



JEBSEN & JESSEN



Sustainability Report 2019

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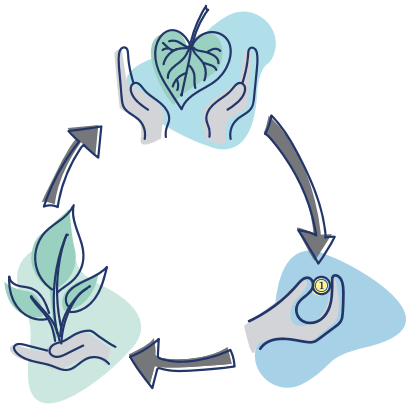
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About this report

For the first time, we at Jebsen & Jessen (GmbH & Co.) KG have summarised our values, norms, short-term and long-term goals and vision in a sustainability report. This report examines and documents our responsible implementation of important economic, environmental and social practices together with their impact on the company and our stakeholders during the fiscal and calendar year 2019. From now on, we intend to validate these annually in order to grant our stakeholders, interested members of the public and potential applicants an even more transparent insight into our corporate responsibility.

“ After all, the trust placed in us by our internal and external stakeholders is of importance to us! ”

By issuing this report, we are also setting ourselves the goal of constantly optimising our sustainability practices and taking a further step in the right direction every year. What is more, we hope that this will inspire and motivate our stakeholders to examine their own impact on economic, environmental and social issues and to work consistently on bringing about improvements.

Along with our efforts during 2019, this report also encompasses the current practices and future endeavours of our business divisions with regard to economic, environmental and social matters. Since this report constitutes a first-time description of our sustainability management, we will not be able to explore developments until future years.

Scope of the report

This report encompasses all the subsidiaries of Jebsen & Jessen (GmbH & Co.) KG domiciled in Germany. The subsidiaries included in the report are listed on page 22-23.

The headquarters of the Jebsen & Jessen Hamburg Group are located in Hamburg's Hafencity (Kehrwieder 11, 20457 Hamburg). We have set ourselves the goal of adding further subsidiaries to the report every year, which in the long term will enable us to issue a fully comprehensive sustainability report on all our companies.

Our subsidiary in Buchholz, Brands Fashion GmbH, issues a separate report. You can access this on their website at www.brands-fashion.com.

Report index

In October 2020, we joined the world's biggest voluntary sustainability initiative, the United Nations Global Compact, to signalise our awareness of our responsibility as a global company.



“ We therefore pledge to report annually on the progress of our activities with regard to sustainability and to pursue and realise the vision inherent in the Global Compact's ten principles governing the topics of human rights, labour, environment and anti-corruption. ”

We will use this channel to raise awareness of issues such as CO₂ emissions and human rights at work and to chart our efforts in this direction.

The internationally recognised **Global Reporting Initiative (GRI)** has developed a framework for compiling sustainability reports which the Jebsen & Jessen Hamburg group will be using as the basis for its own reporting. Using the GRI Standards will enable us to provide a comprehensive overview of the most important topics and to address issues which are of interest not only to our stakeholders but also to us as a company. It will also enable us to remain transparent and make data comparisons over the years to come.

This report has been prepared in compliance with the GRI Standards: **'core' option**. "This [core] option indicates that a report contains the minimum information needed to understand the nature of the organization, its material topics and related impacts, and how these are managed."¹ The report accordingly sheds light on important economic, environmental and social activities carried out by the company that are of particular interest to our stakeholders. It mainly covers the fiscal year 2019. It also addresses topics relevant in 2020 and gives a glimpse of the future.

Publication of the report

This report has been published in English and German and is available both electronically and in print. Please click on the following link to download it:

www.jebsen-jessen.de/sustainabilityreport

Notes on the report

Jebsen & Jessen (GmbH & Co.) KG is referred to in this report as "we", "Jebsen & Jessen Hamburg Group", "Jebsen & Jessen" or "Group". The masculine form is used for the most part but is intended to encompass all genders.

The report has not been externally assured. The content of the report has been approved by the managing partners of Jebsen & Jessen Hamburg Group. All the data and information in this report is taken from Jebsen & Jessen (GmbH & Co.) KG's official documents or was collected especially for this report and controlled internally.

Some parts of this sustainability report also contain estimates regarding the future development of the Jebsen & Jessen Hamburg Group. These assumptions were made carefully on the basis of various analyses, yet some factors remain uncertain. Prognoses are always associated with a certain risk, which we are aware of and try to keep to a minimum. We make statements regarding the targets we have set but do not bind ourselves to these.

Feedback

Your feedback is important to us since it enables us to continue improving our sustainability management. You are welcome to contact our Corporate Development department if you have any questions about the reporting method or the content of the report:

sustainability@jebsen-jessen.de

All correspondence will be treated strictly confidentially. We look forward to receiving your comments and queries!

The Ten Principles of the UN Global Compact



Human rights:

1. Businesses should support and respect the protection of internationally proclaimed human rights.
2. Business should make sure that they are not complicit in human rights abuses.



Labour:

- | | |
|--|--|
| <ol style="list-style-type: none"> 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining. 4. Businesses should uphold the elimination of all forms of forced and compulsory labour. | <ol style="list-style-type: none"> 5. Businesses should uphold the effective abolition of child labour. 6. Businesses should uphold the elimination of discrimination in respect of employment and occupation. |
|--|--|



Environment:

- 7. Businesses should support a precautionary approach to environmental challenges.
- 8. Businesses should undertake initiatives to promote greater environmental responsibility.
- 9. Businesses should encourage the development and diffusion of environmentally friendly technologies.



Anti-corruption:

- 10. Businesses should work against corruption in all its forms, including extortion and bribery.



Foreword

Dear business partners and friends of the Jebsen & Jessen Hamburg Group,

You are now reading the sustainability report of the Jebsen & Jessen Hamburg Group for 2019.

We are delighted to present a report which describes not only the responsibility we take for our company's economic activities but also our commitment to harmonising our economic targets with far-reaching environmental and social considerations.



We feel that sustainability has to be a primary goal of entrepreneurial activity in current times.



As a member of the global Jebsen & Jessen Family Enterprise Group, our daily business reflects the culture and philosophy of a family-run company in which social and environmental values and principles are deeply rooted and practised in many different ways.

Like all the other companies in our Group, we have begun compensating for the CO₂ emissions generated through our business operations by investing in climate protection projects. The Jebsen & Jessen Hamburg Group is for example providing support for unique ecosystems and preserving the habitats of threatened animal species in the Peruvian uplands, not only to protect the environment but also to improve the livelihoods of the local population in a country in which we also do business. We have also set up a not-for-profit foundation to promote

training and education, to foster cooperation on development projects and to further charitable causes. I would particularly like to emphasise the support we are providing for schools and crèches in impoverished regions of Bangladesh, where our textiles division is helping to promote education as a basis for sustainable development in emerging countries.

For our textile companies, Juritex Import-Export GmbH and Brands Fashion GmbH, the principle of sustainability out of conviction is an important component and mainspring of their business activities. In accordance with the principle of "fair trade", we are trying to create fair, environmentally friendly conditions along the service chain, from the cotton fields throughout the supply chain to the consumer. As textile importers, we follow quality standards that govern the efficiency of our processes so that we can save energy and water and ensure that our production is largely emission-free. This is known as "efficiency enhancement". I would like to encourage our readers to take a closer look at the commitment shown by our textile company Brands Fashion GmbH by reading their own sustainability reports.

This report takes a comprehensive look at the business operations of the Jebsen & Jessen Hamburg Group.

This requires the use of company-wide standards and guidelines, and we are constantly at pains to develop these further. As you will see from this sustainability report, the success of the business activities pursued by our divisions is closely aligned with our environmental and social responsibility.

“ We owe our success first and foremost to our employees, who work together across divisions and national borders to achieve our business and sustainability goals. ”

Every single one of them assumes responsibility and uses their commitment and individual skills to contribute to the success of all.

I hope you will enjoy reading our sustainability report..



Fritz Graf von der Schulenburg

Managing Partner
of the Jebsen & Jessen Hamburg Group

“ Ethical, responsible activity is a core principle of our corporate culture as a family-run company. ”

Our enterprise at a glance

- Founded in Hamburg in **1909**
- Three business divisions: chemicals, textiles and garnet sand
- **20 companies** in the Jebsen & Jessen Hamburg Group
- Our values: "cosmopolitan", "innovative", "competent"
- **€ 740 million** in revenues
- First publication of a comprehensive **sustainability report**
- **220 employees**, of which **120 are women**, **100 men**



- All employees have **permanent contracts**
- Awarded "**Recognised Good Trainer**" distinction by the AGA employers' association
- Almost **3,000** hours of advanced training
- **Language courses** in English, Spanish and Portuguese
- 38.5-hour working week
- Flexitime system
- **Bonuses** for weddings, births and anniversaries

Our commitment to the environment



- Entry into the **United Nations Global Compact**
- **1,223 metric tons CO₂**-offset; savings of **268 metric tons CO₂** by switching to green power
- **ISO-9001-certification and organic certification** at Jebsen & Jessen Life Science GmbH
- Use of a **mobile reprocessing plant** for blasting media and **less packaging waste thanks to SILO systems** at GMA Garnet (Europe GmbH)
- Upcycling of **16 million shredded PET bottles** for the production of Active Wear and low **CO₂ emissions through spinneret dyeing** at Juritex Import-Export GmbH
- **Development of biostimulants** for the European market by the Jebagro GmbH

Advances in sustainability made in 2019 at a glance



Our social engagement



- **Jebsen & Jessen Hamburg Foundation** promotes corporate social responsibility projects
- Visit to the **Sabalamby school project** in Bangladesh to distribute gifts and hygiene sets to the children and sports sets to the teachers
- Montessori-inspired materials provided to support **Seeds for Progress Foundation** in Nicaragua and Guatemala
- 50 monitors/computers donated to the **Akademie für Bildung und Integration gGmbH**

About us

Tradition and innovation since 1909!

We – the Jebsen & Jessen Hamburg Group – are a family-run company which started business as a traditional trading house; over the last 110 years, we have continued creating value and developed into an extensive distribution and service enterprise.

Jebsen & Jessen (GmbH & Co.) KG, a traditional Hanseatic trading house with roots in Denmark, has steadily expanded into large sectors of the global trading markets.



Transparency, trust and a strong entrepreneurial spirit have defined our business activities for more than a century. Our company embodies the values “cosmopolitan”, “competent” and “innovative” and is driven by entrepreneurial thinking, changing business models and the dynamic of the global markets.



We are part of the global, family-run **Jebsen & Jessen Family Enterprise Group**.

The Group consists of four organisations:

- **Jebsen & Co. Ltd.**
based in Hongkong, China



- **Jebsen & Jessen Pte Ltd.**
based in Singapore



JEBSEN & JESSEN

- The **Jebsen & Jessen (GmbH & Co.) KG** based in Hamburg, Germany



JEBSEN & JESSEN

- The **GMA Garnet Group**
based in Perth, Australia



GMA GARNET GROUP



The shareholders in the family-run enterprise

The Jebsen & Jessen Family Enterprise Group is now in the third generation and is run by Mr. **Hans Michael Jebsen**, Chairman of Jebsen & Co. Ltd. in Hong Kong and China, and **Heinrich Jessen**, Chairman of Jebsen & Jessen Pte Ltd. in Singapore and South East Asia. They are also the main shareholders in the Jebsen & Jessen Hamburg Group.



The managing partners of the Jebsen & Jessen Hamburg Group

Three very different and complementary personalities make up the management at the Jebsen & Jessen Hamburg Group. **Fritz Graf von der Schulenburg** (CEO) is responsible for the overall management of the Group and also holds direct operational responsibility for the chemical and garnet sand divisions. **Michael B. Schwägerl** manages the textiles division and the sister company Triton Textile Ltd. **Axel Titz** (CFO) is responsible for all administrative matters within the Hamburg Group. Together with the managing directors, divisional managers and all the

rest of the Group’s employees, we embody a global, family-led corporate culture and work together for the success of our company.

Nowadays, the Jebsen & Jessen Hamburg Group operates in three business sectors: chemicals, textiles and garnet sand.

By maintaining a decentralized organisational structure, the Jebsen & Jessen Hamburg Group creates the conditions for the operating divisions in particular to manage their business competently and independently and to grow responsibly.

In order to ensure that we as the Jebsen & Jessen Hamburg Group jointly pursue a uniform corporate strategy, the control function of standards and processes and the finance & accounting, human resources, corporate development, communication and controlling departments are subsumed in the holding company.

The Jebsen & Jessen Hamburg Group is a strong partner for its customers. Our strong customer focus also gives them the certainty that they can successfully guide the rapid transformation of business models by working alongside us.

“ Value-added trading is in our DNA, production and service are an ever-increasing mainstay, and innovation is the driving force for growth in many markets. ”

The Jebsen & Jessen Hamburg Group is constantly endeavouring to develop new areas of business, optimise products and services and create synergies with classic business models – we are a strong partner for our customers, also for solutions related to financing issues.

As a Hanseatic trading house, we are aware of our social responsibility

We remain aware of our social responsibility for people and their working and living conditions in all of our business activities. We foster respect and mindfulness in all our companies.

“ We trust our employees when they develop their entrepreneurial spirit and work with our business partners to find solutions. ”

We support education and health projects in South America and Asia and we pursue sustainable production and logistics goals, especially in the textiles division.

We believe that a sustainable corporate structure is important at all levels. We have therefore committed ourselves to the United Nations Global Compact and aim to live out these principles and requirements internally as well. As a Group, we firmly believe that economic success can only be achieved in conjunction with sustainable corporate management.

Our history

We have a story to tell



Heinrich Jessen and a handful of employees set up a **purchasing office in Hamburg** to procure merchandise for export to China. This is the start of what will later become the Jebsen & Jessen Hamburg Group.



Oswald Putzier, a Hanseatic citizen and an expert on Asia, joins the company. In his capacity as a shareholder and managing director, he successfully forges new paths, builds direct relationships with customers and starts importing textiles.

1895

Jacob Jebsen and Heinrich Jessen set up the **trading company Jebsen & Co. in Hong Kong**.



1909

1951

Following the turmoil of World War II and a devastating fire, the company is facing existential challenges. Several members of the family's second generation consequently decide to start the **trading house Jebsen & Jessen Hamburg** afresh in 1951.

1961





During its 75th anniversary year, the growing company becomes a **limited partnership**. **Wolfhart Putzier** joins the management.



The Jebesen & Jessen Group and Torsten Ketelsen found **Garnet International Resources Pty Ltd.** in Perth, Australia, buy the mine in Western Australia and integrate the garnet sand business into the corporation.

1963

The first south-east Asian companies are founded in Singapore and Kuala Lumpur, marking the start of what later becomes the successful and rapidly expanding **Jebesen & Jessen South East Asia Group**.



1984

1991

A new area of business develops in Australia: entrepreneur Torsten Ketelsen persuades Wolfhart Putzier to adopt a distribution model for garnet sand, which is used for sandblasting and waterjet cutting. **GMA Garnet (Europe GmbH)** is founded in 1991.



2001



Jebsen & Jessen celebrate their centenary in Hamburg “Don’t be satisfied with your existing business– create new opportunities!”
– Wolfhart Putzier

ruhr  petrol



Jefferson

Jebsen & Jessen acquire the petrochemicals specialist **Ruhr-Petrol GmbH** in Essen and the textiles company **Jefferson GmbH**.

2003

The textile business is consolidated at Triton Textile in Hong Kong. **Michael B. Schwägerl** takes over the management of this company.



2009

2010

Jebsen & Jessen Hamburg expands its trade in chemical products by integrating the **chemicals trader Bewerma Chemiehandels GmbH**.

2011



BEWERMA-CHEMIE



Jebsen & Jessen acquire **BODUM Aussenhandels GmbH**, thus expanding their trading activities.

2012



New managing partner **Fritz Graf von der Schulenburg** takes over responsibility for the overall management of the Hamburg group from Wolfhart Putzier and for the management of the chemicals division from Michael Goldmann.

into separate companies in order to promote the growth of the chemicals business:

- **Jebagro GmbH** for crop protection products, holding in the company **Jebagro Panama S.A.**, establishment of **Jebagro Argentina S.R.L.**

2016

Shortly afterwards, the company gains a second strategic foothold in the textiles business by acquiring a majority stake in the Buchholz-based company Brands Fashion. The Jebsen & Jessen subsidiary Jefferson GmbH is fully integrated into Brands Fashion GmbH. In 2017, individual business units are hived off from Jebsen & Jessen (GmbH & Co.) KG

- **Jebsen & Jessen Life Science GmbH** for the distribution of food additives, animal feed, home & personal care and industrial chemicals
- **Jebsen & Jessen Chemicals GmbH** for activities in the field of industrial and special chemicals

2018

The textile business is strategically bundled. Juritex Import-Export GmbH, Brands Fashion GmbH and L.E.G. Lagerhaus Elbrücken GmbH become part of the newly created company **Jebsen & Jessen Textil KG**.

juritex
Import-Export GmbH



BRANDS 
SOCIAL. GREEN. FASHION.

Our business divisions

Chemicals, textiles and garnet sand – our core competences

Founded in 1909, the trading house Jebesen & Jessen is part of an international, family-owned group encompassing more than **100 companies**. Together with sister companies Jebesen & Co. Ltd. in Hong Kong, China, Jebesen & Jessen Pte Ltd. in Singapore and the GMA Garnet Group in Perth, Australia, the Group now employs almost **7,000 staff worldwide**. The Jebesen & Jessen Hamburg Group with its business partners and three business divisions – chemicals, textiles and garnet sand – operates in more than 80 countries, in some cases with its own locations or through exclusive business partnerships.



Chemicals



The chemicals division of the Jebesen & Jessen Hamburg Group comprises a number of companies including Jebagro GmbH, Jebesen & Jessen Life Science GmbH, Jebesen & Jessen Chemicals GmbH and Ruhr-Petrol GmbH.



Jebagro GmbH is a global provider of customised crop protection solutions. Its services include the sourcing of technical and specially formulated pesticides and intermediates. Jebagro continues developing active substances once their patents have expired and constantly develops new solutions for the crop protection industry. The company has its own registered products on various markets and is continuing to expand its international distribution network. It has now started distributing products made by reputable manufacturers throughout Europe.



The trade and distribution of additives for foods, animal feed and home & personal care products is the daily business of **Jebsen & Jessen Life Science GmbH**. The subsidiary offers its customers individual product, price and logistic solutions with particular attention to Europe and South America. Jebsen & Jessen Life Science Inc. is building up its distribution business in the USA using the business model that has been so successful in Europe.



The core business of **Jebsen & Jessen Chemicals GmbH** is the distribution, export and transit trade of chemical raw materials such as industrial chemicals, oil and gas products, speciality products and polymers. The company also offers global B2B distribution solutions by linking manufacturers and users. Products are sourced worldwide from a large number of reliable chemical manufacturers who together make up a long-established supplier network. The company attaches the utmost importance to product quality and always maintains direct contact with its suppliers.



As a renowned German trading company, **Ruhr-Petrol GmbH** specialises in olefins, bioethanol, methanol and other chemical products and industrial minerals. From the storage and transport of chemical substances to financing, the company offers a range of important services to guarantee the enduring success of its customers.





Textiles

The textiles division supplies each customer with customised solutions for the production of ecological textiles. It is made up of the companies Brands Fashion GmbH, Juritex Import-Export GmbH and L.E.G. Lagerhaus Elbbrücken GmbH.



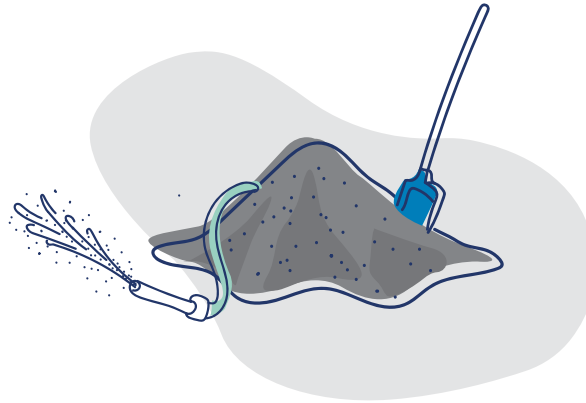
As Europe's market leader in the field of sustainable work clothing, **Brands Fashion GmbH** publishes its own sustainability report every two years.



Juritex Import-Export GmbH is a leading specialist in textile merchandise, a classic key account for functional sportswear and all-weather wear. Juritex is an innovative partner when it comes to new grades of fabric, new designs and more efficient, eco-friendly techniques in the manufacture of weatherproof clothing or sportswear for sports such as skiing, trekking, cycling or running.



L.E.G Lagerhaus Elbbrücken GmbH provides optimum conditions for meeting its customers' specific business requirements in 10,000 square metres of warehousing. Thanks to its long-established strategic partnerships and the associated network, L.E.G. and its skilled workforce can guarantee a direct, continuous flow of goods throughout Europe and offer an extensive portfolio of supply chain solutions.



Garnet sand



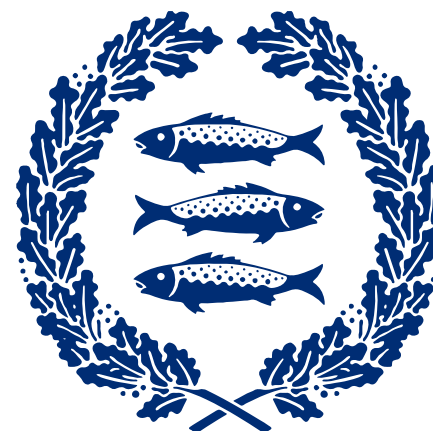
GMA Garnet (Europe) GmbH sells natural mineral cutting and blasting sand through distribution partners in Western and Eastern Europe as well as in parts of Africa and the Middle East. Pure garnet sand for industrial applications is mostly extracted from the company's own mines in Australia and the U.S. The garnet sand is made into a high-quality work material used for waterjet cutting and sandblasting. The material can be recycling using special recycling plants, thus reflecting the sustainable orientation of this business division. After more than 30 years in distribution, the company is the European market leader in waterjet cutting technology and is steadily increasing its market share in the sandblasting segment.

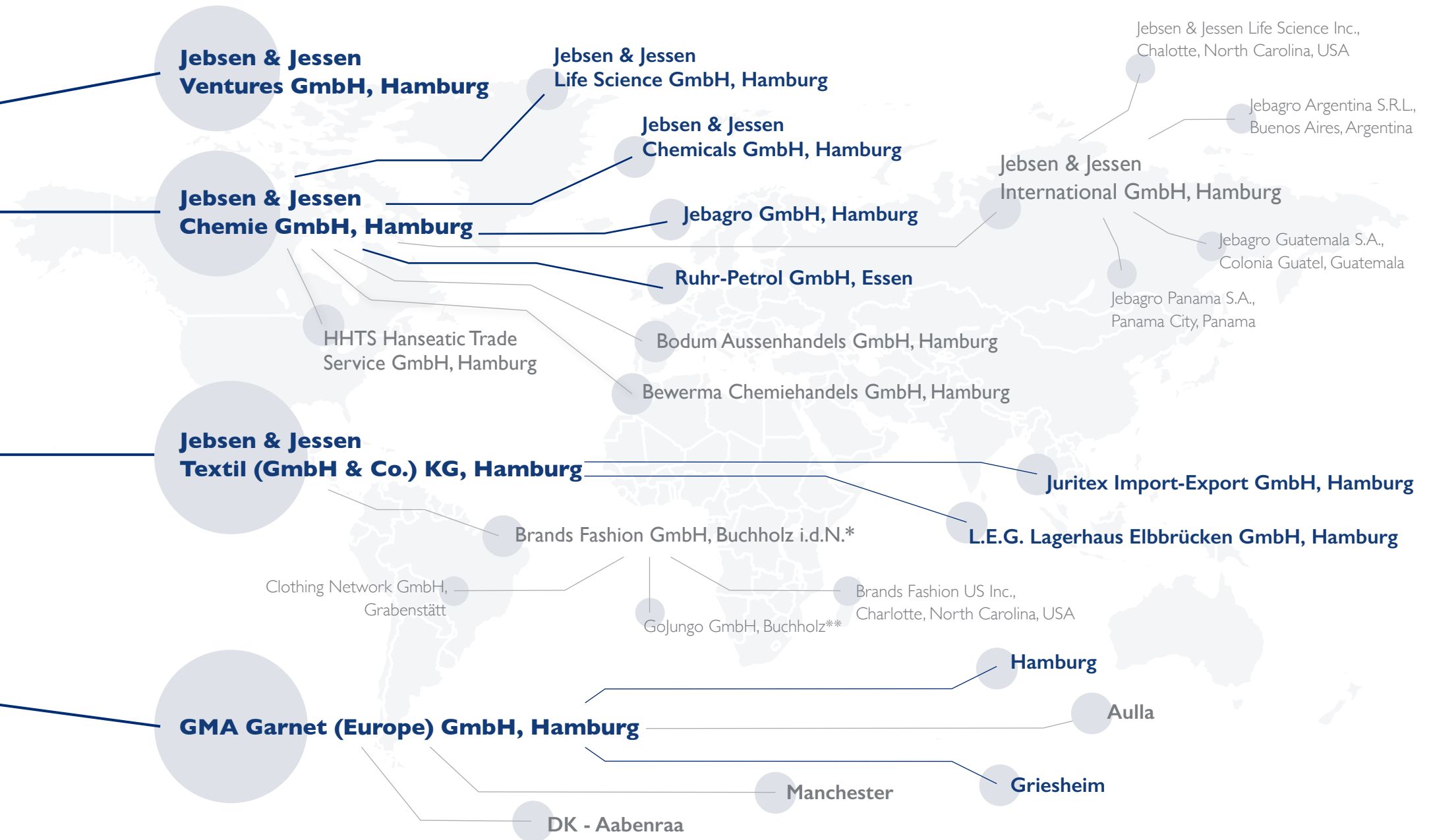


Our international locations

We think globally and act locally

In all, the **Jebsen & Jessen Hamburg Group** encompasses 20 companies with headquarters in Hamburg and Buchholz, and four foreign companies based in North and South America. All these companies are included in the consolidated financial statement. Only the locations in Germany are considered in this year's sustainability report. Our goal is to gradually incorporate the activities and major themes (cf. p. 38-39) of our companies in other countries into our sustainability report so that we can be sure to provide a fully comprehensive picture of all the holding's activities in the long term.





Along our supply chain

We endeavour to keep our supply chain transparent and socially responsible

Our business model

We, the Jebsen & Jessen Hamburg Group, serve important geographical markets such as Europe and North and South America along with parts of Africa and the Middle East. We are expanding our value chain – for ourselves and our customers.

“ We invest in new products and innovative services, we love challenges and we shape change proactively to the benefit of everyone: customers, suppliers, partners and employees.

We offer our customers a varied product and service portfolio with customised solutions. We always try to keep one step ahead, anticipate opportunities, develop new ideas and use our years of experience as a traditional family-run import-export company to find answers to our customers’ questions. In doing so, we always keep the supply chain in our sights and believe it is our duty to make it more sustainable.



Our supply chain

It is becoming increasingly common for our customers to enquire into work conditions along the supply chain and their social and environmental impact.

“ We too believe we are optimally positioned to make our supply chain more transparent and sustainable. ”

This being the case, we are trying to make the pathway along the value chain from supplier to carrier to customer more environmentally aware, more in line with social norms and more sparing of resources. We advocate compliance with the ten principles of the United Nations Global Compact and do our best to ensure that these principles are reflected in our supply chain.

We implement various measures in an attempt to ensure that these principles are adhered to along the supply chain. We acquire production licenses and standard quality certification besides making personal visits to the premises of our suppliers and customers.

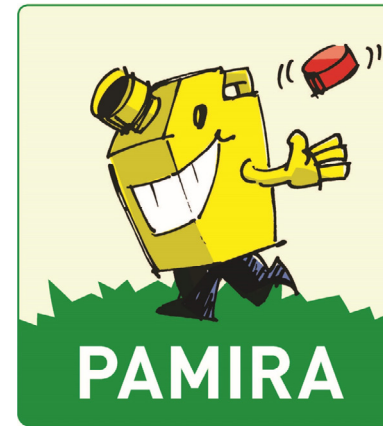
Jebesen & Jessen Life Science GmbH identifies, evaluates and manages the significant health hazards associated with food by adhering to product-specific hygiene regulations and the **German Food Hygiene Regulation (LMHV)**.

The fulfilment of all statutory requirements and customer demands with regard to product quality, legality and safety are of paramount importance, as are the following:



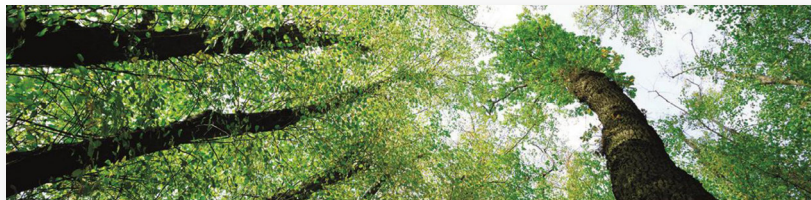
- The preservation of food quality where this lies within the company's sphere of influence
- The health of customers and employees
- The general minimisation of health risks

The **ISO-9001 certification** of Jebesen & Jessen Life Science GmbH and the internal and external audits this entails reflect our concept of care. This proves that the company is responding to the customers' demand for ISO-certified suppliers and striving to improve its business processes to benefit its customers and the quality of its products. It has committed itself to fulfilling the respective requirements and continuously improving its quality management system.



Jebagro GmbH joined the PAMIRA (Packaging Recovery Agriculture) system back in 2017 as part of its contribution to environmental and climate protection. **PAMIRA** is a system for the safe, environmentally friendly disposal of empty pesticide packaging. This waste disposal system was developed by the German pesticide industry in cooperation with agricultural wholesalers. The logistic costs and the costs of collecting and recycling

the packaging are borne by the pesticide manufacturers. The farmers collect the completely empty and rinsed packaging and take it to one of the 300 PAMIRA collection points in Germany. Once the condition of the packaging has been checked, it is pressed and recycled for material or energy, for example at a recycling plant which processes it into plastic end-products such as plastic casings for earth pipes. In 2019, Jebagro helped reduce greenhouse gas emissions by almost 4,133 kg through recycling packaging products.²



Klimaschutz Zertifikat 2019



Jebagro GmbH

hat im Jahr 2019 Verpackungen über die RIGK GmbH der Verwertung zugeführt.

Ihr Beitrag zum Klimaschutz

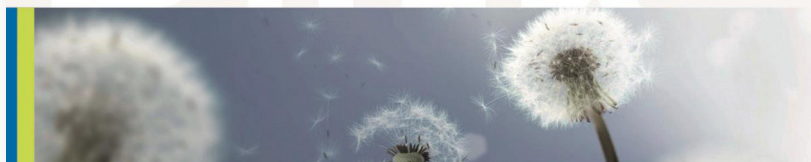
Durch die Zuführung dieses Materials zum Recycling wurden rechnerisch **4.133 kg Treibhausgas eingespart**.

Dies entspricht den CO₂-Emissionen, die **298 Bäume** jedes Jahr in Europa binden.

Im Namen von Klima und Umwelt sagen wir „Danke“.

Volker Schwager
als Treuhänder für das
PAMIRA-Rücknahmesystem

* Quelle: Berechnungsmethodik gemäß Studie des Fraunhofer-Instituts UMSICHT im Jahr 2020



Production activities in the GMA Garnet Group's mines in Australia and the USA are also fully **ISO-certified** and therefore subject to inspections. Moreover, the mines can be naturally replanted once the garnet sand has been extracted, since the sand contains no toxic substances and is therefore safer both for users and the environment than comparable alternative products.

GMA Garnet (Europe) GmbH is also reducing its packaging waste by introducing **silos systems** for its sandblasting business. On large building sites, 26 tons of garnet sand are supplied for each silo. This makes filling the blasting pots considerably more convenient. Moreover, the waste left by 1,040 paper bags is avoided by using a plastic liner. The plastic liner inside the paper sacks protects the garnet sand from moisture during transport and storage.





Juritex Import-Export GmbH is in constant contact with its customers, suppliers and the German importers' association Verband der Fertigwarenimporteure e.V. As a textile company, a sustainable supply chain is a matter of vital importance. Juritex Import-Export GmbH consequently assesses all its suppliers on the basis of social criteria and adheres to important sustainability standards when doing so. Its extensive purchasing structure in the production countries is particularly important for assessment purposes.

Juritex is a member of the **Amfori Business Social Compliance Initiative (BSCI)**, a business initiative that focuses specifically on sustainability and the gradual improvement of working conditions worldwide. Each manufacturer along the supply chain is regularly audited in compliance with the BSCI's strict code of conduct. The purpose of this is to create uniform social standards.³

The **Global Recycle Standard (GRS)** enables the company to prove that its products are manufactured sustainably. The GRS is a full product standard. It defines requirements that focus primarily on production regulations and secondly on the certification of recycled materials.⁴

Juritex is also an **Oeko-Tex-Standard 100 certificate holder**. All its products have been tested for harmful substances in accordance with Oekotex Standard 100 and certified accordingly. This is a product label for non-hazardous textiles which is awarded by the International Association for Research and Testing in the Field of Textile and Leather Ecology.⁵

In recent years, no significant negative social or environmental impacts have been identified or demonstrated in the supply chain.



Trade connects!

Supplier

- Merchants
- Producers



Purchase



Purchase negotiation / Purchase order



Transport

Customer

- Wholesale
- Producer
- Consumer



Sales



Sales negotiation / Sales order



Product and service portfolio

Our widely diversified product portfolio enables us to fulfil our customers' wishes

We do our best to help promote sustainable development in our industries. As a global company, we operate internationally with a diversified range of products and services that cover a large number of industries in far-flung geographic markets. We attach great importance to export control and pay proper attention to both the EC Dual-Use Regulation and the relevant sanctions lists.

Customer industries covered by the Jepsen & Jessen Hamburg Group

We have a large customer network. This includes manufacturers and wholesalers as well as end-users. Our extensive range of products enables us to serve a wide variety of industries, which are listed below.



Chemicals



- Food industry
- Home & personal care
- Animal feed



- Oil & gas
- Food
- Animal feed
- Cosmetics
- Coatings
- Plastics
- Sand mining
- Pharmaceuticals
- Automobile industry



- Agriculture



- Oil & gas

Textiles

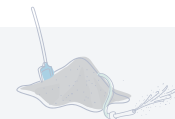


- Food discounters



- Logistic services for various industries

Garnet sand



- Aviation
- Renewable energies
- Automobile industry
- Rail and transport

- Infrastructure
- Navigation & defence
- Metal industry
- Glass & stone

- Technology
- Composites & tooling
- Oil & gas
- Water filtration

Sustainable product solutions

Because of the diversity of our product and service portfolio, we believe it is important that we find out about more sustainable alternatives and are aware of the significance of these.

“ This means we are constantly striving to make both our services and the products behind them more environmentally friendly and protective of resources – with success! ”

Five examples from five business segments

In the agricultural sector, there is a growing demand not only for conventional pesticides but also for biological crop protection agents and biostimulants. **Jebagro GmbH** consequently started developing **biostimulants** for the European market in 2019. Biopesticides are used to treat insect infestations or plant diseases directly. In contrast, biostimulants are used on crop plants either to improve the quality or yield or to protect the plants from abiotic stress. The company has set up field experiments in cooperation with selected dealers; these are already showing the first signs of success!

Life Science GmbH is **bio-certified**. This permits the company to trade organic products. The company's product range currently includes sweeteners and grain products (e.g. oat flakes). The food additive distributor aims to continue expanding its range of organic products.

In February 2019, **Ruhr-Petrol GmbH** attended the **International Sustainability & Carbon Certification** Conference (ISCC) in Brussels. The conference is an established platform for industry and trade representatives, NGOs, associations and authorities, and gives valuable insights into topics such as renewable energies and sustainability. The ISCC is a provider of solutions for sustainable supply chains that do not contribute to deforestation. It is one of the world's leading certification systems that covers the entire supply chain and can be used for all kinds of biobased raw materials in various markets such as the food and animal feed market, the bioenergy sector and the chemicals market.⁶ The Ruhr-Petrol GmbH has been trading in **bioethanol** since 2004. The sources of this product include sugar factories in East Germany which make sugar and bioethanol out of sugar beet. Bioethanol is also used in the mineral oil industry – E10 is a form of petrol that contains 5 to 10% bioethanol. This mixture is used to meet the biofuel percentage requirement prescribed by law while cutting fossil fuel consumption and greenhouse gas emissions. ISCC certification is a prerequisite for trading in bioethanol. As an ISCC-certified company, Ruhr-Petrol GmbH's processes and obligatory documentation are audited every year by the technical control board TÜV Nord.



GMA Garnet (Europe) GmbH also takes a sustainable approach to its business. The company has set itself the task of maximising the lifespan of garnet sand resources and minimising the waste from its garnet sand products. Over the last 15 years, GMA has therefore done pioneering work in the research and development of garnet sand recycling and invested substantially in the construction of technologically advanced **garnet sand treatment** plants in many parts of the world. GMA Garnet™ can be recycled up to five times with no impact on its high quality and reliable function. The recycled sand can for example be used as a filler in road construction. This has led to the provision of garnet sand disposal solutions that can be offered to customers. We have for example built a garnet sand recycling plant in Aulla, Italy, which we now operate in cooperation with our partner Med Link. Since 2019, we have also been operating a mobile reprocessing plant

for abrasive agents that can be leased anywhere in Europe and has already been used on a construction site in Berlin. Besides optimising commercial use of the product, the company has also set itself the goal of minimising the impact it makes on the environment.

The textile company **Juritex Import-Export GmbH** also relies on sustainable products. As a textile supplier for a discount store, the company began manufacturing **sustainable “active wear” made of recycled polyester** in 2018. For this, Juritex relies on upcycling, i.e. the conversion of waste products, in this case PET bottles, into new ones. In all, the company upcycled around 18 million shredded PET bottles within a period of one year and used them in the production of its “active wear”. The company also uses **spinning jet dyeing** processes to dye its yarns. Unlike conventional dyeing methods, these use hardly any water and cause fewer CO₂ emissions.



In future, we will continue adding sustainable products to our product range and working towards our goal of reducing our CO₂ footprint.

Our Stakeholders

We create transparency for our stakeholders in order to strengthen our mutual trust

We have in the past held a number of workshops to identify our key stakeholders and determine how far they interact with us internally or externally, directly or indirectly:

Stakeholders	Internal	External	Direct	Indirect
Banks		✓	✓	
Shareholders	✓		✓	
Employees	✓		✓	
Suppliers		✓	✓	
Customers		✓	✓	
Authorities/official bodies		✓		✓
Competitors		✓		✓
Associations		✓		✓
Service providers		✓	✓	
Representatives	✓		✓	

We see both our internal and external stakeholders as important partners of our Group. Our aim is therefore to provide them with information which is as transparent as possible and to keep them abreast of our environmental, economic and social measures.

We already communicate with them through various information channels and intend to use this annual sustainability report to provide them with information about internal workflows, measures, processes and their impact on economic, environmental and social matters that is still more transparent and goes into even greater depth.

We divide our stakeholders into three groups: direct internal stakeholder groups, direct external stakeholder groups and indirect external stakeholder groups. All these stakeholder groups receive information in the form of regular posts on our **social media channels** LinkedIn, Xing, Facebook and Instagram and on our **website**. We also have further communication channels, which are described below:

Shareholders, employees and representatives are all members of the **direct internal stakeholder group**.



Intranet

The Intranet serves our employees as a central hub for the latest news, e.g. on socially relevant topics or new guidelines that have to be implemented.



Innovation meet-up

We also get together on a regular basis for an innovation meet-up. The meet-up is open to all employees at the Hamburg location, and besides being a communication channel for past, current and future projects, also serves as a mouthpiece for other matters relevant to the company.



Employee magazine “Focus”

In our employee magazine “Focus”, we report on day-to-day business in each division, the everyday working lives of individual persons, past or future events and the highlights of previous months.



Employee interviews

We also hold 1-to-1 employee interviews on a regular basis. Besides facilitating the exchange of information, these interviews are also an opportunity to agree on targets and resolve problems and conflicts.



Discussions with the management

Every month, employees have the opportunity to meet with managing partner Fritz von der Schulenberg and colleagues from other departments in small, constantly changing groups and to talk openly about a wide range of topics.



Shareholders' meeting

The main shareholders in our Group are kept informed of developments during the annual shareholders' meeting and in regular talks, visits, video conferences, presentations and follow-up events. Mutual inclusion in the employee magazines published by our sister companies also ensures that communication is maintained between the companies in Hong Kong, Singapore, Perth and Hamburg.



Video conferences

We regularly exchange information with our global representatives, either directly or by video conferencing.

Our **banks, suppliers, customers and service providers** all belong to the **direct external stakeholder group**.



Bank letters

As our external capital providers, we make sure that the banks are kept well informed. This information is provided on a formal basis. We send bank letters and hold personal meetings several times a year to provide information about our financial status and liquidity along with an overview of our business.

The **indirect stakeholder group** includes the **authorities and official bodies, competitors, associations and the interested general public**.



Activities for associations

Current information is shared and market-relevant topics discussed at the members' meetings held by the associations. These guarantee that we maintain regular dialogue with our indirect stakeholder groups.

Our managing partner Fritz von Schulenberg and other senior managers are voluntary members of the executive committees of the associations listed below.

List of associations and initiatives



- BGA Bundesverband Großhandel, Außenhandel, Dienstleistungen e.V. (Federal Wholesale, Foreign Trade, Services Association)
- BDEx Bundesverband des Deutschen Exporthandels e.V. (Federation of the German Export Trade)
- VHE Verein Hamburger Exporteure e.V. (Association of Hamburg Exporters)
- AGA Norddeutscher Unternehmensverband Großhandel, Außenhandel, Dienstleistung e.V. (North German Employers' Association for the Wholesale, Foreign Trade and Service Sectors)

- Hamburg Chamber of Commerce
- WGA Wirtschaftsvereinigung Groß- und Außenhandel Hamburg e.V. (Trade Association for Wholesale and Foreign Trade)
- OAV Ostasiatischer Verein / German Asia-Pacific Business Association
- LAV Lateinamerikaveroin e.V. (Business Association for Latin America)
- FBN Family Business Network
- United Nations Global Compact

Goals and strategies

Our new group structure puts us at the cutting edge of a digital future

Our corporate strategy is dynamic, which enables us to adjust it continually in response to constant changes in environmental processes and thus to achieve maximum success – not just in business terms.

“ We are currently moving from an analogue business environment to an increasingly digital corporate structure. ”

Our aim is to digitalise our internal processes step by step and to expand these activities to encompass external services. These activities are shaped by our values, principles and internal code of conduct, all of which we are rethinking and revising.

One of our goals for 2020 is to continue modernising our work and corporate culture, and we have embarked upon a so-called **values refresh** with this in mind. During the course of this project, our current values, “cosmopolitan”, “innovative” and “competent”, which were developed in 2004 with contributions from the entire workforce, will be questioned and if necessary modified in line with changing circumstances. The project will be supervised by an external consultant and implemented in a series of workshops involving various specially chosen employees. In order to involve all colleagues right from the start, we have already conducted a survey on the topic “Work culture at the Jepsen & Jessen Hamburg Group”. The goal of the workshops is to review our values, to redefine them if necessary and to ensure that they are applied during



the course of our daily business. The results will be recorded in a communication and implementation plan that will in future be used as the basis of our corporate culture.

At the beginning of 2020, we strengthened our corporate development firstly by adding **market competence** and secondly by focusing more strongly on **digitalisation**, the purpose being to continually improve our communication channels, facilitate up-to-date communication and consolidate our approach to digitalisation. In this context, we are concentrating on new projects such as online marketing and the development of an integrative software landscape.

The **Human Capital Management (HCM)** system is a milestone in the digitalisation process. The integrated human resources management system enables staff to submit holiday applications digitally and manage their travel expenses without using paper. In future, it will also be possible to manage master data through the HCM. Other projects are in the pipeline and will be examined in greater depth in our next sustainability report.

With regard to our business, we are building strategically on our historical business divisions, which are already well-established on the market. We are striving to expand the portfolio of these business divisions to encompass more than the traditional trading functions.

“ The Group’s DNA is not only trade, but also and above all **entrepreneurship**. ”

We will increasingly be investing in modern, future-proof business models, which will invariably make use of our international distribution networks and expertise.

One important part of our corporate strategy relates to our efforts to strengthen our existing business by **intensifying our value creation**. This is reflected for example by the product development and registration of pesticides by Jebagro GmbH or the transformation of Life Science GmbH from a classic trader to a distributor with its own warehousing that offers services along the supply chain. Particularly in this area, it is important that we focus more intensively on sustainable product solutions in the future.

Our strategy will also focus on driving our **growth by making external investments**. These could be complex company acquisitions or smaller investments in attractive start-ups which we get to know through our activities in the Next Commerce Accelerator. Our aim is to expand our business and add new strategic mainstays with a promising future. These investments require sound expertise if possible synergies and risks are to be identified and appropriate action taken.

Since 2017, we as an organisation have been engaging even more intensively with the topic of **sustainability**. This was the first year in which we calculated our CO₂ emissions, compensated for these and acquired a certificate with which we neutralised our measured CO₂ emissions by providing support for a reforestation project. Since that year, we have been working continuously on improving our performance in this area by considering strategies that will enable us to cut our CO₂ emissions and invest further in sustainable projects. In the chapter on “Our environmental responsibility”, we explore the figures for the reporting year in greater depth and explain how we are supporting the **Alto Huayabamba Conservation Project in Peru**.

Materiality analysis

The purpose of the materiality analysis is to define the topics that are the most important for a company's external and internal stakeholders and to map them using the GRI. This ensures that each of the standards evaluated is clearly represented.

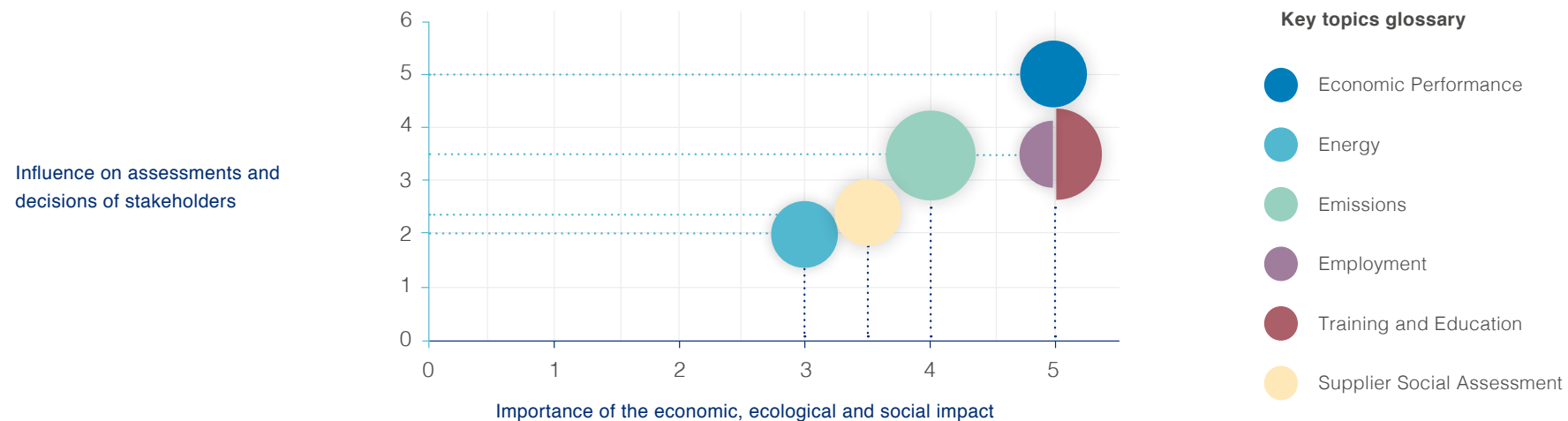
The topics of material importance to stakeholders in terms of economic, environmental and social impact were identified firstly by means of regular dialogue through the various communication channels and secondly internally by various entities within the Jebsen & Jessen Hamburg Group.

The material standards defined were assigned to different categories. The size of the circles reflects the number of indicators they contain. The vertical axis shows the importance of the indicators from the view-

point of external stakeholders. The horizontal axis shows the significance of their economic, environmental and social impact.

The positioning of the circles reflects our evaluation of the disclosures. Our company's economic performance, for example, is extremely important both for our external stakeholders and for us as a company. Our energy consumption is less important to our stakeholders since we are not a manufacturing company and our electricity consumption in particular mostly comes from office work.

Since the sustainability report for 2019 is our first, there have as yet been no new disclosures and no changes in the list of material topics and boundaries compared to previous reporting periods.



List of specific disclosures

Economic factors	Environmental factors	Social factors
<p>GRI 201: Economic Performance</p> <p>201-1 Direct economic value generated and distributed</p> <p>201-2 Financial implications and other risks and opportunities due to climate change</p>	<p>GRI 302: Energy</p> <p>302-1 Energy consumption within the organization</p> <p>302-4 Reduction of energy consumption</p> <p>GRI 305: Emissions</p> <p>305-1 Direct (Scope 1) GHG emissions</p> <p>305-2 Energy indirect (Scope 2) GHG emissions</p> <p>305-3 Other indirect (Scope 3) GHG emissions</p>	<p>GRI 401: Employment</p> <p>401-1 New employee hires and employee turnover</p> <p>401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees</p> <p>401-3 Parental leave</p> <p>GRI 404: Training and Education</p> <p>404-1 Average hours of training per year per employee</p> <p>404-2 Programs for upgrading employee skills and transition assistance programs</p> <p>GRI 414: Supplier Social Assessment</p> <p>414-1 New suppliers that were screened using social criteria</p> <p>414-2 Negative social impacts in the supply chain and measures taken</p>

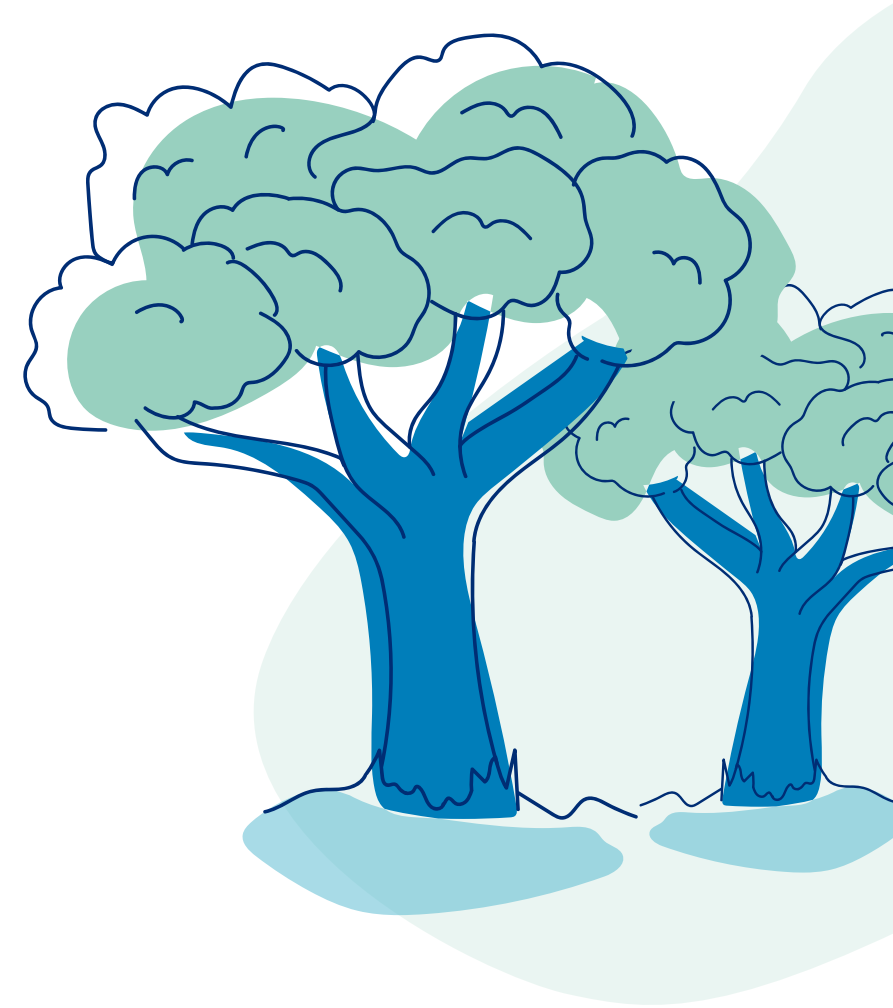
Our pathway to sustainability

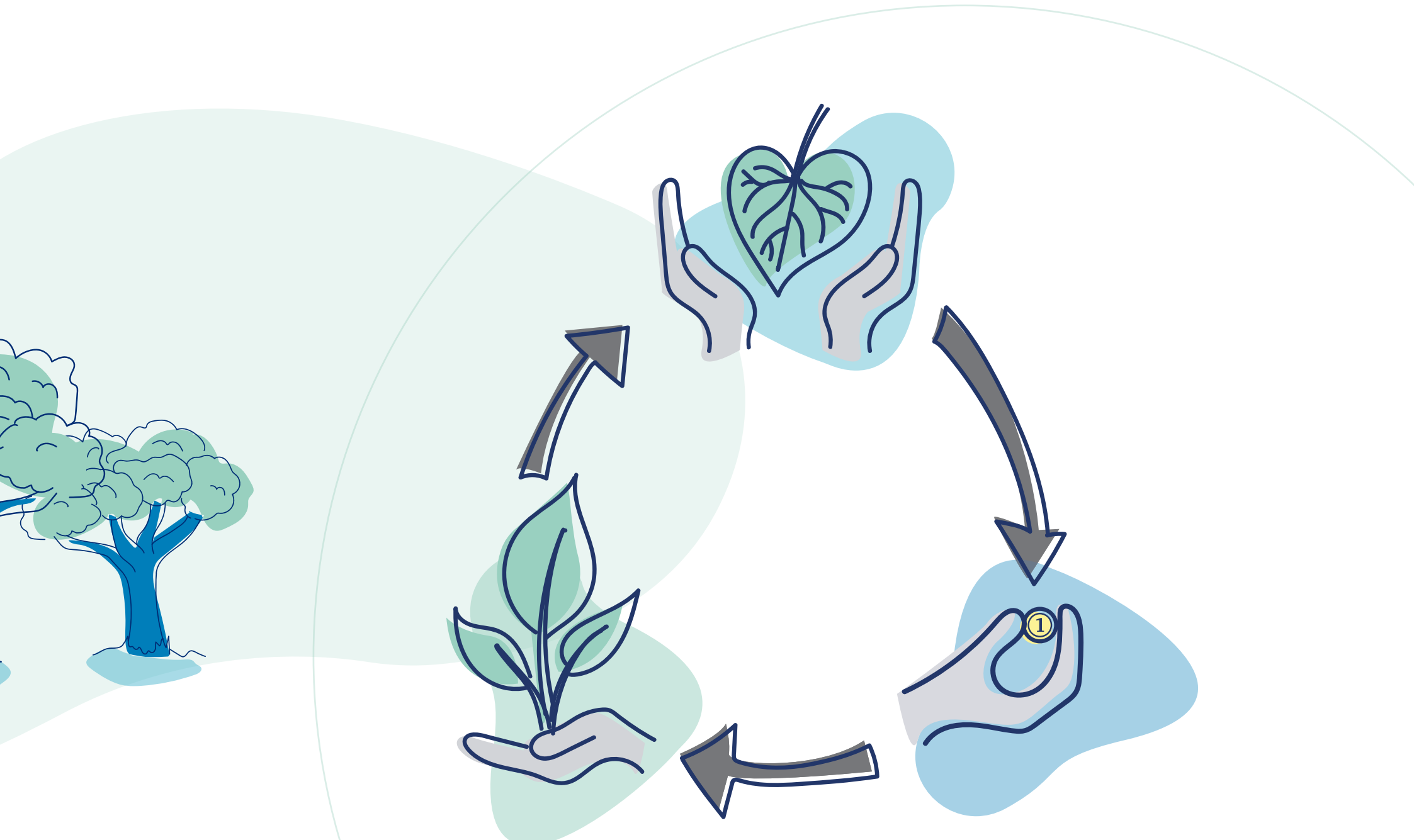
We foster the sustainability concept along the service chain

We have anchored the concept of sustainability deep within the service process. For this reason, we aim to keep our economic approach focused on social and environmental impacts. As a global company, this is also a question of credibility for us. We bear responsibility in several respects: as employers, as purchasers, as manufacturers, as trading partners and in a wide variety of cultures and societies.

“ As part of the global community, we want to set a good example everywhere. ”

We foster our employees' awareness of their responsibility for environmental and social matters at all levels, and they are instructed to use the resources available efficiently. Our internal efforts to improve our sustainability are designed to give our employees food for thought so that they can act responsibly and creatively when dealing with environmental and social considerations.





Compliance

Our compliance structure ensures that our conduct is ethically and legally irreproachable

We endeavour to comply with regulations at all times, no matter whether they relate to legal or ethical matters. In order to guarantee this, each department has employees who monitor compliance with these regulations based on information and guidance from the legal department and the management. For complex issues such as data privacy, we have engaged external service providers who help us ensure that the relevant statutory regulations are complied with. Our quality management is taken care of by internal officers and our audits by external certification bodies.

The Jebsen & Jessen Hamburg Group holds certification in various areas, including **DIN EN ISO-9001**, certification of compliance with **good manufacturing practice** in the animal feed industry and **International Featured Standards** certification in the food industry. The associated internal and external audits ensure that we invariably act responsibly and comply with current standards in every respect. On rare occasions where this is not the case, we guarantee to react immediately and optimise our process.

Compliance training is provided to ensure that our employees adhere to the Jebsen & Jessen Hamburg Group's compliance guidelines. We also make a so-called **Red File** available to our employees in the Intranet. This invariably contains all key compliance guidelines and memoranda on the following topics:

- Bribery
- Regulations governing invitations, hospitality and gifts
- Conditions of use for communication channels/media
- Processes for preventing attempted fraud during payment transactions
- Know your customer (KYC) guideline
- Invoice checking processes/payment authorisations
- Sanctions monitor
- Guidelines relating to commercial representatives



As a global trading company with business partners in more than 80 countries that encompass a wide range of cultures, it goes without saying that we bring clarity and transparency to the subject of compliance. Under no circumstances do we ever accept or pay bribes or kickbacks. Commission agreements, other agreements for services and other payments that cannot be proven to relate to goods or services must be confirmed in a written document which clearly states the scope of the service, the recipient of the service and the recipient of the payment.



Our aim with these rules is not only to comply with the law but also to discharge our responsibilities as honest business people.



Moreover, it is becoming increasingly important when initiating international business relations to have a thorough knowledge of our business partners, which in turn requires the implementation of an extensive KYC process. This process is based on records of relationships with business partners and the performance of extensive due diligences of customers and suppliers by the competent trade manager before any trade agreements are concluded. The aim is to provide and document a consistent level of knowledge about our business partners. The KYC form must be filled out electronically before the business relationship commences and is then controlled by the **Finance & Credit Risk** department.

In this context, we regularly check our business partners to determine if they are affected by international sanctions. Because of the large number of business partners, these checks can only be performed automatically. For this, the Jebsen & Jessen Hamburg Group uses the **“Sanction Monitor” software** which checks our master data against the embargo lists once a day through the interface to our SAP system. If the result is not unequivocally positive, this information is sent to selected employees in the various divisions, who are responsible for performing more extensive checks and blocking the business partner in the SAP system if necessary.

Our compliance structure helps us ensure that we implement internal guidelines and changes in the law without loss of time, monitor compliance with these and always act responsibly as a company. It also underpins our efforts to integrate the **ten principles of the UN Global Compact** into our daily business and to base our entrepreneurial activities on these. Our aims are to protect human rights, comply with work standards, foster awareness of environmental issues and prevent corruption.







Our
economic
responsibility

Our economic responsibility

We can look back on a successful fiscal year 2019

As the holding company within our corporate structure, Jebsen & Jessen (GmbH & Co.) KG performs the key function of managing the finances of the concern and its subsidiaries. This enables the operational areas to concentrate on their core markets and on customer-oriented product sales.

We ended the fiscal year 2019 on a positive note and can continue building on our economic success. The concern's revenues during the fiscal year 2019 amounted to approx. € 740 million; however, this figure was 16.4 % down compared to the previous year (2018: € 885 million). We are no strangers to sales fluctuations, since the prices of raw materials commonly change in response to cyclical fluctuations. We protect ourselves against risks of this type using control instruments such as a **risk cockpit**.

As a family-run company, we strive to achieve sustainable growth, which is also driven by our diversified business areas with varying degrees of value creation. We keep our shareholders abreast of our economic development and also provide detailed information about the group's development, current standing and expectations for the fiscal years to come during the shareholders' meetings. Annual budgets and forecasts enable us to keep our goals in sight and react in good time to signs of change.

Ultimately, it is our highly motivated staff who pursue our goals, offer our customers reliable service and achieve or maintain a solid market position.



We provide our suppliers with a high degree of functionality and offer professional product development, flexibility and creativity along the value chain.



We believe that one of the most important factors in our success is our global network of trustworthy business partners, who ensure that we have direct access to all major purchasing and sales markets. Last year, we were able to expand this network and thus strengthen our market position.

As a global company, the Jepsen & Jessen Hamburg Group is exposed to market price, currency, interest and certain country risks. By constantly improving our internal workflows and implementing our risk control and risk management systems, we are always in a position to identify and respond to risks. These risk management and control instruments also cover all the affiliated companies which are not included in the consolidated financial statement.

The figures presented in this chapter are taken from our consolidated annual financial statement, which has been audited by our accountant and encompasses all 20 German companies based in Hamburg and Buchholz as well as the four foreign companies based in North and South America.

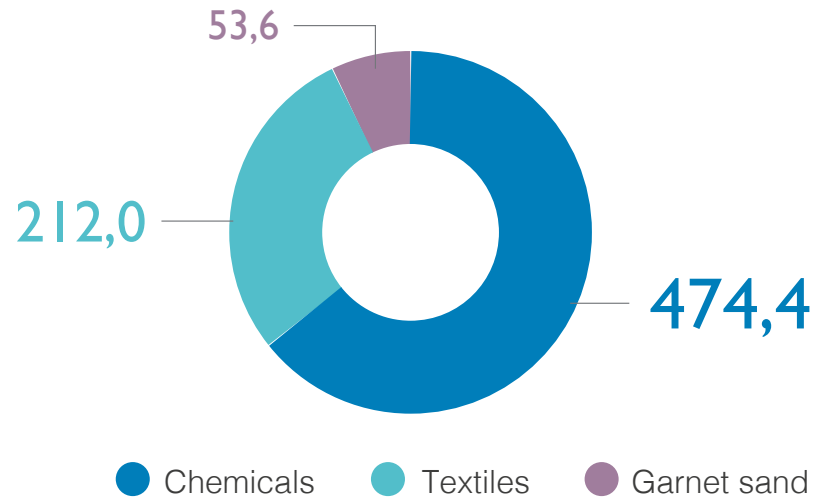
Key performance indicators of the Jepsen & Jessen Hamburg Group

The net revenues of the Jepsen & Jessen Hamburg Group during the fiscal year 2019 amounted to approx. € 740 million.

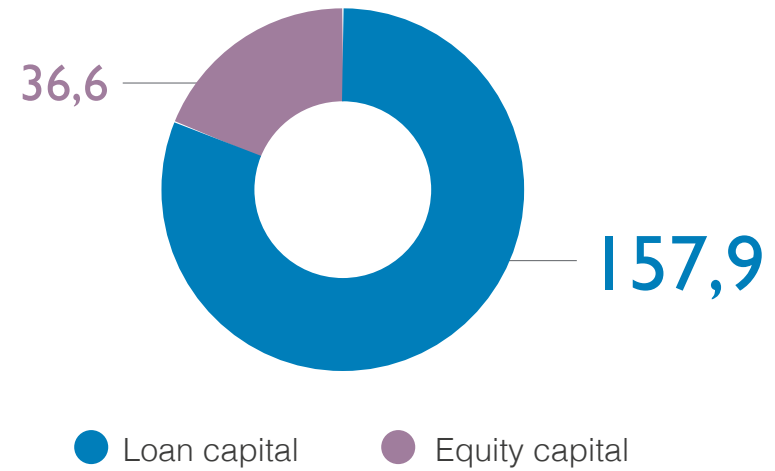
In EUR million	2019	2018
Revenues	740.0	884.7
Operating costs	698.0	837.3
Employees wages and benefits	28.5	29.7
Payments to providers of capital	2.4	3.6
Payments to the government	4.1	5.2

Data rounded

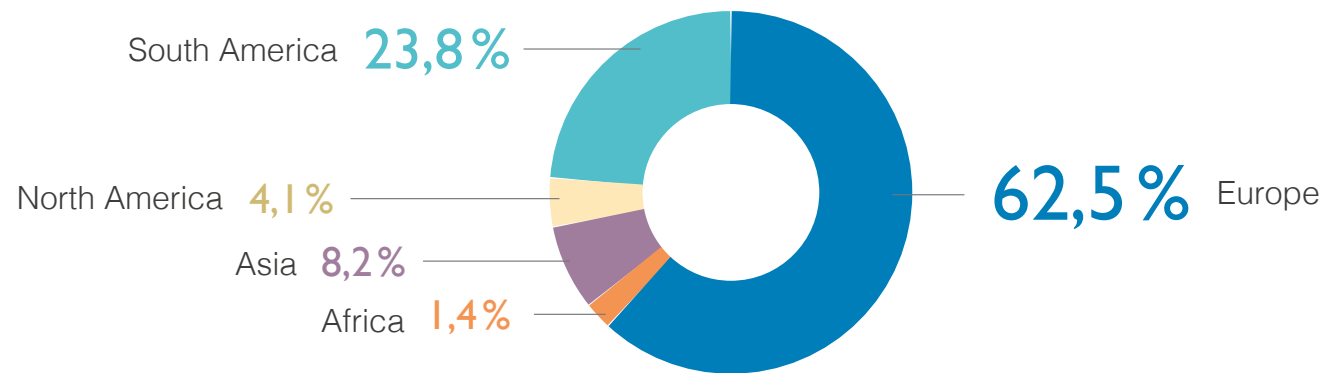
Net revenues in EUR million, 2019



Total capital in EUR million, 2019



Revenues per region



Financial opportunities and risks inherent in climate change

Climate change has significant implications for us at the Jepsen & Jessen Hamburg Group. This is because the fight against climate change is inducing both national organisations and individual countries to introduce stricter regulations governing CO₂ emissions, e.g. for container ships. This is causing a rise in transport costs and can erode margins depending on the market situation.

Our customers are also affected by natural disasters. Drought or heavy rainfall can have a significant impact on farm crops. This in turn affects our customers' financial solvency. We are then faced with the challenges of delayed payment, possible bad debts and smaller purchasing volumes during the following season.

Admst the challenges of climate change, we seek the new sustainable opportunities. Due to global warming, plagues of insects and fungi are more likely to spread and damage crops, causing major losses in the harvest of the farmers. With the use of plant protection agents, we can counteract the damage and make our contribution to crop security. In this regard, using sustainable, biological products is a matter of importance to us, because we want to lead by example and be a positive representative for our market.





Our environmental responsibility



Our environmental responsibility

We are constantly at pains to minimise our CO₂ emissions

We are fully aware of our responsibility for the environment.

“ Resources are finite, which is why we have to treat them carefully and use them sparingly. ”

Our goal is therefore to reduce our ecological footprint and make a positive impact on climate change.

As a service company, our aim is to reduce the energy consumed and greenhouse gases emitted during the course of our everyday office work. At our **Hamburg location**, we are working hard on a digital strategy. Along with the implementation of more efficient work processes that are more sparing of resources, this also contains a clear concept for increasing the amount of paper-free work. For this, we have implemented human capital management software and developed a document management system.

The Jebsen & Jessen Hamburg Group is already using tablets to improve mobility and reduce the use of paper. With an eye to working paper-free in the future, we also ordered new printers for 2020 which can scan the documents in accordance with our future requirements and store the data directly in our network environment. The new multifunctional devices are not only fast and efficient but also save on energy and toner.

In September 2019, we and our subsidiary Brands Fashion organised a **coastal clean-up** to remove waste from Hamburg's shorelines. In cooperation with the Hamburg authorities and environmental services, we split into three groups and cleaned selected areas in and around Hamburg. More than 250 kg of waste was collected in all. The day concluded with a discussion on recycling and the environment.

We are making every effort to minimise our CO₂ emissions. The Jebsen & Jessen Family Enterprise Group has set itself the goal of compensating for CO₂ emissions by investing in environmental projects. We at the Jebsen & Jessen Hamburg Group first calculated our CO₂ emissions on the basis of the Greenhouse Gas Protocol and compensated for them proportionately in 2017. The Greenhouse Gas Protocol Corporate Standard (GHGPCS) provides standards and guidelines for companies and organisations preparing an inventory of their greenhouse gas emissions.⁷

After examining and evaluating the Jebsen & Jessen Hamburg Group’s corporate activities in terms of their CO₂ emissions, we now compensate for these by making appropriate environmental investments every year. For us, this is another step in the right direction. We as the Jebsen & Jessen Hamburg Group intend to persevere with this and uphold our commitment to sustainability.

“ We will remain faithful to our values by taking care of our employees, communities and the environment as far as we are able. ”

This chapter encompasses all the companies in the Jebsen & Jessen Hamburg Group since we calculate and compensate for the CO₂ emissions of each one.

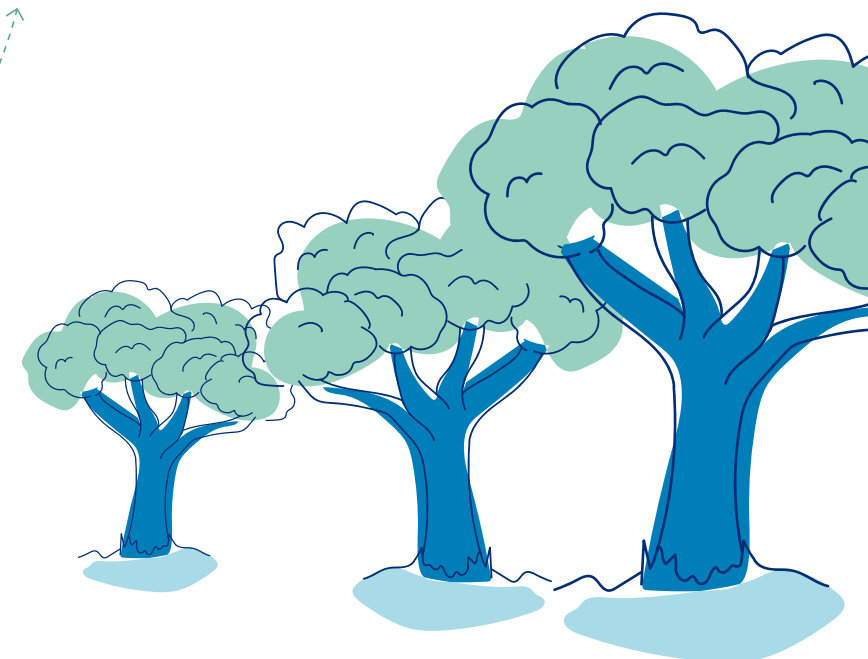
Energy consumed by the Jebsen & Jessen Hamburg Group, 2019

The premises of the Jebsen & Jessen Hamburg Group are gradually being switched from conventional electricity to so-called “green electricity”. This enabled us to reduce our CO₂ emissions by 286 tons during the calendar year 2019. This is equivalent to 551,043 kWh. Our calculations are based on factors provided by the German Environment Agency, the EPA (for America) and the National Energy Secretary (for Panama).

Type of electricity	GJ*	kWh	CO ₂ -emissions in t
Conventional electricity	688	191,079	91.73 generated
Green electricity	1,984	551,043	268.12 saved
Total	2,672	742,122	-

* gigajoule

Data rounded



Greenhouse gas emissions

The GHGPCS distinguishes between three different areas in which emissions can arise, and we have used these as the basis of our calculations:

- Scope 1: direct GHG emissions from sources owned or controlled by the company
- Scope 2: indirect GHG emissions from the generation of electricity used by the company
- Scope 3: all other indirect GHG emissions that are a consequence of the company’s activities but occur from sources not owned or controlled by the company.

On the basis of scopes 1, 2 and 3, the Jebsen & Jessen Hamburg Group calculates and compensates for the emissions caused by the following company-related activities. The frame of reference was chosen in accord with Jebsen & Jessen Pte Ltd. in Singapore:

Scope 1



Direct emissions caused by the vehicle fleet

Scope 2



Indirect emissions due to the purchase of electricity

Scope 3



Other indirect emissions due to business travel

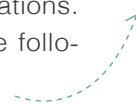
We adopted the equity share approach when making the calculations. The emission factors used for the calculations are shown in the following tables:

Scope 1⁸

Market segment	Diesel [kgCO ₂ e/km]	Petrol [kgCO ₂ e/km]	Hybrid [kgCO ₂ e/km]
Electric cars	-	-	-
Mid-size	0.14691	0.18008	0.06400
Mid-size luxury	0.16533	0.20792	0.07429
Sports cars	0.17332	0.24600	0.07981
Off-road vehicles	0.20257	0.23663	0.07626
Minivans	0.18101	0.19940	-

Scope 2^{9, 10, 11, 12}

Energy grid	Emission factor [kgCO ₂ e/km]	Source	Year
Germany	0.5180	German Environment Agency	2018
USA	0.3650	EPA	2014
Panama	0.7865	National Energy Secretary	2013



Scope 3: Air Travel ¹³

Flight class	Emission factor [Kg CO ₂ e/passenger-km]
Economy class	0.138445
Premium economy class	0.221510
Business class	0.401490
First class	0.553760

Scope 3: Train Travel ¹⁴

Train route	Emission factor [Kg CO ₂ e/passenger-km]
National	0.00100
International	0.00597

Scope 3: Rental Car ¹⁵

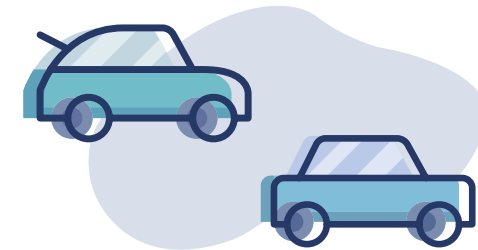
Market segment	Diesel [kgCO ₂ e/km]	Petrol [kgCO ₂ e/km]	Hybrid [kgCO ₂ e/km]
Electric cars	-	-	-
Mid-size	0.14691	0.18008	0.06400
Mid-size luxury	0.16533	0.20792	0.07429
Sports cars	0.17332	0.24600	0.07981
Off-road vehicles	0.20257	0.23663	0.07626
Minivans	0.18101	0.19940	-

CO₂ emissions are calculated using the following formula: ¹⁶

Scope	Formula
Scope 1: Direct emissions	$[\text{kgCO}_2\text{e}] = \text{Distance [km]} * \text{Emission factor [kgCO}_2\text{e/km]} * \text{Equity Approach [\%]}$
Scope 2: Indirect emissions	$[\text{kgCO}_2\text{e}] = \text{Consumption [kWh]} * \text{Emission factor [kgCO}_2\text{e/kwh]} * \text{Equity Approach [\%]}$
Scope 3: Other indirect emissions	$[\text{kgCO}_2\text{e}] = \text{Distance [km]} * \text{Emission factor [kgCO}_2\text{e/passenger-km]} * \text{Equity Approach [\%]}$

The following emission figures were calculated for scope 1, 2 and 3 during 2019:

Scope I – Vehicle fleet of the Jepsen & Jessen Hamburg Group, 2019



Fuel type	Km driven (purchased vehicles)	Km driven (leased vehicles)	Total km
Petrol	-	151,416.67	151,416.67
Diesel	77,900	506,033.33	583,933.33
Super E10	-	52,256.14	52,256.14
Electricity	30,000	25,000.00	55,000.00
Hybrid: petrol / electricity	10,000	447,500.00	457,500.00
Gasoline (89)	10,000	30,702.00	40,702.00
Total	127,900.00	1,212,908.14	1,340,808.1
CO₂ emissions in tons	15.82	159.70	175.51

Data rounded

Scope 2 – Energy consumed by the Jebsen & Jessen Hamburg Group, 2019

Type of electricity	GJ*	kWh	CO ₂ emissions in t
Conventional electricity	688	191,079	91.73

* gigajoule
Data rounded



Scope 3 – Business trips undertaken by the Jebsen & Jessen Hamburg Group, 2019

Mode of transport	Distance in km	CO ₂ emissions in t
Plane	3,016.283.31	953.55
Train	79,268	0.09
Rental car	12,428.79	2.37
Total	2,873,415.1	956.02

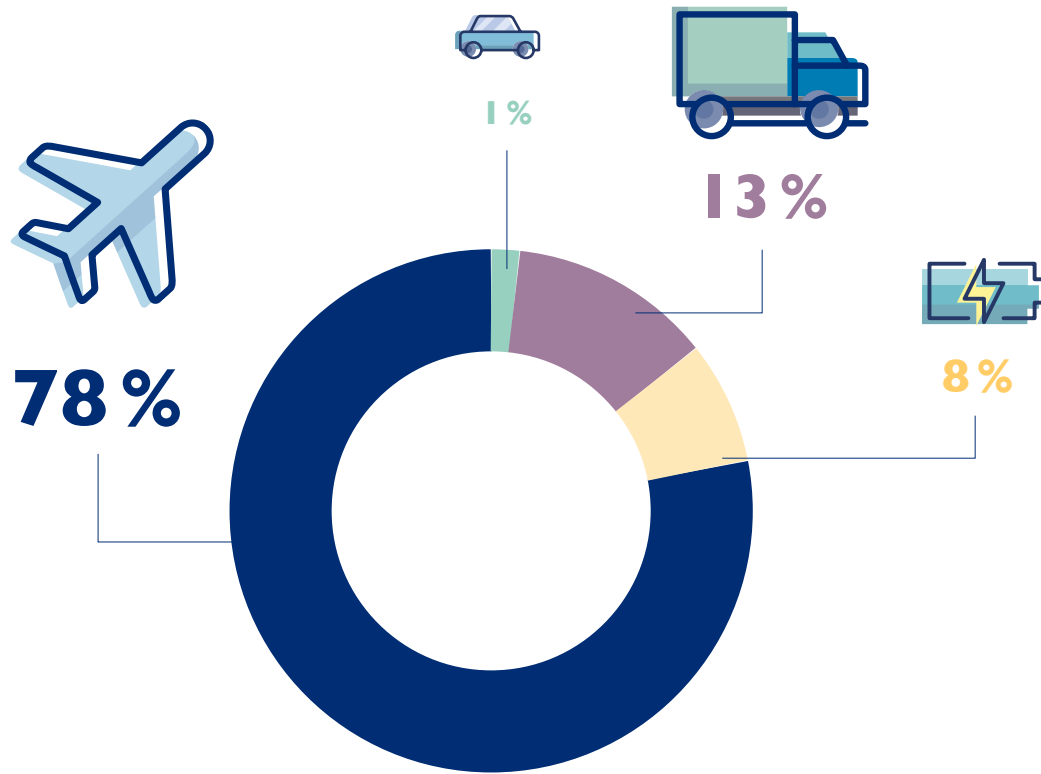
Data rounded



Emission exchange by the companies included in the report at a glance:

Emission type	CO ₂ in t, 2019	CO ₂ in t, 2017 - first year
Scope 1	175.51	153.43
Scope 2	91.73	111.45
Scope 3	956.02	716.90
Total	1,223.26	981.78

Data rounded



Total: 1,223 tons

- Scope 1: Own vehicle feet
- Scope 2: Electricity consumption
- Scope 1: Leased vehicle fleet
- Scope 3: Business trips



Emissions prevented by using green electricity:
268.12 tons



We compensated for 1,223 tons of greenhouse gas emissions by investing in a climate protection project. Our financial support flowed to a **project** certified by South Pole involving the **protection of two unique ecosystems in the Alto Huayabamba Conservation Concession** in Peru. The project was set up in cooperation with 40 local families for the purpose of caring for the ecosystems and thus protecting the threatened animal species that live in the region, which has an area of more than 53,000 hectares. The project prevents deforestation in the region and protects the water balance in the Huayabamba river. This river supplies the communities living nearby with water. The project also improved the families' livelihood by creating jobs, promoting education and safeguarding water supplies.

In the long term, we as a Group aim to continue reducing and compensating for our emissions. In this context, we pay attention to the emissions we generated, i.e. those in the value chain for which we are directly responsible and which would not have occurred without our activities.



CERTIFICATE OF CLIMATE PROTECTION

This certificate verifies that

Jebsen & Jessen (GmbH & Co.) KG

has compensated

1,223 tonnes of greenhouse gas emissions

by investing in South Pole's climate protection project:
REDD+ Project in the Alto Huayamba Conservation Concession (CCA), Perú (302150)



Renat Heuberger
CEO, South Pole



Thank you for committing to bold climate action. Your contribution is not only a meaningful step towards mitigating climate change globally, but also changes lives for the better by contributing to the Sustainable Development Goals set out by the UN.

Retirement ID	8123-458612020-458613242-VCU-024-APX-PE-14-1882-01012015-31122015-0
Certificate number	C1782EN, 10.2020
Date	22/10/2020



This certificate is issued by South Pole. For more information about our services and more than 700 climate protection projects, please visit: southpole.com/projects. The CO₂ emissions indicated on the certificate are compensated through investments in the above mentioned carbon offset projects based on international standards.



Our
social
responsibility



Our social responsibility

We owe our success to our staff first and foremost

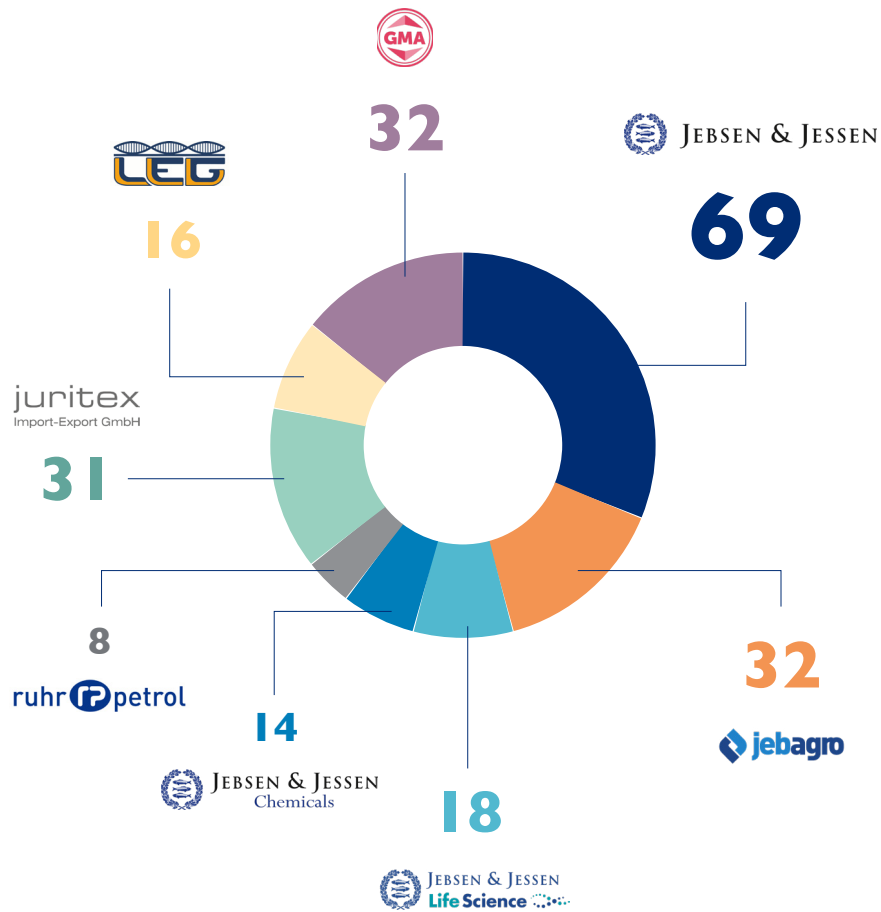
We take care of our employees and ensure that everyone at every workplace is treated with respect. We support employees whose aim is to inspire customers with their team spirit, develop new markets and work together to shape change. We also ensure that our partners all over the world comply with environmental and social standards. In order to continue improving our work culture and safeguard the well-being of all our staff at the workplace, we are planning a values refresh for 2020/2021



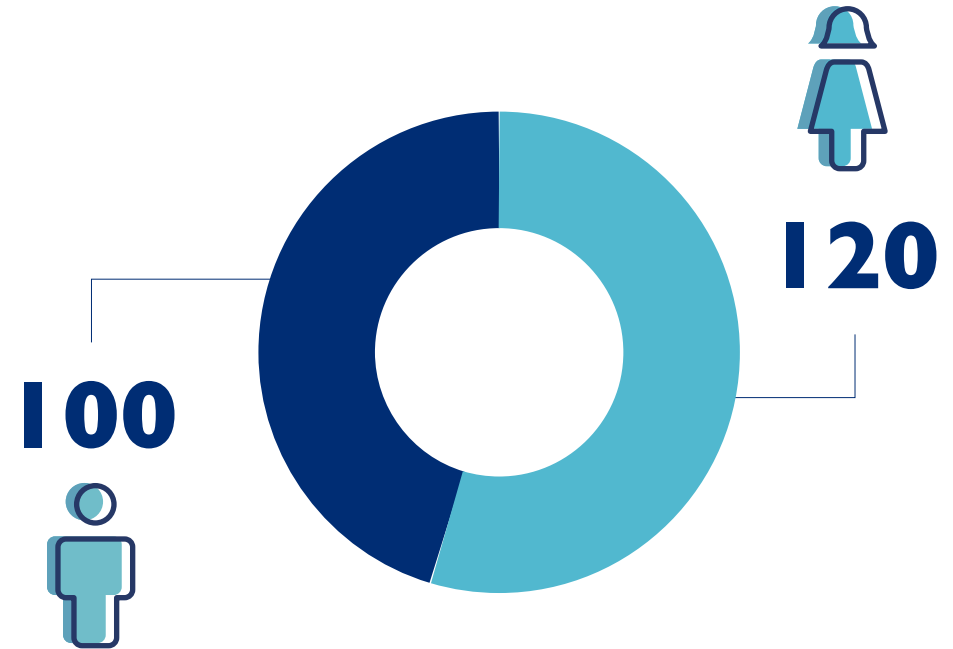
in which we will review our values and adjust them in line with changed conditions if necessary. These values are currently defined by the three terms “cosmopolitan”, “innovative” and “competent”. As part of the values refresh, we have conducted an employee survey on the subject of work culture in order to put the process on the soundest possible footing and promote acceptance.

In 2019, 220 employees worked for those of the Jebsen & Jessen Hamburg Group’s business units included in this report; 55% of these were women. Among our employees, there were eleven trainees, eight working students/assistants and eight industrial workers. Equality between men and women is self-evident for us, which is why we are also endeavouring to increase the proportion of women we employ in management positions.

Total number of employees of the Jebesen & Jessen Hamburg Group, 2019



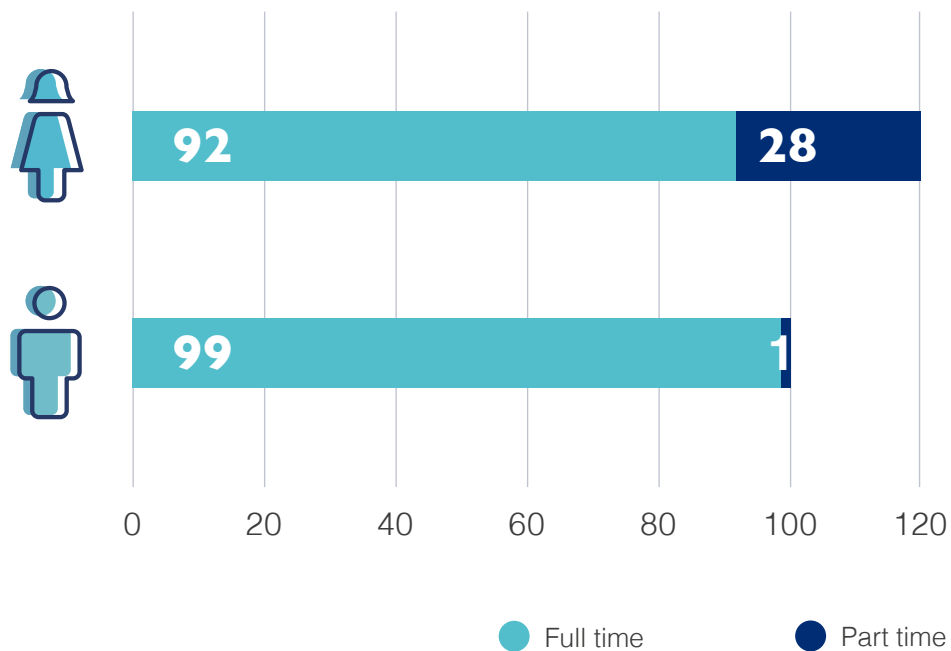
Employees by gender, 2019



All the data in this chapter was collected manually from staff lists. Here too, we set ourselves the goal of storing our key employee data in a sustainable, easily accessible digital format. The data provided below is differentiated by gender, age and/or length of service. The data in this report is not differentiated by region since it only encompasses our locations in Germany. Our core workforce is not subject to seasonal fluctuation.

With the exception of one intern who was employed by the holding directly, all our employees in 2019 had permanent contracts*. This is our way of giving them a sense of security and showing them our trust. We believe that mutual trust between employer and employees increases their efficiency and satisfaction with their day-to-day work.

Total number of employees by type of employment (full-time, part-time) and gender, 2019

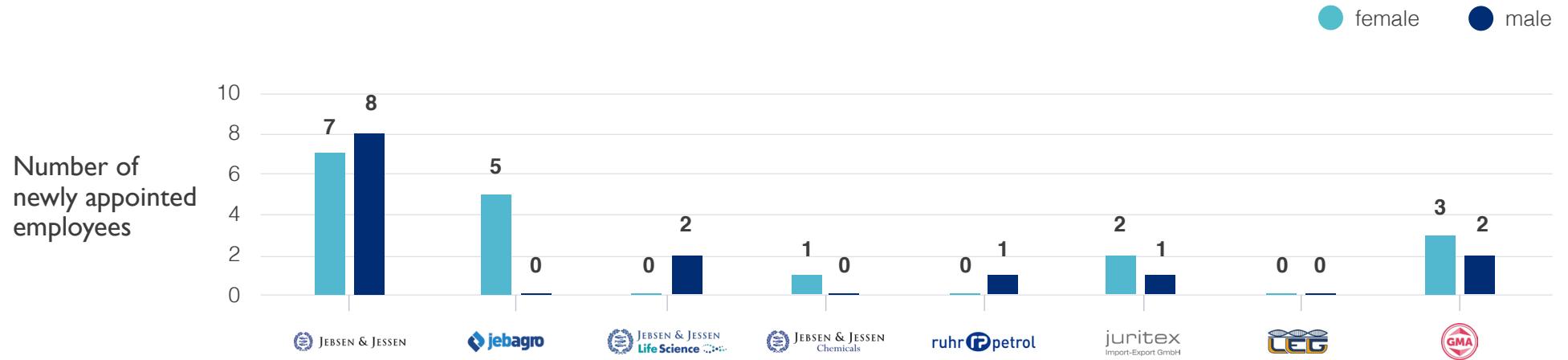


Along with our permanent employees, we employ a number of other people who perform various services for us. During 2019, external **SAP consultants** frequently came to our company to provide support for the IT and HR departments. These consultants worked from 20 to 32 hours a week for us. We also employed **agency workers** in the accounting department, at reception, and at our subsidiaries GMA Garnet (Europe) GmbH in Griesheim and Juritex Import-Export GmbH. Depending on their tasks, these agency workers worked from six hours a week to up to ten months full-time.

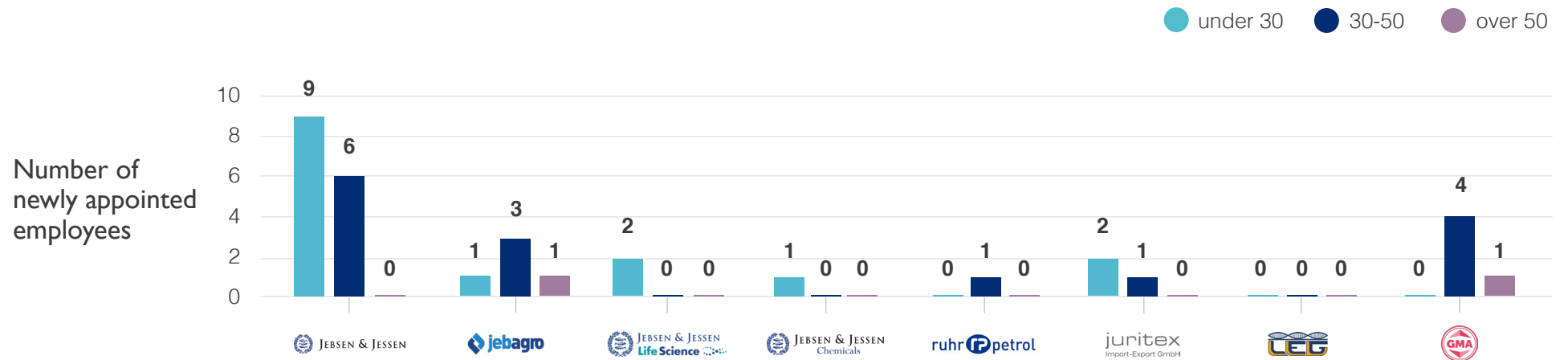
We believe it is important to invest in skilled personnel. We therefore pay no attention to gender or age, instead evaluating only their competence and added value for the Jebsen & Jessen Hamburg Group. We believe it is particularly important that new employees can identify with our family-run company and connect with its values.

32 employees including four trainees were appointed during the reporting year 2019. The following graphic shows how they are distributed by company, gender and age group.

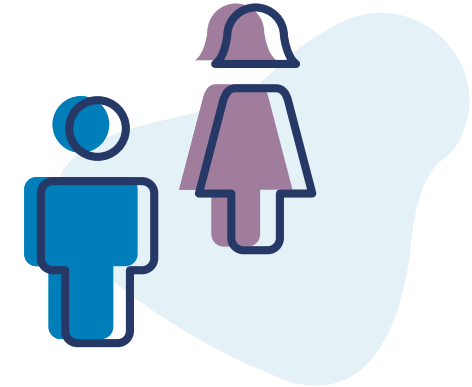
Newly appointed employees by gender, 2019



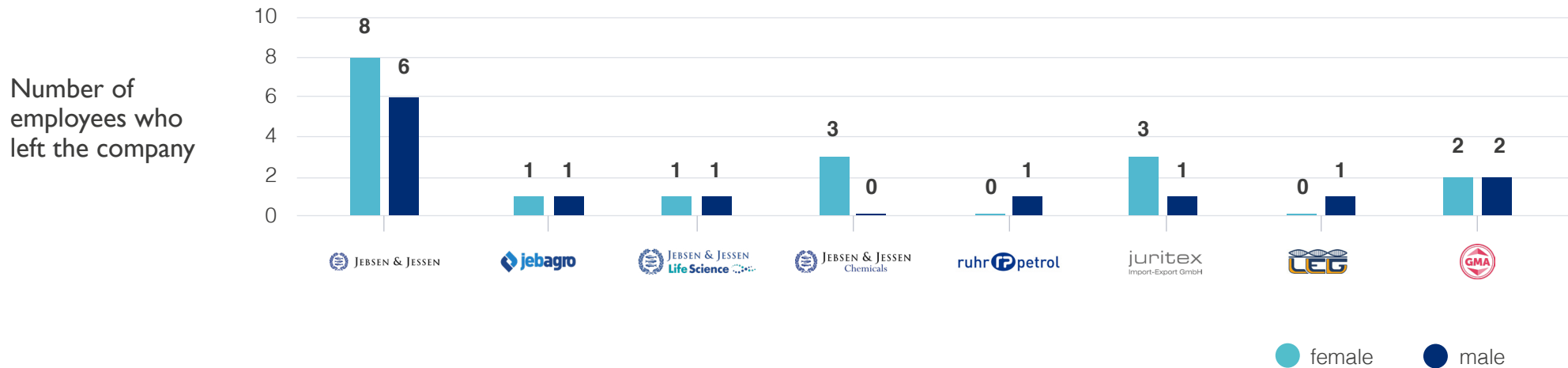
Newly appointed employees by age group, 2019

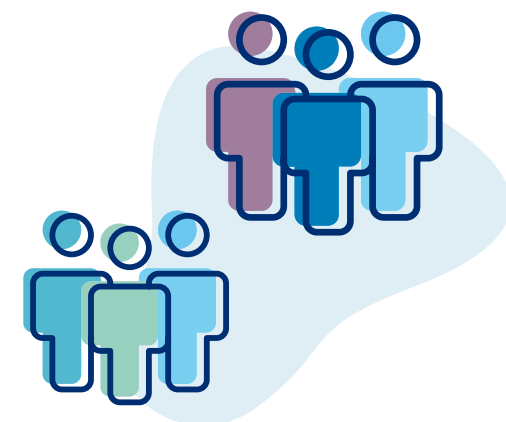


All in all, 31 employees left the company for various reasons during the period under review. The following graphic shows how they are distributed by company, gender and age group.

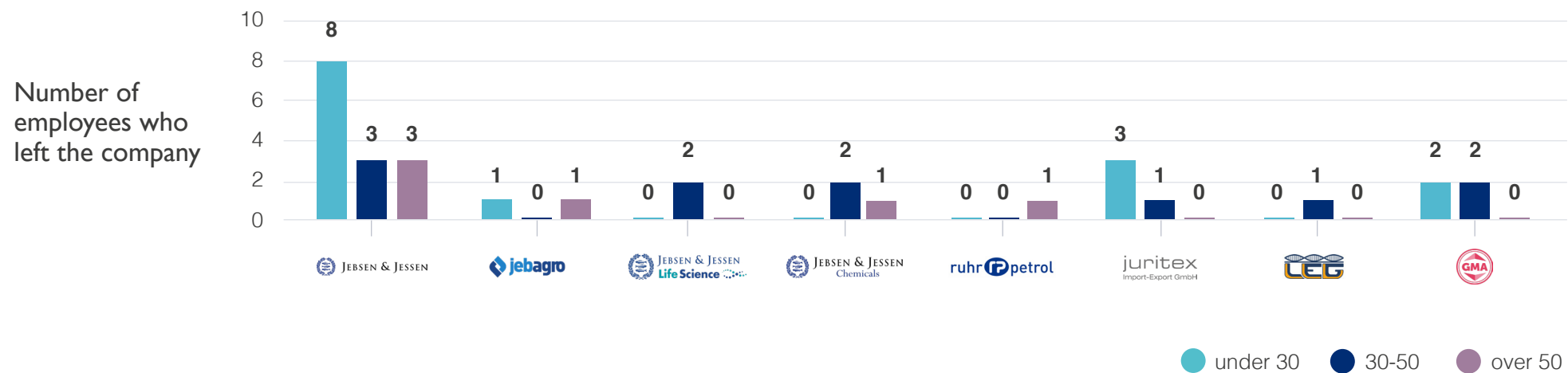


Employee fluctuation by gender, 2019





Employee fluctuation by age group, 2019



Training and education

We educate and train our staff – with distinction!

We focus intensively on professional development and offer our employees various opportunities to pursue their interests, strengthen existing skills or acquire new ones during seminars and advanced training measures. We believe that continuous learning and personal development promote efficiency and satisfaction in every one of us.

This is why we also attach great importance to fostering the development of our junior staff. The Jepsen & Jessen Hamburg Group trains young people as management assistants for wholesale and foreign trade (specialising in foreign trade). In 2019, we had seven trainees on this course.

Jepsen & Jessen also offers a dual study programme in cooperation with Hamburg's vocational college and Novi University in Utrecht. At the end of the 42-month training period, graduates of the programme receive three qualifications:

- Management assistant for wholesale and foreign trade (specialising in foreign trade)
- Business manager specialising in foreign trade
- An internationally recognised Bachelor's degree

On average, we had three trainees/managers in this field in 2019.



In order to ensure that each trainee has a direct contact at their side, there is a trainee advisor in each department who coordinates the trainees' integration into everyday office life, holds feedback talks and serves as their first point of contact. In addition, each trainee is assigned a personal mentor. These mentors are colleagues who have years of experience under their belt. They accompany our trainees throughout their training, are always on hand with help and advice, and foster their personal and professional development. This tandem also creates a learning effect for mentors, since the trainees share and process their impressions with them.

The value our company attaches to its trainees is underscored by our **“Recognised Good Trainer” award**.











We are particularly proud of this distinction.



This is a mark of quality which we were again awarded in June 2019 by the AGA employers' association, making our Hamburg-based concern the first training enterprise to be recertified by the AGA for the high quality of its vocational training. We nurture our trainees and give them the opportunity to perform responsible tasks independently, which in turn helps them find their place within the company. On average, each trainee took part in two seminars on various soft skills and hard skills in 2019. Some of our former trainees now hold senior management positions within our Group.



Almost **3,000 hours** of training were provided for permanent employees – including trainees – during the reporting year 2019.

Topic	Quantity								Duration		Total hours
	Trainees		Employees		Dept. Manager		Division Manager		In hours	In days	
											
Internal seminars lasting several days – Delivered by an experienced trainer			13	30	9	7			72	9	1,024
Accounting			1	3	1	1			205	1	205
Special courses for trainees	11	5							23	2	123
Personnel and training topics			1	16	4	5			87	0	195
Sustainability				4					18		18
Personality / Development			1	8	2	1	1		104	13	248
Customs and foreign trade topics				8	3	3			71	6	87
IT Topics / Digitalisation	6	4	23	65	11	8	1		129	13	941
Other			3	10	1	2			62	4	118
											2,959



More than one-third of the advanced training measures consisted of seminars lasting several days, delivered by an experienced trainer who has been working with us on a regular basis for some years. The topics addressed during these seminars included communication and conflict management skills. In order to properly prepare our junior executives for their future management tasks, they go through a multi-part management training program run by an experienced trainer.

The remaining training hours are taken up by seminars on the subjects of accounting, training, human resources, sustainability, character and development, customs and foreign trade, IT and digitalisation.

As a global company, we mostly communicate with our customers in English, Spanish or Portuguese, and therefore offer **weekly language courses** alongside our training measures. During 2019, 47 employees made use of this opportunity and took part in 20 courses.

No transitional assistance programmes aimed at maintaining staff employability and easing the process of leaving the company due to retirement or dismissal were offered in 2019.



Our benefits for you

Because you're worth it

We appreciate the performance and dedication of every single one of our employees. That means we aim to give them as much in return as possible and to nurture their work-life balance as well as we can. All our employees profit from both social and monetary benefits. With regard to working hours, we offer a flexitime model consisting of 38.5 hours a week and two flex days a month. We are also gradually installing ergonomic furniture in all our offices in order to promote health at the workplace.

We also contribute to the health of our staff by offering them the opportunity to take part in sporting activities. Besides subsidising gym memberships, we pay for staff to participate in a company run and have formed a cycling group which also takes part in the Cyclassics Hamburg cycle race.

Since 2005, a large proportion of our staff have been taking part in the **HCOB Run** organised by the Hamburg Commercial Bank AG. This is North Germany's biggest company run. Besides fostering team spirit, the purpose of the run is to run 4 km for a good cause. During the 2019 run through Hamburg's HafenCity, 640 teams raised **funds amounting to 134,000 Euro** for sport and exercise initiatives for children and young people. This year, our team wore **running shirts made of recycled polyester** for the first time.



Moreover, our Jebsen & Jessen cycling team has been taking part in the **Cyclclassics race** for the last six consecutive years. The ten-strong team completed the 100km route in the north-east of Hamburg in less than three hours. All the cyclists made it to the finishing line without any accidents at a fantastic average speed of 35 km/h.



There is a **kitchenette on each floor** where staff can make food or get refreshing drinks at a modest price. Our comfortable common room also has enough space for staff to spend their lunch breaks together and take time out over coffee and fresh fruit. Since our Hamburg office does not have its own canteen, those of our staff who do not wish to cater for themselves are able to use the canteen facilities offered by a nearby publishing company.



Along with these social benefits, we are also willing to offer monetary rewards for good work. We believe that motivated staff are vital to our success and gladly express our gratitude with financial considerations such as **profit-based bonus payments** and **holiday pay**. We also give **bonuses on special occasions** such as births, weddings and anniversaries.



We finish the year with a big **Christmas party** at which all of the companies in the Jebsen & Jessen Hamburg Group get together and to which our international dealers/representatives are also invited. This is an opportunity for all staff to talk to each other and look back over the past year in a relaxed party atmosphere.

Social benefits at a glance

The following are not company benefits but rather social benefits which we offer our employees at our Hamburg site (Kehrwieder 11, 20457 Hamburg) on a voluntary basis.

Ergonomic office furniture



Christmas party with the entire JH Group



HCOB Run



Advanced training measures



Fruit basket



Easter & Christmas greetings



Kitchenettes on each floor with beverages*



38.5-hour week



Flexitime regulation / flexible working hours



Cycling team



Employer subsidy for the Proficard



Flex days



Monetary benefits at a glance

All the business divisions included in the report grant the monetary benefits described below. Only the holiday pay and profit-based bonuses are voluntary payments to which the Group's employees are not regularly entitled unless otherwise specified in their contract.

Employer subsidy for company pensions



Parental leave



Employer subsidy for glasses required at computer-based workplaces



Bonuses for births



Bonuses for weddings



Anniversary bonuses after 10 and 25 years of service



Holiday pay**



Employer contributions to employee savings schemes



Profit-based bonus payments***





* Small monetary contribution required for coffee and cold drinks

** Except for holiday pay, no distinction is made between full-time and part-time staff with regard to monetary benefits. Moreover, holiday pay is a voluntary benefit offered by the Jepsen & Jessen Hamburg Group and is therefore not regulated in the employees' contracts. The company reserves the right to suspend holiday pay during times of financial difficulty. All staff received holiday pay during the reporting year 2019.

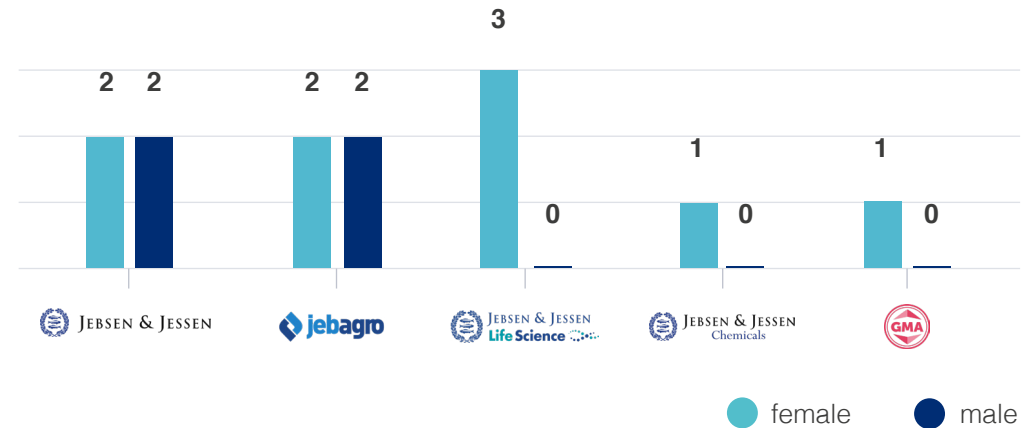
*** Profit-based bonus payments can be regulated by contract.

Parental leave

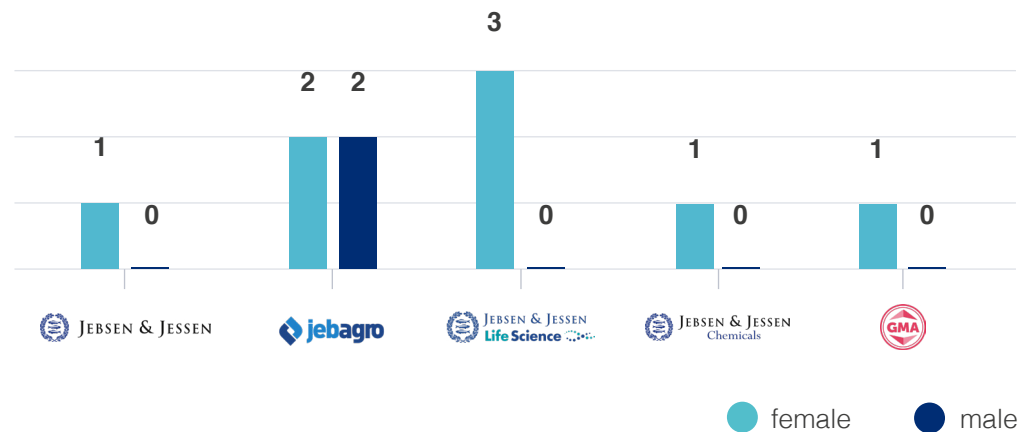


Parental leave*			Total
Entitled to parental leave	9	4	13
Absolute parental leave taken	8	2	10
Returned to workplace after parental leave ended*	2	2	4
Returned to workplace after parental leave and remained for min. 12 months	1	2	3
Percentage of staff who returned and remained with the company following parental leave	50%	100%	75%

Employees entitled to parental leave in 2019



Employees who took parental leave in 2019





Our engagement

Our engagement on site and support for external projects

We gladly get involved in social projects and provide support wherever possible. Our management has decided that instead of giving bouquets on birthdays, the money will go towards **Plan International sponsorships**. The management is donating the money saved to two children in developing regions in the Philippines and Ethiopia.

The **Jessen & Jessen Hamburg Foundation** was established in 2018 with the aim of advancing our corporate social responsibility projects still further. The foundation's purpose is to promote education and training and to pursue development projects and charitable activi-

ties. The foundation aims to make a contribution to society and to offer support and prospects for people living in the countries in which we occasionally do business.



This social engagement, which is carried out quietly and without fuss but with great passion by our employees, deserves all our respect and recognition.



In the north of **Bangladesh**, our sister company Triton Textile Ltd. provides support for more than 200 schools with around 3,000 pupils. This project, known as **Sabalamby**, promotes education and training besides improving the environment and living conditions in the area. In July 2019, nine employees visited the Sabalamby school project to distribute gifts and hygiene sets to the children and sports sets to the teachers.



In addition to the Sabalambý project, our sister company Triton Textile Ltd. exclusively supports the school project **Bright Stars School in Bangladesh**. The project enables 200 pupils to attend primary school and thus offers them the chance of a secure and carefree future. At the end of 2019, the students, together with the teachers, organized the cultural event “Bright Stars School Annual Program”, in which the children performed a choreo with traditional music that was developed throughout the year. Employees from Triton Textile and Michael Schwägerl were present as guests of honor at the event and honored the students' performance in a concluding speech.*

The **Seeds for Progress Foundation** is a not-for-profit organisation registered in both **Nicaragua** and the **United States**. It is dedicated to the transformation of coffee communities. The foundation has set itself the goal of improving education and healthcare in the rural communities of the coffee regions in Nicaragua and Guatemala.



After all:

“ a high-quality education is a basic human right! ”

The Jebesen & Jessen Hamburg Group, represented by its subsidiary Jebagro GmbH, makes donations to support the organisation’s work. The funds donated in 2018 were used to build a pre-school classroom at the Las Colinas School in Nicaragua. The funds donated in 2019 were then invested in Montessori-inspired materials and teacher training at the same school.

Last year, we donated a total of 50 monitors and computers to the **Akademie für Bildung und Integration gGmbH**. Donating the old computers also had the additional benefit of reducing electronic waste, recycling the devices meaningfully and facilitating their sustainable further use.

By committing ourselves to various projects, we are happy to be playing a part in protecting the environment and promoting measures in the field of training and education!

* As a result of the current pandemic, the Bright Stars School project unfortunately had to be terminated at the end of 2020 because the parents of the underprivileged children who are taught at the Bright Stars school moved back to their villages when they couldn't earn a living in the city anymore.

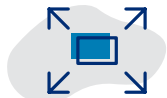
A look ahead at our future

What awaits us and you, our customers!

For the coming year, we have set ourselves various economic, environmental, cultural and social targets to ensure that we continue to grow and operate sustainably and foster a sustainable corporate culture. In order to firm up our goals, we have defined projects that will help us make progress. For 2020 and beyond, our aims are



- to make the supply chain more transparent and sustainable



- to operate more sustainably by continuing to expand our business divisions



- to commit ourselves sustainably to social causes



- to trade sustainable products or offer more sustainable alternatives



- to make our everyday consumption of materials more sustainable



- to sustainably market our company both internally and external by means of intensive social media activities



- to constantly rethink our corporate culture by refreshing our values and to keep employee satisfaction at a sustainably high level



- to sustainably strengthen our information and communication flows



- sustainable networking through participation in the Next Commerce Accelerator network and investments in innovative start-ups



- to realise digitalisation projects in order to make current processes more sustainably efficient

We want to continue using our spare funds to support social organisations. We are also working on reducing our CO₂ footprint still further by attempting to decrease the greenhouse gas emissions caused by our activities.

We will report on all these projects, our intentions and our impact on economic, environmental and social matters in our next sustainability report. This will be published at the end of 2021.

GRI-Inhaltsindex

The GRI content index was created in accordance with the “core” option. The sustainability report and the index were controlled internally. This means that no external assurance took place.

GRI Standard	Disclosure	Page/URL	Omission	Comment
GRI 102: General Disclosures 2016	102-1: Name of the organization	p. 4		
	102-2: Activities, brands, products, and services	p. 10, 29, 43		
	102-3: Location of headquarters	p. 4, 23-24, 81		
	102-4: Location of operations	p. 22, 24		
	102-5: Ownership and legal form	p. 4, 11-13, 15, 81		
	102-6: Markets served	p. 28-29		
	102-7: Scale of the organization	p. 10, 22, 29, 46-49		
	102-8: Information on employees and other workers	p. 10, 63-64		
	102-9: Supply chain	p. 24-31		
	102-10: Significant changes to the organization and its supply chain	p. 24-25, 27		
	102-11: Precautionary Principle or approach	p. 8-9, 36-37, 52-59		
	102-12: External initiatives	p. 10, 13, 35, 59, 77		
	102-13: Membership of associations	p. 35		
	102-14: Statement from senior decision-maker	p. 8-9		
	102-16: Values, principles, standards, and norms of behavior	p. 8-11, 13, 24, 36-37, 42-43		
	102-18: Governance structure	p. 12-13		
	102-40: List of stakeholder groups	p. 32		
	102-41: Collective bargaining agreements	p. 64		
	102-42: Identifying and selecting stakeholders	p. 32		
	102-43: Approach to stakeholder engagement	p. 32		
	102-44: Key topics and concerns raised	p. 32-35, 38		
	102-45: Entities included in the consolidated financial statements	p. 22		
	102-46: Defining report content and topic Boundaries	p. 4-7, 10, 38		
	102-47: List of material topics	p. 39		

GRI Standard	Disclosure	Page/URL	Omission	Comment
	102-48: Restatements of information	p. 4, 38		
	102-49: Changes in reporting	p. 4, 38		
	102-50: Reporting period	p. 4-5		
	102-51: Date of most recent report	p. 4		
	102-52: Reporting cycle	p. 4		
	102-53: Contact point for questions regarding the report	p. 5, 84		
	102-54: Claims of reporting in accordance with the GRI Standards	p. 5		
	102-55: GRI content index	p. 80-82		
	102-56: External assurance	p. 5, 80		
Material topics: Economic factors				
GRI Standard	Disclosure	Page/URL	Omission	Comment
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	p. 4-5, 46-47, 49		
	103-2: The management approach and its components	p. 4-5, 46-47, 49		
	103-3: Evaluation of the management approach	p. 4-5, 46-47, 49		
GRI 201: Economic Performance 2016	201-1: Direct economic value generated and distributed	p. 46-49		
	201-2: Financial implications and other risks and opportunities due to climate change	p. 49		

Material topics: Environmental factors

GRI Standard	Disclosure	Page/URL	Omission	Comment
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	p. 4-5, 52-54, 59		
	103-2: The management approach and its components	p. 4-5, 52-54, 59		
	103-3: Evaluation of the management approach	p. 4-5, 52-54, 59		
GRI 302: Energy 2016	302-1: Energy consumption within the organization	p. 53		No statement regarding energy sales has been provided, since Jebsen & Jessen (GmbH & Co.) KG does not sell energy in the form of electricity, thermal energy, cooling energy or steam. Furthermore, the statement in the report relates first and foremost to electricity consumption, since the company's activities make electricity consumption a matter of greater importance and it is also difficult to separate this from the internal consumption of thermal energy, cooling energy and steam.
	302-4: Reduction of energy consumption	p. 10, 53		
GRI 305: Emissions 2016	305-1: Direct (Scope 1) GHG emissions	p. 54-58		
	305-2: Energy indirect (Scope 2) GHG emissions	p. 54-58		
	305-3: Other indirect (Scope 3) GHG emissions	p. 54-58		

Material topics: Social factors

GRI Standard	Disclosure	Page/URL	Omission	Comment
GRI 103: Management approach 2016	103-1: Explanation of the material topic and its Boundary	p. 4-5, 62-64, 68-69, 71-74, 76-79		
	103-2: The management approach and its components	p. 4-5, 62-64, 68-69, 71-74, 76-79		
	103-3: Evaluation of the management approach	p. 4-5, 62-64, 68-69, 71-74, 76-79		
GRI 401: Employment 2016	401-1: New employee hires and employee turnover	p. 64-67		
	401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	p. 10, 74		
	401-3: Parental leave	p. 75		
GRI 404: Training and Education 2016	404-1: Average hours of training per year per employee	p. 70		
	404-2: Programs for upgrading employee skills and transition assistance programs	p. 71		
GRI 414: Supplier Social Assessment 2016	414-1: New suppliers that were screened using social criteria	p. 10, 25, 27, 43		
	414-2: Negative social impacts in the supply chain and actions taken	p. 27		

Source List

- 1 GRI Standards (2016): GRI 101: Grundlagen, p.21
- 2 PAMIRA – wer verantwortlich handelt macht mit (n.d.): PAMIRA, <https://www.pamira.de/service/startseite.html> [last access: 03.11.2020]
- 3 Business Social Compliance Initiative (BSCI) (n.d.): Siegelklarheit, <https://www.siegelklarheit.de/2-business-social-compliance-initiative-bsci> [last access: 03.11.2020]
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