

KEY AMBITIONS TOWARDS 2025

AT LEAST

25%

FEMALE REPRESENTATION IN
OUR GLOBAL LEADERSHIP
TEAM BY 2025

95%

OF ALL OUR PRODUCTS CONTAINING
PALM OIL IN OUR CONSUMER
BUSINESS UNIT WILL UTILISE
RSPO PALM OIL BY 2025

COMPLETE
CO₂

FOOTPRINT TRANSPARENCY BY 2025,
BASED ON A MATERIALITY
ASSESSMENT

50%

OF PRODUCT PACKAGING MADE
WITH RECYCLED MATERIALS
BY 2025

100%

OF PRODUCT PACKAGING
IS RECYCLABLE
BY 2025

ABOVE

8.5





MAINTAIN
AN EMPLOYEE
ENGAGEMENT
SCORE ABOVE
8.5 OUT OF 10

LIMIT OUR TRAVEL
ACTIVITIES YEAR-ON-YEAR
COMPARED TO 2019, AND
THEREBY REDUCING THE
CO₂ FOOTPRINT PER
EMPLOYEE

DEFINE AND
IMPLEMENT A LONGTERM
DONATION PROGRAMME
THAT WILL SUPPORT THE
UHRENHOLT STRATEGY
AND OVERALL
PURPOSE






PROGRESS, GOALS & AMBITIONS

Field	2022 Progress	2023 Targets	Uhrenholt 2025 Ambition	UN SDG Goal
<div>  ENVIRONMENT </div>				
Carbon Footprint	In 2022, we have mapped Scope 1, 2 and parts of Scope 3. We have implemented measures to facilitate the mapping and monitoring these emissions and aim to achieve full transparency by disclosing the results to our stakeholders.	Our goal is to continue monitoring our emissions with the aim of reducing them in the future.	Complete CO ₂ footprint transparency in 2025, based on materiality assessment.	<div>13 CLIMATE ACTION</div> 
Sustainable Packaging	We have started the work of including the Friendship brand in our data for sustainable packaging. Additionally, we have further improved our data covering the packagings within the Consumer Business Unit.	We will continue to collect and validate the packaging data we receive and we will include all Friendship consumer products to the list.	By 2025, 50% of our products packaging should be made from recyclable materials, and 100% of our packaging should be recyclable.	<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> 
CO ₂ Reduction from Business Travels	In 2022, we have reduced the CO ₂ /headcount with -1.15% compared to 2019. In addition, we have successfully integrated Middle East and Africa in our booking system which has resulted in an increased carbon footprint transparency from 50% to 73% transparency on air business travels.	We are determined to improve on our current 73% transparency to achieve a 100% transparency level in the upcoming years.	Limit our travel activities year-on-year compared to 2019, and thereby reducing the CO ₂ footprint per employee.	<div>13 CLIMATE ACTION</div> 

<div>  SOCIAL </div>				
Donation	During our year-end donation, we supported the following initiatives: we adopted three community kitchens in Cape Town, South Africa, helped construct a medical center in Uganda, and supported abandoned and orphaned children in the Philippines.	As we did last year, we will again ask our business partners, followers and other stakeholders to suggest a relevant humanitarian cause for us to support. We will also maintain our commitment to a long-term donation program.	Define a long-term donation program that will support the Uhrenholt Strategy and overall purpose.	<div>2 ZERO HUNGER</div> 
Diversity	The gender split among our employees was 52% female and 48% male, with 18% of the Global Leadership Team being female.	Gender diversity will remain an important focus in order to support our 2025 ambition.	We want to increase the number of female Global Leadership Team members to at least 25%. We also have an ambition of having at least two female board members in 2025 at the latest.	<div>5 GENDER EQUALITY</div> 

Field	2022 Progress	2023 Targets	Uhrenholt 2025 Ambition	UN SDG Goal
<div>  SOCIAL </div>				
Good work environment	We have reached an even higher overall score in our employee engagement survey, i.e. 0.1 higher than 2021. We reached a score of 8.6, which is 0.9 above true benchmark worldwide.	We will focus on maintaining the high level of engagement in the organisation through professional leadership and follow up on the survey with workshops and action plans.	We want to maintain an employee engagement score of at least 8.5 out of 10.	<div>8 DECENT WORK AND ECONOMIC GROWTH</div> 

Field	2022 Progress	2023 Targets	Uhrenholt 2025 Ambition	UN SDG Goal
<div>  GOVERNANCE </div>				
Sustainable Palm Oil	This year proved to be a difficult one for global sourcing of products and ingredients which affected our progress in switching to the use of sustainable RSPO certified palm oil. Despite this, 82% of palm oil-containing products sold in 2022 in our Consumer business unit were made of certified palm oil.	We will continue to work with our Consumer business unit suppliers to change to the use of sustainable RSPO certified palm oil.	Reach least 95% of all palm oil containing products in our consumer business unit to utilise RSPO certified palm oil based on sold volume.	<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> 
Anti-corruption, Fraud and Business Ethics	E-learning platform has been launched, but learning paths on anti-corruption, fraud and business ethics have not yet been released. All new and existing customers have been screened through Dun & Bradstreet database tool.	Learning paths on anti-corruption, fraud and business ethics will be released in 2023. Dun & Bradstreet: All new and existing customers will be screened through Dun & Bradstreet database tool.	Mandatory, yearly e-learning on all compliances.	<div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div> 
Supplier Management	We have developed and introduced a new web-based Uhrenholt QA Supplier Portal including a new and more comprehensive supplier risk assessment tool which replaces risk assessment procedures used previous years.	We will complete risk assessment and approval of all active suppliers through the Uhrenholt QA Supplier Portal.	We will ensure that all our active suppliers are risk assessed and re-approved through the Uhrenholt QA Supplier Portal at least every third year.	<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> 