THE PEOPLE WHO MOTIVATE US AND HELP US MAKE A DIFFERENCE**

#### **Diversity and equal opportunities**

We value the variety of different opinions,

cultures and ideas – we find them inspiring. We are proud of our employees' differences and view the equal treatment of members of different groups as a matter of course. For this reason, we take a firm stance against any kind of discrimination and do not tolerate any kind of discrimination based on origin, nationality, gender, religion or ideology, sexual orientation, pregnancy or parenthood, family status, age, disability or other reasons that fall under the ban on discrimination.

Personal decisions such as promotions, dismissals, salary raises and disciplinary measures are made in a nondiscriminatory way. We consider equal opportunities to be essential and promote a working environment that recognizes the dignity and value of each individual, is characterized by respect and tolerance and where everyone treats each other with honesty, sincerity and courtesy.

Equal payment for equal work as well as fair remuneration are self-evident for us. Differences may arise due to age, professional experience and/or period of employment.

In 2022 (as of 31/05/2022), 623 people work for Kotányi, with 338 of these in Austria. There are over 15 different nationalities represented by our employees in Austria. Both in our international subsidiaries and in our headquarters in Wolkersdorf, we are proud of the individual differences of our employees and we challenge and encourage them in the same way without any kind of discrimination. Alongside fair and good working conditions, we want to continue to be an attractive employer for our employees through future-oriented further training. Our three managing directors are male, and the proportion of women in management positions has not changed in recent years.

The proportion of women in management positions at Kotányi in Austria is 30.8%, while the proportion in top management is 20%.

Women account for 34% of blue-collar works and for 54% of white-collar workers. 6.7% of those in management in Austria fall into the 30–50 age group.

In terms of white-collar employees in Austria, 14.3% fall into the under 30 age group, 55.8% into the 30–50 age group and 29.9% into the 50 and over age group.

In terms of blue-collar workers in Austria, 15.8% are under 30, 52.2% are 30–50 and 32% are 50 and over.

We currently employ four people that are registered as disabled.

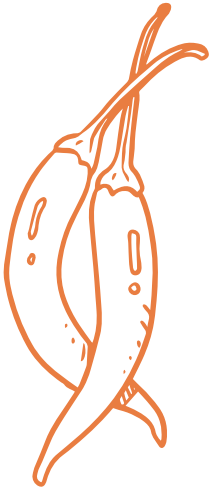
*We want to continue to be an attractive employer for our employees through future-oriented further training.*

	2019	2020	2021
<b>TOTAL NUMBER OF NEW EMPLOYEES (AT)</b>	<b>60</b> <i>(26 women/34 men)</i>	<b>44</b> <i>(20 women/24 men)</i>	<b>44</b> <i>(18 women/26 men)</i>
	<i>including 11 women under 30, 12 women under 50, 3 women over 50, 15 men under 30, 14 men under 50, 5 men over 50</i>	<i>including 11 women under 30, 9 women under 50, 7 men under 30, 17 men under 50</i>	<i>including 7 women under 30, 10 women under 50, 1 woman over 50, 9 men under 30, 15 men under 50, 2 men over 50</i>

### Employment

We place emphasis on fairness and justice, attractive working conditions and a working atmosphere characterized by a strong sense of belonging as essential to successful personnel management. In this regard, we not only ensure fair, performance-based remuneration, compensation for additional

and special services and the timely payment of special allowances and bonuses (such as nightshift bonuses), but we make sure that the achievement of goals is recognized in the form of bonus payments and premiums. Our employees are hired with permanent contracts after a probationary period of one month, as is customary in the industry. The salaries and wages of all our employees are



subject to the collective agreements of the food processing and luxury products industry, which we view as a basis for minimum payment. In the past few years, there have been no charges to date brought against Kotányi or that have led to the company being convicted. We are not aware of any cases of discrimination.

We want to be an attractive employer for our employees, but attractiveness does not just mean fair remuneration. We want to support our employees as best as we can so that they find fulfillment in challenging tasks and can develop their skills as well as professionally and personally. Likewise, our employees expect to be able to fulfill their private commitments and pursue their own interests.

One of our most important concerns is to enable a smooth balance between work life and family life. From our perspective, this includes flexible working hours and the option to work at home, if it is appropriate to do so for the respective task. We therefore allow our employees to work from home up to two days a week and provide the necessary equipment to make sure that everything runs smoothly.

Parents in particular are often faced with the huge challenge of combining childcare with the requirements of everyday professional life. Around 10.4% of employees at our headquarters are employed on a part-time basis. Currently, 13 employees are working on a parental part-time basis and five (four women, one man) employees are

currently on parental leave.

Within the framework of parental part-time work regulations, we have flexible and family-friendly models aimed at facilitating reentry for employees who want to continue their professional career with us after their parental leave.

However, we are also able to accommodate our older employees by considering the possibility of supported part-time retirement to enable a smooth transition to retirement, if required, and making this option available wherever it is feasible to do so.

Employees do not lose any pension benefits or their entitlements to sick pay, severance pay or unemployment insurance.

#### **OUR PROVEN “HEALTH & VITALITY” PROGRAM – HEALTH IS OUR GREATEST ASSET**

We promote health and safety at the workplace through comprehensive measures as part of our “Health & Vitality” program, which has earned us the quality seal from the Austrian Network for Operational Health Promotion four times to date. The objective of this award is to commend the most sustainable and innovative activities in terms of promoting health in Austrian companies. We are proud to have received these coveted awards in our efforts for our employees.

In the recent, particularly challenging years during the coronavirus pandemic, we have all taken a number of measures to protect



our employees as best as possible from infection or serious illness. We went beyond the legal requirements and did everything possible to ensure that employees were able to perform their work as safely as possible. We set up an internal PCR test line, provided all employees with free test kits to take home, had on-site vaccination campaigns (> 95% vaccination rate at the end of 08/2021), shared the latest findings and measures as part of a continuous exchange with our company doctor and carried out educational work.

Despite the sometimes difficult situation due to restrictions in the catering sector during the pandemic, all employees in the affected areas were able to retain their jobs. In addition to our weekly complimentary fruit basket containing locally grown organic fruit, we will – as soon as the current case numbers allow – start to conduct joint sports events and activities again and resume our annual health days. Through targeted presentations, information campaigns and joint cooking events, we aim to raise awareness of the necessity of a healthy, balanced diet together with an adequate amount of exercise and the importance of a restful night's sleep to allow the body and mind to recover.

In an effort to help our employees stay in good health, we also offer annual health check-ups and regular consultations with our on-site company doctor. Campaigns such as various vaccination campaigns supported by the company are also on the

program, as is an online exercise program in the form of short video sequences, which encourages employees to do simple exercises several times a day to relieve strain on and relax the muscles of the musculoskeletal system, the back and the eyes – regardless of where they may be and without needing any equipment.

## RESPECT BEGINS WITH LISTENING



### In-house social counseling services

We value our employees and want to show our appreciation for them by listening to their personal concerns and worries. Kötányi makes its in-house social counseling service in cooperation with Caritas Vienna available to all employees free of charge for confidential support in difficult private or professional situations. Specially trained and experienced employees from the Caritas Vienna in-house social counseling services come directly to our premises and listen to employees to understand their respective situations. Telephone or online consultations are also available. Above all, support is provided for issues relating to work, children and family, public authorities and law, finances, health and housing. The evaluation of the first half of 2022 shows that the service is popular: In this period alone, there were ten cases with an average of 3.8 consulting hours, in which employees found solutions to their problems together with the support service.

*“One of the biggest problems is the way we communicate with each other today. We don't listen to understand but listen to respond.”*



*"You cannot not communicate."* (Paul Watzlawick)

Communication influences every aspect of life as well as how we interact with one another. We are aware of the need to communicate openly, honestly and transparently.

Digitalization and the resulting technological advances have changed traditional forms of communication to a certain extent and our company is no different. We have identified the opportunities that this opens up for us and are exchanging information in real time where possible. We really value the fact that our employees are helping

us to make the transition toward digital communications and are actively involved in implementing these solutions..

**More acceptance through good communication**

Through our internal social Intranet (Coyo), which is installed in all of the countries we operate in, we not only promote lively discussion among employees, but also general cohesion – regardless of nationality and hierarchy. This makes it easier to master challenges within the company together, simplifies communication processes and



helps disseminate information among employees quickly and easily, from the strategic direction of the company to projects we are working on. We listen to understand, learn from and with each other and are delighted with the goals we have achieved and our shared successes.

## ATTRACTIVE EMPLOYER

### Employees – Find them. Challenge them. Encourage them. Keep them.

We are aware that our successes are always the result of the performance and contribution of each individual. To pursue our goals consistently and to remain successful, we need employees who stay with the company in the long term and who complete their tasks with enthusiasm, a high degree of motivation and with respect for their fellow team members. It is important for us to keep our staff turnover rate low so we can keep our employees' expertise and experience within the company and create an efficient working environment. This is why we measure the satisfaction of our employees every three years. Due to the coronavirus pandemic – which made internal operations more difficult and brought many new challenges, which in turn tied up resources and changed priorities – the latest employee survey only took place this year (2022). The survey is now complete and the results are available. In the coming months, these will be analyzed together with the

employees and the management team; the results will be used to determine measures to be implemented with corresponding objectives and clear responsibilities to further increase the satisfaction of our employees.

### Changes in the labor market – with risk comes opportunity

The coronavirus pandemic has had a multifaceted impact on our day-to-day lives, including our business operations. We are particularly aware of changes in the labor market. The fact that many workers from neighboring countries to the east have not returned to the Austrian labor market is a key driver of the "war for employees" for us, taking into account the current and increasingly pronounced demographic shift in Austria (i.e. an aging population). It requires courageous, creative and extraordinary steps to attract and retain the best of the best employees on the labor market. As internal indicators of the effectiveness of the measures implemented, we therefore want to continue to:

- Increase employee satisfaction by the next survey in 2025.
- Stabilize or reduce staff turnover at our premises in Wolkersdorf im Weinviertel (Kotányi Austria).
- Give all employees in Austria the opportunity to have another appraisal interview (with a focus on health, further training and development).





### Tonka bean tiramisu with fresh berries

- 500 g mascarpone
- 50 g orange liqueur
- 80 g powdered sugar
- 250 g cream
- 150–200 g seasonal berries
- 2 tbsps. tonka sugar
- Approx. 100 g ladyfingers

Mix the mascarpone with the powdered sugar and tonka sugar. Whip the cream until stiff and fold into the mascarpone mix. Be careful not to overmix. Wash the berries and cut depending on size. Alternately add the cream, the ladyfingers soaked in orange liqueur and the berries into the glasses. Repeat this process. Sprinkle with cocoa powder before serving.

#### Our achievements so far:

The employee survey in the summer of 2022 showed a pleasing satisfaction index of 81.2%. This was a further increase on the 2019 value (80.7%).

Unfortunately, we were not able to achieve our goal of reducing the staff turnover rate

to 10%. While the number of staff leaving the company decreased in the midst of the coronavirus pandemic in 2020, the overall demographic and labor market situation is resulting in more staff leaving once again, despite our every effort to prevent this.

GOAL	ACTUAL 2019	ACTUAL 2020	ACTUAL 2021	GOAL 2022
From 2020 onwards, maximum staff turnover of 10% in Austria (employees leaving/average number of employees) (Number of female and male employees leaving)	<b>12,97 %</b> (15 women/ 24 men)	<b>10,88 %</b> (15 women/ 20 men)	<b>12,36 %</b> (16 women/ 24 men)	<b>Goal of max. 10%</b>

From 2020 to 2022, it was not possible – or only possible to a very limited extent – to conduct appraisal interviews for our Austrian and international employees due to personal contact restrictions. Therefore, we will not conduct our appraisal interviews across the company in the usual format until 2023. We value personal discussions, constructive feedback and aligning expectations. Our goal is to enable all employees in Austria to have an appraisal interview like this. In 2019, 57.81% of employees (38 women out of 74 interviews) in the white-collar sector had an appraisal and 63% of the blue-collar sector had an appraisal interview with their manager by March 2020.

#### Proportion of employees with regular performance assessment and further training

Providing our employees with training and further education is particularly important to us. Motivated employees are employees who understand the meaning of their work and are aware of their responsibility. To create and maintain awareness, expertise alone is not enough. Responsible employees are required to be able to convey and pass on the knowledge they have acquired.

Our goal is to ensure that all employees at every hierarchical level have the appropriate knowledge and competencies required to fulfill the tasks assigned to them in accordance with requirements. For us, competence means applying knowledge, abilities

and skills in practice. It is essential for us that our employees are accordingly competent and aware of their responsibilities. In order to ensure that all our employees have and can demonstrate the necessary skills and competencies, we have defined clear requirement profiles for all positions. Our appraisal interview is available in ten different versions. Making a rough distinction between fields means we can have targeted discussions, taking into account the respective field of activity and the respective requirements. Making a further distinction by career level helps us to further adapt the appraisal to the requirements of the respective person. This and ongoing observations allow us to assess the competencies of our employees and their corresponding training requirements. The appraisal interview for employees in our factory and warehouse is evaluated anonymously and focuses on encouraging good health and healthy working conditions.

To provide our employees with clear professional prospects and enable them to undergo further training, we want to provide all employees with the training and further education that they require. We have set up a comprehensive training module in our online "Engage!" program, which makes it easy to submit training requests as well as to evaluate the successful implementation and the effectiveness of measures. For new employees, we have set up a comprehensive training program that provides

an essential overview of all areas of the company, takes them on a guided tour of the company and offers spice management and quality management training. The program helps them to become familiar with and prepare for the tasks assigned to them. Furthermore, we hold annual training courses on various topics such as hygiene for all employees involved in production processes, occupational safety, health protection and emergency and crisis management, as well as numerous workplace-related training courses. In the blue-collar sector, we attach great importance to sufficient handover time during shift changes and offer new employees comprehensive support within the framework of our successful mentor program. Each new employee is assigned a mentor who has been with the company for a long time and has a lot of experience. To promote our open, active error culture, to learn from mistakes and further reduce the occurrence of internal complaints, we are currently also working on a coaching concept for new and existing employees.

#### **Occupational health and safety**

We pay attention to the health, safety and wellbeing of our employees and want to constantly help improve their quality of living and ensure that each individual feels safe and comfortable in the workplace.



*Through a thorough analysis and numerous measures, we once again succeeded in reducing the number of work accidents in 2021 compared to the previous year.*

In particular, we expect our managers and any persons that we delegate to be aware that they must set an example, to unreservedly comply with existing regulations and to introduce and maintain or implement appropriate procedures and protective measures to ensure complete occupational health and safety.

We have commissioned Heiss Logistics GmbH to take care of technical safety and occupational health care, advising our employees, safety representatives and employee bodies in the field of occupational safety and ergonomic working conditions. As part of regular planned tours of the production facilities – both announced and unannounced – as well as inspections and evaluations of workplaces, hazards are identified and assessed, the management of health and safety documents is reviewed and modified as required, and it is ensured that inspection obligations pursuant to ASchG (Worker Protection Act) and the associated ordinances are fulfilled. In addition, regular noise measurements, measurements of comfort parameters such as room temperature, relative humidity, air velocity and lighting intensity, short-term measurements of maximum workplace concentrations (MAK value = maximum permissible concentration of a substance as a gas, vapor or suspended matter, measured in the air breathed at the workplace, which, according to current scientific knowledge, does not generally impair the health of employees, even in

the case of repeated and long-term exposure) and consultations regarding ergonomics are carried out. We receive support in the creation and update of evacuation concepts, with the organization and monitoring of operational fire safety and the determination and examination of causes of work accidents and work-related illnesses. We are convinced that work accidents can only be avoided if specifications and rules are ingrained and compliance monitored consciously. Raising awareness and encouraging vigilance is essential for increasing the safety of our employees. Situations that have led to work accidents are analyzed in-depth and measures are derived to prevent their re-occurrence. It is crucial that situations where a potential hazard is detected are also reported. We are proud to have employees who are attentive and always report near-accidents. We are very proud to say that the number of work accidents in 2021 was further reduced compared to the previous year as a result.

It goes without saying that we will continue to do everything to prevent work accidents as best as possible.

We have not only made it our goal to avoid work accidents. One of our key goals is to reduce illness-related absences by 2023 to a clear Austrian average (according to the Absence from Work Report December 2021 from WIFO: average 12.7 days, blue-collar employees around 16.4 days, white-collar employees around 10.4 days).





We have already achieved this goal with regard to sick days among white-collar employees, but are not yet where we want to be with our blue-collar employees. Reducing sick leave within this group of employees is a top priority for us. We especially want to encourage these employees to take part in our program promoting occupational health. In addition, we think it is important to analyze the causes of long-term sickness in particular, to the

extent permitted by law, and to support our employees in maintaining and improving their personal health through preventive measures such as training on “how to lift correctly,” healthy, balanced nutrition and collaborative sporting activities. We need to create a healthy, safe, motivating, productive and non-discriminatory working environment and to further promote our positive working environment, which is of great importance to us.

	ACTUAL 2019	ACTUAL 2020	ACTUAL 2021	TARGET 2022
<b>Sick days on average (AT)</b>	<b>15,39</b>	<b>13,46</b>	<b>13,65</b>	
Sick days on average (days/blue-collar employee)	20,92	19,23*	19,82*	Below WIFO absences
Sick leave exceeding 100 days (blue-collar employee)	6	4*	6*	
Sick days on average (days/white-collar employee)	8,52	6,02*	5,91*	
Sick leave exceeding 100 days (white-collar employee)	1	0	0	
Number of near-accidents reported	28	13	5	0
Total work-related accidents (reportable)	11	9	5	0
Number of work-related illnesses reported	0	0	0	0
Number of deaths	0	0	0	0

\* without consideration of quarantine times



Furthermore, we offer regular medical support through our company doctor. Employees can arrange an appointment via our company Intranet or through notices. All employees are reliably reminded of these appointments by email. In addition to free health check-ups, we also offer funded or fully paid vaccinations, based on the respective risk, that go beyond the standard vaccinations paid for by regional health insurance companies, as well as vision, hearing and lung function tests and advice on stopping smoking and improving nutrition. Our company doctor is available for all our employees' health-related con-

cerns and complaints and advises employees and employers alike. Health-related data is, of course, treated confidentially within our company and is subject to data protection. Employees can utilize our occupational health service during normal working hours and this does not have to be reported. Consultation discussions with our company doctor are subject to medical confidentiality. The high acceptance of our company doctor is reflected in her services being regularly used by our employees; we also receive positive feedback on this during employee appraisal interviews.



**GRI-INDEX IN  
ACCORDANCE WITH  
THE OPTION "CORE"**



## GRI index in accordance with the option “core”

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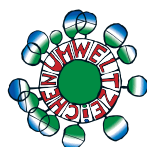
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