# sveriges stärkelseproducenter, förening u.p.a (ssf) Sustainability Report 2018/2019

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# Our CEO's comments

Sveriges Stärkelseproducenter (SSF), an association of Swedish starch producers, operates on a market where attitudes to sustainability are evolving all the time and this means that there is a growing interest in what we do. To use biological raw materials in a responsible way and make the best possible use of them as foods or materials is what we call "circular bioeconomy".

In our starch operation we focus on our climate impact, because the assessments we have conducted show that our most important environmental considerations are linked to carbon dioxide emissions and fossil fuel consumption. Over the past year we have devoted many resources to creating a greater understanding of our climate impact for our entire operation, from growing starch potato through to the refined product being transported to the customer. The results from our climate impact assessments from a life-cycle perspective help us understand which actions have the biggest effect and help us prioritise our work. In short, on its journey from field to finished product, a potato uses energy in our production plants, fuel during farming



and transport to the customer, and raw materials during farming and refinement. Read more about our climate impact and the assessments we have made on page 4.

We are currently working on developing new strategies for reducing our climate impact. Regarding fuel, we are reviewing whether we are satisfied with the substitution system which progressively increases the incorporation of renewable raw materials in the fuel, or whether we should arrange solutions that solely use renewable fuel. In our processing facilities we are planning to convert our steam boilers so that they can run on renewable fuel or electricity.

The raw materials used are chemicals in our processes and plant protection products and commercial fertilizers in farming. In each of these cases, we see opportunities for reducing their use by developing the potatoes we grow through modern plant breeding. The restrictions introduced by the EU on new plant breeding techniques are, therefore, a major problem that hinders our sustainability work.

In our spice operation we purchase a large number of ingredients and raw materials from all around the world, and the focus of our sustainability work is in the supply chain. We audit our suppliers and go to great lengths to ensure that we use ingredients that are grown, harvested and handled in a responsible, sustainable way.

We are members of a European network called the Sustainable Spices Initiative which runs projects and supports the development of sustainably sourced spices. Our membership requires us to continuously increase the proportion of our purchases that are defined by the network as sustainably sourced spices.

We have been striving to reduce energy consumption in the production of dry and liquid spice blends for many years. As of January 1st 2019, our production plant in Fjälkinge is completely fossil free.

We are approaching the end of the strategy period that we decided on in 2015 and planning for 2025 is under way. In the starch business, our strategy will be a continous growth by introducing new farmers and developing existing ones. We are striving to refine as much of our raw materials as possible to help develop the foods of the future. We are part of the solution when it comes to sustainable climate!

Hans Berggren CEO Sveriges Stärkelseproducenter, SFF

# Our sustainability year 2018/2019

### Lyckeby Starch AB

#### Assessing the climate impact of our operation

To gain a better understanding of how our operation affects the climate, in spring 2019 Lyckeby began a climate impact assessment from a life-cycle perspective for the operations of the company, from farmed potato to native potato starch, and on to highly refined starch adapted for use in paper and food products.

The assessments were carried out with an external environmental consultant using the SimaPro tool. Using these results, we are now developing strategies for how we will reduce our climate impact in both short and long term, as well as which are the most important activities for us to prioritise to be efficient. Furthermore, we saw that we are already working on measures and goals in the largest areas of our climate impact.

As we are still in the process of interpreting the results, we are unable to report them in detail yet. However, the preliminary results show that our carbon footprint is roughly divided into three main areas, as shown below. The next step is to secure the results by internal and third-party reviews.

# Results achieved 2018/2019

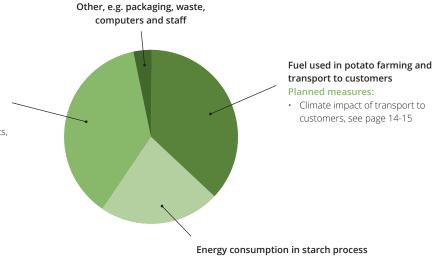
- Grew an unique CRISPR potato for the first time in world history
- Reduced the actual amount of plant protection products used by our potato suppliers by 42% since 2014
- Energy saving of 5% since 2015
- Staff day on the theme of sustainability

   sustainable planet, sustainable
   company, sustainable people
- Start of construction of the new production plant in Nöbbelöv – a modern plant built with consideration for our staff and the environment
- Supporting the Swedish Food Federation's sustainability manifest

### Distribution of the climate impact of our starch operation

#### Process chemicals, plant protection products, commercial fertilizer Planned measures:

- Modern plant breeding, see page 25-26
- Reduction of plant protection products, see page 16-17
- Reduction of process chemicals, see page 22-23 and page 26



- Planned measures:
- Energy saving goals, see page 22-23
- · Planning to replace our steam boilers, see page 23



### Lyckeby Culinar AB och Kockens AB

#### Membership of the Sustainable Spices Initiative (SSI) since January 2019

It is difficult for small food companies in Sweden to influence the farming of spices and herbs, which takes place on a global level. This is due to both geographical and cultural differences. This is why Lyckeby Culinar AB decided to join the Sustainable Spices Initiative (SSI), which strives to promote more sustainable production of spices, herbs and dried vegetables on a global level. By bringing together companies in the industry, SSI increases its ability to influence legislation, set demands on various players in the supply chain, learn from each other and collaborate in projects.

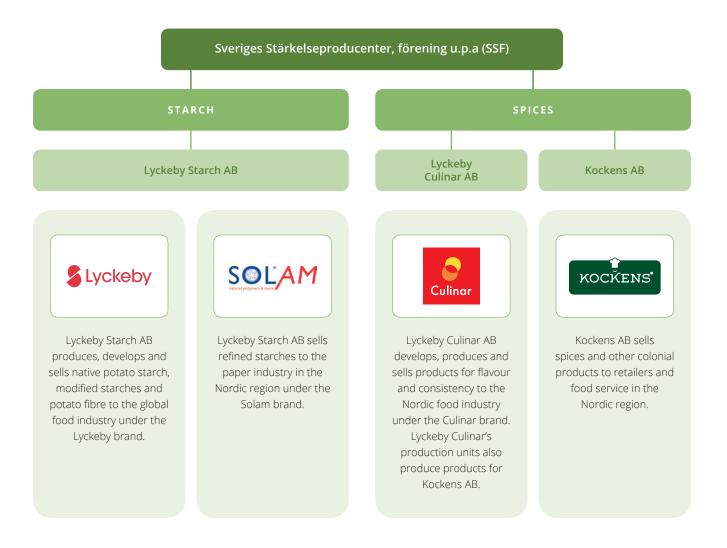
Membership of SSI gives us a greater understanding of the sustainability challenges in different parts of the supply chain and requires us to increase our understanding of our own problems. All member companies must commit to set goals that comply with SSI requirements and continuously report the results to SSI. Read more about our objectives on page 16 and page 19.

# Results achieved 2018/2019

- Fossil-free production in our plant in Fjälkinge since January 2019
- 50% lower energy consumption over 10 years
- 94% of Kockens' packaging materials recyclable
- Sustainability training for our employees
- Supporting the Swedish Food Federation's sustainability manifest

# Our business model

SSF's business model is to buy potatoes from our farmers/ owners, to refine the potatoes' contents in the best possible way, and to then sell the products we extract to customers on selected markets. Some of the starch extracted from the potatoes is mixed with spices and/or other functional ingredients purchased from farmers and food producers all around the world, before being sold on. We sell the remaining content of the potatoes back to our farmers as a concentrated fertilizer for next year's crop. We have two business areas, Starch and Spices, and the operations are run in the companies Lyckeby Starch AB, Lyckeby Culinar AB and Kockens AB. In the Starch business area, we work with the food and paper industries under the Lyckeby and Solam brands respectively. In the Spice business area, we work with the food industry and consumers/food service under the Culinar and Kockens brands.





# Our production units

SSF is owned by farmers in southern Sweden. All the potato we use as a raw material in our starch products is grown by our owners. We have a total of five production units in Sweden, located close to our farmers.

### Nöbbelöv, Kristianstad

Our head office for the Starch business area and the company Lyckeby Starch AB is located outside Kristianstad. Here we receive potato from our farmers which is processed into native potato starch and fibre. The starch is then refined into modified food starch. The unit is also home to our R&D centre, which focuses on the development and use of starch in food and paper applications.

Number of employees: 99 permanent employees\*

### Fjälkinge, Kristianstad

Our head office for the Spice business area and the companies Lyckeby Culinar AB and Kockens AB is located in Fjälkinge outside Kristianstad. At the factory, raw materials are mixed with ingredients from Nöbbelöv to form dry and wet food products. Fjälkinge is also where we have our development kitchen, which is adapted for flavour innovations in various food applications.

Number of employees: 168 permanent employees

### Bäckaskog, Kristianstad

In Bäckaskog we handle seed potato, which is sold to our farmers. Some of our products are also packaged here, such as Kockens' potato flour.

Number of employees: 5 permanent employees\*

### Mjällby, Sölvesborg

Mjällby is the production plant for technical starch products in the company Lyckeby Starch AB. Here we receive potato from our farmers and produce native potato starch. A small percentage is transported to Nöbbelöv, but the majority is refined on site into technical starch for the paper industry.

Number of employees: 18 permanent employees\*

### Jämjö, Karlskrona

The Jämjö plant is a production unit for native starch to Lyckeby Starch AB. The starch is transported directly to customers, or to Nöbbelöv and Mjällby for further refinement.

Number of employees: 4 permanent employees\*

\*In addition to the permanent employees, every year a number of temporary staff are employed in our starch operation, usually from September to January, to handle the production of native starch which is done during this period of the year.

# Our sustainability program

At SSF we have chosen to divide our sustainability work into five focus areas. These areas are common to all our business areas, and they follow our value chain which is centred on refining farmed raw materials. To ensure that our focus areas are in line with national and global guidelines for sustainable development, we link our work in each focus area to one or more of the goals in the United Nations 2030 Agenda for Sustainable Development.



SSF'S FOCUS AREAS IN SUSTAINABILITY	2030 AGENDA SDGS
Responsible employers and committed employees	5 GENDER EQUALITY Sequence of the second work and ECONOMIC GROWTH Second for the second work and Second for the second
Responsible business partner	16 PEACE JUSTICE INSTRUME INSTITUTIONS
Sustainable farming	2 ZERO SSS
Production with optimised use of resources	7 AFFORDABLE AND CLEAN ENERGY CONSUMPTION AND PRODUCTION
Development of sustainable product and packaging solutions	3 GOOD HEALTH AND WELL-BEING AND INFRASTRUCTURE



The 17 global Sustainable Development Goals (SDGs) of the UN's 2030 Agenda.

Within each of the five focus areas, we have carried out risk assessments and formulated goals and activities to prevent and reduce these risks. The risk assessments were conducted in advance in small groups of employees with relevant areas of expertise, and decisions were then made by the management groups in each business area.

There are many points of contact between our business areas, where we have a joint foundation in farmed raw materials and refinement, which partly takes place in the same factories. At the same time the business areas' operations differ, as farming takes place in different parts of the world and sales in different markets. As a result there are both shared objectives for the whole of SSF as well as different objectives for our different production units, business areas and brands.

At SSF, we maintain an ongoing dialogue with our various stakeholder groups. These dialogues build an understanding of the demands and expectations our stakeholders place on our business, which has provided valuable guidance in the process of prioritising and deciding on risks and objectives in our focus areas for sustainability.

STAKEHOLDER GROUP	COMMUNICATION CHANNEL
Board of directors	Board meetings
Owners	Local meetings, shareholder meeting, member magazine, farmer meetings, experience exchange groups, weekly newsletters
Management groups	Management group meetings
Employees	Employee survey, performance reviews, intranet
Customers	Customer visits, customer survey, customer audits
Suppliers	Supplier visits, supplier survey, supplier audits
Authorities	Environmental report, licence visits, licensing issues



# Responsible employers and committed employees

Our approach and actions in relation to our employees are based on Swedish legislation, Swedish practices and central collective agreements. We are members of the Confederation of Swedish Enterprise and the employer organisation the Swedish Food Federation, which enables us to stay updated on what is happening on the Swedish labour market and make sure our conduct complies with industry standards. In addition to this foundation, there are local agreements on terms and conditions, as well as local policies for rules, procedures and benefits. We want to be an attractive employer to both new and existing employees. Our corporate culture is characterised by commitment, pride and loyalty.

RISK AREA	PREVENTION	METRIC	OBJECTIVE/ACTIVITY
Workplace accidents	Reporting of near-misses Safety rounds Safety committee Whistleblower function	Number of accidents Number of near-misses	→ Vision Zero for workplace accidents
Work environment, health and well-being	Attending leadership Employee survey Performance reviews Occupational health service Work rotation in production Joint activities Ongoing information Whistleblower function	Sick leave Staff turnover	<ul> <li>→ Keep sick leave at current level</li> <li>→ Be an attractive employer</li> </ul>
Diversity and equality	Equality policy Salary mapping SMETA audit Employee survey Performance reviews Whistleblower function	Percental difference in monthly pay between men an women in equivalent positions	→ Prevent unjustified pay differences between men and women
Victimisation	Employee survey Performance reviews Occupational health service Whistleblower function	Number of people who have experienced victimisation	<ul> <li>→ Zero tolerance for victimisation</li> <li>→ Developing effective new measurement tools in 2020</li> </ul>
Sustainable develop- ment awareness	Sustainability training Information on the intranet	None at present	<ul> <li>→ Introduce sustainability information in the programme for new employees</li> <li>→ Make ongoing information about our sustainability work available to all employees</li> </ul>

### Workplace accidents

We strive to ensure that all our employees feel safe at their workplace, which is why our objective is zero accidents. Moreover, ongoing efforts to increase reporting of nearmisses increase our ability to prevent workplace accidents. Systematic health and safety work, with formal procedures for safety rounds, action plans and follow-up, is well implemented and a natural aspect of our work. Risk and consequence analyses are conducted for all changes, and close cooperation with the unions helps to ensure that risks are detected early.

	REPORTED NEAR-MISSES (NO.)			ACCIDENTS O.)
	2017/2018	2018/2019	2017/2018	2018/2019
Lyckeby Starch AB	18	33	12	7
Lyckeby Culinar AB + Kockens AB	33	34	17	12

# Work environment, health and well-being

We are eager to pick up the signs of sickness and ill health at an early stage so that we can provide support and implement the right measures to minimise the problem. Every individual who experiences ill health should be treated with respect in line with our policies.

We measure sick leave and analyse type of sick leave by splitting the results into non-manual and production. Sick leave in our business areas is low and has been at this level for many years. Since lower sick leave might lead to higher sick attendance, it is not our objective to further reduce sick leave; instead our focus is on working on measures to promote good health.

We encourage our employees to maintain a healthy physical and mental lifestyle. Our staff activities include health bingo, after-work meet-ups as well as social meetings with quiz trails and barbecues, etc.

The average period of employment at SSF is long, which means our staff turnover is low. We are proud to see that

many of our employees choose to develop with us, move internally and stay with us.

We analyse our staff turnover for internal use and see that it is low. This leads us to believe that we are achieving our goal of being an attractive employer to our employees. Our work in this area, however, never ceases, and we are striving continuously to ensure that working life remains sustainable for everyone who works for us.

In the past we have used the term "pride" to measure the well-being of our employees, which has resulted in several interesting discussions about the term and what we mean by pride. This has made us realise that the term is not sufficiently established to be a functioning metric and we have therefore decided to stop measuring well-being this way.

Measurements of how our employees perceive their work situation and well-being are instead conducted regularly through an employee survey, as well as in discussions between managers and employees.

		CK LEAVE %)		NON-MANUAL %)		PRODUCTION 6)
	2017/2018	2018/2019	2017/2018	2018/2019	2017/2018	2018/2019
Lyckeby Starch AB	2,9	2,5	3,2	2,5	2,6	2,4
Lyckeby Culinar AB + Kockens AB	3,8	3,3	3,9	2,4	3,8	4,3



### Diversity and equality

Diversity and equality shall be a self-evident, natural aspect of our operation and mean that everyone has the same rights, opportunities and responsibilities in all of our areas irrespective of gender, age, ethnic or cultural background, variable ability or sexual orientation. All employees are entitled to be treated with respect and each be given their rightful integrity, irrespective of our differences. We regulate this in our policy.

As a result of this, everyone shall be treated equally regarding internal and external recruitment, personal development and pay. We set pay on an individual basis to a large extent, but all assessments in this respect shall be based solely on objective reasons linked to expertise and suitability.

As of 2017, we produce an annual report of all the work/measures we carry out on equal treatment, and pay mapping is a part of this. The aim is to discover, tackle and prevent unjustified pay differences between men and women. This is a collaboration between the company and the local union groups. We choose not to publish the results since this is sensitive information but together with the union groups we have concluded that we are within the framework of what is deemed reasonable.

### Victimisation

Our workplace shall be characterised by respect. Victimisation and sexual harassment are not tolerated and we regulate this in our policy. All forms of discrimination and harassment are banned in the workplace. "Harassment" refers to all types of victimisation, unwelcome behaviour and disrespectful comments concerning, e.g. a person's gender, age, disability, sexual orientation, political views, ethnic or cultural background, skin colour, appearance or religion. It is always the subject of the treatment who determines what behaviour is unacceptable.

In our employee survey, we monitor whether any of our employees have experienced or witnessed victimisation or harassment. The most recent employee survey at Lyckeby Starch AB was carried out in autumn 2017 and a new survey is planned for autumn 2019. At Lyckeby Culinar AB and Kockens AB, an employee survey was conducted in spring 2019.

The employee surveys are conducted by internal reasons and the results are therefore not published in detail, but the results from the last surveys show that there are cases of people who have been subjected to both victimisation and sexual harassment in our workplace. We view this very seriously and have therefore taken measures to deal with the situation. For example, discussions have been held in our management groups and in departments to raise awareness of the problem.

In spring 2019, we introduced a whistleblower function so that an employee with any complaint can communicate with the management group in writing, by posting an anonymous report in the postbox of someone in the HR department.

In addition, at Lyckeby Culinar AB and Kockens AB, we will replace our employee survey with a more frequent pulse survey to measure our employees' well-being in the workplace. We hope that this will enable us to pick up any problems sooner. The new survey tool will be developed in 2020. At Lyckeby Starch AB, we will continue to use the current employee survey, because we see value in being able to compare scores from year to year to ensure that the measures we take are having an effect.

## Sustainable development awareness

In order to ensure efficient, sustainable work practices throughout our value chain, we consider it essential that all employees at our company have basic knowledge of sustainable development. We acknowledge that we can always be better at raising awareness of this, and these efforts are taking place gradually. Moving forward, our objectives are to introduce sustainability information as part of our introduction programme for new employees, and to improve our employees' access to ongoing information about our sustainability work.

# Sustainable planet, Sustainable company, Sustainable people

At SSF we create sustainability together. Through increased knowledge, we want to contribute to insight and engagement for sustainable development among our colleges.

During the spring of 2019 the theme of the annual staff day for all employees at Lyckeby Starch AB was "Sustainable planet, sustainable company, Sustainable people". Our colleagues from Lyckeby Culinar AB and Kockens AB was invited to correspondent training in Fjälkinge as well, although in smaller groups and at several occasion in order for as many as possible to participate. The number of participiants was good considering the training at Lyckeby Starch AB was only provided at one occasion; 60% from Lyckeby Starch AB, 78% from Lyckeby Culinar AB and 80% from Kockens AB.

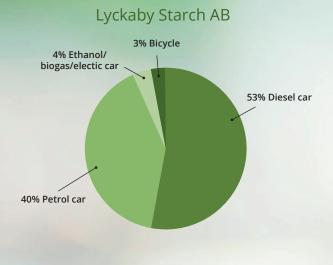
The training started from scratch by putting sustainability into words, inform about global sustainability challenges, Agenda 2030 and our own sustainability program. The subject was engaging and we had several discussions within the groups, as Sustainability Manager it was very educative to consider my colleagues perspectives and thoughts regarding sustainability.

The most valuable part from the training was the collection of comments regarding our sustainability program and ideas on how our company can be more sustainable, a total of 300 comments. Together we also answered the question how long the total distance we all travel to work is based on different means of transportation. This information has later been used as data input for our climate impact calculations.

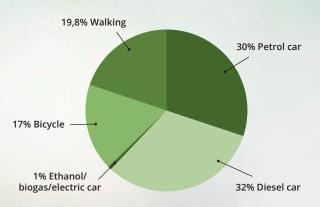
TEXT: Mia Henrysson, Sustainability Manager, Lyckeby Starch AB



Mats Nordström from the Culture Development department at Lyckeby Starch AB was one of our champions in the sustainability quizz. PHOTO: Anders Nilsson



#### Lyckaby Culinar AB + Kockens AB





# Responsible business partner

We conduct our business with suppliers and customers both nationally and globally. Our common core values exist in our corporate culture, a culture that has developed alongside our customers and business partners over many years in the industry, and in our high level of activity in our industry organisations.



RISK AREA	PREVENTION	METRIC	OBJECTIVE/ACTIVITY
Business ethics	Our corporate culture Business entertainment policy Introductory training Long-term customer relations	Number of known cases of corruption in all our companies	→ Update of Code of Conduct during 2019
Climate impact of transport to customers	Build knowledge Climate impact assessment of transport to customers	None at present	→ Begin investigation into our options for more eco-friendly transport to customers in 2019/2020
Climate impact of business travel	Build knowledge Climate impact assessment of business travel	None at present	→ Invest in technology in 2019/2020 to facilitate video conferences

### **Business ethics**

Our corporate culture means that it is our responsibility to ensure that we follow prevailing legislation both as regards product safety, and financial rules and requirements. Our ambition when it comes to conducting sustainable, responsible business encompasses our conduct in everything related to business ethics, human rights, corruption and working conditions.

We shall strive to ensure that our products do not contribute to corruption at any stage. During the fiscal year we have had no known cases of corruption in our companies Lyckeby Starch AB, Lyckeby Culinar AB and Kockens AB. The risk of bribery and corruption is prevented through our business entertainment policy. Compliance with the policy is checked partly by the employee's immediate manager who is primarily responsible, and partly by the HR department which checks the mandatory verifications that are submitted.

Lyckeby Culinar AB and Kockens AB have a large number of global suppliers that are checked against our Code of Conduct, which includes requirements on human rights, employee working conditions, discrimination, forced labour and child labour. We also carry out audits of our suppliers.

We see a need to continuously update our Code of Conduct for Lyckeby Culinar AB and Kockens AB, and also to introduce a written policy for Lyckeby Starch AB. We have started this work by introducing a number of workshops in our business areas with the aim of obtaining different perspectives on the content of our Code of Conduct, in which our customers' expectations obviously play an important role. We will continue this work with the aim of finalising our new Code of Conduct in 2019. All our employees who do business in our business areas undergo an introduction process to ensure they understand how we behave towards customers, the importance of building long-term business relations, and valuing and complying with our business ethics. We strive to continuously improve in our ethical approach. This lays a good foundation for continuing to conduct responsible sales work which leads to our customers feeling safe with us as a supplier, and also to our staff feeling confident in dealing with our customers.

We prioritise strong, long-term relations with our customers. By offering a high level of support in sales, logistics and product development, we create further peace of mind with our customers and our own employees, thus laying the foundation for good business and mutual trust. We think of ourselves as a partner to our customers, and through cooperation we build understanding for the wishes and requirements of customers and the market as a whole.

We like to invite our customers to visit us and see our production process at first hand, enabling them to fully evaluate how the product they are buying is made. This applies not only to the physical process, but also to our expertise in food safety, legal compliance, health and safety, environmental consideration, product knowledge, sustainability and so on. By opening up and being transparent to our customers, we ensure that we live up to their demands and enable them to help influence and develop us towards being a more sustainable company.

# Climate impact of transport to customers

In the climate impact assessment we performed for Lyckeby Starch AB in 2019, we identified transport to customers as an area that accounts for a significant proportion of our total climate impact for potato starch. According to the preliminary results, transport to customers accounted for approximately 20% of the operation's total climate impact. In 2019/2020 we will start to examine opportunities for reducing this climate impact.

## Climate impact of business travel

Our business travel adds great value in maintaining close, positive relations with our customers, carrying out audits, building confidence for our suppliers, continuing our training, and participating in collaborative projects with industry colleagues and other partners.

Our climate impact assessment shows that our business travel accounts for a relatively very small proportion of the total climate impact of our starch products. As a result, this area is not the highest priority in our programme to reduce our climate impact. Nevertheless, we see that striving to reduce the climate impact of our business travel has great symbolic value, both internally for our employees and externally for our customers and other stakeholders. We will therefore invest in new technology to improve the opportunities for effective video conferences, and also evaluate how this affects our travel.





# Sustainable farming

The main raw materials for SSF in both our business areas are grown crops, so sustainable farming is pivotal to the entire group's business. Our business areas face different challenges in this area.

Our farming for starch production and refinement in Lyckeby Starch AB takes place locally by our owners, which means that we have good potential to check that the farming is being managed sustainably and to influence the farmers.

Lyckeby Culinar AB and Kockens AB buy spices from all around the world, which means that checking food safety, farming conditions and employee working conditions is a major challenge. Our main sustainability focus at Lyckeby Culinar AB and Kockens AB is working to assure traceability among our almost 1,000 different raw materials and guarantee good social conditions for the farmer and their employees.

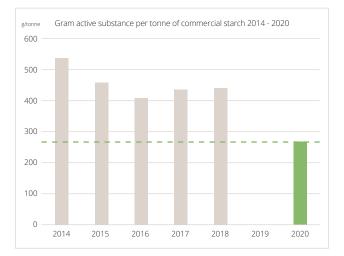


RISK AREA	PREVENTION	METRIC	OBJECTIVE/ACTIVITY
Use of plant protection products in potato farming	Farming advice Letters to growers Growing trials Experience exchange meetings	Amount of active substance per tonne of commercial starch produced	→ 50% reduction in amount of plant protection products used by 2020, while maintaining amount of produced starch
Climate impact of potato farming	Build knowledge Climate impact assessment	Carbon footprint per tonne of starch potato	ightarrow None at present
Farming and working conditions at global suppliers	Code of Conduct Supplier audits Membership of SSI	Proportion of sustainably sourced spices in accordance with SSI definition	<ul> <li>→ Update of Code of Conduct during 2019</li> <li>→ Produce sustainability questionnaire to be sent to suppliers</li> <li>→ By 2021, increase the proportion of sustainably sourced spices bought to:</li> <li>- 25% for turmeric</li> <li>- 15% for pepper</li> <li>- 13% for chilli</li> </ul>

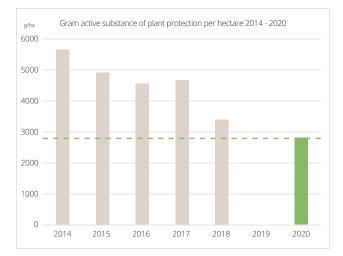
## Use of plant protection products in potato farming

Plant protection products are used in starch potato farming to hinder weeds and prevent disease from attacking the plant, primarily blight and the fungal disease Alternaria. Research being conducted in the area, as well as our own growing trials, suggests that the amount of plant protection products can often be reduced considerably with little or no impact on the growing outcome. Based on this, at Lyckeby Starch AB we have a goal that our potato suppliers should reduce the amount of plant protection products used per tonne of produced commercial starch by half by 2020, using the 2014 value as a benchmark.

To ensure that we achieve this goal, we give advice to our potato growers via weekly letters with recommendations on dosing of plant protection. The grounds for the recommendations come from existing forecasting models for blight and Alternaria. In addition, we are working intensively to develop new forecasting models, in part through growing trials where we assess the effects of plant protection products in different growing conditions. Our farmers meet at our experience exchange meetings where they share information and experiences with us and each other.



If we look at the outcome for our metric "Amount of active substance per tonne of commercial starch produced", we see that after two years, in 2016, we were already halfway towards our objective. In 2017 we suffered a setback due to the large amount of rainfall in the summer, which led to greater susceptibility to blight and greater dilution of plant protection products and, as a result, an increase in the amounts used. In summer 2018 we had another setback, also due to the weather, because of the extreme drought the starch harvests became 30% lower than normal. A lower harvest automatically means a higher outcome for this metric, because the amount is stated in relation to the amount of starch produced.



If we look at another metric, "Grams of active substance per hectare", the results are very good; use of plant protection products has decreased by 42% since 2014. This result shows that our work with forecasting models has led to greater awareness among our farmers, and that the actual amount of plant protection products used is lower. This is therefore a better metric, because we are unable to influence the weather factors that led to worse results for 2017 and 2018 when we measure per unit of starch produced.

The results also demonstrate that it is possible to reduce the amount of plant protection products, for example, during drought when the risk of blight is very low. It is not the reduced use of plant protection products that led to the poor harvest in 2018, but the extreme drought. Our farms had no problems with blight, which is the disease that accounts for approximately 75% of all use of plant protection products, despite lower use of plant protection products.



# Lyckeby Organic back to the farmer

Lyckeby Organic is a concentrated fertilizer which is produced through evaporation of the residual potato juice from the production of native potato starch. The product is offered to our farmers and also to other farmers in the local areas.

The advantages with Lyckeby Organic is that the product has a high content of potassium, which makes it more effective as a fertilizer for crops requiring potassium, such as carrots, potatoes and ley. Through mixing Lyckeby Organic with pig or cattle slurry in a calculated dose, the nutrition content of nitrogen and potassium can be adapted to whatever crop you want to use the product for.

Another advantage with Lyckeby Organic is that it smells considerably less than conventional fertilizer which has a sometimes intense odor. Lyckeby Organic has a slightly sweet syrupy scent, which makes it appropriate for use in areas close to housings.

The name Lyckeby Organic comes from an approval for using the product as fertilizer in organic farming and we can see a great interest for the product among organic farmers of, e.g. carrots and food potatoes.

The use of Lyckeby Organic leads to advantages for the farmer at the same time as it adds value to the side stream of starch products.

TEXT: Gabriella Malm, Culture Development Advisor, Lyckeby Starch AB





Diffusion of Lyckeby Organic on farmland. PHOTO: Elin Laxmar

### Climate impact of potato farming

The climate impact assessment we work with at Lyckeby Starch AB shows that the use of fuel during potato farming has more of an effect than we had realised. The climate impact assessment will be completed in 2019 and serve as a basis for which activities we will prioritise in future to influence a reduction of the climate impact of the farming stage.

# Farming and working conditions at global suppliers

Lyckeby Culinar AB and Kockens AB import large amounts of herbs and spices from around the world every year. The spice trade is a complex area, with the highest proportion mainly being produced by small farmers. Many of these farmers live in poverty, which leads to poor working conditions for the farmer, their family and any employees they may have. In many cases the families cannot afford or are unable to allow their children to attend school; instead they stay at home and work on the farm.

Since spices are used in most food products and are consumed globally, demand is expected to increase in order to satisfy the growing world population. A reliable supply of spices for a growing population is only possible if producing spices is economically viable and sustainable for the farmers, as they are increasingly moving away from agriculture for more secure sources of income. Consequently, sustainable growing among our suppliers is also linked to the long-term survival of our business.

Lyckeby Culinar AB and Kockens AB manage these sustainability risks through our Code of Conduct and our supplier audits, with checklists that clarify the demands we place on suppliers. We are currently carrying out a major update of our Code of Conduct (see also page 14), a process that will be completed in 2019. In addition, we are drawing up a sustainability questionnaire that will be sent to our suppliers to further emphasise the importance of these issues and ensure traceability all the way back to the farmer of our raw materials.

The complexity of the sustainability risks linked to the social conditions of our suppliers to the Spice operation, mean that there are major benefits from collaborating with other players and setting requirements and working for sustainable supply chains together. This is why Lyckeby Culinar AB decided to join the Sustainable Spices Initiative (SSI) in spring 2019. SSI is a global platform bringing together actors in the food industry that trade in spices, herbs and dried vegetables, and that are willing to work together.

SSI supports the Sustainable Agriculture Initiative's definition of sustainable agriculture, which is: "The efficient production of safe, high quality agricultural products, in a way that protects the natural environment, improves the social and economic conditions of farmers, their employees and local communities." In order to assess the sustainability of the raw materials, SSI uses a portfolio of different standards and certifications for both social and environmental sustainability, and if the supplier follows selected standards the raw material is defined as sustainable. In addition, SSI also works on specific projects linked to a particular spice or geographical area. These projects might focus on increasing farmers' knowledge of how to farm sustainably, for example.



SSI's long-term vision is 100% sustainable purchases of spices, herbs and dried vegetables by its members, to be achieved through a gradual increase in the proportion of sustainable purchases. The first step is at least 10% absolute growth in the three largest spice categories from 2016 to 2021. For Lyckeby Culinar AB this means turmeric, pepper and chilli. The benchmark values from 2016 are between 3% and 4% for all three categories, and our objective is to increase these to 25% for turmeric, 15% for pepper and 13% for chilli by 2021.





Pictures from spice journey to Sri Lanka and India. PHOTO: Maria Alricsson

# Join us on a spice journey

To follow the spices journey from field to table and create an understanding for our challenges and risks in the supply chain, representatives from Lyckeby Culinar AB and Kockens AB traveled together with a customer to some of our suppliers in March 2019. The journey went to Sri Lanka and India to visit several spice plantations and production plants of e.g. pepper, cinnamon, cloves, chili and turmeric.

On Sri Lanka we visited a pepper farm and a plant for pepper production which collected pepper from plantations around the country. The pepper production is owned by a cooperative which several farmers are connected to. Through this cooperative, the farmer gets support from trained experts who visit the plantations and supports the farmers with knowledge in how to take care of their crops in the best way to gain as much value as possible from the harvest.

Green-, white-, and black pepper are all harvested from the same plant. During our visit white pepper was handled. In the production 52 women sat in a room, separating dis-colored pepper corns. They were working in silence because the work required a lot of concentration. It was hot in the plant and several fans were cooling the workers.

In India we visited a large company which exports chili and other spices around the world. They had a developed sustainability program, one example is that the factory was powered by solar panels. They were also part of a project called "No Child Labor" and have started a kindergarten for smaller children, which prevents them from working in the plantations. We met a farmer who sells around 80 % of his harvest to the large spice company and the rest to the local market. He finds the price in the newspaper every day, it is depending on how big the total harvest of the crop is. This year the prices are effected by the flood in Kerala.

Around Kerala turmeric is dried on rocks in accordance to old traditions. The turmeric is first cooked in large woodburning pots, men are handling the fire and stir the pots. The women were carrying cooked roots on their heads to the top of the rocks and spread them out in the sun. Both tasks seem to be warm and heavy. There was a huge difference between the traditional methods compared to the more modern ones used in a project managed by a Dutch company close by. The company had opened a drying station where the roots were dried under more controlled circumstances. Turmeric was cooked in steam pots in a more controlled process, which results in better repeatability as well as hygienic improvements. Farmers connected to the project are visited three times a month by an agronomists who advise them in sustainable farming. The advices consider fertilizing and how to optimize the yield from the soil, but also water use and child labor related issues.

To visit the spice plantations, shake hand with the farmers and see their working conditions with your own eyes creates a unique understanding of our raw materials which is very valuable for Kockens AB and our interactions with customers.

TEXT: Maria Alricsson, Business Manager EMV, Kockens AB



# Production with optimised use of resources

Our fundamental strategy for our potato operation in Lyckeby Starch AB is to optimise the degree of refinement and the profit of our growers/owners. Thanks to a high degree of refinement and by fostering side streams, we create sustainable production with high circularity.

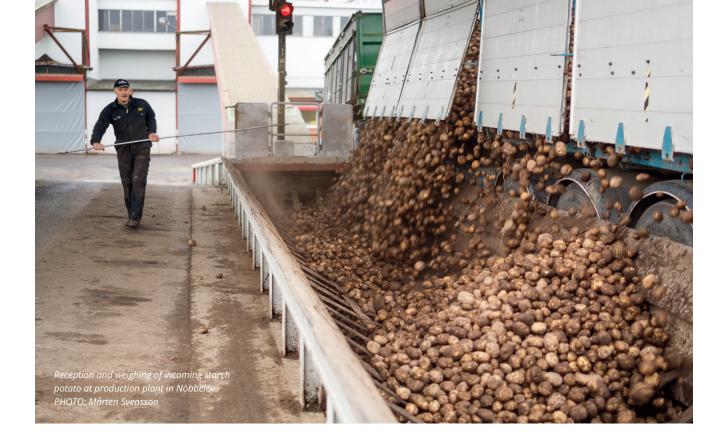
The potatoes which the growers supply to the starch factory are fractionated into starch, fibre and protein. Starch and fibre are processed into quality-assured products which are then used as raw material for continued refinement into food ingredients or materials for the paper industry, or they are sold on as food ingredients with no further treatment. The protein is concentrated and quality assured to a high-

quality feed protein. The remainder of the potato is comprised of potato pulp, which is sold as animal feed to local farmers, and potato juice, which is concentrated and stored over the winter before being returned to the fields as a fertilizer. The residual water from production is returned to the fields as irrigation. The waste we receive in the form of soil and stones is used as filler in road construction.

Refinement of the starch potatoes is thus a good example of a circular system, where the vast majority is exploited in a resource-efficient way. At our factories, we also strive to ensure that fractionation, cleaning and refinement take place with the lowest possible input of energy and chemicals.



flow in starch production.



At Lyckeby Culinar AB, parts of the potato starch are mixed with spices and other functional ingredients to make finished spice blends and texturing ingredients, which are supplied to the food industry. Lyckeby Culinar AB's role in the value chain is to simplify and streamline the logistics and the mixing in the final process for our customers. Lyckeby Culinar AB also refines products sold to consumers and food services by Kockens AB.

The refinement process in the spice operation is far less energy-consuming than the starch process. However, we also consider it important to reduce energy consumption here. All production units within SSF are certified to ISO 50001 and have the aim of reducing their energy use through continuous improvements and efficiencies.

RISK AREA	PREVENTION	METRIC	OBJECTIVE/ACTIVITY
Climate impact of starch production	Climate impact assessment Energy management programme	Energy use, GWh/yr	<ul> <li>→ Energy saving 3 GWh within Lyckeby Starch AB's plants by 2020/2021</li> <li>→ Energy saving 1 GWh/yr calculated on rolling 5-yearaverage</li> </ul>
Chemical use in starch production	Climate impact assessment	% of actual chemical dose	→ Reduce actual chemical consumption for refining starch for the paper industry by 1.5% in 2019/2020 compared with 2018/2019
Energy use Fjälkinge factory	Energy management program	Energy use per produced tonne of product	<ul> <li>→ Fjälkinge plant fossil free by 2019</li> <li>→ Total energy consumption at Culinar Fjälkinge 380 kWh/ tonne by 2020</li> <li>→ Investment in heat pump technology to heat water in 2020</li> </ul>

# Climate impact of starch production

The objective set out in our energy management program is for Lyckeby Starch AB's production units to implement energy-saving measures that total 3 GWh by 2020/2021, a saving which equates to about 5% of annual consumption in 2015. We achieved this objective in the 2018/2019 financial year. A new goal has been set at 5 GWh per rolling 5-year period, which equates to around twice the energy saving as in the old objective.

The preliminary results of our climate impact assessment show that much of our climate impact is from energy consumption in our starch production, primarily the steam boiler used in the Nöbbelöv factory. We are currently evaluating our investment options for replacing the boiler to be able to use renewable fuel or electricity instead.

### Chemical use in starch production

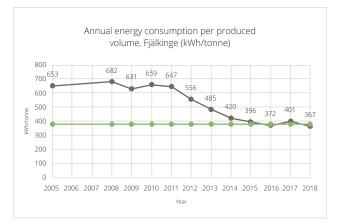
When we calculate the climate impact of our technical starches, we see that approximately 30% comes from the chemicals used in production. This is why it is very important to reduce this consumption. Lyckeby Starch AB aims to reduce the amount of the chemical dose in the production process for technical starch products by 1.5% in 2019/2020 compared with 2018/2019.

When it comes to chemical use when making Lyckeby's products, we are working at the development level to reduce the amount. Read more about this under the Sustainable product and packaging development focus area on page 25-26.

### Energy use Fjälkinge factory

We have two objectives in our energy efficiency program for Lyckeby Culinar AB's production plant in Fjälkinge: all of the energy we use for our own production shall be fossil free by 2019 at the latest, and energy consumption per tonne of produced good shall be 380 kWh per year by 2020 while maintaining the same volume of production as in 2017. We achieved both of these objectives in the 2018/2019 financial year.

We are currently developing new objectives for our energy efficiency program which will be finalised in 2020. It is also our objective in 2020 to invest in new heat pump technology for our hot water, which means we will be replacing our current direct-acting hot-water boiler. This has an estimated savings potential of 3,000 m<sup>3</sup> of water a year, which also saves energy.





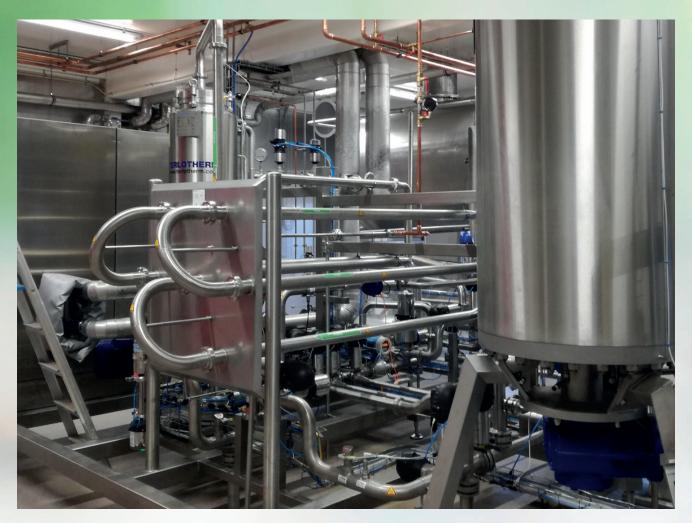
# Fossil-free production in Fjälkinge

Lyckeby Culinar AB has been working with energy efficiency during several years and a part of this was to minimize the use of fossil fuel. Therefore, it was a natural step to set a fossilfree production plant as our objective. This goal was reached in January 2019.

We have been working systematically to be able to replace fossil fuels, e.g. we have been replacing heating with oil with groundwater heat and steam production with gas has been replaced with electric – green of course! The work has been organized by our energy management group, but many people are involved from the company, not least the management group who has approved the ideas and investments.

Even if we have reached our goal of becoming a fossilfree production plant our work for improvements doesn't end there. We keep going forwards and aim for constant improvements to minimize the electricity consumption. We still have exciting possibilities left, which requires further investments. A current example is that we are working with solutions to use heat exchangers and to turn of our machines during breaks to minimize the electricity consumption even more.

TEXT: Peter Åkesson, Production Manager, Lyckeby Culinar AB



Fossil free production of liquid food products at Lyckeby Culinar AB.



# Development of sustainable product and packaging solutions

At Lyckeby Starch AB we are continuously working on new technologies and processes, along with new uses for our main products and side streams, which makes us a world leader in the sustainable development of starch products.

At both Lyckeby Starch AB and Lyckeby Culinar AB, we like to work together with our customers as often as possible. Through support for our industrial customers, we are working together to develop the sustainable food products of the future.



RISK AREA	PREVENTION	METRIC	OBJECTIVE/ACTIVITY
Climate impact of potato starch	Long-term product development Modern plant breeding Participation in external projects	Carbon footprint of starch potato Proportion of starches with E numbers in our product portfolio	<ul> <li>→ Produce an LCA for potato starch by 2020</li> <li>→ Developed techniques to replace 80% of our E-number starches by 2030</li> <li>→ Optimized use of chemicals in existing products, project dead-line 2020</li> </ul>
Impact on application	Competence development Support for customer New recruitment of "green" product developer	None at present	→ Screening of how our starch products affect the climate, environment and health in our key applications in 2020
Packaging solutions	Packaging development	Proportion of recyclable plastic of total volume of packaging material for the Kockens brand Material weight for sacks used for starch	<ul> <li>→ Only use recyclable plastic materials by the end of 2022</li> <li>→ Evaluation of new sack quality for starch products in 2020</li> </ul>

### Climate impact of potato starch

The development work at Lyckeby Starch AB has a general focus on developing products, processes and concepts that help to increase the sustainable development of our company. It is about creating new starch products that require less energy and fewer chemicals during production, new techniques that enable more resource-efficient manufacturing, and product solutions that help to create climate-smart, healthy and safe foods when our customers use our products as ingredients. The long-term vision of our development work is to create "the green starch factory" and we have a number of long-term research and development projects that are leading towards this vision.

It is a big challenge to create starches that meet the food industry's requirements on process and storage stability, while also living up to the demands that increasingly conscious consumers place on the products. We want to make environmentally, quality and health-friendly products that meet the needs of our customers, and ultimately of consumers. At present, chemical modification is used to make our products stable, an energy and chemical-intensive process which produces starch products declared with E numbers in the final ingredients list.

To resolve the issues with stability, we have developed a product portfolio called Lyckeby Careful. The products in this portfolio are refined using a new production technique – patented by Lyckeby Starch AB – that reduces the products' climate impact by cutting the amount of both energy and chemicals needed in the production process. The products in the Lyckeby Careful portfolio are known as "clean label starches", which means they are declared without E numbers in the ingredients list of the foods in which they are used.

We have chosen to focus on eco-design and modern plant breeding as the next step in our path towards the green starch factory. We are working with the Swedish University of Agricultural Sciences (SLU) in Alnarp to develop new types of starch potato with modified starch properties. This has been possible using the CRISPR-Cas9 targeted mutation technique. Despite setbacks in the introductory phase, the project has resulted in new potatoes that contain starch that is naturally more storage stable, which means less chemicals and energy are needed to produce the starch customers demand. Thanks to the new potatoes, we can reduce the climate impact of our products considerably.

We are proud to say that thanks to modern plant breeding techniques, we have now made great strides in our endeavour to create eco-friendly, climate-smart food starches. Our new starch potato has been grown in fields on a large scale in the 2018/2019 financial year for the first time in world history. If the project continues in a positive direction, we estimate that we will have large-scale production of new climatesmart starch products in 2023.

We are following the development of in the EU's rules on modern plant breeding techniques with interest. In the ECJ verdict of 25 July 2018, the EU court decided to regulate modern breeding techniques, like CRIRPR-Cas9, in accordance with the GMO Directive. This is despite the fact that the modern techniques can be used more safely and efficiently than conventional modification techniques, such as radiation and the use of chemical additives which are exempt from the legislation. The decision was criticised by authorities, scientists and the business community in the EU. Using our project on climate-smart food starches as an example, Lyckeby Starch AB is actively working to provide information about the need for and benefits of the modern techniques at regional and EU level. We expect the legislation to be revised shortly so that we can use modern plant breeding techniques on the same terms as non-EU countries.

This project is a shining example of what can be achieved when the industry works alongside academic research, in this case SLU in Alnarp, whose expertise and collaborative skills have been crucial in achieving our goals. We see great benefit in participating in collaborative projects with players from universities, trade and industry, and organisations. Another example of a project in which Lyckeby Starch AB plays an active role is SLU Grogrund – Centre for Breeding of Crops, which is within the Swedish government's food strategy and circular bioeconomy at SLU. The project is funded by the government and aims to develop sustainable new crops that will lay a foundation for Swedish food development.

Lyckeby Starch AB is also taking part in "Give peas a chance", a project funded by the Swedish Board of Agriculture with the aim of developing new products and markets for the Swedish pea. Lyckeby Starch AB is contributing expertise and experience in extracting various ingredients from the pea.

As our climate impact assessments show that the chemicals used in production are one of the major contributors to our existing products' total climate impact, we are also working on shorter-term development projects to reduce our use of chemicals. A project is currently under way to optimise the use of chemicals in our recipes. The development department's involvement in the project will be complete in 2020, and the project will then go live in the new, modern part of our factory which is currently under construction.

### Impact on application

Much of both Lyckeby Starch AB and Lyckeby Culinar AB's development work includes providing our customers with technical support. Our customers can receive help with their product development projects in identifying the right starches for the desired texture and mouthfeel, or the right combination of ingredients for a desired flavour. The experts at our development departments have extensive experience of working with different applications, and know which raw materials are suitable for different production processes in

the food industry. We also offer support in developing sustainable new food products, such as climate-smart, cleanlabel, gluten-free, low-fat and vegan products, by helping our customers choose sustainable raw materials that work in these kinds of applications.

We are currently mapping and calculating how the use of starch impacts on the final application from a climate, environmental and health perspective, to offer our customers further support in developing sustainable foods. At Lyckeby Starch AB our aim is to highlight our most important application areas in 2020.

# Sustainable Clean label-starch

During the past year we have continually focused on developing our Careful-technique in order to functionalize our food starches, an environmentally friendly technique which can replace the traditional chemically modified starches. The technique has been patented during 2015 but we have now developed the technique further and new inventions has been patented during 2018/2019. These inventions is a foundation for future business and continuous development of climate friendly starch products.

An important presumption when using potato starches as raw material for clean label starches is the storage stability of the finished product. To succeed in this area we are focusing on new plant breeding technologies, the CRISPR-Cas9 technique enables the growth of a potato containing storage stable starch. During 2018/2019, we took the first significant step towards the seed production of the world's first CRISPRpotato. This year our new starch potatoes has been grown in large scaled field production for the first time in history. Provided that the project continues in a positive direction, we estimate a large scale production of new climate friendly starch products in 2023.

To drive our development in a direction that leads to more sustainable farming and production is not only an exciting challenge from a technical perspective, it also creates a strong motivation from a climate and environmental perspective, and first and foremost from a commercial perspective because it replies to our customer's demands as well as strengthening our future competitiveness.

Working with goals that fulfill these criterias is a huge privilege.

TEXT: Mathias Samuelsson, Sales and Development Manager, Lyckeby Starch AB





Mariette Andersson, scientist SLU and Mats Nordström, Culture Development, Lyckeby Starch AB harvesting the world's first CRISPRpotato ever grown in a fired. PHOTO: Mathias Samuelsson

### Packaging solutions

All of our packaging is designed to meet stringent requirements on protecting the products from contamination through moisture, dirt and damages during transport and handling so that our products last a long time. It is also key that the packaging is functional from a user perspective; it must be easy to open and dose from.

Our objective for packaging for the Kockens brand is to progressively move towards lower climate impact. Here we are working on targeted measures where it is evident that, without compromising on our requirement that the packaging must first and foremost protect the contents, we can reduce the amount of packaging material or move over to fossil-free material alternatives. We currently have no metric showing the total decrease in the climate impact from the measures we have taken.

The Kockens brand is also linked to DLF Sweden's "Plastic Initiative 2022". In it, we and other companies in the grocery industry commit to strive towards a circular economy in line with the European Commission's launch of *A European Strategy for Plastics in a Circular Economy* in January 2018. The aim of the initiative is that plastic packaging which members put onto the market, and which comes under Extended Producer Responsibility regulations, should be able to be used for material recycling by 2022. As members of the initiative, we commit to conducting an analysis of the current situation to estimate how large a proportion of Kockens' plastic packaging can be recycled for material recovery, and to

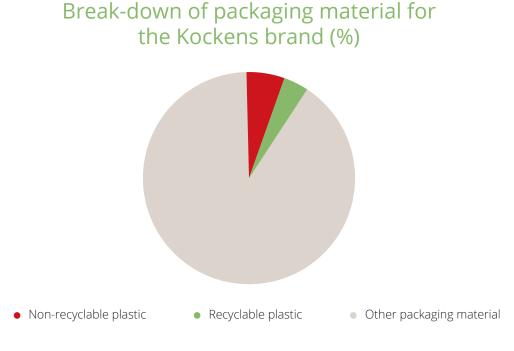
following up and reporting the results to DLF Sweden on an annual basis. At present, just under 6% of our packaging material consists of non-recyclable plastic.

In 2019, we carried out a review of all Kockens brand packaging with an external specialist in recyclable packaging design. The review showed that our packaging can be recycled for materials to a high extent. In order to make even more of our packaging recyclable, it was recommended that we follow the development of recyclable laminate that consists of more than one material, and review our labels and glues.

We are also reviewing our packaging at Lyckeby Starch AB. In our climate impact assessment we see that packaging for our starch operation accounts for a very small proportion of our total climate impact, but we still consider sustainability factors along with other factors in our continuous packaging development.

The starch products are packed in small paper sacks or large polypropylene sacks, and we have an on-going project to evaluate whether it is possible to reduce the amount of materials in these types of packaging. We have made the most progress with the small sacks and we are currently evaluating the possibility to switch from three- to two-layer paper in the sacks, which would reduce the amount of material by 20%.

At present, the development of sustainable packaging solutions is limited as there are no analyses of the detailed climate impact of our different packaging materials, but we have begun to look at which relevant method we can use to assess this accurately.



The pie chart shows the proportion of plastic of the total volume of packaging material for products bearing the Kockens brand. It also shows what percentage of the plastic is recyclable for materials.



# New sustainable packaging

Kockens' "Toppredning" is a thickening product sold by Kockens AB to Swedish Food service customers. "Toppredning" is a modified potato starch modified to fit the needs in a food service kitchen, with functional properties for cooking, hot storage, refrigeration and freezer storage. The product has been on the market for a long time under the name "Toppredning", but after requests from customers we have adjusted the package and re-launched it under the clarified name "Redning" in August 2019.

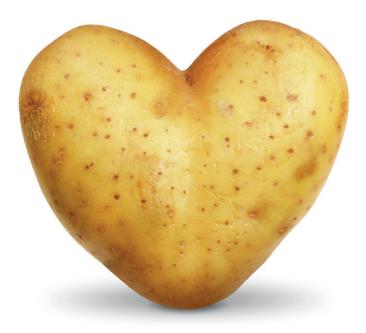
Our packaging project for "Toppredning" started when a customer commented on our choice of material in the previous packaging, the product used to be packed in a plastic bucket. After some thorough research among other customers and through good cooperation with designers in our advertising agency, we have developed a new more sustainable and user-friendly package in a FSC certified cardboard material. The new package is adjusted to a convenient format weighing 2.5 kg, it is easier to open and close, easier to store and easy to recycle.

In the future, we will also evaluate the material of the inner bag of the cardboard, which is made of plastic, as well as the bag's opening/closing to be able to make it even more customer friendly. Perhaps the bag can be produced in paper? We have to make sure that the product will not be effected by the changes of material and that the material is recyclable.

It is very important for us at Kockens AB to be active in the debate considering plastics and our sustainable future, as well as to listen to our customers' needs and demands. The packaging project for "Toppredning" is an example of a successful project where we with a methodic way of working created value for our customer, ourselves and our planet.

TEXT: Kristina Glanz, Product Manager Food Service, Kockens AB

# Our Sustainability Report



SSF intends to publish a Sustainability Report annually based on our financial year, which runs from September to August. This is the second report we have presented this way. We do not currently report in accordance with GRI standards, but we intend to evaluate this option moving forward. The report encompasses all of our business areas in the Swedish part of the business, and constitutes the formal Sustainability Report in accordance with the Swedish Annual Accounts Act. This Sustainability Report has been examined and approved by KPMG in line with prevailing legislation.

### Do you have any questions? Please feel free to contact us.



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