



Sustainability report 2017
of the PHW Group





Visbek, December 2017

“The tradition of our family business requires responsible behaviour and sustainable corporate management: Also in the next generations we would like to be provided with the opportunity to continue to manage the company and to develop it further.”

Paul-Heinz and Peter Wesjohann

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Facts, figures, and goals

Heart:



The PHW Group works with around **1,000 self-employed partner farmers**, who, according to WIESENHOF requirements, rear chickens, turkey or ducks.



Corporate central laboratory in Lohne

In 2016, **42,000 samples** were examined there and about **210,000 analyses** carried out. In addition, there were 180,000 microbiological analyses.

From poultry oil to

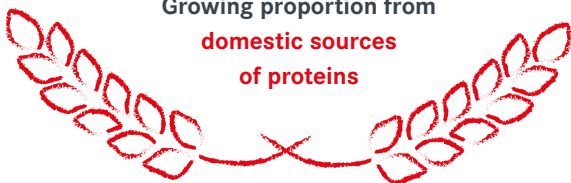
bio fuel

350 lorries of the PHW Group of companies and other forwarding agents run on SP-Power.



Chicken feed

Growing proportion from **domestic sources of proteins**



Until the end of 2018,

60 percent

of German production should come from an **animal welfare concept**.



Locations

are certified in accordance with the **ZNU-Standard** "Sustainable management food".

By 2025: Use of

100 percent green electricity

in the companies certified according to the ZNU-Standard



The poultry house - an antibiotics-free zone:

By 2020, the **absence of antibiotics** in the poultry houses of the partner farmers should be at 70%, currently it is at around 65%.

(* Rem.: The use of antibiotics on sick animals is prescribed by law and is carried out in accordance with veterinary indication.)



WIESENHOF is the first company in the poultry sector that has determined its

CO₂ footprint

for chicken meat along the entire production chain, incl. logistics to the trade customer.



Until the end of 2018:

Reduction in fuel consumption of the own fleet by

5 percent



The film thickness of film bags has been greatly reduced. Thanks to this, PHW saves

131 tons

of plastic per year.

Diversity for the young: Within the entire PHW Group

20

different apprenticeships and dual degree programmes are offered.



Since 2013, so far

22 sustainability audits

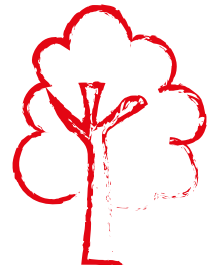


have been carried out successfully according to **ZNU standard** "Sustainable management food".

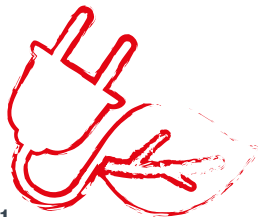
(status November 2017)

From 2016 to 2017, the **training rate** in the PHW Group increased by **30 percent.**

Thanks to **reducing the thickness of the copy paper** in the entire PHW Group, 32 % wood and after use 6 % waste are saved additionally.

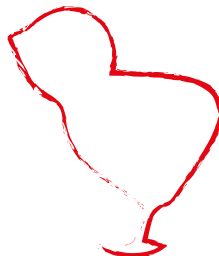


Since 2016, the entire PHW Group has implemented a certified holistic energy management system according to DIN EN ISO 50001.



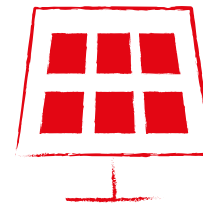
31 Bavarian companies

rear **WIESENHOF Privathof poultry**. Ten more are in the planning stage until 2018.



Every year, the PHW Group saves **8,000 tons of CO₂ emissions**, since **80,000 m²** of roof surfaces of farms and factories are covered with

photovoltaic modules



“We must never stop getting better.”

Peter Wesjohann, CEO of the PHW Group

Mr Wesjohann, how do sustainability and poultry meat production go together after all? Critics of the meat industry consider this a contradiction.

Peter Wesjohann: In society, there is an increasing debate about the consumption of meat. It often is a question what environmental effects does so-called mass animal husbandry have. For years, we have been dealing very intensively with the effects of the poultry meat production. We are the first and so far the only company in the meat industry that is certified at six locations according to the cross-industry standard “Sustainable management food”. This shows that we are serious about sustainability. We exchange information with all relevant stakeholders, we are active agents of change and also communicate the same.

And yet you constantly need to justify your actions?

Peter Wesjohann: This is also partly because often there are no black and white discussions in public. However, this does not help us in the animal husbandry sector. The production of all vegetable and animal foods requires the use of resources: soil, fertiliser, water, feed or also energy. The global consumption of meat of different categories – whether organic or conventional – obviously affects the environment and the type of animal husbandry. A statement often made in this context and that I do not share is that the so-called factory farming is not sustainable in itself. Today’s poultry farming cannot be compared with the one of 20 or 30 years ago. Today the animals are healthier. Fewer resources per kilogramme of poultry meat are needed. In our case, we added: We were able to lower even further the already very low proportion of soy meal

in animal feed in the past years, and we are dealing intensively with alternative protein components. And, last but not least, we use the slaughtered animal in its entirety. This is also sustainable.

Why did you draw up a carbon footprint in 2009?

Peter Wesjohann: We have drawn a product carbon footprint (PCF) for one kilogramme of chicken, turkey and duck meat, since we wanted to know the status quo, thus the extent of the CO₂ emissions that is created during the production of poultry meat at different levels. Derived from this, we set goals for ourselves and derived measures how we can reduce the emissions.

Mr Wesjohann, do you see yourself therefore as pioneer in the field of sustainability in the poultry industry?

Peter Wesjohann: At least many view us as such. We are active agents of change that is oriented towards our sustainability goals. Greenhouse gas emissions are here an important indicator and influence quantity, but by no means everything. The forms of animal husbandry per se are the most important field of activity for us. Here I see ourselves as pioneers.



To what extent?

Peter Wesjohann: Long before animal welfare seals were created in Germany, we were on the market with poultry products from alternative farming practices. We sold organic products, marketed the “Weidehähnchen” (pasture chicken) in Bavaria and developed the “Privathof” concept in 2011. Initially, this concept was a niche, however, step by step it is growing out of it. In January 2013, WIESENHOF “Privathof” poultry was marked by the “Deutscher Tierschutzbund” (German animal welfare association) with the seal “For more animal protection” (entry level). Between 2016 and 2017 we have tripled the amount of animals from so-called animal welfare concepts to 1.5 millions. Currently this corresponds to around 30% of the German production of the PHW Group. Until 2018 we would like to increase this percentage to 60%.

What other sustainability objectives does your company aim at?

Peter Wesjohann: Fundamentally, our top priority is sustainable management and permanent improvement of poultry farming. For many years we have been focusing on the requirements of the ZNU standard.

Emissions and the consumption of resources are the focal point among the total of around 15 goals and sub-goals. We have clear objectives when using antibiotics in the poultry houses of the partner farmers. In the social field we contribute intensively to the implementation of self-commitment of the meat industry and the improvement of working conditions.

Under the label WIESENHOF you are now also marketing vegan products. Is this not greenwashing?

Peter Wesjohann: No. This is simply the entrepreneurial reaction to stronger demand in this segment. We see ourselves not only as producer of poultry specialities, but also as food manufacturer.





Company, goals,
stakeholder dialogue

About this report

The PHW Group is a family business in the third generation with around 6,900 employees, mainly in the production and marketing of high-quality poultry specialities such as chicken, turkey and duck.

The business field of poultry specialities and poultry breeding with the WIESENHOF brand include

in Germany:

- five hatcheries with breeding stock (chicken, duck, turkey)
- eleven slaughterhouses and processing plants (six of which are currently ZNU-certified)
- a central veterinary laboratory
- a central quality laboratory
- a production development technical centre

Abroad:

- two hatcheries with breeding stock
- six slaughterhouses and processing plants (chicken, turkey)

Other business fields include animal nutrition and animal health, as well as human nutrition and human health in a group of companies with more than 35 independent companies.

Additional information about the companies can be found under www.phw-group.de/subsidiaries.html

Locations of the PHW Group in Germany



The business activities of the PHW Group with the WIESENHOF brand take place mainly in Germany. Marked in red are the current six companies certified according to the ZNU standard.

This sustainability report focuses on the business field of poultry specialities of the WIESENHOF brand as well as the upstream level animal nutrition/feed, which is, especially with regard to the topic of soy meal, of particular relevance. The poultry specialities sector alone represents 60% of total sales. The poultry specialities and breeding sector together with animal health and nutrition represent almost 80% of PHW Group`s total sales. Since 2011, the PHW Group has been dealing intensively with sustainability management and the setup of appropriate structures at the group of companies` locations. This report provides for the first time insight into sustainability goals and management, established processes as well as complex measures in various business units. This report can also be found on the Internet pages of the company at www.phw-gruppe.de and www.wiesenhof-online.de.

Report parameters

This content of this report is oriented towards the recommendations of the global reporting initiative, however without claiming to fully comply with this standard at this point in time. It has been decided to continuously carry on the sustainability reporting and to extend it with a stakeholder survey in the next report. The publication of the next sustainability report is planned for the year 2019.

Reporting framework

In 2013, the PHW Group received for the Nienburger poultry specialities (Wietzen/Holte) the certification for successful introduction of the "Sustainable management food". In the meantime, the certification is also available for the following companies:

- WIESENHOF Geflügelwurst (Rietberg)
- Geestland Putenspezialitäten (Wildeshausen)
- Donautal Geflügelspezialitäten (Bogen)
- Anhaltinische Geflügelspezialitäten (Möckern)
- Märkische Geflügelhof-Spezialitäten (Königs Wusterhausen)

This standard was developed by the centre for sustainable corporate management (ZNU) of the university Witten-Herdecke. It is used for the

introduction of an integrated sustainability management in manufacturing companies in the food industry.

The PHW Group has defined the following fields of action, with which the pillars of sustainability - economy, ecology and social aspects - are covered:

- Animal welfare and contract farmers,
- Environment and production,
- Raw materials and feeds as well as
- Social responsibility.

The company will focus on these topics, systematically develop them and set measurable goals for the future.

Reporting period

The content presented in this report as well as the stated dates and figures refer primarily to the calendar year of 2016 and the first six months of 2017.

In addition, relevant information from previous years have been taken into account.

To facilitate reading, only the masculine form is used in this document. All references to the male gender shall be deemed and construed to include the female gender.

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Transparent and in constant exchange with partners

The PHW Group with the WIESENHOF is in close dialogue with trade partners, media, politics, science, consumer and animal protection organisations and, last but not least, the customers. It provides all stakeholders with the possibility to familiarise themselves with the company and its operations and conduct talks with the responsible parties. Since 2016, WIESENHOF has been providing consumers with the possibility to look behind the scenes of the partner farmers. For this purpose, consumers can register Online on the WIESENHOF website.

Together for the environment and more animal welfare

Many WIESENHOF farmers open their farms during open days, guide visitors through the chicken houses and introduce consumers to animal husbandry and agricultural practice. This is very much welcomed by the company.

The PHW Group is in dialogue with the following, socially relevant groups and institutions, it exchanges knowledge and works together on sustainability topics. In the field of animal welfare and environment and biodiversity:

- Deutscher Tierschutzbund
- Round Table Responsible Soy
- VLOG (Verband Lebensmittel ohne Gentechnik e.V.)

In the context of different topics on quality, food safety and sustainability:

- agrar+ernährungsforum Oldenburger Münsterland e.V.
- a.v.e.c. (association de l'aviiculture de l'industrie et du commerce de volaille dans les pays de l'EU – Association of Poultry Processors and Poultry Trade in the EU)
- ARGE Gentechnik-frei (Österreich)
- DLG – Deutsche Landwirtschafts-Gesellschaft e.V.
- Fraunhofer Gesellschaft
- Freie Universität Berlin
- Heinz-Lohmann-Stiftung
- Hochschule Osnabrück
- IDEG – Informationsgemeinschaft Deutsches Geflügel
- Initiative Tierwohl, Gesellschaft zur Förderung des Tierwohls in der Nutztierhaltung mbH
- NGW – Niedersächsische Geflügelwirtschaft Landesverband
- QS Qualität und Sicherheit
- Stiftung Tierärztliche Hochschule Hannover
- VdEW – Verband der Ernährungswirtschaft Niedersachsen/Bremen/S.-Anhalt e.V.
- WING – Wissenschafts- und Informationszentrum Nachhaltige Geflügelwirtschaft/Universität Vechta
- ZNU – Zentrum für Nachhaltige Unternehmensführung
- ZDG – Zentralverband der Deutschen Geflügelwirtschaft e.V.

WIESENHOF The brand is older than 50 years

A farm with gables and in half-timbered style: Agricultural companies of this kind are widespread in the Oldenburg Münsterland region until today. However, very few people know: The graphic model for the WIESENHOF brand has its origin in the 60s of the last century. The family Wesjohann, the present owner of the PHW Group, acquired the brand in 1987 in the course of its entry in the Cuxhaven Lohmann & Co. AG. The history of the brand can be traced back to the birth in 1964 and is closely linked to the Cuxhaven entrepreneur Heinz Lohmann.

DID YOU KNOW ...?



A look behind the scenes:
Whether directly on site at the farmer
or Online during the virtual tour of
the poultry house - the PHW Group
impresses with active transparency.

Key topics in the PHW Group

The PHW Group attaches great importance to the stakeholders' requirements and the essential topics from the point of view of the group of companies. They are synchronised in the present materiality matrix. The matrix is based on an early detection system of the group, which is represented in the main fields of action. Every year, the requirements, demands, interests and expectations of the stakeholders are identified and

evaluated in this manner. The resulting fields of action are assigned to the dimensions environment, economics and social aspects. Quality and food safety, animal welfare and animal protection, the role as regional employer and the resource-friendly production of the products were the main topics of the PHW Group.

Materiality matrix of the PHW Group: Animal welfare of high relevance



Clear behavioural guidelines and Ombudsman's Office since 2013

The PHW Group is aware of its responsibility as one of the most important food producers. With the help of clearly defined ethical guidelines and requirements for employees, suppliers and partners, the group works permanently to be able to exclude infringements of rules of conduct.

The code of conduct introduced in 2011 was the first step in this regard. In this code of conduct, the company formulated the claim to commit itself to a high social standard at its own locations and to ensure the implementation of social minimum standards in the business relations to the business partners. With this code of conduct, the PHW Group also calls for particular social and environmental standards from the business partners. The code of conduct is based on the conventions of the International Labour Organisation (ILO), the Declaration of Human Rights of the UNO, the conventions of the UNO and the rights of children, the conventions on the abolishment of any form of discrimination of women, the UNO Global Compact and the OECD guidelines for multinational enterprises that are also included in the BSCI code of contact.

Under the code of ethics established in 2012, which has the corporate guideline at its core, the owners of the family business have added further provisions since then. Since 2013, the "Directive for law-compliant behaviour to prevent corruption and antitrust violations" applies across the group. If employees therefore conflict with this directive or the code of ethics,

they are obliged to inform their superior. A neutral point of contact created in 2013 should ensure that legal and internal violations can be reported confidentially, and thus reinforce the code of ethics. Since January 1, 2013 a lawyer and notary in retirement are the official ombudsman for the employees of the PHW Group.

Responsibility for humans, animals and the environment

"Responsibility for humans, animals and the environment" has been the title of the guidelines of the PHW Group since the year 2000. The guiding principles contained therein, which apply to all companies of the group, are as follows:

1. Ecological and sustainable thinking
2. Act responsibly
3. Maintain open communication
4. Safety and trust for the customer
5. Appreciation and respect towards the employee



These guidelines should serve as point of reference for all actions. They were incorporated in the year 2000 in this form with the introduction of environmental guidelines and supplemented in the past years with sustainability and energy policy statements.

“Clear sign was set with the ZNU standard, ‘sustainable management food’”

The sustainability council was already founded in 2009, which is managed today by Jana Ecke as project coordinator. It consists of board members and executives from the different business units and provides the direction for the sustainable management of the entire PHW Group. Since 2011, Jana Ecke has also been managing the sustainability management and thus a particularly large field of action. Her field of action ranges from the preparation and supervision of audits at six locations to the participation in business objectives, and to the support of the 36 sustainability and production managers. I sensitize managers and team members permanently for sustainability”, she describes her daily tasks. “We are a highly complex company, which earns its money with the processing and marketing of poultry meat and therefore has to handle topics that sometimes are evaluated critically in public. Therefore, I would like that the sustainability management will be given the same importance as the topic of quality management”, she explains her vision. “With the certification according to the ZNU standard ‚sustainable management food‘ at six locations, the group of companies has set a clear sign and incorporated sustainability in the largest production companies.“

Start with Nienburger poultry specialities

As the first company of the PHW Group, the Nienburger Geflügelspezialitäten (Nienburg poultry specialities), one of three slaughterhouses and processing plants of the group in Lower Saxony, received the certificate from the TÜV Rheinland in 2013. In order to be certified successfully according to his standard, in 2012 a dedicated sustainability team with employees from the areas of management, quality management, controlling, technology, personnel and an animal welfare officer was set up.

The business management graduate remembers exactly the details of the preparation for the initial certification: “I was aware that sustainability must be part of corporate governance and corporate responsibility. It fascinated me that this responsibility has a lot to do with energy and environmental aspects. Until today I find it enormously exciting to experience the sustainability progress in the productions on site, for example in the area of energy management or also for packaging issues.” She is enthusiastic about how, starting from two pilot locations, at present the film thickness for film bags was reduced across all locations. “Thanks to this we save an estimated 131 tons of plastic every year.”



After the successful certification of the Nienburg Geflügelspezialitäten, Jana Ecke took charge of the setup of the sustainability management of WIESENHOF across Germany. All production locations formed sustainability teams and structured and analysed their sustainability activities. After several months of intensive preparations, in 2014 three more locations - the Märkische Geflügelhof-Spezialitäten in König Wusterhausen (Brandenburg), Geestland Putenspezialitäten in Wildeshausen (Lower Saxony) and Donautal Geflügelspezialitäten in Bogen (Bavaria) - were certified by the IFTA AG. In 2015 the Anhaltinische Geflügelspezialitäten in Möckern (Saxony Anhalt) followed. In 2016 the poultry sausage production in Rietberg (North Rhine Westphalia) was successfully certified.

Up to 2018 further CO₂ footprints

All six locations are certified annually according to the ZNU standard “Sustainable management food“. Until 2018 CO₂ footprints should be available at all ZNU certified locations.

In 2016 and 2017 the sustainability manager focused more on the relations to the individual stakeholder groups, analysed requirements and expectations and evaluated the results of the talks. “I see the stakeholder analysis as a very important instrument. Thus, we have our finger on the pulse of the stakeholder groups relevant to us. This analysis was extended in autumn 2017”, emphasises Ecke.

The goal is to include the major stakeholder groups directly until the sustainability report 2019 by means of a stakeholder survey and to review the set sustainability goals to that extent.



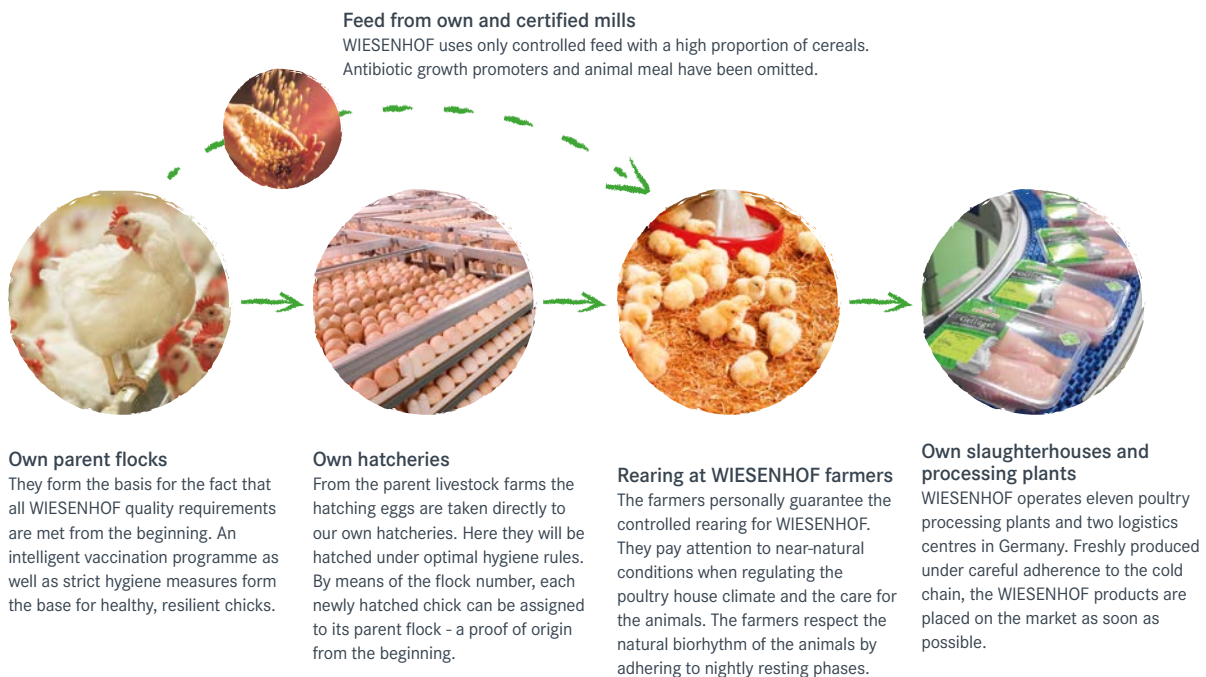
Since 2011, Jana Ecke has been managing the sustainability management. At present, among other things, she is preparing a structured stakeholder survey to further involve the major stakeholder groups of the company.

WIESENHOF: Guarantee of origin, transparency across all levels

The business field of poultry specialities with the WIESENHOF brand is the strongest area of the PHW Group. About every third chicken slaughtered in Germany is now supplied by WIESENHOF. For Dr. Ingo Stryck, the managing director marketing, the guarantee of origin of WIESENHOF and the “vertical integration” - are a closed economic cycle, in which several production stages build on each other - the central sustainability parameters. “We know for each of our poultry meat product, from which farmer or which producer group the processed chicken or part

originates, which feed the animal has consumed, which person has loaded the animal and which truck has taken it to the processing plant.” This transparency is, until today, almost unique in the meat sector. When WIESENHOF introduced the guarantee of origin in 1995 - long before consumers or animal rights activists demanded more transparency, traceability or greater food safety from the sector - this step was considered exceptional in Europe. In the meantime, WIESENHOF has set further milestones that meet sustainability requirements: Prior to the legal implementation,

At WIESENHOF everything originates from a single source.



Everything from a single source - this is the principle guaranteeing safety. All stages for the production of poultry specialities at WIESENHOF are entirely in Germany and mainly in our own company.



Marketing manager Dr. Ingo Stryck had significant influence on the WIESENHOF brand. According to his opinion investments in alternative animal husbandry concepts, food safety, absence of genetic engineering, transparency and traceability have paid off.

WIESENHOF did without antibiotic performance enhancers in the feed, and in the year 2000 it was the first poultry manufacturer in Germany to use GMO-free soy meal in the chicken feed. Also in the case of poultry from alternative forms of animal husbandry, the company occupied a pioneering role. In January 2013, for example WIESENHOF “Privathof” poultry was marked by the “Deutscher Tierschutzbund” (German animal welfare association) with the seal “For more animal protection” (entry level).

Clear objective for animal welfare

At the beginning of 2016, the company slaughtered around 500,000 animals from different national and foreign animal welfare concepts per week. Within a year, WIESENHOF tripled this production volume to around 1.5 million animals. Currently this corresponds to around 30% of the German production of the PHW Group. “Our next goal is to increase the quantities of all animal welfare products to 60% until 2018”, emphasises Dr. Ingo Stryck.

According to the principle “everything from a single source”, all production states - from breeding stock to the hatcheries, the regional rearing, slaughtering and processing up to the company’s own feed mills - until today entirely in Germany. The selected around 1000 self-employed contract farmers ensure a controlled,

animal-friendly rearing in poultry houses. Short transport routes to the nearest abattoir complete the WIESENHOF quality programme. “In the past 30 years we have made considerable investments in food safety, transparency, animal health and absence of genetic engineering. These sustainability costs have paid off for us, also in an economical sense, since they helped us to maintain our market position in Germany, despite increased imports of poultry meat from third countries such as Brazil.”

100% from German breeding

WIESENHOF guarantees 100% poultry from German breeding. This is precisely the message directly visible to the consumer thanks to the note “German poultry from regional farms” on all packagings in the deep-frozen and fresh food area, for the poultry sausage and the barbecue range. WIESENHOF sets with this visual clear accents for regionality, enjoyment, safety and trust. Apart from quality poultry from conventional poultry house and alternative animal husbandry forms, WIESENHOF also stands today for turkey and duck specialities, fresh and frozen poultry, convenience and poultry sausage products and also a vegetarian and vegan product range.



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Animal welfare and contract farmers

2.1 “Privathof” poultry: Scientifically sustained and independently tested

The PHW Group with its WIESENHOF poultry brand has already been working for many years on the development of alternative forms of animal husbandry. Therefore, it is a long-standing tradition for WIESENHOF to offer the consumer a diverse product range that includes current trends and develops them further: Some 20 years ago, the company introduced organic poultry and free-range “pasture chickens” - and this long before the actual organic boom. This development marks the start for WIESENHOF to offer poultry from alternative animal husbandry concepts and thus give the consumer the possibility to consciously decide for a specific animal husbandry concept. To meet the increasing demands of consumers for topics of animal protection and animal welfare, WIESENHOF introduces the concept “Privathof” poultry in 2011, which is marked with the entry level of the animal welfare label of the German animal welfare association, and which is situated between conventional and organically-produced poultry meat. Together with the Institute for

animal welfare, animal husbandry and animal hygiene of the veterinary faculty of the Ludwig Maximilian University (LMU) Munich and in exchange with experts of the German animal welfare association, WIESENHOF developed the concept from the middle of 2010 and included its previously acquired experience from the previous two alternative animal husbandry concepts.

WIESENHOF “Privathof” poultry was accompanied by Prof. Michael Erhard, head of the chair, and his team of researchers. In the context of a comprehensive and long-term study, cameras were installed in the poultry house to document, check and subsequently evaluate the behaviour of the chickens. The scientists reached the conclusion that livestock density used for “Privathof” and the provided activity options both of animal-welfare-friendly and also economical and consumer-friendly keeping of chickens for meat production.

The most important criteria are, apart from a slower growing breed approved by the German animal protection association the longer rearing time of the chickens and the lower livestock density. Furthermore there are rest areas: The animals live in spacious open poultry houses or poultry houses with conservatories with natural light and a natural day and night rhythm. Bales of straw, picking stones and perches in the poultry house provide the animals with the possibility to live out their natural behaviour. Also with regard to the topic of the use of antibiotics, “Privathof” poultry



WIESENHOF Privathof: In rearing, WIESENHOF counts on a slower growing breed. The poultry has more time to grow up and the farmers have a lower number of animals in the poultry house.

Important milestones for improved animal welfare



Whole "Privathof" chicken available in shops since October.

2011

2012

QR code on every "Privathof" packaging ensures even more transparency. Product range expansion by chicken parts (breast, thighs and wings).



"Privathof" poultry is marked by the German animal protection association with the entry level label "For more animal protection".

2013

2014

Scientific examination of LMU Munich: "Privathof" poultry offers demonstrable added value in terms of animal welfare.



All "Privathof" products bear the label "Without genetic engineering" of the Verbandes Lebensmittel ohne Gentechnik e.V. (Association of food without genetic engineering) (VLOG).

The British animal protection organisation Compassion in World Farming (CIWF) awards WIESENHOF with the "Good Chicken Award" for "Privathof".

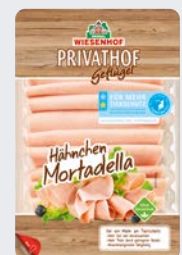
Shirt change for the Werder home match in November: The WIESENHOF logo on the Werder shirt will be changed as a one-off against the label of the "Deutsche Tierschutzbund" (German Animal Welfare Association).

2015

2017

Helmut Brunner, state minister for food, agriculture and forestry in the Bavarian cabinet, visits a "Privathof" poultry house and convinces himself about the concept.

Introduction of the "Privathof" poultry sausage





Veterinarian and director of the hatchery south, Dr. Josef Bachmeier, is mainly responsible for the successful development of WIESENHOF “Privathof”.

delivers insightful results, on average the “Privathof” farmers can omit the treatment with antibiotics in 80% to 95% cases, depending on the season. Since 2015, all “Privathof” products also bear the label “Without genetic engineering” of the Verbandes Lebensmittel ohne Gentechnik e.V. (Association of food without genetic engineering) (VLOG). Since the beginning of 2017 there has been cooperation with the “Deutschen Tierschutzbund e.V.” (German animal protection association) to implement a similar “Privathof” concept for turkey.

Acceptable alternative to organic

“For the development of the “Privathof” poultry concept, two factors were important against this backdrop: On the one hand, the consumer’s wish for improved husbandry conditions in livestock farming should be taken into account. On the other hand it was important to put a product on the market that is affordable for many consumers, and that represents an acceptable alternative to organic poultry for a wide market”, says Dr. Josef Bachmeier, veterinarian and director of the hatchery in the south.

The “Privathof” concept convinces farmers, consumers and trade alike: WIESENHOF started with 12 contract farmers who were certified according to “Privathof” criteria. By now, 31 Bavarian companies produce

“Privathof” poultry and ten more are in the planning stage until 2018. For the market launch WIESENHOF offered the whole chicken, from 2012 also chicken breast fillet, chicken thighs and chicken wings. From October 2017, the “Privathof” range was extended by the two chicken cold cut products Privathof chicken mortadella and the Privathof chicken patè. Currently WIESENHOF slaughters around 160,000 animals per week and this number is expected to increase in the future. Since the introduction of Privathof poultry sales have increased sevenfold.

“We see it as our communicative task to extensively inform trade, consumers, media, NGOs and politics about the differences to the individual animal husbandry forms”, says Peter Wesjohann. At www.wiesenhof-privathof.de, interested parties can find extensive information about the concept, the “Privathof” farmers and the farms. A virtual farm tour is also offered.

Ambitious goal for animal welfare concepts

In the past twenty years, WIESENHOF was heavily involved in terms of sustainability and rears poultry from different alternative animal husbandry concepts. This includes Donautal Premium (corresponds to the Swiss Animal Protection Standard STS based on Particularly Animal-friendly Farming), Kip van Morgen and Beter

DID YOU KNOW ...?

Export to Africa? For WIESENHOF no target market

Time and again, the worldwide trade of poultry meat and exports of poultry parts from Europe to Africa are a topic in the public. Germany is and remains the most important market for WIESENHOF: More than 90% of fresh poultry products of the company end up in German supermarkets, canteens or restaurants. The remaining part of the poultry meat produced in Germany is delivered to neighbouring European countries. Currently, African countries are no target markets for WIESENHOF. The German poultry industry has comprehensively taken position to the subject matter and to poultry imports and exports.



Level 1 star. The latter two concepts are intended exclusively for the Dutch market. In the meantime, 1.5 million animals from different animal welfare concepts are slaughtered per week - this represents 30% of the German production and until the end of 2018 WIESENHOF wants to increase this to 60%.

In addition, WIESENHOF is a regular project partner of different research projects. Currently WIESENHOF and the hatchery south are participating in the joint project EsRAM ("Development of cross-sectoral reduction measures for antibiotic-resistant pathogens in poultry for meat production"). The goal is here the development

of products, processes and measures to reduce ESBL and MRSA within the poultry meat chain. Furthermore, WIESENHOF participates in the project AutoWohl ("Automated recording of animal welfare indicators for poultry"). At the location of Bogen, within the framework of this project, animal welfare indicators such as the state of the balls of the feet are examined by means of image-supported recording at the time of slaughter.

Image left: Communications managing director of the "Deutscher Tierschutzbund" Marius Tünste and PHW CEO Peter Wesjohann during a joint press conference on 13.09.2017 in Adlkofen.

Image right: "Bundesliga" game with symbolic power: Instead of with WIESENHOF, Werder Bremen walked on the pitch on 28.11.2015 with the label of the "Deutscher Tierschutzbund". Right in the image: Thomas Schröder, President of the Deutscher Tierschutzbund.





“Consumers are very pleased with the type of farming.”

Florian Schemmer, “Privathof” farmer from Lower Bavaria

Why have you decided for Privathof?

Florian Schemmer: Our farm is a family business. In 2015, my parents handed over the farm to me for reasons of age, after my years of training to become an agricultural expert and an internship abroad in the USA. For 20 years we have been engaging in broiler fattening on the farm. When Privathof was introduced in 2011, we were among the first farmers to participate. The offer to rear Privathof poultry, was very welcome, for animal welfare has always been important to us and the Privathof concept offers everything that serves animal welfare from a human point of view. The consumers who visit us are very pleased with the type of animal husbandry.

Is Privathof a model for the future to you and is it applicable to the entire poultry industry?

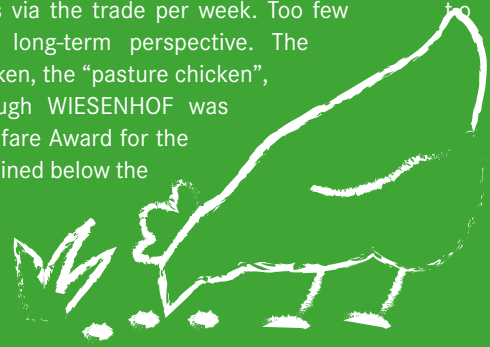
Florian Schemmer: If the consumer also changes his thinking it could be transferred to the entire poultry industry. However, it will not be that easy, as for some farmers it is a structural problem and also for many consumers a question of price. Being a poultry farmer, however, I am fully convinced. It is a niche product that has plenty of potential to emerge completely from the niche.

What is your experiences?

Florian Schemmer: So far, my experiences have only been positive. Privathof permits a problem-free and in most processes also an antibiotic-free rearing. The somewhat slower growing chickens are vital and very active. Roaming in the conservatory is very good for the animals. Perches, picking stones and straw bales are loved by the animals to occupy themselves.

WIESENHOF and its organic experience

The PHW Group has been offering poultry products from alternative animal husbandry forms to the food trade, restaurateurs and caterers for more than 20 years. In 2000, WIESENHOF started with the free-range chicken, the "pasture chicken". In 2002, WIESENHOF presented the organic line and stopped it again in 2007. At peak times, the PHW Group sold 1,500 whole organic chickens via the trade per week. Too few to provide the farmers with a long-term perspective. The predecessor of the organic chicken, the "pasture chicken", got stuck in the niche. Although WIESENHOF was awarded the Bavarian Animal Welfare Award for the pasture chicken, the demand remained below the expectations. In addition: Due to the avian flu in 2006, the animals had to remain in the poultry house for a long time and could only be marketed as conventional poultry.



DID YOU KNOW ...?



Privathof farmer in second generation: Florian Schemmer has been working in the family business since 2000 and is convinced of the Privathof concept.

Privathof wins

During this year's CeresAward ceremony in Berlin, which was launched by the "Deutsche Landwirtschaftsverlag" (German agricultural publishing house), WIESENHOF Privathof farmer Hans-Joachim Belzner from Schnelldorf (Bavaria) together with his daughter Carolin, won in the category "poultry farmers". Active public relations and transparency are two fortes of the family, which organises numerous poultry house tours and thus permits a glimpse behind the scenes of an agricultural enterprise. For more than ten years, Hans-Joachim Belzner has been having a teaching assignment at the agricultural vocational school in Triesdorf for farmers and poultry farmers. Among the finalists, in addition to family Belzner, Privathof farmer Florian Schemmer was also nominated.

DID YOU KNOW ...?



Hans-Joachim Belzner stands behind the Privathof concept: "If my animals feel well, so do I. Privathof offers a high degree of well-being and comfort for the animals and thus a high degree of well-being for me. Privathof poultry stands for animal welfare and consumer protection that is rarely found in other sectors of German agriculture."

Alternative forms of animal husbandry at WIESENHOF in comparison

The approximately 1,000 partner farmers from WIESENHOF rear the animals in different forms of animal husbandry. The majority of the animals still

comes from conventional husbandry. Until the end of 2016, WIESENHOF would like to procure 60% of the animals from alternative animal husbandry concepts.

| |  | | |  | |  |
|------------------------------|---|--|---|--|--|--|
| Criteria | Conventional breeding | Animal welfare initiative | Donautal Premium Poultry | Privathof (DTB 1 star) | Kip van Morgen 2020+ | Beter Leven 1 star |
| Livestock density: | 35 kg/m ² up to a weight of 1,600 g, then 39 kg/m ² | 35 kg/m ² | up to max. 30 kg/m ² plus 10% for increased perching options | For additional conservatory: 17 animals/m ² or max. 29 kg/m ² Without additional conservatory: 15 animals/m ² or max. 25 kg/m ² | 38 kg/m ² | 25 kg/m ² |
| Breed: | Ross or Cobb | Ross or Cobb | Ross or Cobb | Slow growing, approved by the German Animal Welfare Organization | Slow growing, approved by the Dutch Animal Welfare Organization De Dierenbescherming | Slow growing, approved by the Dutch Animal Welfare Organization De Dierenbescherming |
| Breeding duration: | approx. 30-40 days | approx. 30-40 days | 32-40 days | approx. 42 days | no specifications | at least 56 days |
| Free range: | no free range | no free range, controlled day/night rhythm | conservatory as cold scratch area or open poultry house | covered free range (cold scratch area) or similar poultry house systems | partially conservatory or natural light with natural ventilation | 25% conservatory covered free range |
| Feed proportion: | no regulation | no regulation | NonGMO | NonGMO | 100% RTRS soy | 70% cereals + 100% RTRS soy |
| Poultry house design: | none | picking stones, straw/hay or other bedding materials | like Privathof | straw bales, picking object, perches | straw bales and cereal bedding/litter | straw bales and cereal bedding/litter |
| Daily dose per year: | no regulation | no regulation | no regulation | at present 95% untreated | < 17 daily dose per year | < 5% antibiotics |
| Transport duration: | max. 12 hours | max. 12 hours | max. 6 hours | max. 4 hours | max. 6 hours | max. 6 hours |

Reduction of the use of antibiotics is the core concern of the PHW Group

For many years now, PHW Group has been dealing with the question how the use of antibiotics can not only be kept as low as possible, but how it can also be continuously reduced. To achieve this WIESENHOF has set itself specific goals also internally and it managed in the past years that the majority of its contract farmers manage without a single dose of antibiotics during the conventional chicken breeding. Around 65% of the WIESENHOF chickens are no longer treated with antibiotics today. The next interim goal is to increase the proportion of untreated animals as soon as possible to 70%.

To continue to reduce the use of antibiotics, the PHW Group has developed a variety of measures that are continuously improved: Already for the parent flock creating the hatching eggs, WIESENHOF does its utmost to reduce the germ load of the chicks as much as possible, among other things with vaccination programmes and hygiene – and thus avoid the use of antibiotics later on. All hatching eggs are taken from the parent flock farms to the hatcheries as quickly as possible. In the hatcheries the so-called hatching egg hygienisation ensures that no germs can reach the embryos. Thanks to this measure and a strict hygiene management, WIESENHOF is able to supply the partner farmers with healthy and strong chicks. This, in turn, is essential to ensure that a large part of the farmers can rear healthy animals without the use of antibiotics.

Renunciation of antibiotics-prophylaxis since 1997

Fundamentally, the prophylactic, thus preventive use of antibiotics and other medication in the rearing of WIESENHOF poultry is strictly forbidden. WIESENHOF has been omitting antibiotic performance enhancers since 1997 – long before the legislature has banned this practice. Medications such as antibiotics may only be used if a veterinarian prescribes the use according to veterinary indication. In addition WIESENHOF has created an incentive system for its partner farmers, according to which they will be rewarded financially for antibiotic-free breeding. However, according to the animal protection law, the animal owners are obliged to prevent suffering and pain. This includes that animals must be treated in case of proven diseases to avoid unnecessary suffering. However, it is ensured that only the amount of medication is used that is required to achieve the treatment goal. This ensures a strict restrictive use of antibiotics. This is based on the legal prescriptions for medicines for veterinarians, as well as the guidelines for the careful handling of veterinary medicinal products with antibacterial effect of the German Veterinary Association and the Working Group Veterinary Medicinal Products of the Working Group of the Federal States of Chief Veterinary Officers (so-called antibiotic guidelines) as well as the guideline for oral medication veterinary medicinal products in the farm animal sector of the German Federal Ministry for Food and Agriculture. The partner farmers must explicitly observe the precautionary withdrawal deadlines to ensure that only perfect and residue-free poultry products are placed on the market. The slaughtered batches are examined daily for the presence of antibiotic residue.

Data collection on antibiotic reduction

In addition, WIESENHOF already introduced a voluntary quantitative collection monitoring for antibiotics across all levels in 2010, which permits permanent and targeted support to partner farmers and accredited veterinarians with regard to the reduction in the use of antibiotics. Until the introduction of the state database, an independent institute was commissioned with the review of the antibiotics monitoring, the inventory documents at the farmers and the collection of data in the slaughterhouses and at WIESENHOF. Since then, the partner farmers obviously participate in the legally prescribed collection system as well as the collection by the Qualität und Sicherheit GmbH.

New central laboratory in Lohne

The production of meat is a highly sensitive process. Not only because animal welfare aspects are relevant. The slaughtering and processing places high demands for food and product safety. The production and marketing of poultry meat would be unthinkable, without a state-of-the-art quality management and without permanent investment in research and development. The PHW Group has set a further milestone to this effect in February 2017 and invested two million Euro in quality management and a new central laboratory. Only few food manufacturers in Europe have their own laboratory in this category.

Highly qualified employees carry out around 600 microbiological, chemical and analytic test to check for residues. There will be 210,000 analyses per year. In 2016 there were around 180,000 analyses in the microbiological area. The new building brought a number of improvements:

The laboratory team was increased to 26 employees, the larger area permits better separation of the work areas and modernised technical equipment guarantees precise working and sterile conditions.

All producing companies send daily samples of their poultry products. However, also food ingredients and raw materials, as well as new product developments, such as vegetarian or vegan items are collected. In addition, the laboratory also examines the hygiene status of each individual company.

20,000 residue analyses for quality control

The new laboratory is of central importance for the residue analysis, since it tests the poultry, among others, for antibiotic residues. Every time when one of the approximately 1,000 partner farmers delivers his poultry to the slaughterhouse, samples are taken and sent to Lohne. About 20,000 residue analyses guarantee that the legal requirements for the absence of residues of poultry products are met.

After the symbolic handing over of the keys, Dr. Jan Bernd Barhorst (laboratory manager), Paul-Heinz Wesjohann (consultant/company founder PHW Group/WIESENHOF), Peter Wesjohann (CEO PHW Group) and Dr. Michael Südbeck (Head of quality management PHW Group) (from left) formally cut the ribbon.



Stringent control system

Felix Wesjohann, the managing director of the hatchery Weser-Ems, receives hundreds of information and data from the farms with parent flocks and the independent breeding farms. His department permanently evaluates the so-called animal welfare indicators, discusses abnormalities and draws conclusions from the information and test protocols for improvements in the entire system. “Thanks to the detailed electronic and written records and the close cooperation with the partner companies, we are very well informed about what happens in the poultry houses”, stresses Wesjohann. The individual farmers are still in charge of the company and livestock. Since the slaughterhouses take only healthy animals and animal stocks, the well-being of the chickens is in the best interest of the farmer. Only healthy animals can be marketed.

Felix Wesjohann thinks that the animal husbandry in the agricultural companies, with which the PHW Group is

cooperating, is on the right track: “The diseases to the ball of the foot are very well managed by three quarters of the companies. The mortality rate in the poultry house decreases steadily from year to year. At present it is at 2.2 % on average per year. Ten years ago, about four to five percent of the animals died during breeding and 50 years ago the rate was many times greater. The decisive factor for this enormous progress in animal health is, according to Wesjohann, both the consequent application of scientific findings and the permanent support of the farmers by the field service with professional veterinary support. “We are often at the farmers on site, document, provide advice and check.” External and independent auditors on order of different quality systems like QA or the “Initiative Tierwohl” (Initiative Animal Welfare) (ITW) visit the animal stock of the partner farmers. In addition: Prior to each release for slaughtering an official veterinary checks the animal stock.

Is responsible for the control system within the PHW Group: Managing director Felix Wesjohann



The WIESENHOF advisory board in the change of time

The issue of animal protection is the key sustainability issue for the PHW Group and not only since the issue of animal husbandry has gained a particularly high relevance from the perspective of consumers and trade. At the beginning of the 90s, the working group “production”, consisting of veterinarians from the individual regions and that should deal in the beginning mainly with the salmonella cleanup for parent flock, was founded. Gradually, more and more production-related topics were added. In 1996, the working group was changed to the WIESENHOF advisory board. Its first action was the introduction of the guarantee of origin at WIESENHOF. Today the advisory board of the PHW Group regularly analyses data from the agricultural companies and also slaughterhouses and processing plants. Scientific and practical use is made of the resulting insights. The advisory board is seen as a scientific body, which advises the board of management in all questions of food safety, consumer protection and animal welfare. The meetings are held on a quarterly basis.



DID YOU KNOW ...?

Minimise residual risk

Despite the strict control system, the company took further control measures in the past years. Felix Wesjohann: “Humans work with the animals. The risk of making mistakes is omnipresent, including in agriculture. Therefore it is our task to minimise the risk of mistakes.”

Therefore, the PHW Group added additional controls during the loading process of ducks, chickens and turkeys. Since 2012, the company requires from each foreman of a catcher team an official proof of competence. In addition, the PHW Group obliges the farmers during the loading of the animals even further and requires their presence during the loading process. Moreover, the PHW Group has taken a decisive step for the animal-friendly loading of turkeys. “We are now using a loading belt to place the animals from the poultry house ground into the transporter.” Wesjohann

thinks that further research is required when it comes to the automated loading of chickens: “Obviously, every manual action less is to be welcome with regard to risk aspects, however, a practical, completely automated loading is still up in the air.”

Additional efforts and investments in the companies and animal health are unavoidable according to the family business, in order to be able to market high-grade poultry meat in the future. “We ask ourselves every day: What can I do to become even better and to minimise risks?” This question guides all persons responsible for animal welfare in the company. Day in day out.



B



Environment and production

Energy and environmental management: Lower consumption, promote green electricity, use new technologies

In order to sustainably produce agricultural products and food, many details in the production process must be taken into consideration. This is the only way to ensure a resource-friendly and energy-optimised production process. The PHW Group has been focusing for many years particularly on energy management. Already since 2011 are the large production locations subjected to an independent certification body with the aim to steadily increase energy efficiency whilst complying with the given legal and technical production framework conditions. How can the energy supply designed in an environmentally-friendly and sustainable manner? At the PHW locations already many measures were implemented for energetic optimisation. Since 2015 the energy management of the entire value chain of the PHW Group in Germany has been certified according to DIN EN ISO 50001:2011-12.

The certification includes all energy-relevant processes: From the production of hatching eggs to day-old chicks, breeding and fattening to the areas of transport, logistics, feed, sale, trade and management for all types of animals. In addition, the company's own production locations for chicken and turkey products have a certified environmental management according to DIN ISO 14001:2009-11.

Many alternative energy sources secure the supply

Since 2011, the PHW Group has been obtaining a considerable amount of green electricity that is generated at 100% from renewable energy sources. The range of alternative energy sources at the locations it wide. Since 2009, the PHW Group has been putting roof areas of farms and production plans into operation

Christine Deeken is responsible for the energy controlling of the PHW Group.



Generating energy on chicken poultry houses or in a biogas plant - as here at the PHW location of Möckern: Many alternative energy sources secure the supply.



ia a marketing company for the production of alternative energy. More than 80.000 m² have already been covered with photovoltaic modules. This means a saving of approximately 8,000 t CO₂ emissions per year.

Biogas is also part of the sustainable energy supply of the PHW Group: With slaughter by-products that accumulate in the processing of poultry on a daily basis, PHW is operating together with 2 other companies a biogas plant at the location of Möckern. Like this, the production remains are at the same time raw material for the generation of energy and heat. Around 450 households are thus supplied with electricity from Möckern. Every year 2.8 million kWh of electrical energy, 3.4 million kWh of heat and 12,400 t of high-quality fertiliser are produced. The PHW location Wietzen/Holte has a connection to a regional biogas plant and is supplied with heat for hot water use.

Conservation of resources through the use of modern environmental technology

Since 2016 there are two highly efficient combined heat and power plants in operation at the PHW location of Bogen. With the displacement of unlinked electricity and heat generation, cogeneration plants contribute to the reduction of greenhouse gases and to reduce the use of energy. At the location of Lohne, a CHP plant has also been in operation for several years.

Modern proprietary sewage treatment plants ensure highly efficient cleaning of the waste water at the locations of Wildeshausen, Möckern and Bogen. Several biological exhaust air cleaning systems are also part of the environmental management within the PHW Group. This leads, compared to other systems, to high savings of waste and emissions. With centrally controlled cleaning systems, modern jet technology or its own container washing facilities, the PHW Group continuously tries to control water consumption and, if possible, to lower it.

The energy requirements will be reduced further

To save energy, already a large part of the locations has switched almost entirely to LED lighting. Moreover, there are many other individual measures to reduce energy consumption. For example, at the location of Möckern, a reduction of the fan performance was achieved by improved moisture regulation in the poultry house and further use of the waste heat from refrigeration and compressed air systems. “We continuously work on the improvement of our energy management. For this purpose, consumption figures are continuously recorded and evaluated in the companies and structural units. Energy teams work to detect saving potentials and to make energy-relevant processes transparent. This also includes a regular exchange of experience of the responsible energy officers within the PHW companies as well as a participation in external energy network meetings”, says Christine Deeken, who manages the energy controlling of the PHW Group.

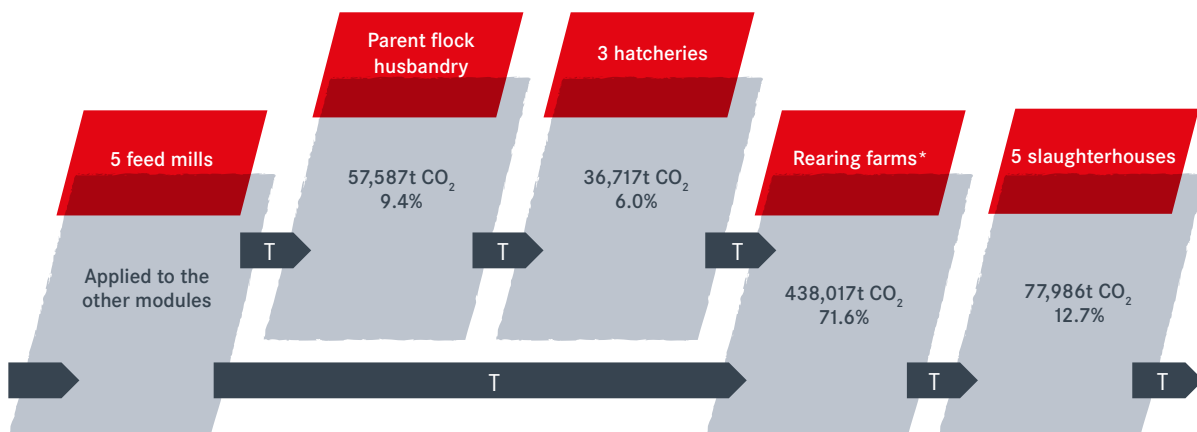
CO₂ footprint: WIESENHOF even more climate-friendly

Each economic activity leaves traces. As first and so far the only company in the meat industry, the PHW Group determines across the entire value chain its own “CO₂ footprint” already in 2010 and answers to the question: What traces do the economic activities of the company leave behind?

With the CO₂ footprint, the company precisely quantifies the emission of greenhouse gas emissions generated during the production and marketing of poultry meat products. Here each individual generation stage is analysed in detail: From the cereal production to feed mill, the parent flock husbandry, the hatcheries, chicken poultry houses of the partner farmers to the slaughterhouses. Even the way to the supermarket

is included in the CO₂ footprint. This product-related CO₂ footprint – now the English term “Product Carbon Footprint” (PCF)“ is more commonly used – is at 2.06 kilogramme equivalent CO₂-emissions. Compared to the first calculation, this current value is a third lower. “As family business”, stresses sustainability manager Jana Ecke, “we bear a social responsibility which we can only meet if we use sustainable business practices.” Accordingly, the mid-sized company continuously optimises production and transport processes with regard to efficiency and sustainability.

Greenhouse gas emissions chickens



Details in CO₂ equivalents:
 Total: 612,012t CO₂ (including 1,706t CO₂ other)
 2,060g CO₂/kg net chicken meat

T = transport

The PHW Group checks for each production stage exactly how much CO₂ is generated and thus determines regularly its own carbon footprint. For the production of one kilogramme of chicken meat, 2,060 g equivalent CO₂ emissions are generated at present.

* The largest share of the CO₂ emissions is generated in the rearing farms through the raw materials contained in the feed, such as wheat, maize and non-GMO soy.

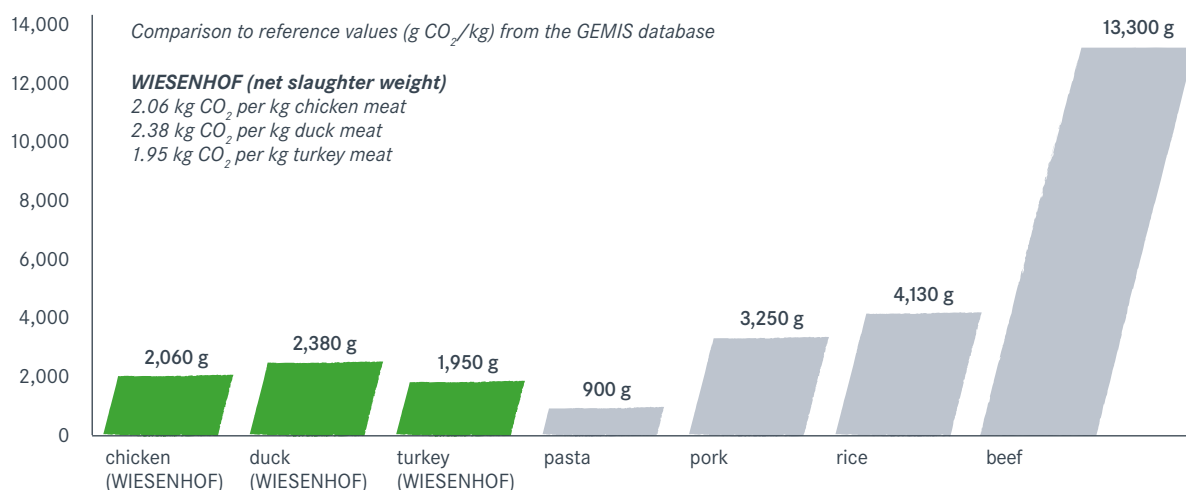
Clever closed-circle economy with biofuel and farm manure

The in-house biofuel SP-Power for the WIESENHOF truck fleet has very positive effects on the CO₂ footprint: The fuel produced on the basis of poultry fats, serves as alternative for diesel fuel. Here the PHW Group uses by-products that accumulate in poultry slaughtering as recyclable raw material. Alone with the biofuel, WIESENHOF saves per year up to 74,000 tons of CO₂. The closed-circle economy usual at WIESENHOF has a positive effect on the CO₂ footprint: The use of poultry manure as fertiliser (manure) is more environmentally-friendly, since this means that less mineral fertiliser is used and thus fewer greenhouse gas emissions are produced during its manufacture. The resulting manure of the farms is used as fertiliser with high nutrient concentration on the field, for the production of substrate used in mushroom growing or fed into biogas plants.

Feed as central factor

In the production of agricultural primary products like milk and meat, the topic of feed has significant influence on the amount of the CO₂ emissions. At WIESENHOF the largest share of the CO₂ emissions is generated during the manufacture and supply of the feed. This is followed by the rearing farms and the slaughterhouses. The hatcheries and parent flock husbandry account for the smaller share of emissions.

Ecology (climate/energy)



The production of poultry meat is much more sustainable than the meat of other animal species: Who enjoys one kilogramme, causes about 1.95 and 2.38 kg equivalent CO₂ emissions – significantly less than for pork (3.25 kg) or beef (13.3 kg).

By-products are fully recycled

Whether chicken thigh or fillet - the slaughter of poultry results in popular and high-quality food. However, what actually happens to the scraps of the slaughtered animals? In the companies of the PHW Group all slaughter by-products, such as offal or feathers and blood are recycled sensibly.

“From the poultry scrap that is not used for human consumption we produce high-quality protein and fat products”, says Bernd große Holthaus, managing director of the Diepholz company GePro, which is part of the PHW Group of companies. About 60% of the slaughter by-products processed at GePro originate from PHW companies.

The ingredients obtained from the poultry scraps are used in animal nutrition worldwide or are also processed into biofuel. “No chickens are slaughtered for these products. We use only the scraps that inevitably accumulate with the poultry slaughtered for human consumption. This also is a form of sustainability”, says große Holthaus.

The range of products for animal nutrition is wide: Poultry or feather meal, egg powder and many other ingredients are used in dog and cat food, but also in food for aquacultures such as fish and shrimp breeding or in aquariums. The global demand for high-quality ingredients for animal feed is high.





GePro managing director Bernd große Holthaus recycles the by-products from the slaughterhouses in his company.

From poultry oil to biofuel

Since 2007, GePro has even been producing biofuel for trucks from poultry scraps. “We developed the unique procedure ourselves”, says große Holthaus. More than 350 trucks of the PHW Group of companies and other forwarding agents are already running on the environmentally-friendly and cheap fuel variant called SP power. At the PHW locations of Bogen in Bavaria, Möckern in Saxony-Anhalt and Niederlehme in Brandenburg, trucks are refuelled with the biofuel. GePro develops SP power based on poultry fats. With the help of physical refining they are refined to a pure and residue-free poultry oil natural raffinate. This raffinate can be used as biofuel for engines compatible with vegetable oils.

The costs for the conversion of the trucks is within limits according to Holthaus: The vehicles get fitted with an extra tank, a tank heating as well as special electronics. There are enormous cost savings with the new biofuel SP Power: depending on the mileage up to 10,000 Euro per truck per year. Especially in view of the favourable price of SP Power, the conversion costs pay off quickly. The distribution of the GePro innovation takes place via fixed and mobile service stations throughout Germany. Currently, there are, apart from two GePro service stations in Diepholz, ten other locations, i.a. in Rechterfeld - at the PHW subsidiary MEGA - in Goldenstedt, Cloppenburg, Minden (NRW), Möckern (Saxony-Anhalt), Bogen (Bavaria) and Niederlehme (Brandenburg).

“Whether pet food or biofuel - our overall goal is to process the slaughter by-products to profitable and sought-after products. There should be as little as possible unused remains, since we need to conserve and save resources. Here economical and ecological interests meet”, says große Holthaus.



Since 2007, GePro has been producing biofuel from poultry scraps. The company's own truck fleet already runs on the environmentally-friendly biofuel.



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Raw materials and feed

Sustainable soy meal

If we talk about the sustainable production of poultry meat, one issue is at the very top of the agenda: Feed and soy / soy meal from overseas. The soybean is used for oil extraction, the press residue - the so-called soy meal - is regarded worldwide as ideal feed component for farm animals. The principal cultivation areas are in North and South America. In particular, the soybean cultivation in South America has been a controversy discussed in public for many years. However, very few people know: The protein source of soy meal is only one of many ingredients in chicken feed.

80 to 88% of the feed consists of cereals, legumes and other plant-based raw materials, the rest are vegetable fats, minerals, vitamins and trace elements. The so-called raw protein content (protein content) of a normal, commercial chicken feed is about 20%, to which all above-mentioned raw materials contribute. If we have a closer look at the proportions of the individual raw materials from raw protein, the PHW Group was able to lower the soy meal proportion in this protein mix by

around 40% in recent years. Or in other words: Already today, 60% of the raw protein in the chicken feed of the PHW Group are no longer composed of soy meal, but of other mostly domestic sources of protein.

The PHW subsidiary MEGA Tierernährung at the same time made a lot of progress in the procurement of sustainable soy meal. The company's own feed mills are certified according to GMP+, KAT and VLOG. In March 2015, MEGA Tierernährung received through IFTA AG the world's first certification for sustainable poultry feed in the context of the GMP+ Feed Responsibility Assurance. One of the core requirements of this independent certification includes the responsible handling of import feed, especially with soy and soy products. The soy used there corresponds to the RTRS standard (Roundtable on Responsible Soy). The Brazilian soy meal used for the WIESENHOF chicken feed production, also meets the ProTerra standard. MEGA has been an active member of both organisations, RTRS and the ProTerra Foundation. "In the long run we will



MEGA managing director Ralf Kenkel has an eye on the global feed markets. In the meantime, 60% of the raw protein processed in chicken feed no longer consists of soy meal, but of domestic sources of protein.

MEGA is the most important company of the PHW Group in the field of animal nutrition. It is represented with feed mills at several locations in Germany.



not be able to completely do without imports for feed. However, we are involved in many scientific projects that deal with replacing soy meal with other protein feeds”, stresses MEGA managing director Ralf Kenkel. “We experiment with many substitutes in the feed area, for example pea protein, rapeseed meal or rapeseed oil cake and are able to quickly put the research results into practice.”

The idea of completely doing without soy meal for poultry feed is seen rather critical by Kenkel: “In theory, you can feed a chicken completely without soy. However, the changed composition of the feed has significant consequences for animal health and thus also on animal welfare indicators.” Very often there would be a conflict of objectives between advanced animal welfare requirements and environmental impacts. “Here we are permanently moving in an area of tension”, agrees Felix Wesjohann, managing director of the Weser-Ems hatchery. From the point of

view of animal-friendly and environmentally-friendly feeding, not only the further replacement of soy meal is assessed, but also possibilities to save on raw protein. “Lowering proteins in the chicken feed has a positive effect on CO₂ emissions“, Wesjohann explains the idea and adds: “Feeding with less proteins, however, must always have the health of the animal in mind and meet animal welfare requirements.“ The reconciliation of the different requirements – sustainable production, minimising of CO₂ emissions while ensuring an adequate supply and high animal welfare standard - continues to be one of the greatest challenges for the company.



MEGA checks the feed prior to processing according to an established test plan both in their own and also external laboratories.

Safety first: The feed from its own mills is transported by its own truck to the contract farmers.

For the environment and resource conservation: Phosphorus levels should continue to fall

One way to operate poultry farming with even less strain on resources is the use of so-called RAM feed (raw nutrient customised mix). In essence, this is about lowering the environmentally-relevant components of the poultry dung that its use as natural fertiliser remains possible, even under more stringent conditions, in particular against the backdrop of the expected new fertiliser regulation. At the same time, the welfare of the animals must not be negatively impaired by the changed feed composition. Although the MEGA Tierernährung fulfils the RAM conditions for poultry feed already today, it is the company's declared objective to further reduce the phosphorus contents of all poultry feeds. In connection with a phosphorus minimisation strategy, MEGA will renounce the use of mineral phosphorus sources for at least 50% of all compound feed in the next years. Together with the use of the RAM feed concept, MEGA Tierernährung makes a far-reaching contribution to towards protecting the environment and the responsible use of scarce resources.



On the finishing strait with palm oil

The strategic purchasing of the PHW Group also follows sustainability premises. Not only when procuring plastic films or office supplies does the company consider ecological aspects, but also for raw materials from agricultural production. In particular, the focus is on palm oil. Compared with the amount of palm oil in other foods, such as confectionery items, palm oil plays a rather subordinate role in the production of poultry products. Palm oil is only contained in individual oil marinades. Nevertheless does the PHW Group work on this sustainability issue and on the further reduction of palm oil in their products. Seven processing plants use sustainably certified palm oil. They are members of the RSPO (Roundtable on Sustainable Palm Oil) and consequently certified: Since July 1, 2017 five plants only use palm oil in accordance with the segregation standard (SG). The other two plants currently still purchase

partly or exclusively palm oil according to the Mass Balance Standard (MB). It is the aim of the PHW Group to use only palm oil according to the SG standard in the long term and, additionally, continue to reduce the palm oil content in the recipes.

Doris Wesjohann is responsible in the board of directors of the PHW Group for the strategic purchasing. Sustainability premises play an important role here, since it is mostly about large volumes of raw material.





5



Social responsibility

Contract employees: PHW Group is at the forefront of voluntary self-commitment

The German meat industry is the sector generating the highest sales and with most employees in the German food industry. The staff requirements in the past years and decades was correspondingly large.

The politically intended situation to permit East European countries access to the West German labour market, ultimately led to legally permissible work contracts – and in individual cases also to their abuse. Due to the self-commitment of the German meat industry introduced on September 21, 2015, large parts of the sector have set an important sign: They refrain from the so-called posting until June 30, 2016 and commit their contract partners to employ workers only according to German law. “Posting” means that the workers were employees in their home countries and the local labour laws and the laws of social insurance were applicable.

The PHW Group belongs as one of six companies to the first signatories of the agreement, which has been signed by 18 other companies in the meantime. The PHW Group assumed a pioneering role here, since it fulfilled all requirements of the voluntary self-commitment already in 2015: For contract workers within the group the collectively agreed minimum wage, German social insurance law with health insurance, nursing care insurance, pension and unemployment insurance have been applicable since then, as well as the German labour law with protection against dismissal, continued remuneration in case of sickness, federal leave act and maternity protection act. Furthermore, the PHW Group works exclusively with German contracting companies.

The payrolls and payment notices of the contracting companies are checked at random every six months by an independent auditing company on behalf of the PHW Group. In addition, the PHW Group advocates for proper accommodation of the contract employees and for this reason has obliged the contracting companies to provide appropriate accommodation according to German standards. The company has the accommodations checked at regular intervals unannounced by independent third parties. In practice, many contract employees started to look for their own homes.

Ombuds office for contract employees

In the district of Vechta, the PHW Group also has advocated for the establishment of a neutral point of contact for contract employees to which the affected parties can report at any time, even anonymously. This Ombuds office is manned with different personalities from the district of Vechta and should help to immediately halt potential abuses.

The employment development between December 20, 2014 and December 31, 2015 in the companies that signed the self-commitment, remained largely constant. According to the Food Trade Association, among the almost 32,000 employees in 2015, 14,800 were own employees, 2,500 temporary workers and 14,870 employees from service providers.

Promote talent, maintain health

Due to the globalisation of commodity flows and the digitisation, the environment of companies is changing profoundly. Employees are a decisive criterion for success to meet challenges and help shaping necessary changes. Therefore the employee's potential must be identified systematically and developed further. In October 2017, the programme "PHW talents" was started at or for the location of Rechterfeld in the holding of the PHW Group in this context. Seven women and men each will receive even more intensive training in the future.

At the PHW Group, talent promotion starts already at training level. As globally active company with almost 6,900 employees, the PHW Group offers dual students and trainees very good entry opportunities. Melanie Pohligh-Thomsen, lecturer personnel development and training: "The PHW Group is very diverse in many places, since it operates in many different business fields. Correspondingly good are the entry and development possibilities for young people with our group of companies."

In 2016, the PHW Group trained a total of 108 young people in 20 professions with formal training and two dual study programmes.

Apart from education and training, as well as personnel development, the area of occupational health management will be even more important as from 2017. Together with a renowned health insurance, the PHW Group has developed a holistic health promotion programme, which meets the requirements of the changing world of work.



DID YOU KNOW ...?



Many sites set social statements

The story of the student Anthony Collins is an example for how the PHW Group acts sustainably also at the social and societal level. Already since 2009, the company has been supporting the Munich society Kinder Afrikas e.V. that campaigns for the education of African children. “Kinder Afrikas” takes care, among others, in Monrovia (Liberia) apart of an orphanage and a school also of an adjacent chicken farm, which is intended to ensure self-sufficiency in food. Anthony Collins grew up in this orphanage and attended school there. Now the 32-year-old studies economics and agricultural sciences and acts as representative and coordinator for all society activities on site. In 2016, Anthony Collins completed a four-month internship at “Anhaltische Geflügelspezialitäten” and the “Geflügelhof” in Möckern, and thus had the opportunity to take a look behind the scenes of the PHW Group, get to know work processes and to intensively exchange ideas with experts from the areas of poultry house management, animal health and environmental protection. The acquired knowledge will help the prospective agronomist in the planned expansion of the chicken farm in Monrovia.

Examples like these show how the experience and the commitment of an established company can become the basis of new and own existences. “We were very pleased that we could help somebody like Anthony Collins, and with this know-how transfer we could provide a better future to a small business in Liberia”, stresses the managing director of Geflügelhof Möckern, Dr. Stephan Gramzow.

However, not only in Möckern, but also at other locations does the PHW Group set societal signs. The “Nienburger Geflügelspezialitäten” in Wietzen/Holte employ five refugees and the locations in Bogen, Rietberg und Wildeshausen are committed to the integration of refugees through education measures in cooperation with the local employment agencies.

Moreover, a young refugee started his training to become a professional truck driver at the location in Wietzen/Holte - a prime example for the connection of securing a source of young skilled workers and integration of people with a migration background.



Social commitment also has great importance to Dr. Stephan Gramzow (right): He made it possible for an African student to receive a four-month internship in the premises in Möckern.



Social commitment in Rietberg: The “Kiebitze” are on the loose!

Since May 2017, employees of the company Kiebitz Dienstleistungen maintain the outdoor area and the green spaces at WIESENHOF. Does this sound unspectacular? Wait and see. The location of Rietberg embarks on new paths with these employees.

Kiebitz Dienstleistungen are an integration enterprise of wertkreis Gütersloh GmbH, a social service provider with around 2,400 employees with and without disabilities, the objective of which is the inclusion of people with disabilities in all areas of life. The company includes, in addition to the green services of the “Kiebitze”, vocational training that qualifies people with disabilities for the first labour market, attractive jobs for people with disabilities in workshops, integration groups and companies, a wide variety of housing, modern nursery schools, the retirement centre Wiepeldoorn, the Bioland company Kiebitzhof as well as the “Flussbett Hotel”.

The company in Rietberg would like to step up efforts in the future for vocational inclusion and therefore has been working in partnership with “wertkreis Gütersloh” since May. “After the first months our experiences have been entirely positive,” said Frederick Wallmeyer, operations manager at the location of Rietberg. “The employees of the “Kiebitz Dienstleistungen” are both motivated and friendly and cooperate very well with us together with the competent and reliable foremen.”

The “Kiebitz Dienstleistungen” employs around 110 people. Their tasks include gardening and landscaping, the gardening of grounds, parks, cemeteries and private garden as well as packaging, housekeeping, janitorial service as well as transport and logistics. With their professional competence and expertise, the “Kiebitz Dienstleistungen” show how social responsibility and economic activity can be combined successfully. Through this cooperation WIESENHOF strengthens its previous and future social commitment.

Companies of the PHW Group are engaging themselves financially and personally also at other locations for social projects or institutions: The “Donautal Geflügelspezialitäten” and WIESENHOF in Rietberg, for example, supply the “Tafel” (food bank) in Bogen (Lower Bavaria) and Gütersloh.

Regional commitment for sports clubs, fire brigades, primary schools and other clubs have been characterising WIESENHOF for many decades already. The “Märkische Geflügelspezialitäten” in Königs Wusterhausen (Brandenburg) and the “Donautal Geflügelspezialitäten” for example regularly donate for children suffering from cancer.

20 years of futurology

As a company in the food industry, the PHW Group has a particular responsibility for the safety and quality of food and its manufacturing conditions, as well as for the local and global food security in the future. Pursuant to this thought, the non-profit Heinz-Lohmann-Foundation was founded on the initiative of brothers Paul-Heinz and Erich Wesjohann in Rechterfeld in 1997 and has been supporting the scientific research on the future of nutrition and the nutritional behaviour as well as the publication of results. The foundation supports undergraduate and graduate students, who are scientifically active in topics within the meaning of the foundation's purpose and promotes sustainable projects that deal with nutritional issues.

The purpose of the foundation drew inspiration from the work of its eponym Heinz Lohmann, co-founder of today's Lohmann & Co. AG, who died in 1975: With intensive training and education work by professionals of the company, practitioners in agriculture learned already in the 50s about the current scientific findings on modern animal breeding, animal husbandry

and nutrition. Lohmann therefore influenced an entrepreneurial knowledge management that was very progressive for the time.

Consumer behaviour and tomorrow's nutrition

The Heinz-Lohmann foundation promotes scientific research about how we nourish ourselves today and how we would like to nourish ourselves in the future. For 20 years, the foundation has been dealing with these future issues of nutrition and also sees itself as mediator between science, agriculture and consumers. Over the 20 years it became clear: Values are changing. However, the foundation keeps up with the times. During the lifetime of Heinz Lohmann, the most urgent task was to secure the nutrition of the population whilst ensuring high food safety and quality. Today, however, society sets new priorities, pays more attention to animal welfare and sustainability. PHW Group sees it as a joint task for trade, manufacturers, consumers and legislation, to continuously renegotiate the balance between costs and benefits, claims and





The Heinz-Lohmann Foundation has been working intensively with future issues of nutrition for the past 20 years. Politicians, industrials, NGO-representatives, scientists and media are guests of the foundation and important dialogue partners.

feasibility, the willingness to pay for additional services and the competitiveness on the global food market. Today, the foundation would like to help with its work so that agriculture and society will not distance themselves even further, and deliberately promotes the dialogue between different stakeholders. Already in the 90s, high-ranking politicians, industrials and NGO representatives shared the podium during the regular symposium of the Heinz-Lohmann foundation.

The foundation supports sustainable projects at local and regional level that deal with nutrition issues, for example advanced training courses, events for child nutrition in schools and kindergartens, school farms and adventure trips as well as events on the topic of cooking and healthy eating.

Announcement of the Volker-Pudel Award

In 2010, the foundation brought the Volker-Pudel Award into being, named after the nutritional psychologist Professor Dr. Volker Pudel, who died in 2009, and who had been chairman of the foundation’s board of trustees for 12 years. In 2010, the Schulbauernhof Hardegsen (school farm in Lower Saxony), where children and young people learn about agricultural practices, many of them for the first time, received the award. In 2012, the 10k Euro award was given to the HENNA project, which improves the nutritional training, professionalisation and networking of nutrition professionals in East African countries. Most recently, in January 2015 the foundation honoured with the “photo method” a concept, which makes it very easy for children and young people to document their nutrition using their smart phone and thus gain reliable data for nutrition counselling, prevention and nutrition research.

WIESENHOF Football School: Fun on the move, joy in fairplay

Tolerance, fairness and respectful interaction: The “WIESENHOF Football School with Bernd Voss“ supports the youth work of football clubs with a comprehensive and individual training concept and supports the children both in their athletic and social development. The concept points back to a private initiative of Bernd Voss. The former professional footballer, who used to play at the SV Fortuna Friesenbug and who holds the football diplomas juniors and seniors A license of the DFB, founded the football school 2003. In 2015 WIESENHOF became aware

of this project and has been a sponsor ever since: “The football school makes a valuable contribution to youth care services. Bernd Voss is doing a great job with his project and puts his heart and soul into it. The concept managed to convince us from the beginning. For two years we have been supporting the project as partner with financial means, to make a targeted social contribution to the promotion of sports activity and social development of the children, says Dr. Ingo Stryck, managing director marketing at WIESENHOF.



Apart from the commitment in professional football, the company is also active in the popular sports sector and supports the football school of Bernd Voss.

The football school consists of three- to five-day camps and takes place all over Germany in around 30 locations, always in the respective spring, summer or autumn school holidays. In addition to the sporting and social development, the topic of nutrition also plays an important role: A balanced lunch as well as breaks with fruit and drink are part of each of the training units. More than 3,000 children between the ages of 9 and 12 participate every year - the number of the participating young kickers is continuously increasing.



WWW.WIESENHOF-FUSSBALLSCHULE.DE





Matrix: GRI/ZNU

Overview: GRI guidelines and ZNU standard

This sustainability report contains standard information from the GRI guidelines for sustainability reporting. The following table shows the requirements to be considered in this report according to GRI guidelines and ZNU standard.

| GRI-G4 guidelines | | ZNU standard | | Sustainability report PHW Group |
|-------------------------------------|---|---|--|---|
| Section | Criteria | Section | Criteria | Chapter |
| General standard information | | | | |
| G4-1+2 | Strategy and analysis | B.I.2.1 B.I.3.1 B.I.6.2 | Mission statement Target programme Management review | "We must never stop getting better." (Interview with Peter Wesjohann) 1.1 About this report 1.3 Clear behavioural guidelines and since 2013 Ombudsman's Office (guidelines) 1.4 "Set a clear sign with the ZNU standard "Sustainable management food" " |
| G4-3 to 4-16 | Organisation profile | B.II.6.2 | Social influence Required for auditing process | 1.5 WIESENHOF: Guarantee of origin, transparency across all levels 2.1 "Privathof" poultry: Scientifically sustained and independently tested 2.3 Reduction of the use of antibiotics is the core concern of the PHW Group 4.1 Sustainable soy meal 4.2 On the finishing strait with palm oil 5.4 20 years of futurology |
| G4-17 to 4-23 | Essential aspects and limits determined | B.I.1.1 B.I.6.3 B.I.6.4 | Early detection system Indicator documentation Indicator definition | 1.2 Transparent and in constant exchange with partners (key topics in the PHW Group) 1.4 "Set a clear sign with the ZNU standard "Sustainable management food" " |
| G4-24 to 4-27 | Involvement of stakeholders | B.I.1.3 B.I.7.2 B.I.7.6 | Stakeholder groups interests and dialogue Internal feedback Dialogue external stakeholder groups | 1.2 Transparent and in constant exchange with partners 5.4 20 years of futurology |
| G4-28 to 4-33 | Report profile | - | No specifications | 1.1 About this report |
| G4-34 to 4-55 | Corporate governance | B.I.4.1 B.I.4.2 B.II.9.1 B.I.7.3 B.I.4.3 B.I.7.3 | Integration in top management Responsible persons are named Diversity Cases of conflict Sustainability performance of executives Feedback to management level | "We must never stop getting better." (Interview with Peter Wesjohann) 1.3 Clear behavioural guidelines and since 2013 Ombudsman's Office |
| G4-56 to 4-58 | Ethics and integrity | B.I.2.1 B.I.4.5 B.I.7.3 | Mission statement Compliance with statutory rights Cases of conflict | 1.3 Clear behavioural guidelines and since 2013 Ombudsman's Office (guidelines) |

| GRI-G4 guidelines | | ZNU standard | | Sustainability report PHW Group |
|--------------------------------------|--|--|--|--|
| Section | Criteria | Section | Criteria | Chapter |
| G4-DMA | Details on management approach | B.I.1.1 B.I.1.2 B.I.3.1 B.I.4 | Early detection Early detection Target programme Sustainability is included in management management review | 1.3 Clear behavioural guidelines and since 2013 Ombudsman's Office (guidelines) 1.4 "Set a clear sign with the ZNU standard "Sustainable management food" " |
| Specific standard information | | | | |
| Category "economical" | | | | |
| G4-EC1 to EC4 | Economic performance | B.II.6.2 | Details on economic performance only in terms of financial support from the government | not covered in this report |
| G4-EC5+6 | Market presence | B.II.4.3 | Fair pay/minimum wage | 5.1 Service contract employees: PHW Group is at the forefront of voluntary self-commitment |
| G4-EC7+8 | Indirect economic impacts | B.II.6.1 | Shares in the community | not covered in this report |
| G4-EC9 | "Procurement industry information food" | B.II.6.1 B.II.4.2 | Shares in the community Sustainability included in procurement | not covered in this report |
| FP1 | Procurement policy | B.II.4.2 | Sustainability included in procurement | 3.2 CO ₂ footprint: WIESENHOF even more climate-friendly 4.1 Sustainable soy meal 4.2 On the finishing strait with palm oil |
| FP2 | Procurement standards | B.II.4.2 | Sustainability included in procurement | 3.2 CO ₂ footprint: WIESENHOF even more climate-friendly 4.1 Sustainable soy meal 4.2 On the finishing strait with palm oil |
| Category "ecological" | | | | |
| G4-EN1+2 | Materials Industry information food (raw material) | B.II.2.1 B.II.2.3 B.II.5 | Data on materials Objectives and measures Quality | 1.5 WIESENHOF: Secure origin, transparency across all levels |
| G4-EN3 to EN7 | Energy | B.II.1 B.II.2.1 B.II.2.3 | Climate / energy Data on resource consumptions objectives and measures | 3.1 Modern energy management: Reduce consumption, promote green electricity 3.2 CO ₂ footprint: WIESENHOF even more climate-friendly |
| G4-EN8 to EN10 | Water | B.II.2.1 B.II.2.3 | Data on water Objectives and measures | not covered in this report |
| G4-EN11 to EN14 | Biodiversity Industry information food (with regard to water) | B.II.3.1 B.II.3.2 B.II.3.3 | Data on biodiversity Objectives and measures Biodiversity in the chain | 4.1 Sustainable soy meal 4.2 On the finishing strait with palm oil |
| G4-EN15 to EN21 | Emissions | B.II.1.1 B.II.1.2 | Data greenhouse gas emissions climate protection goals and measures | 3.1 Modern energy and environmental management: Reduce consumption, promote green electricity 3.2 CO ₂ footprint: WIESENHOF even more climate-friendly |
| G4-EN22 | Waste water and waste | B.II.2.1 B.II.2.2 B.II.2.3 | Data waste water and waste Toxic substances / environmental impact Objectives and measures | not covered in this report |
| G4-EN27+28 | Products and services | B.II.2.3 B.II.5.2 | Objectives and measures at product level Consumer protection | Facts, figures, and goals 2.3 Reduction of use of antibiotics 4.1 Sustainable soy meal 4.2 On the finishing strait with palm oil |
| G4-EN29 | Compliance | B.II.6.4 | Number of fines | not covered in this report |

| GRI-G4 guidelines | | ZNU standard | | Sustainability report PHW Group |
|--|---|----------------------------------|--|--|
| Section | Criteria | Section | Criteria | Chapter |
| G4-EN30 | Transport | B.II.1.3 B.II.2.4 | Climate friendliness and energy efficiency in the chain Resource efficiency in the chain | 3.1 Modern energy management: Reduce consumption, promote green electricity 3.2 CO ₂ footprint: WIESENHOF even more climate-friendly 3.3 By-products are almost completely recycled |
| G4-EN31 | Environmental protection in total | B.I.4.4 | Adequate resources | 3.3 By-products are almost completely recycled |
| G4-EN32+33 | Assessment of the suppliers with regard to ecological aspects | B.II.4.2 B.II.1.3 B.II.2.4 | Sustainability in procurement Climate / energy in the chain Resource efficiency in the chain | 4.2 On the finishing strait with palm oil |
| G4-EN34 | Complaints procedure with regard to ecological aspects | B.I.7.5 B.II.6.4 | Critical issues in external communication Lawsuits, violations of legal provisions | not covered in this report |
| Category "society" | | | | |
| Labour practices and decent employment | | | | |
| G4-LA1 to LA3 | Employment | B.II.4.3 B.II.4.4 B.II.9.1 | Fair pay Participation in the success of the business integration programmes | 5.1 Service contract employees: PHW Group is at the forefront of voluntary self-commitment |
| G4-LA4 | Relation employer-employee | B.II.7.1 | Fair working conditions | 1.3 Clear behavioural guidelines and since 2013 Ombudsman's Office (guidelines) 5.1 Service contract employees: PHW Group is at the forefront of voluntary self-commitment |
| FP3 | Strike and conflicts | B.I.7.3 | Cases of conflict within the company | not covered in this report |
| G4-LA5 to LA8 | Occupational safety and health protection | B.II.8.1 | Health | "Dis you know ...?" P.53 |
| G4-LA9 to L11 | Education and training | - | - | 5.1 Talent management started |
| G4-LA12 | Diversity and equal opportunities | B.II.9.1 B.II.9.2 | Diversity Age structure | not covered in this report |
| G4-LA13 | Equal pay for women and men | B.II.4.5 | Equal pay | 1.3 Clear behavioural guidelines and since 2013 Ombudsman's Office (guidelines) |
| G4-LA14+15 | Assessment of the suppliers with regard to working practices | B.II.7.3 B.II.8.2 | Compliance with human rights in the chain Improve health in the chain | not covered in this report |
| G4-LA16 | Complaint procedure with regard to working practices | B.II.6.4 | Lawsuits, violations of legal provisions | not covered in this report |
| Human rights | | | | |
| G4-HR1+2 | Investments | B.II.7.1 | Data on human rights | 1.3 Clear behavioural guidelines and since 2013 Ombudsman's Office (guidelines) |
| G4-HR3 | Equal treatment | B.II.7.1 B.II.7.2 | Data on equal opportunities Provisions for safeguarding | 1.3 Clear behavioural guidelines and since 2013 Ombudsman's Office (guidelines) |
| G4-HR4 | Freedom of association and right to collective bargaining | B.II.7.1 B.II.7.2 | Data on freedom of association and right to collective bargaining Provisions for safeguarding | not covered in this report |

| GRI-G4 guidelines | | ZNU standard | | Sustainability report PHW Group |
|-------------------|---|--|---|--|
| Section | Criteria | Section | Criteria | Chapter |
| G4-HR5 | Child labour | B.II.7.1 B.II.7.2 B.II.7.3 | Data on child labour Provisions for safeguarding Compliance with human rights in the chain | not covered in this report |
| G4-HR6 | Forced and compulsory labour | B.II.7.1 B.II.7.2 B.II.7.3 | Data on forced labour Provisions for safeguarding Compliance with human rights in the chain | not covered in this report |
| G4-HR7 | Safety practices | - | Data on freedom of association and right to collective bargaining Provisions for safeguarding | not covered in this report |
| G4-HR8 | Rights of indigenous population | B.II.7.1 B.II.7.2 B.II.7.3 | Data on human rights Provisions for safeguarding Compliance with human rights in the chain | not covered in this report |
| G4-HR9 | Examination | - | Data on freedom of association and right to collective bargaining Provisions for safeguarding | not covered in this report |
| G4-HR10+11 | Assessment of the suppliers with regard to human rights | B.II.4.2 B.II.7.3 | Sustainability included in procurement Compliance with human rights in the chain | not covered in this report |
| G4-HR12 | Complaint procedure with regard to human rights violations | B.II.6.4 | Lawsuits, violations of legal provisions | not relevant, since no violations |
| Society | | | | |
| G4-SO1+2 | Local communities | B.II.6.1 B.II.6.4 | Community in business activities Infringements of legal provisions | 5.2 Many locations set social statements 5.3 Social commitment in Rietberg: The "Kiebitze" are on the loose! |
| G4-SO3 to SO5 | Fighting corruption | B.II.6.3 | Prevention of corruption/training | 1.3 Clear behavioural guidelines and since 2013 Ombudsman's Office (code of ethics) |
| G4-SO6 | Politics | B.II.6.2 | Gifts to political parties | not covered in this report |
| G4-SO7 | Anti-competitive behaviour | B.II.6.4 | Anti-competitive behaviour | 1.3 Clear behavioural guidelines and since 2013 Ombudsman's Office (guidelines) |
| G4-SO8 | Compliance | B.II.6.4 | Anti-competitive behaviour | 1.3 Clear behavioural guidelines and since 2013 Ombudsman's Office (guidelines) |
| G4-SO9+10 | Assessment of the suppliers with regard to social impact | - | - | not covered in this report |
| G4-SO11 | Complaint procedure with regard to social impact Industry information food (DMA with regard to healthy and affordable food) Industry information food (DMA with regard to animal welfare) | B.II.6.4 B.II.5.2 B.II.7.3 B.II.8.2 B.II.3.4 B.II.3.5 B.II.3.6 | Lawsuits, violations of legal provisions) Protection of health Compliance with human rights in the chain Health effects Data on animal welfare Objectives and measures Animal welfare along the chain | 1.1 About this report 1.2 Transparent and in constant exchange with partners 1.5 WIESENHOF: Guarantee of origin, transparency across all levels 2.1 "Privathof" poultry: Scientifically sustained and independently tested 2.2 The consumers who visit us are very pleased with the type of animal husbandry 2.3 Reduction of the use of antibiotics is the core concern of the PHW Group 2.4 Stringent control system 4.1 Sustainable soy meal |

| GRI-G4 guidelines | | ZNU standard | | Sustainability report PHW Group |
|------------------------|---|--|---|---|
| Section | Criteria | Section | Criteria | Chapter |
| FP9 | Animal genetics / breeding | B.II.3.4 | Data on animal welfare | 1.5 WIESENHOF: Guarantee of origin, transparency across all levels 2.1 "Privathof" poultry: Scientifically sustained and independently tested 2.2 The consumers who visit us are very pleased with the type of animal husbandry 2.3 Reduction of the use of antibiotics is the core concern of the PHW Group 2.4 Stringent control system |
| FP10-12 | Species-appropriate husbandry | B.II.3.4 | Data on animal welfare | 1.5 WIESENHOF: Guarantee of origin, transparency across all levels 2.1 "Privathof" poultry: Scientifically sustained and independently tested 2.2 The consumers who visit us are very pleased with the type of animal husbandry |
| FP13 | Animal transport | B.II.3.4 | Data on animal welfare | not covered in this report |
| Product responsibility | | | | |
| G4-PR1+2 | Customer health and safety Industry information food | B.II.5.1 B.II.8.2 B.II.6.4 B.II.4 | QM system Product health Lawsuits, violations of legal provisions Sustainable value creation | 2.3 Reduction of the use of antibiotics is the core concern of the PHW Group |
| FP5 | Food standard | B.II.5.1 | QM system | 1.4 "Set a clear sign with the ZNU standard "Sustainable management food" " |
| FP6 | Health-conscious LM | B.II.5.2 B.II.8.2 | Standard terms and conditions of use Improve health in the chain | not covered in this report |
| FP7 | Food supplements etc. | B.II.5.2 | Standard terms and conditions of use | not covered in this report |
| G4-PR3 to PR5 | Labelling of products and services Industry information food (advertisement with social and environmental labels etc.) | B.II.5.2 B.II.5.3 B.II.5.4 B.II.5.3 | Standard terms and conditions of use Transparent product and process information Consumer protection measures Honest product and process information | 2.1 "Privathof" poultry: Scientifically sustained and independently tested |
| G4-PR6+7 | Advertisement Industry information food (health-related advertisement) | B.II.5.2 B.II.5.3 - | Standard terms and conditions of use Transparent product and process information none (as regulated by law) | not covered in this report |
| G4-PR8 | Protection of customers' privacy | B.II.5.5 | System on data protection | not covered in this report |
| G4-PR9 | Compliance | B.II.6.4 | Number of fines | not covered in this report |



Imprint

Publisher and responsible for the contents

PHW-Gruppe | Lohmann & Co. AG

Paul-Wesjohann-Straße 45

49429 Visbek / Germany

Concept, text and design

Engel & Zimmermann AG

Corporate consultancy for communication

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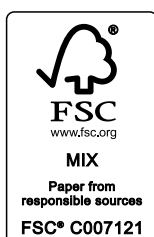
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