



# VIKING MALT'S ACTIVITIES IN CORPORATE SOCIAL RESPONSIBILITY (CSR)

June 2020

# WHAT IS CORPORATE SOCIAL RESPONSIBILITY (CSR)?



- Practicing CSR helps us to become more conscious of the kind of impact our business at Viking Malt has on all aspects of society: economic, social, and environmental
- To engage in CSR is to be aware of how to operate in ways that benefit society and the environment, instead of contributing negatively
- CSR is important both for the community and for Viking Malt. CSR activities can
  - help to build a stronger bond between Viking Malt and its employees as well as customers
  - boost morale
  - help us to feel more connected with the world around us

# OUR CSR AGENDA IS INCORPORATED INTO OUR 3 STRATEGIC THEMES



**CUSTOMER  
FAVORITE**



## Product safety and quality are our top priorities!

- We are further raising our food safety standard by certifying our sites according to the FSSC 22000
- Our malting plant in Strzegom has already been certified, and our plant in Panevezys will be audited for the first time in 2020
- Sierpc, Vordingborg and Halmstad sites are heading for certification in 2021, followed by Lahti
- ISO 22000 is already in place on all sites



**CUSTOMER  
FAVORITE**

**PRODUCT SAFETY**

**BUSINESS ETHICS**

## **We respect, We care, We strive for success and We are curious**

- Our values form the backbone of a business culture of high ethical standards
- In workshops, we have discussed with our employees what our values mean to us and how the values show in our everyday work
- In real life, situations are seldom black and white – in those situations, values can help in making decisions
- Our Employee Code of Conduct covers matters of human rights, anti-corruption and -bribery, food safety and environment, and we are training our employees using an e-learning platform

# BEST SUPPLY CHAIN



## We aim to reduce the amount of energy we use and minimize the use of fossil fuels

- From 2021, we aim to no longer use coal in our energy production
- We are using about 3.2 m<sup>3</sup>/ton of malt, which is a good level
- Our long-term goal is to reduce water usage, within the limits of process and quality requirements set by our customers, as well as crop quality

# BEST SUPPLY CHAIN



## The largest share of CO<sub>2</sub>-emissions of malt delivered to the brewery comes from barley cultivation

- We work with farmers and suppliers to make sure they have the knowledge and tools needed to minimize emissions
- For example, optimal usage of nitrogen fertilizer and higher grain yields help to reduce greenhouse gas emission in barley cultivation
- By accepting our Supplier Code of Conduct, all our suppliers have agreed to support our CSR journey

## OUR VIKING MALT



PERSONNEL AND  
HUMAN RIGHTS

**It is of key importance to us to protect people, property, information, knowledge and environment from accidents, incidents and crimes**

- For example, we are implementing 5S to ensure a safe, efficient and pleasant working environment
- We also train our personnel to develop a strong work safety culture
- We offer our employees equal opportunities regardless of their gender, ethnic origin, age, creed, political convictions, or other corresponding matters
- We have introduced a Whistleblowing channel to enable also anonymous reporting of misconduct
- We continue to carry out both Employee Attitude and Customer Satisfaction Surveys, to collect feedback on how we are doing and identify needs for improvement



# Last but not least...

- Finally, our operations have to be profitable for the company, its employees and the owners
- We need to secure sustainable growth and profitability also for future generations
- Through our success we can constantly develop our business

