

ENERGY AND ENVIRONMENT



Electricity	Unit	2023	2024	2025
Total electricity	kWh	8.455.399	8.298.890	8.522.478
Ostfriesische Tee Gesellschaft GmbH & Co. KG	kWh	382.710	372.413	395.374
OnnO Behrends GmbH & Co. KG	kWh	1.513.748	1.540.997	1.535.451
Milford Tea GmbH & Co. KG	kWh	2.759.024	2.983.209	3.072.016
Kräuterhaus Wild GmbH & Co. KG	kWh	2.818.865	3.114.934	3.198.680
OTG Lager- und Frachtkontor GmbH & Co. KG	kWh	981.052	287.337	320.957

Natural gas	Unit	2023	2024	2025
Total natural gas	kWh	3.373.986	3.595.499	3.611.700
Ostfriesische Tee Gesellschaft GmbH & Co. KG	kWh	406.886	321.578	*391001
OnnO Behrends GmbH & Co. KG	kWh	338.873	405.662	575.023
Milford Tea GmbH & Co. KG	kWh	475.038	661.617	741.630
Kräuterhaus Wild GmbH & Co. KG	kWh	318.000	801.456	876.245
OTG Lager- und Frachtkontor GmbH & Co. KG	kWh	1.835.189	1.405.186	1.418.802

*a new building was added in 2025

Proportion of renewable energy	Unit	2023	2024	2025
Electricity generation	Percent	100	100	100
Natural gas generation	Percent	0	0	0

Water consumption	Unit	2023	2024	2025
Total water consumption OTG	m ³	14.804	12.276	9.990
Wastewater	m ³	14.488	12.171	10.549

CO₂-Balance

CO ₂ -Emissions - SCOPE 1 (non-FLAG)	Unit	2023	2024	2025
Direct emissions	t	1.384,74	1.440,83	1.518,96
Total SCOPE 1 (non-FLAG)	t	1.384,74	1.440,83	1.518,96

CO ₂ -Emissions - SCOPE 2 (non-FLAG)	Unit	2023	2024	2025
Indirect emissions	t	244,38	75,68	0,00
Total SCOPE 2 (non-FLAG)	t	244,38	75,68	0,00

CO ₂ -Emissions - SCOPE 3 (FLAG)	Unit	2023	2024	2025
Purchased goods and services	t	87.112,17	87.817,10	85.312,16
Total - SCOPE 3 (FLAG)	t	87.112,17	87.817,10	85.312,16

CO2-Emissions - SCOPE 3 (non-FLAG)	Unit	2023	2024	2025
Purchased goods and services	t	21.727,60	22.319,88	9.536,30
Means of production / capital goods	t	1.066,45	1.187,18	1.773,11
Fuel and energy-related emissions	t	477,25	520,61	503,86
Upstream transport & distribution	t	7.213,53	7.753,30	7.745,52
Waste generation in the company	t	530,40	469,59	408,78
Business trips	t	97,71	261,16	330,49
Employee travel	t	1.331,18	1.591,62	1.373,10
Downstream transport & distribution	t	12.000,25	8.474,73	8.271,42
Further processing of sold intermediate products	t	5,26	4,64	4,14
Disposal of sold products	t	2121,52	2.233,00	2.255,94
Investments in company holdings	t	14.575,71	14.154,82	11.816,39
Total SCOPE 3 (non-FLAG)	t	61.146,86	58.970,53	44.019,05

SCOPE 1 / 2 / 3 (FLAG)	Unit			
FLAG: Proportion of Land Management (LM)	t	68.352,40	67.154,35	68.083,65
FLAG: Proportion of Land Use Change (LUC)	t	18.759,77	20.662,75	19.228,51
Total SCOPE 1 / 2 / 3 (FLAG)	t	87.112,17	87.817,10	87.312,16

SCOPE 1 / 2 / 3 (non-FLAG)	Unit			
Total SCOPE 1 / 2 / 3 (non-FLAG)	t	62.775,98	60.487,04	45.538,01

SCOPE 1 / 2 / 3 (FLAG & non-FLAG)	Unit			
Total - SCOPE 1 / 2 / 3 - Total Emissions (FLAG & non-FLAG)	t	149.888,15	148.486,67	130.850,08

Explanations CO2 balance

FLAG - Forest, Land and Agriculture: covers all emissions and sinks resulting from forestry, land use change and land management

LUC - Land Use Change: refers to the permanent conversion of land from one type of use to another

LM - Land Management: describes the managed use of land without fundamentally changing its type of use

Laurens Spethmann Holding Aktiengesellschaft & Co. KG – parent company of Ostfriesische Tee Gesellschaft GmbH & Co. KG – committed to participating in the Science Based Targets initiative (SBTi) at the beginning of 2024. This participation obliges us to continue publishing our emissions data. In order to ensure consistent reporting, we have adapted the data to be published on our corporate carbon footprint to the SBTi requirements. The tabular structure of our data therefore differs significantly from the tables published in previous years, has become even more detailed and takes into account not only the emissions of Ostfriesische Tee Gesellschaft GmbH & Co. KG, but also those of the other companies belonging to Laurens Spethmann Holding Aktiengesellschaft & Co. KG.

Waste and recyclables	Unit	2023	2024	2025
Residual waste	t	244,91	184,01	181,42
Waste from food production	t	0,39	0,40	0,43
Organic waste	t	1,33	1,37	1,29
Paper and cardboard	t	78,72	73,45	80,13
Plastic waste	t	102,29	110,80	120,77
Construction waste	t	8,02	3,44	0,29
Discarded metal / Scrap	t	0,26	0,06	0,11
Total waste	t	435,92	373,53	384,44

COMPANY MANAGEMENT



LSH – Laurens Spethmann Holding Aktiengesellschaft & Co. KG	Einheit	2023	2024	2025
Composition of the LSH Supervisory Board and Advisory Board	Total number	5	5	5
	Number of women	1	1	1
	Number of men	4	4	4
	Number < 30	0	0	0
	Number 30-50	0	0	0
	Number >50	5	5	5

Composition of the LSH Executive Board	Total number	3	2	2
	Number of women	0	0	0
	Number of men	3	2	2
	Number < 30	0	0	0
	Number 30-50	0	0	0
	Number >50	3	2	2

OTG – Ostfriesische Tee Gesellschaft GmbH & Co. KG	Einheit	2023	2024	2025
Total revenues	Million Euros	291	303	294

Composition of OTG employees at the management level	Unit	2023	2024	2025
Management level	Percent women	18,2	33,3	27,3
	Percent men	81,8	66,7	72,7
Head of department level	Percent women	34,6	40,7	38,5
	Percent men	65,4	59,3	61,5
Specialists	Percent women	0,0	0,0	0,0
	Percent men	100,0	100,0	100,0
Group leader level	Percent women	39,3	39,1	35,0
	Percent men	60,7	60,9	65,0
Technical specialists	Percent women	48,5	48,1	48,3
	Percent men	51,5	51,9	51,7
Management level total	Percent women	38,0	41,4	29,8
	Percent men	62,0	58,6	70,2

OTG Memberships

Bundesverband Materialwirtschaft, Einkauf und Logistik e. V. (BME), Frankfurt am Main
 Deutsche Gesellschaft für Qualität e. V.
 Deutscher Tee & Kräutertee Verband e. V., Hamburg
 Ethical Tea Partnership, London
 Markenverband e. V., Berlin
 Pro Honore e. V.
 Rainforest Alliance
 THIE Tea & Herbal Infusions Europe, Hamburg
 VEA Bundesverband der Energie-Abnehmer e. V., Hannover
 Verband Sozialer Wettbewerb e. V.
 Zentrale zur Bekämpfung unlauteren Wettbewerbs e. V.
 Fairtrade
 Naturland
 Climate Neutral Group
 MLF Mittelständische Lebensmittel Filialbetriebe e.V.
 MMM (Modern Market Methods Association)
 Consumer Goods Forum
 SBTI (Science Based Targets Initiative)

CUSTOMERS AND PRODUCTS



Products	Unit	2023	2024	2025
Tea products produced	Billion teabags	8,44	8,32	8,30

Rainforest Alliance- (formerly UTZ)-certified products with Meßmer	Percentage of certified raw materials in all Meßmer products	72	72	78
--	--	----	----	----

Product complaints	Percent	0,000785	0,000911	0,00000711
--------------------	---------	----------	----------	------------

Proportion of sustainable raw materials*	Einheit	2023	2024	2025
Proportion of sustainable raw materials in green tea/black tea 1)*	Percent	95	95	97
Proportion of sustainable raw materials in herbal/fruit infusion 1)*	Percent	71	71	80
Proportion of sustainable raw materials in rooibos tea 1)*	Percent	100	100	100

1) The raw materials are certified by Rainforest Alliance, Fair for Life (herbal / fruit tea) or Fairtrade.

* For our brands

Expenses for OTG suppliers by origin	Unit	2023	2024	2025
Within Germany	Percent	91	91	91
Outside Germany	Percent	9	9	9

EMPLOYEES



Employees	Unit	2023	2024	2025
Total employees	Total number	884	942	931
	Number of women	418	447	431
	Number of men	466	495	500

Employees by employment type	Unit	2023	2024	2025
Full time	Number of women	261	295	257
	Number of men	438	482	477
Part time	Number of women	157	152	174
	Number of men	28	13	23

Employees by location	Unit	2023	2024	2025
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total Number	325	357	359
	Number of women	188	211	214
	Number of men	137	146	145
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Total Number	175	195	183
	Number of women	82	88	79
	Number of men	93	107	104
Milford Tea GmbH & Co. KG, Lower Saxony	Total Number	152	156	161
	Number of women	66	65	63
	Number of men	86	91	98
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total Number	118	112	112
	Number of women	37	35	33
	Number of men	81	77	79
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Total Number	78	83	77
	Number of women	18	18	15
	Number of men	60	65	62
Schock GmbH, Bavaria & Samcros GmbH, Baden-Württemberg	Total Number	36	39	39
	Number of women	27	30	27
	Number of men	9	9	12

New employments	Unit	2023	2024	2025
Total new employments	Total Number	194	199	138
	Number of women	78	88	55
	Number of men	116	111	83

Up to 30 years old	Unit	2023	2024	2025
Total new employments	Total Number	113	92	67
	Number of women	44	36	24
	Number of men	69	56	43
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Number of women	14	13	10
	Number of men	8	10	9
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Number of women	11	8	2
	Number of men	22	16	12
Milford Tea GmbH & Co. KG, Lower Saxony	Number of women	2	2	1
	Number of men	12	13	9
OnnO Behrends GmbH & Co. KG, Lower Saxony	Number of women	1	4	2
	Number of men	17	6	6
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Number of women	3	1	1
	Number of men	8	7	4
Schock GmbH, Bavaria & Samcros GmbH, Baden-Württemberg	Number of women	13	8	8
	Number of men	2	4	3

30 to 50 years old	Unit	2023	2024	2025
Total new employments	Total number	64	85	58
	Number of women	30	36	26
	Number of men	34	49	32
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Number of women	10	19	10
	Number of men	8	15	8
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Number of women	6	8	10
	Number of men	4	18	7
Milford Tea GmbH & Co. KG, Lower Saxony	Number of women	7	4	4
	Number of men	9	9	10
OnnO Behrends GmbH & Co. KG, Lower Saxony	Number of women	5	1	2
	Number of men	7	4	4
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Number of women	1	1	0
	Number of men	3	2	2
Schock GmbH, Bavaria & Samcros GmbH, Baden-Württemberg	Number of women	1	3	0
	Number of men	3	1	1

Over 50 years old	Unit	2023	2024	2025
Total new employments	Total number	17	22	13
	Number of women	4	16	5
	Number of men	13	6	8
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Number of women	0	4	4
	Number of men	2	2	4
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Number of women	1	9	0
	Number of men	4	0	1
Milford Tea GmbH & Co. KG, Lower Saxony	Number of women	2	2	1
	Number of men	0	1	1
OnnO Behrends GmbH & Co. KG, Lower Saxony	Number of women	1	0	0
	Number of men	6	0	1
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Number of women	0	0	0
	Number of men	1	2	1
Schock GmbH, Bavaria & Samcros GmbH, Baden-Württemberg	Number of women	0	1	0
	Number of men	0	1	0

Fluctuation	Unit	2023	2024	2025
Overall fluctuation	Total number	51	54	56
	Number of women	16	24	28
	Number of men	35	30	28

Up to 30 years old	Unit	2023	2024	2025
Total fluctuation	Total number	22	22	18
	Number of women	6	11	10
	Number of men	16	11	8
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Number of women	1	2	7
	Number of men	3	0	3
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Number of women	1	2	1
	Number of men	5	6	1
Milford Tea GmbH & Co. KG, Lower Saxony	Number of women	1	1	0
	Number of men	4	3	2
OnnO Behrends GmbH & Co. KG, Lower Saxony	Number of women	0	2	1
	Number of men	2	2	1
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Number of women	0	0	0
	Number of men	1	0	0
Schock GmbH, Bavaria & Samcros GmbH, Baden-Württemberg	Number of women	3	4	1
	Number of men	1	0	1

30 to 50 years old	Unit	2023	2024	2025
Total fluctuation	Total number	21	22	29
	Number of women	10	10	13
	Number of men	11	12	16
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Number of women	5	2	4
	Number of men	1	3	7
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Number of women	2	6	5
	Number of men	2	4	4
Milford Tea GmbH & Co. KG, Lower Saxony	Number of women	0	0	1
	Number of men	3	4	2
OnnO Behrends GmbH & Co. KG, Lower Saxony	Number of women	1	0	0
	Number of men	3	0	2
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Number of women	0	0	0
	Number of men	2	0	1
Schock GmbH, Bavaria & Samcros GmbH, Baden-Württemberg	Number of women	2	2	3
	Number of men	0	1	0
Over 50 years old	Unit	2023	2024	2025
Total fluctuation	Total number	8	10	9
	Number of women	0	3	5
	Number of men	8	7	4
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Number of women	0	3	3
	Number of men	2	2	0
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Number of women	0	0	0
	Number of men	2	2	2
Milford Tea GmbH & Co. KG, Lower Saxony	Number of women	0	0	2
	Number of men	1	0	0
OnnO Behrends GmbH & Co. KG, Lower Saxony	Number of women	0	0	0
	Number of men	2	1	2
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Number of women	0	0	0
	Number of men	1	2	0
Schock GmbH, Bavaria & Samcros GmbH, Baden-Württemberg	Number of women	0	0	0
	Number of men	0	0	0

Number of employees who take parental leave	Unit	2023	2024	2025
Total number of employees who take parental leave	Total number	40	40	41
	Number of women	28	29	31
	Number of men	12	11	10
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Number of women	20	20	23
	Number of men	6	3	2
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Number of women	1	2	2
	Number of men	2	2	2
Milford Tea GmbH & Co. KG, Lower Saxony	Number of women	1	2	1
	Number of men	4	4	4
OnnO Behrends GmbH & Co. KG, Lower Saxony	Number of women	2	2	2
	Number of men	0	0	0
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Number of women	0	0	0
	Number of men	0	1	0
Schock GmbH, Bavaria & Samcros GmbH, Baden-Württemberg	Number of women	4	3	3
	Number of men	0	1	2

Number of employees who returned to work after taking parental leave	Unit	2023	2024	2025
Total number of employees who returned to work after taking parental leave	Total number	26	22	26
	Number of women	15	12	16
	Number of men	11	10	10
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Number of women	9	9	11
	Number of men	5	3	2
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Number of women	0	1	0
	Number of men	2	1	2
Milford Tea GmbH & Co. KG, Lower Saxony	Number of women	0	1	1
	Number of men	4	4	4
OnnO Behrends GmbH & Co. KG, Lower Saxony	Number of women	2	0	2
	Number of men	0	0	0
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Number of women	0	0	0
	Number of men	0	1	0
Schock GmbH, Bavaria & Samcros GmbH, Baden-Württemberg	Number of women	4	1	2
	Number of men	0	1	2

Number of employees who returned to work after taking parental leave and are still employed 12 month after returning to work	Unit	2023	2024	2025
Total number of employees who returned to work after taking parental leave and are still employed 12 months after returning to work	Total number	21	24	19
	Number of women	13	13	9
	Number of men	8	11	10
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Number of women	6	8	7
	Number of men	5	5	3
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Number of women	3	0	1
	Number of men	1	2	1
Milford Tea GmbH & Co. KG, Lower Saxony	Number of women	1	0	0
	Number of men	1	4	4
OnnO Behrends GmbH & Co. KG, Lower Saxony	Number of women	0	2	0
	Number of men	0	0	0
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Number of women	1	0	0
	Number of men	1	0	1
Schock GmbH, Bavaria & Samcros GmbH, Baden-Württemberg	Number of women	2	3	1
	Number of men	0	0	1

Employees	Unit	2023	2024	2025
Fluctuation rate	Percent	6,11	5,37	6,02
Work-related Injury / Accident	Number	0	20*	26**
Fatality / Occupational Fatality	Number	0	0	0

*In 2024, only OBN and MFT will be recorded

**From 2025: recording of all plants and warehouses

Employees subject to collective agreements	Percent	45,7	57,01	19,55
Complaints concerning labour practices that are reported to our ombudswoman or placed in our opinions box	Number	0	0	0
Discrimination incidents	Number	0	0	0
Number of confirmed cases of corruption	Number	0	0	0
Number of confirmed information security incidents	Number	0	0	0

Percentage of the workforce represented by a formal employee and management occupational safety committee in each location	Unit	2023	2024	2025
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number	325	357	359
	Number of employees with occupational safety representation	325	357	359
	% of employees with occupational safety representation	100	100	100
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Total number	175	195	183
	Number of employees with occupational safety representation	175	195	183
	% of employees with occupational safety representation	100	100	100
Milford Tea GmbH & Co. KG, Lower Saxony	Total number	152	156	161
	Number of employees with occupational safety representation	152	156	161
	% of employees with occupational safety representation	100	100	100
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number	118	112	112
	Number of employees with occupational safety representation	118	112	112
	% of employees with occupational safety representation	100	100	10
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Total number	78	83	77
	Number of employees with occupational safety representation	78	83	77
	% of employees with occupational safety representation	100	100	100
Schock GmbH, Bavaria & Samcros GmbH, Baden-Württemberg	Total number	36	39	39
	Number of employees with occupational safety representation	36	39	39
	% of employees with occupational safety representation	100	100	100

Employees represented by a works council by employment location	Unit	2023	2024	2025
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number	325	357	359
	Number of employees represented by a works council	38	37	39
	% of employees represented by a works council	11,7	10,4	10,9
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Total number	175	195	183
	Number of employees represented by a works council	174	183	183
	% of employees represented by a works council	99,4	93,8	100
Milford Tea GmbH & Co. KG, Lower Saxony	Total number	152	156	161
	Number of employees represented by a works council	149	153	157
	% of employees represented by a works council	98,0	98,1	97,5
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number	118	112	112
	Number of employees represented by a works council	99	112	111
	% of employees represented by a works council	83,9	100,0	99,1
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Total number	78	83	77
	Number of employees represented by a works council	40	42	42
	% of employees represented by a works council	51,3	50,6	54,5
Schock GmbH, Bavaria & Samcros GmbH, Baden-Württemberg	Total number	36	39	39
	Number of employees represented by a works council	0	0	0
	% of employees represented by a works council	0	0	0

Employees with staff appraisals by employment location	Unit	2023	2024	2025
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number	325	357	359
	Number of employees in staff appraisals	305	299	336
	% of employees in staff appraisals	93,8	83,8	93,6
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Total number	175	195	183
	Number of employees in staff appraisals	16	18	20
	% of employees in staff appraisals	9,1	9,2	10,9
Milford Tea GmbH & Co. KG, Lower Saxony	Total number	152	156	161
	Number of employees in staff appraisals	21	20	21
	% of employees in staff appraisals	13,8	12,8	13,0
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number	118	112	112
	Number of employees in staff appraisals	16	20	21
	% of employees in staff appraisals	13,6	17,9	18,8
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Total number	78	83	77
	Number of employees in staff appraisals	20	22	21
	% of employees in staff appraisals	25,6	26,5	27,3
Schock GmbH, Bavaria & Samcros GmbH, Baden-Württemberg	Total number	36	39	39
	Number of employees in staff appraisals	31	39	33
	% of employees in staff appraisals	86,1	100	84,6

Employees with work accidents with downtime by employment location	Unit	2023	2024	2025
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number	325	357	359
	Number of work accidents with downtime	0	4	1
	% of work accidents with downtime	0	1,1	0,3
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Total number	175	195	183
	Number of work accidents with downtime	9	13	16
	% of work accidents with downtime	5,1	6,7	8,7
Milford Tea GmbH & Co. KG, Lower Saxony	Total number	152	156	161
	Number of work accidents with downtime	13	20	9
	% of work accidents with downtime	8,6	12,8	5,6
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number	118	112	112
	Number of work accidents with downtime	4	9	9
	% of work accidents with downtime	3,4	8,0	8,0
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Total number	78	83	77
	Number of work accidents with downtime	3	4	4
	% of work accidents with downtime	3,8	4,8	5,2
Schock GmbH, Bavaria & Samcros GmbH, Baden-Württemberg	Total number	36	39	39
	Number of work accidents with downtime	0	0	0
	% of work accidents with downtime	0	0	0

Employees in minority groups / in need of protection by employment location	Unit	2023	2024	2025
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number	325	357	359
	Number of employees in minority groups	30	26	36
	% of employees in minority groups	9,2	7,3	10,0
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Total number	175	195	183
	Number of employees in minority groups	15	14	18
	% of employees in minority groups	8,6	2,0	9,8
Milford Tea GmbH & Co. KG, Lower Saxony	Total number	152	156	161
	Number of employees in minority groups	9	13	7
	% of employees in minority groups	5,9	8,3	4,3
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number	118	112	112
	Number of employees in minority groups	13	8	13
	% of employees in minority groups	11,0	7,1	11,6
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Total number	78	83	77
	Number of employees in minority groups	8	16	9
	% of employees in minority groups	10,3	19,3	11,7
Schock GmbH, Bavaria & Samcros GmbH, Baden-Württemberg	Total number	36	39	39
	Number of employees in minority groups	5	4	3
	% of employees in minority groups	13,9	10,3	7,7

Managers in minority groups / in need of protection by employment location	Unit	2023	2024	2025
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number	325	357	359
	Number of managers in minority groups	8	5	3
	% of managers in minority groups	2,5	1,4	0,8
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Total number	175	195	183
	Number of managers in minority groups	0	0	0
	% of managers in minority groups	0	0	0
Milford Tea GmbH & Co. KG, Lower Saxony	Total number	152	156	161
	Number of managers in minority groups	0	0	0
	% of managers in minority groups	0	0	0
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number	118	112	112
	Number of managers in minority groups	0	0	0
	% of managers in minority groups	0	0	0
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Total number	78	83	77
	Number of managers in minority groups	0	0	0
	% of managers in minority groups	0	0	0
Schock GmbH, Bavaria & Samcros GmbH, Baden-Württemberg	Total number	36	39	39
	Number of managers in minority groups	0	0	0
	% of managers in minority groups	0	0	0

Women employed by location	Unit	2023	2024	2025
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number	325	357	359
	Number of women	188	211	214
	% Women	57,8	59,0	59,6
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Total number	175	195	183
	Number of women	82	88	79
	% Women	46,9	45,0	43,2
Milford Tea GmbH & Co. KG, Lower Saxony	Total number	152	156	161
	Number of women	66	65	63
	% Women	43,4	42,0	39,1
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number	118	112	112
	Number of women	37	35	33
	% Women	31,4	31,0	29,5
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Total number	78	83	77
	Number of women	18	18	15
	% Women	23,1	22,0	19,5
Schock GmbH, Bavaria & Samcros GmbH, Baden-Württemberg	Total number	36	39	39
	Number of women	27	30	27
	% Women	75,0	77,0	69,2

Women in management positions by employment location	Unit	2023	2024	2025
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number	325	357	359
	Number of women in management positions	19	23	29
	% of women in management positions	5,8	6,0	8,1
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Total number	175	195	183
	Number of women in management positions	1	1	1
	% of women in management positions	0,6	1,0	0,5
Milford Tea GmbH & Co. KG, Lower Saxony	Total number	152	156	161
	Number of women in management positions	4	2	3
	% of women in management positions	2,6	1,0	1,9
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number	118	112	112
	Number of women in management positions	2	1	3
	% of women in management positions	1,7	1,0	2,7
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Total number	78	83	77
	Number of women in management positions	1	1	0
	% of women in management positions	1,3	1,0	0
Schock GmbH, Bavaria & Samcros GmbH, Baden-Württemberg	Total number	36	39	39
	Number of women in management positions	0	4	0
	% of women in management positions	0	2,0	0

Temporary / Permanent employment	Unit	2023	2024	2025
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number	325	357	359
	Temporary	29	38	35
	Permanent	296	319	324
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Total number	175	195	183
	Temporary	45	51	36
	Permanent	130	144	147
Milford Tea GmbH & Co. KG, Lower Saxony	Total number	152	156	161
	Temporary	26	28	27
	Permanent	126	18	134
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number	118	112	112
	Temporary	39	29	24
	Permanent	79	83	88
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Total number	78	83	77
	Temporary	17	23	16
	Permanent	61	28	61
Schock GmbH, Bavaria & Samcros GmbH, Baden-Württemberg	Total number	36	39	39
	Temporary	5	4	4
	Permanent	31	36	35

Offers for staff

A selection of our training courses	# Regular training sessions on the use of IT systems # Seminars on methodology, skills and leadership, tailored to specific needs and requirements # Language courses # Training in conducting performance reviews # Training on data protection, competition law and work techniques # Training for training supervisors
Transitional support programmes to alleviate long-term unemployment and address career transition	# Provision of a social worker to assist with bureaucratic and medical procedures and to support the client through the process of applying for a disability pension # Advice for employees approaching retirement from our HR department
Further benefits for our staff	# Valuenet # Employee Referral Scheme # Online Academy # Discounted lunches in the company canteen (with a focus on regional produce) # Paid summer and Christmas parties # 13.5 months' salary or holiday and Christmas bonuses # Long-service awards # Free quarterly eye tests with our company doctor # Free weekly yoga sessions # Self-management training # Monthly workplace inspections with our external health and safety officer # Monthly health and safety training sessions # Vaccinations (flu, specific vaccinations, etc.) provided by our company doctor # "Occupational safety team/committee meets four times a year with the company doctor, safety officers, fire safety officers and the internal team" # RECUP / REBOWL system in the canteen # More first aiders than required by law # All buildings are equipped with defibrillators (not a legal requirement)