

We envision
MORE
for tomorrow

**Sustainability
Progress Report
2020-2022**





Sustainability Progress Report

2020-2022



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Two fresh green tea leaves are positioned at the top of the page, partially overlapping the dark green background. The leaves are vibrant and show clear vein patterns.

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COMPANY MANAGEMENT

FROM THE LEAF TO YOUR CUP – OUR COMMITMENT TO A SUSTAINABLE TEA TRADE

For us as a family-run company, responsibility is not something determined by short-term trends. We see responsibility with the same values that have always guided our actions and decisions – accountability, foresight and humanity. And these are the same values we use to measure our aspirations and objectives with regard to sustainability. So we take a balanced view of any opportunities and

challenges we see. That's why we want to further encourage responsible activity throughout the tea market – and especially why we encourage effective change, above all, at the beginning of the supply chain and for the benefit of the people who grow our tea. By working in powerful partnerships together with others we are able to achieve more through our commitment than we could on our own.





success. Our aspiration is to offer them a good work environment that is also full of opportunities.

We have written this report to provide clear information about our progress as well as our challenges. To do this, we are following the internationally recognised standards of the Global Reporting Initiative (GRI). With everything that still lies ahead of us, we will concentrate our actions on opportunities that contribute towards a sustainably better future. That's how we envision more in tomorrow.

Your
Lars Wagener

A handwritten signature in black ink that reads "Lars Wagener".

Our cross-disciplinary sustainability council checks whether we are achieving our targets



Dear tea lovers, dear partners and dear employees,

To promote sustainability consistently and, above all, effectively, we need to see things in a way that take account of everything and gives us a clear view of how it all works together. That is why we have embedded sustainability firmly in our corporate strategy and throughout our entire value creation chain - from our origins in the countries where tea is grown, through our production and logistics processes, right through to the finished product that tea lovers enjoy all over the world. Our cross-disciplinary company sustainability council regularly checks whether we are reaching the targets set in each of these areas. This council also contributes to establishing ever more sustainable thinking across the entire company.

We are already well on the way in this respect. The proportion of sustainable raw ingredients in our brands is currently 90% for black teas and green teas. This brings us ever closer to our

target of 100%. The availability of sustainable ingredients for herbal teas and fruit teas is more difficult, however, but we are working towards further increasing our current level of over 70%. We have also set ourselves a number of goals with respect to climate protection and we have now established a clear route towards net zero through a scientifically-based definition of climate objectives. After already having achieved great strides in the past, this sets out how much more we need to reduce our own emissions by 2032. We are also working on appropriate targets for the emissions in our supply chain. Beyond that, we also want to play our part in the transformation towards a thoroughly responsible tea industry - a part that is commensurate with our market position. A key focus for us is on cultivation where, together with some powerful partners, we are committed above all to constantly improving the living conditions and working conditions of the people here. But we are also looking inwards. Particularly towards the needs of our employees who contribute so much to our

FIVE FIELDS OF ACTION FOR OUR SHARED VISION

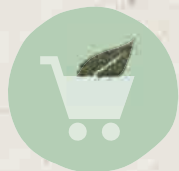
We want to be active where we can be most effective. So we have clearly defined five fields of action to give our sustainability commitment structure and direction. This way sets out all our

targets and responsibilities to help us work, step by step, towards our final objective of a thoroughly sustainable tea trade.

ABOUT US

The Ostfriesische Tee Gesellschaft (OTG) is part of the Laurens Spethmann Holding AG & Co. KG (LSH) holding company. This independent company operates all over Europe and has been family-run for four generations, combining its areas of business under the maxim 'healthy enjoyment for a

healthy life'. In addition to its core tea business, the company's portfolio of subsidiaries and investments includes muesli bars, cereals, nuts, dried fruit, seeds and sustainable packaging. With over 1,600 employees, the LSH generates sales of around 750 million Euros.



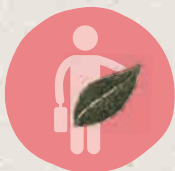
Customers and Products



Supply Chain



Energy and Environment



Employees



Society



Ostfriesische Tee Gesellschaft GmbH & Co. KG

BRANDS



SALES

Ostfriesische Tee Gesellschaft GmbH & Co. KG*
Seevetal, Germany

Milford Tee Austria Gesellschaft m. b. H.
Wien, Austria

PAGÈS SAS
Le Puy-en-Velay, France

PRODUCTION

KRÄUTERHAUS WILD GmbH & Co. KG*
Grettstadt, Germany

Milford Tea GmbH & Co. KG*
Buchholz i. d. N., Germany

Onno Behrends GmbH & Co. KG*
Norden, Germany

PAGÈS SAS
Le Puy-en-Velay, France

LOGISTICS

OTG Lager- und Frachtkontor GmbH & Co. KG*
Lager Nord - Buchholz i. d. N., Deutschland · Lager Süd - Grettstadt, Germany

OTG Zukunft durch Ausbildung GmbH*, Buchholz, Germany

* This report is based on the German organisational units of the company tea division.

Our wide-ranging VALUE CREATION CHAIN

The supply chain for tea is complex, because tea is not simply tea – and the more than 200 different raw materials that we use come from over 90 countries. The methods of cultivation and local conditions also vary a lot for the three segments – of black tea, green tea, rooibos (redbush) tea and the fruit and herbal infusions.

We obtain our black teas, green teas and rooibos teas largely through intermediaries. Yet we still have a direct link to the countries where the tea is produced and we regularly audit our suppliers' plantations. We buy our herbal and fruit infusions

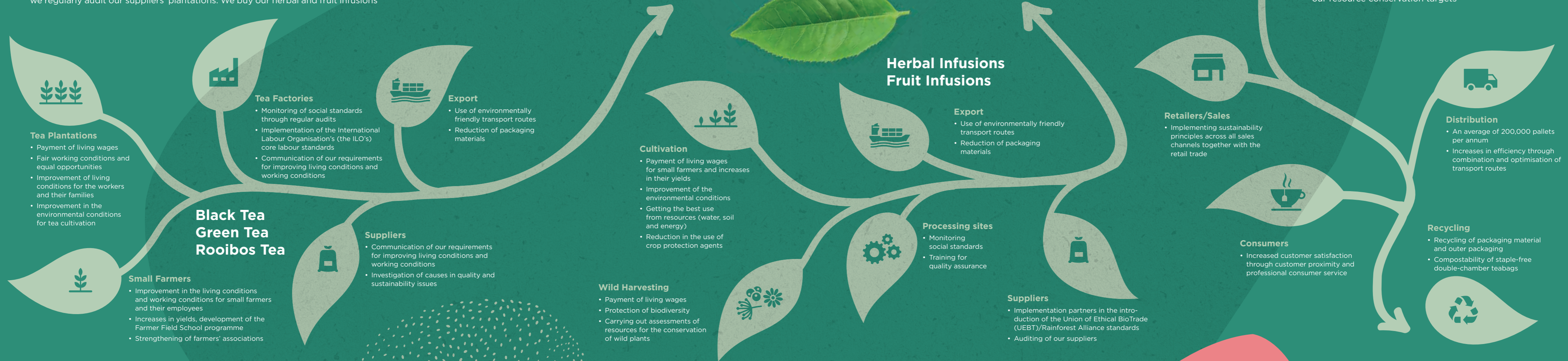
from our suppliers in Germany. We see our responsibility across all stages of our value creation chain and respond to the many different challenges together with our partners. We cooperate with the Ethical Tea Partnership (ETP), Rainforest Alliance and Fairtrade in the countries where black teas and green teas are produced. In the countries where Rooibos, herbal and fruit infusions are produced, Rainforest Alliance certifications provide us with proof of sustainably produced raw materials.



Ostfriesische Tee Gesellschaft



- Sales and Customer Service
- Implementation of our strict quality standards for purchasing raw materials
- Composition and mixing our formulations
- Packaging in the tea factories to take account of our resource conservation targets



Tea Plantations

- Payment of living wages
- Fair working conditions and equal opportunities
- Improvement of living conditions for the workers and their families
- Improvement in the environmental conditions for tea cultivation

Tea Factories

- Monitoring of social standards through regular audits
- Implementation of the International Labour Organisation's (the ILO's) core labour standards
- Communication of our requirements for improving living conditions and working conditions

Export

- Use of environmentally friendly transport routes
- Reduction of packaging materials

Black Tea Green Tea Rooibos Tea

Small Farmers

- Improvement in the living conditions and working conditions for small farmers and their employees
- Increases in yields, development of the Farmer Field School programme
- Strengthening of farmers' associations

Suppliers

- Communication of our requirements for improving living conditions and working conditions
- Investigation of causes in quality and sustainability issues

Cultivation

- Payment of living wages for small farmers and increases in their yields
- Improvement of the environmental conditions
- Getting the best use from resources (water, soil and energy)
- Reduction in the use of crop protection agents

Wild Harvesting

- Payment of living wages
- Protection of biodiversity
- Carrying out assessments of resources for the conservation of wild plants

Herbal Infusions Fruit Infusions

Export

- Use of environmentally friendly transport routes
- Reduction of packaging materials

Processing sites

- Monitoring social standards
- Training for quality assurance

Suppliers

- Implementation partners in the introduction of the Union of Ethical BioTrade (UEBT)/Rainforest Alliance standards
- Auditing of our suppliers

Retailers/Sales

- Implementing sustainability principles across all sales channels together with the retail trade

Consumers

- Increased customer satisfaction through customer proximity and professional consumer service

Distribution

- An average of 200,000 pallets per annum
- Increases in efficiency through combination and optimisation of transport routes

Recycling

- Recycling of packaging material and outer packaging
- Compostability of staple-free double-chamber teabags



CUSTOMERS AND PRODUCTS



FOR FEEL-GOOD TEA ENJOYMENT

We start taking on responsibility where we have the greatest influence – in the production of our teas. We attach particular importance to safety, quality and sustainability here, using our resources efficiently and only choosing the best raw materials to process with care. That's what our customers and

consumers expect from us – and that's what we stand for. We consider each product in its entirety – from responsible procurement and strict certification standards to environmentally friendly packaging. That way we play our part in ensuring that tea lovers can enjoy each cup with a clear conscience.

SETTING A GOOD EXAMPLE: OUR MEßMER BRAND



Our understanding of sustainability is firmly embedded in the Meßmer brand strategy. It is the first large German tea brand with a considerable part of its range already made from sustainable raw materials. This in turn takes responsibility for people and nature. We work closely with our producers and suppliers and we are deeply committed to the welfare of the people at the source of our products. It is our objective to use our position as trailblazers in the market to generate genuine change. You can read about our commitment to the sources of our products in the 'Supply Chain' section, starting on page 15.



SUSTAINABLE RAW MATERIALS ON THE WAY TO 100%

The sourcing of sustainable raw materials was defined as a central part of our sustainability strategy as far back as 2010 – and we have made great progress since then. The proportion of green and black teas was 90% in 2022 and has further increased by several percentage points since the last reporting period. With our herbal and fruit infusions we are currently at a little over 70%. We want to have reached 100% for our whole product range by 2030. And, with our rooibos teas, we have consistently met this target since 2012.

The challenges here are above all on our supply side, which cannot always keep up with currently increasing demand. In addition to this, some of the certification processes for individual

raw materials are not yet sufficiently developed. Our tea brands also distinguish themselves through their variety of types and flavours, which is also reflected in our complex range of raw materials. As well as black teas and green teas, we also put herbal and fruit infusions together from over 200 plant-based ingredients. Finally, rooibos tea is the third area that we supply. The cultivation conditions vary considerably in all three areas, just like the availability of certified sustainable raw materials.

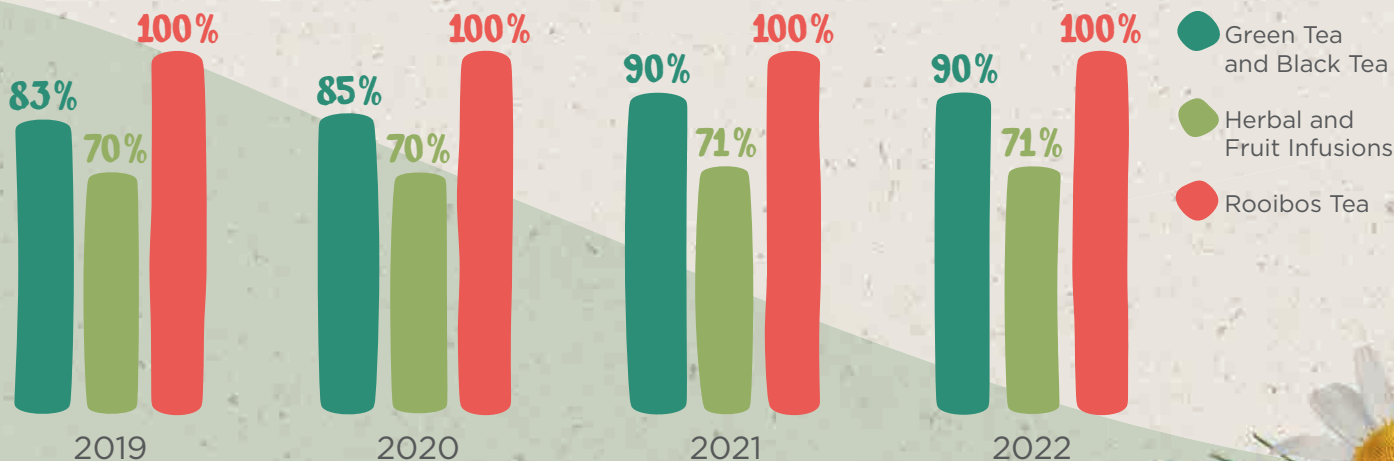
Germany and Europe are relatively small markets for the consumption of black teas and green teas. So, seen from a global position, even we consume a relatively limited amount of such teas. Around 690,000 tonnes of

tea per annum are produced in Assam alone, around 20% of which is exported. The quantity that we buy, at an average of 116 tonnes a year, constitutes less than 0.05% of this export volume. This number shows clearly how limited our options are for exerting an influence on the tea market. Nevertheless we are determined to drive forward responsible practices across the whole world of tea production. To do this, we rely on cooperation with established and independent partner organisations such as the Ethical Tea Partnership (ETP) and UNICEF to combine our strengths.

The herbal and fruit infusions sector has totally different challenges to those of black teas and green teas. The raw materials do not come exclusively from

regulated cultivation, but also from wild harvesting. We aspire to greater clarity here – together with partner organisations and suppliers – through the standards of the Union for Ethical BioTrade (UEBT), which we were involved in developing in 2015. Today the UEBT developments have become part of the shared UEBT and Rainforest Alliance programme and entitle companies who meet their standards to carry the Rainforest Alliance seal. With rooibos tea it's much easier. It is cultivated exclusively in South Africa by a limited number of producers, so we can reliably buy good, sustainable raw materials from there.

Proportion of sustainable raw materials



From an initial 10% to 70% today across the entire Meßmer range

CERTIFIED BY WELL-KNOWN PARTNER ORGANISATIONS

We rely on established certifications and standards to ensure that our raw materials are responsibly produced. So our key partners are Rainforest Alliance and Fairtrade. This cooperation has enabled us to continuously increase our share of sustainable raw materials. The Rainforest Alliance is committed to social and economic sustainability, nature conservation and improvement in the farmers' lives. This label fits in very well with our products as it covers herbal and fruit ingredients as well as tea. Fairtrade on the other hand brings consumers, companies and producers together and promotes better prices for small farmers as well as decent work conditions on the plantations. The Fairtrade seal exclusively identifies products that meet the social, environmental and economic Fairtrade standards.



www.rainforest-alliance.org



www.info.fairtrade.net/sourcing



DOING GOOD WITH THE SPECIAL 'WOMEN FOR WOMEN' PRODUCT RELEASE

Together with the independent World Vision children's aid organisation, we brought our special 'Women for Women' product release onto the market in 2021. The objective of the project was to support women and girls in Tanzania to feed themselves and their families more healthily and contribute to better living conditions this way. To do this they were taught about locally available and particularly nutritious food and they also received support in setting up health and food clubs where, with the help of local experts, they could exchange views on important issues.



NEW ORGANIC ENJOYMENT FROM THE MEßMER SHELF

The Meßmer organic range, which was brought onto the market in 2021, consists of 100% natural ingredients. Additionally, a large part of this range is certified by our Rainforest Alliance partner organisation. These new teas come in seven fruity or herby flavours - from Sweet Lemon and Elderflower with Mint to Raspberry with Lavender. The range is rounded off with five traditional teas including Earl Grey, Green Tea, Camomile, Mint and Fennel - ensuring a broad organic range and mindful enjoyment.

IN DIALOGUE ON GREATER SUSTAINABILITY

As a leading provider of private label brands in Europe, we are also actively committed to greater sustainability in this area and we bring our aspirations as well as our know-how into dialogue with our customers. Only together can we achieve a high degree of change. As a result, we have been able to increase the proportion of sustainable formulations used by our retail customers to 50% today. We do everything to do justice to growing demand, where the flawless quality of our raw materials always remains our most important criterion. In the medium term, above all the availability of sustainable tea, herbs and fruits that meet our organic standards must be further developed.



SUSTAINABLE FROM THE OUTSIDE, TOO

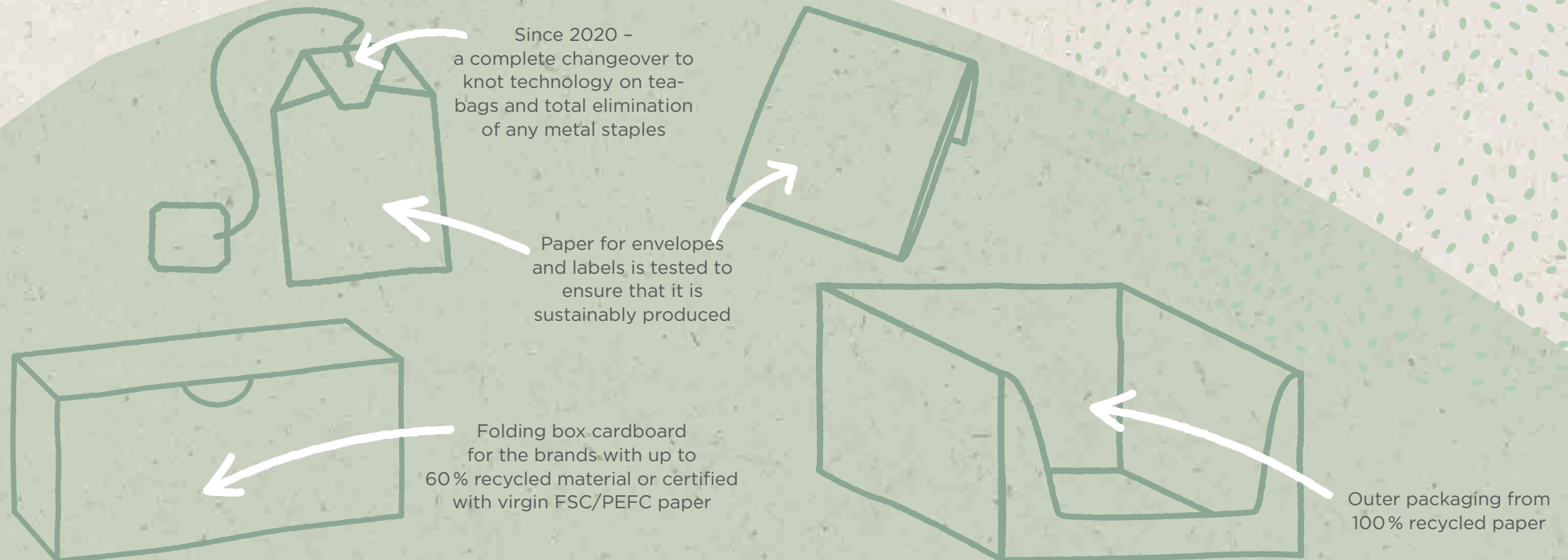
Our packaging performs an important task. It maintains the quality of our teas and protects them from outside influences. We take our responsibility seriously here, too, and want to further reduce our environmental footprint. And that, although we already use a high proportion of renewable raw materials and recyclable packaging today. Among our successes to date are the changeover from nylon to the renewable PLA (polyactide or also polyactic acids, which are biocompatible and biologically degradable) – all remaining

filter papers will be FSC certified in future – along with a greater share of recycled paper in our folding boxes. Just by producing a large proportion of them with a brown instead of a white inside we will in future be replacing a good 350 tonnes of virgin paper with recycled material. With our corrugated cardboard trays, which are used above all for transport to the shops, we are also steadily reducing the proportion of white and printed surfaces. Consequently fewer chemicals and paints are required in the production process –

which saves on resources and makes for easier recycling. Another positive example is with our large Meßmer and OnnO Behrends teabags for loose tea. Since we switched from a composite material to pure polypropylene in this reporting period, they have become very easy to recycle.

We also combine packaging flows to reduce CO₂ emissions in the supply chain. By 2025 we are planning further improvement measures, such as determining a specific carbon footprint

for each form of packaging. Of course we take challenges such as the limited availability of certain materials into account as well as the strict rules for the use of recycled materials in food packaging. Yet we are sure that, with the help of our internal packaging development department, we can still find good solutions.



THE BEST QUALITY FOR SAFE ENJOYMENT

We stand for the best quality in tea enjoyment – a promise that we keep afresh with each cup. To ensure that our customers and consumers can rely on this, we pay particular attention to product safety – from cultivation to your shelf. Our comprehensive OptiPro quality assurance system guarantees this. We invest in its further development every year so we can do justice to any current and future statutory requirements. After all, the EU regulations and the German provisions for food, tea and similar products are among the most demanding in the world.

OptiPro covers all essential aspects in a multiple-stage process: from ensuring the identity of the raw materials with the aid of extensive tests, analysis of ingredients and packaging materials for possible residues and contaminants to careful sterilisation of sensitive plant parts and minimisation of weeds. We have also extended our audits in the cultivation areas and take a close look on site.

We have trust in our processes and, for this reason, we also feel good about our ambitions. We want to keep our level of complaints at not more than six per million purchased units – and we have achieved that in most years since 2010. Dialogue with our customers and their feedback on our products and packaging also helps us to continually improve. And if we ever do not fulfil our requirements, we answer and process each complaint within 48 hours.



THOROUGHLY EFFECTIVE

The core OptiPro elements

OptiPro – We have installed the extensive, risk-oriented, forward-looking OptiPro quality assurance system for the long-term safeguarding of our quality and image. It combines all important aspects for outstanding quality, greatest product safety and a constant, solution-focused proactive approach. After all, no-one can exclude any residual risks in our rapidly changing environment.

OptiProd to ensure our identity

OptiCheck to ensure compliance with standards for residues and contaminants as well as intensive analysis into root causes

OptiSafe to ensure quality on a microbiological level

OptiMex to ensure freedom from pests and vermin

OptiCrop to ensure the availability of raw materials while minimising the deployment of plant protection products

OptiSelect to ensure the availability of raw materials and minimise any residual weeds

OptiGuide to ensure compliance with statutory requirements





SUPPLY CHAIN

TRUE COMMITMENT BEGINS AT THE SOURCE

As can be seen on pages 5 and 6, our supply chains are complex and often vary extensively depending on the types of tea and each of their ingredients. We need around 200 plant-based ingredients from a good 90 countries for our products – and we procure our raw materials effectively from all over the world. For us this means that, if we want to make a difference, we already have to be active at the very source. We want to continue promoting environmental and social sustainability in the tea-growing areas and generate

positive change for the people who live and work there. We achieve this above all through long-term, trusted partnerships with growers and suppliers in the tea-growing areas. We choose our partners on the basis of strict criteria and we regularly audit them. We also drive this progress forward by supporting them in further developing their standards. And, as we know that we achieve more together, we also work together with other communities in the global tea business who share our values and objectives.



200 vegetable ingredients from over 90 countries

HUMAN RIGHTS – NOT NEGOTIABLE FOR US

We know a considerable number of the countries from where we source the ingredients for our teas are facing major challenges when it comes to ensuring that human rights are respected at all times and for all people. This makes it all the more important that we contribute our part towards improving the situation – so our declaration of principle on observation of human rights presents the framework for our actions. To take full responsibility for this, we need to take a close look at our value creation chain with all its risks. The analysis from the Ethical Tea Partnership (see

page 17) helps us here, as it does not just present the situation in each cultivation country, it also presents various strategies for managing the challenges locally. Our partners for raw ingredients and packaging materials have also committed themselves to observing our code of conduct for suppliers. Among other things, this is aligned with the core standards of the International Labour Organisation (ILO) and includes principles such as the prohibition of child labour, forced labour and discrimination while promoting the right to collective bargaining.

OUR RECIPE FOR SUCCESS – POWERFUL PARTNERSHIPS

We do not operate any tea gardens of our own. We source our green tea and black tea largely through intermediaries. But we still have a direct link to the countries where the tea is produced. To be quite certain that our social and environmental standards are adhered to from the outset, we set our local growers clear guidelines and regularly check whether they are complied with ourselves on site. We have further extended our already high level of certified raw materials over the last few years. See more about this on page 9.

Yet, truth be told, we are a relatively small player in the world market. So the best way to realise our high environmental and social demands is by using the power of many. We do this as part of the Ethical Tea Partnership (ETP), which we joined over ten years ago and where we are involved in its management board. Together with the other members, we want above all to create better living and working conditions in the growing regions and – while climate change can be felt in many areas – we want to limit its negative impacts as far as possible. We do realise, however, that changes that are necessary for this are often linked to social and political developments.



www.ethicalteapartnership.org

The Ethical Tea Partnership is the only international, non-profit organisation concerned with establishing social and environmental standards in tea production. With more than 50 members – mainly producers and retailers – working alongside NGOs, governments and unions, it is there to establish clarity and support growers through targeted training programmes. With its regional structures and powerful networks, the ETP is able to act directly on the spot and ensure that its support arrives where it is most urgently required.

Our most important objective is to achieve better living conditions and working conditions for the people who live in our tea-growing regions



FOR BETTER CONDITIONS IN ASSAM

Assam in northern India is the largest interconnected tea growing area in the world, and many of our teas also come from there. A majority of the people in this region live from their work in the tea garden. So, along with the ETP and UNICEF, we committed ourselves to improving living and working conditions there as far back as 2014. In the first stage of the project it was mainly about supporting and empowering girls and young women - where still almost half of them are married off before their 18th birthday and secondary school is by no means open to all of them. The whole community got involved with this, in that the families were made aware of the dangers of human trafficking and insecure migra-

tion. Important successes could also be achieved through direct dialogue with the government.

The project was extended in the next stage and it currently covers more than a quarter of all plantations in Assam. An inclusive approach to improving the living conditions of all the people working there and their families is a central pillar of this project - and this includes such important aspects as health, nutrition and education. Such commitment is to be carried forward in the future, too. As we want to - and we must - do even more, so that women and children above all have better opportunities.



Improving Lives: ETP/Abbie Trayler-Smith/Panos

NEW WELLS IN ZIMBABWE

In 2020 we started a project in Zimbabwe together with Organic Africa, our long-term partner organisation, to improve the living conditions of small farmers through safe access to drinking water. The construction of several wells has not just shortened the necessary routes to water holes; it has also enabled improvements in other areas to be achieved. Previously people became ill through contaminated drinking water. As a rule, the women from the village communities are responsible for the water. They are made aware of drinking water hygiene through training programmes. This way, the project also has a positive effect beyond water supply – to aspects such as health and women's workloads. In

Mbire, one of the driest regions in the country, we were able to drill a further ten wells in the reporting period of this publication, so that, compared with the first phase of the project, 3,000 more families now benefit from clean water.



We have been able to drill ten more wells and a total of 8,000 families now have the benefit of clean drinking water



PROJECTS IN MALAWI AND RWANDA

Another project that we have brought to life in cooperation with the ETP is concerned with plantation workers and self-employed small farmers in Malawi. Its objective is to contribute to the development of a competitive tea industry while generating more reliable and varied sources of income for the people there. To do this, we at OTG pay a premium for the raw materials we buy.

As well as supporting their income, we give the people knowledge about sustainable and successful tea cultivation as well as the cultivation of other crops. 200 Farmer Field Schools have been set up there to date, where over 6,000 small farmers have been trained. Since 2016 we have also developed savings plans for almost 5,000 farm workers, more than three quarters of

whom are women. These farm workers have been able to significantly improve their economic opportunities with easily accessible credit.

We also set up Farmer Field Schools for a similar project in Rwanda in 2018. Around 1,500 farm workers – a third of them women – were given valuable knowledge there in a total of 47 facil-

ities. The positive effects cannot be missed, with 92% of recent graduates from the school indicating that they have seen an increase in their profits over the previous year. Currently we are working towards reaching an additional 4,500 people and supporting them to increase their income. The project will still run until the end of 2023.



200 Farmer Field Schools set up – over 6,000 small farmers trained





ENERGY AND ENVIRONMENT



WE WANT TO BE PART OF THE SOLUTION

Protecting the climate is a task that we all need to tackle together. As we want to play our part here, we have firmly embedded this issue in our sustainability strategy. And we did not just begin this yesterday. For many years now, we have been realising large and small measures that make a difference. We have also been regularly calculating our Corporate Carbon Footprint since back in 2010. This measures our emissions, assesses the advances we have

made and also shows us where and how we can become even better. We use this as a basis for setting our short-term and medium-term objectives and deriving the steps we need to take to achieve them. The focus here is on being as efficient as we can with our energy deployment, avoiding waste and using all our available resources as consciously and economically as possible.

OUR ROUTE TO CLIMATE NEUTRALITY



Here's the good news first. Many of our production processes are really simple so, compared with those of other companies, they need relatively little energy. While this gives us a good starting position, it doesn't mean that we have nothing more to do. We put a lot of effort into maintaining and building on the progress we have already made. With a view to the future, we have set ourselves a clear route towards climate neutrality based on the scientifically-based definition of climate

targets and we follow the principles of the Science Based Targets initiative (SBTi). We also want to save a further 900 tonnes of CO₂ by 2032. To do this we intend to reduce our emissions in scopes 1 and 2 by an annual average of 4.2%. For scope 3, that includes the emissions along our whole supply chain and – just as with many other companies – constitutes a large part of our carbon footprint, we are currently in the planning stage.

PLENTY ACHIEVED ALREADY – AND OUR CARBON FOOTPRINT CONTINUES TO SHRINK

In 2022 we emitted 62,248 tonnes of CO₂ across all three scopes. If you look at the development over the last few years, there has been a considerable increase in 2020 when compared with 2021. The explanation for this is simple. At the time we adjusted the basis for calculating the scope 3 emissions and, since then, we have included other key elements in our value creation chain as well as all externally commissioned transport operations. Packaging and raw materials alone – with 29,782 tonnes and 22,422 tonnes respectively – are responsible for virtually 84% of our carbon footprint. This upgrade provides a significantly better and more realistic basis for the data we collect. It also helps us recognise and tackle any emission hotspots and, consequently, any potential savings.

As a result, various savings measures reduced the direct scope 1 emissions from sources such as heating oil or natural gas by 7% from 2021 to 2022. Our scope 2 emissions that include additionally purchased energy has remained consistently low for many years, as all our German locations have been supplied with up to 100% green energy since 2015. We are also on the right track overall. As, with a variety of measures, which we will be describing

in the next few pages, we have been able to reduce our total emissions (scope 1 to 3) by 13,397 tonnes – that's around 18% – compared with 2021.

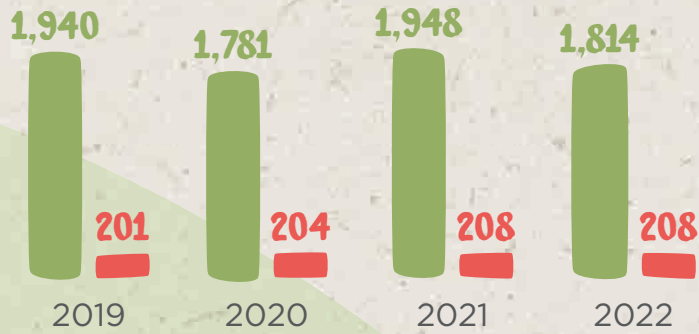
But that's not enough! We have compensated for the emissions that we have been unable to avoid or reduce to date through certified climate protection projects in cooperation with ClimatePartner. We select these projects with great care and invest exclusively in countries where we source our raw materials from. These projects must additionally be recognised with the Gold Standard, which sets the highest demands in social and environmental criteria.

**From 2021 to 2022
we have been able to
reduce our emissions
(scope 1 to 3)
by a good 18%**

Development scope 1+2

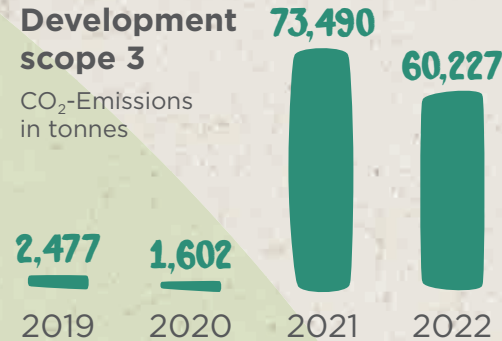
CO₂-Emissions in tonnes

● Scope 1 ● Scope 2

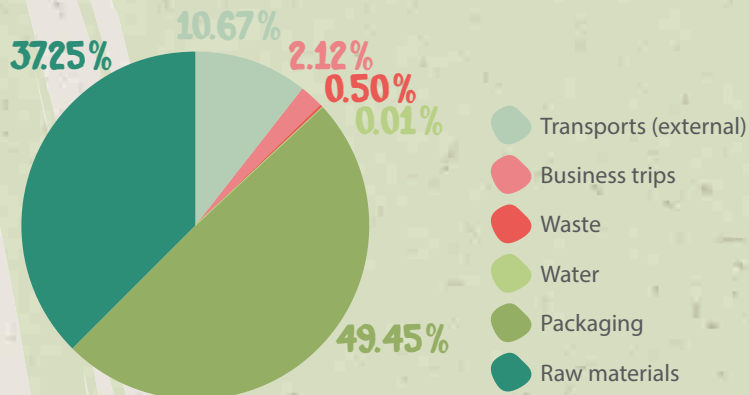


Development scope 3

CO₂-Emissions in tonnes



Breakdown of scope 3



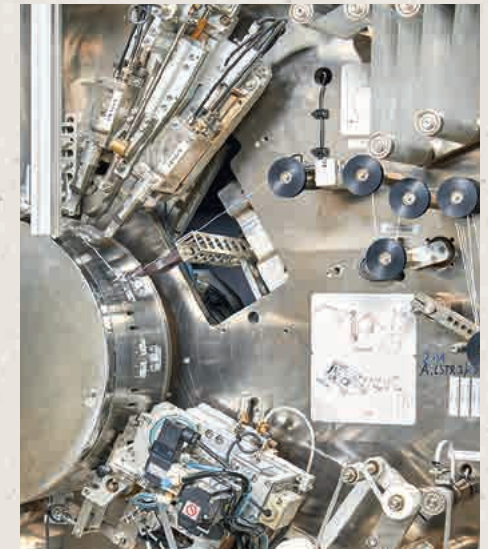
We have saved 16,500 kWh of electricity by converting to LED lighting and installing a more efficient compressor

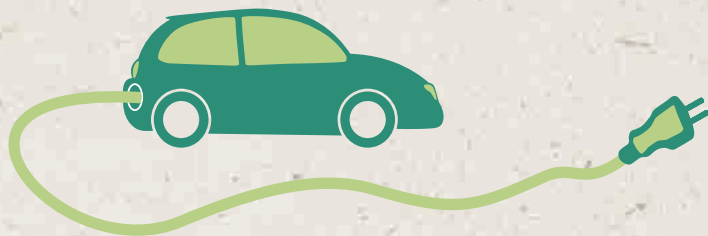
SMARTLY MANAGED – HOW WE USE ENERGY

There's no way around this. We need energy for our production facilities and our buildings. The key is to use it as efficiently as possible. This is based on the energy management system, based on the DIN EN ISO 50001 standards, that we introduced in all German production sites back in 2014. The OLF North and South warehouses (OTG Lager- und Frachtkontor) followed suit in 2018. With this help we can precisely record where and how much energy is used – which enables us first to identify potential savings, then to increase them through targeted measures. A strategy that pays off both economically and environmentally.

This shows us that, for us, above all the combination of different, even smaller, projects leads to success. For

example, we changed the lighting in the warehouse of one of our plants to LED in 2022 and this has saved us around 7,700 kWh of electricity. The acquisition of a new, more efficient compressor has brought us a saving of 8,800 kWh. There are two more large projects in the pipeline for 2023 for our Buchholz plant – the hydraulic calibration of the heating system and the insulation of a glue tank – from which we expect savings of 95,000 kWh per annum. For 2023 we also plan to do more work on the conversion of our car pool to e-vehicles, to install more solar power systems and change our heating installations over to heat pump systems.

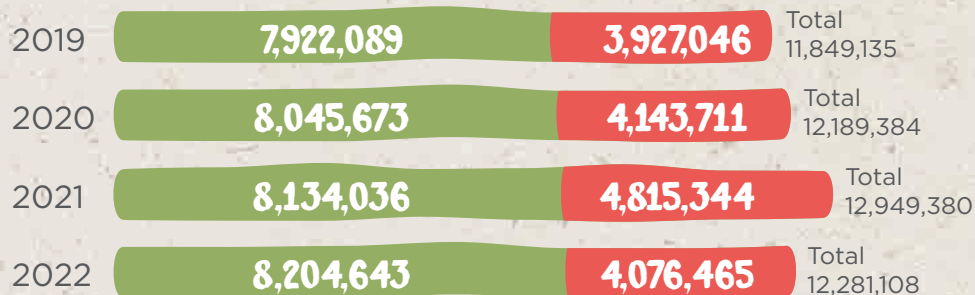




Energy consumption by type

In kWh

● Electricity ● Natural gas



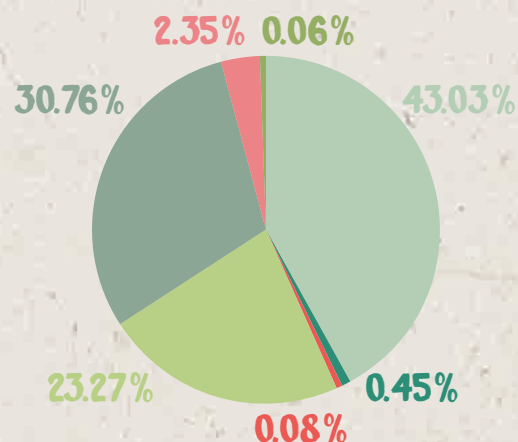
LESS BRINGS MORE – WE REDUCE WASTE

Waste accrues wherever work is done and things are produced. In our case this is mainly cardboard packaging and plastic films. In the interests of protecting the climate and getting the best possible use of resources, we are constantly working on reduc-

ing their quantities. We clearly separate anything that cannot be avoided and dispose of it properly so it can be recycled. We want to further reduce the amount of waste generated in the coming years through continuous improvements.

Our employees can submit their ideas for greater sustainability in everyday work through our internal sustainability blog. We have consequently introduced multiple-use lunch boxes in the canteen, which has enabled us to save around 5,000 bags of waste in the production every year. We also collect fats separately as well as materials such as glass.

Itemisation by waste type



Total waste generation

In tonnes



- Residual waste
- Waste from food production
- Organic waste
- Paper and cardboard
- Plastic waste
- Construction waste
- Discarded metal/Scrap



EMPLOYEES

CREATING SUCCESS TOGETHER

Our employees have a decisive influence on who we are as a company and how we are perceived on the market and by the public. They live and breathe their enthusiasm for tea, bring their expertise to their work every day and support our commitment to society.

But that's not the only reason why it is so important for us to offer them an environment full of mutual appreciation, that promotes their strengths and gives them room for development. We want to get better together and shape a successful future for the OTG as a team.



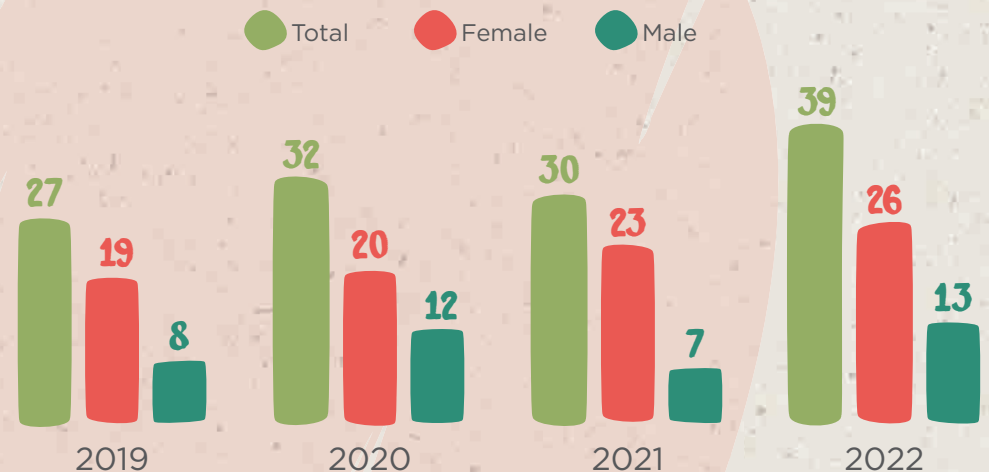
WORKING FOR THE OTG

We want to know what is important for our employees. That's why we keep asking them in regular employee surveys. And, just as regularly, values such as a collegial atmosphere and equal opportunities come right at the top of the answers given. Self-determined work on an equal footing with others is also a key factor. We support this aspiration and also facilitate our employees' work-life-balance through flexible employment models and the option for mobile work where the job allows it. It is a matter of course for us that fathers also take parental leave - and thirteen colleagues took advantage of this option in 2022. We want to be an attractive employer and see the key to this in integrating family values into the modern world of work. We also offer specific benefits to our employees through our ValueNet programme.

Through this they get reduced offers for purchasing electronic devices such as PCs and mobile phones, for example, or for leasing bicycles and cars. We also subsidise meals in our company restaurant, which makes a point of working with regional products. Anyone who wants to, can take part in our weekly yoga sessions.

We employed 794 people across all our locations in 2022 (763 in 2021), with 133 people newly employed (103 in 2021). 50% of our employees are subject to collective agreements. The fluctuation level was at barely 7.5% and, although this has increased compared with the previous year, it is still a fair amount less than in comparable companies. This confirms our impression that most people are happy to work with us and for us.

Number of employees who take parental leave





WE OFFER ROOM FOR DEVELOPMENT

Our employees are close to our heart – and we are close to theirs too! Currently around 90% of our trainees and dual students stay with us after their graduation. And both sides benefit from this. We offer young people a good start to their professional life and, at the same time, we make sure we get capable young talent from our own ranks. We would like to extend this further in future and put a special focus on IT professions, so we can get the best out of the opportunities from digitalisation.

With StepUp, our new talent development programme, we individually address the needs of our young employees after their graduation. The participants go through a structured programme that includes both individually adapted courses and involvement in large, overarching projects.

All our employees can continue their education independently through our e-learning platform with its wide range of subjects – and do this independently of time and place. That way we keep an eye on both professional and personal development. The courses we offer include self-management



or training in data protection, antitrust law, work methodology or IT system applications. Language courses are also among the courses to choose from. We have carried out 745 face-to-face and online courses in this reporting period.





The employees in our plants receive individually fitted ear protection, for example

STAYING SAFE AND KEEPING HEALTHY

The safety and health of our employees has the greatest priority with us. Our key responsibility as an employer is that they don't just feel safe at their place of work, but that they are safe, too. And we are happy that the facts have borne us out here, as we didn't have a single reportable work-related accident in 2022.

To ensure that this remains the case in future, we are focussing primarily on prevention. Our occupational health and safety committee meets four times a year in all our locations and their work includes investigating any work-related accidents to ensure that

necessary measures are taken so they never happen again. Additionally our company doctors carry out occupational health check-ups to ensure that employees are fit for certain tasks. To enable quick responses in emergency situations we have put more employees with first aid skills in our team than required by law. For the same reason, all the buildings in our headquarters in Hittfeld are equipped with defibrillators, where we also go beyond the current legal requirements. As is often the case, part of the solution lies in the detail – also when talking about safety. An example here is how we fit ear protection individually for all em-

ployees. Not only does this enable us to precisely determine what acoustic insulation is necessary, it also ensures that it is most comfortable to wear. This is just one of many measures that help our colleagues minimise any possible risks and get safely through their working day.

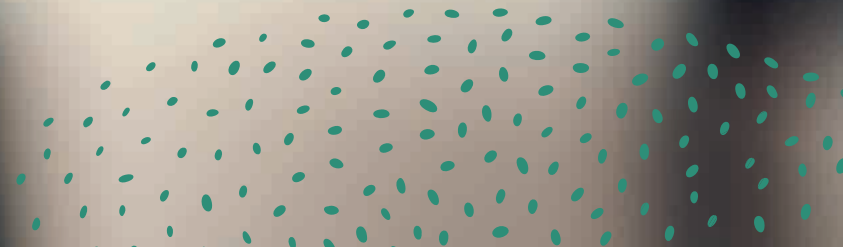
To support our employees in keeping fit and healthy, we also offer regular checks such as vision tests or hearing tests. They can also get vaccinations through our company doctors. Participation in our weekly yoga course can be arranged digitally and thus independently of the company location,

Ergonomically designed workplaces – some of them with stand-up desks – provide additional relief. Additionally our regular digital resilience training helps our employees to keep emotionally healthy.

And, last but not least, in our modern company restaurant we offer free fresh fruit, tea and coffee every day to ensure the well-being of our employees. With a wide range of vegetarian and vegan food we also actively contribute to a healthy and sustainable lifestyle.



SOCIETY



ACTIVE FOR OTHERS

Our commitment extends from the countries where the tea is grown to your own front door. As a family-run company we are deeply rooted in our north German homeland and, for this reason, we like to make a contribution to a strong community by actively supporting the people in the metropolitan region of Hamburg. To do this we support selected initiatives and also realise our own projects. In the coming years we also plan to promote voluntary work among our employees and support selected projects.



SUPPORT WITH PASSION AND COMMITMENT

Since 2001, the Spethmann Foundation, established by our owner's family, has been committed primarily to children and young people, but also to older people and the healthcare system in and around Hamburg. Every year projects are supported with more than €100,000 where 'people take centre stage' is the guiding principle for the foundation's work.

The 'Lebens- und Arbeitsgemeinschaft' (living and working community) pro-

ject is one that is truly close to our heart. This integrative community in Neu Wulmstorf was originally launched as a private initiative, set up by a group of parents in 2010. In the meantime, the Laurens-Spethmann houses provide a home for up to 27 teenagers and young adults with mental disabilities and give them the chance to live as independently as possible.

Projects are supported with more than €100,000 every year



OPENING UP OPPORTUNITIES

It's nothing new. There's a shortage of trainees and young talent in Germany. At the same time there are many young people who face some daunting challenges when they first try to find work. With our 'Future through Education' initiative, we enable them to enter professional life. We have already opened up opportunities for over 230 young people since 2004. With qualified training in warehouse operation, or as specialists in warehouse logistics we give them the first important steps towards a self-determined future. Many have made the best out of their potential - and some of them are now trainers with the OTG and pass on their knowledge to the next generation.



HAMBURG PACKS IT TOGETHER!



Together with 34 other companies in North Germany we have become involved with the 'Hamburg packs it together!' initiative for people in need. This initiative was started at the beginning of the Covid-19 Pandemic and concentrates today on the people who have fled to us from the war in Ukraine. Since the project began, 66,000 bags containing donations of goods have been distributed. The contents are in-

dividually put together for the various target groups to make this support as effective as possible. Additional donations of goods are distributed through the Help Store from Hanseatic Help e.V.. Employees from the participating companies also support this organisation with packing and distributing the bags - colleagues from our company are also involved.



66,000
bags from
Hanseatic Help
e. V. - we were
there



A HOME AND A FLOWER MEADOW FOR BEES



Since 2020 we have had our own first bee colony settled on the premises of Onno Behrends. This 60,000-strong team of helpers are now part of the team there, where they find a lush selection of wild herbs and flowers on the meadow behind our works. This

project has inspired us to do more. A flower meadow was cultivated on the premises of KRÄUTERHAUS WILD GmbH & Co. KG in this reporting period. In this way we will be making a small contribution to the protection of important habitats.

ABOUT THIS REPORT

For our family-run Ostfriesische Tee Gesellschaft GmbH & Co. KG, sustainable business practice has always been a fixed part of our company management as well as how we see ourselves. As only those who think and act with the long term in mind can be successful and create value over time. Sustainability has been firmly rooted in our corporate strategy since 2010. With the progress report, which you have in your hand for the third time, we are giving our stakeholders – including our customers, suppliers, employees as well as representatives of business, politics, environmental and consumer protection organisations and the interested public – an overview of our performance, successes, targets and also challenges.

In this, we are guided by the reporting standards of the Global Reporting Initiative (GRI), although we do not currently meet all its requirements. Over and above this, we are committed to the Sustainable Development Goals (SDGs) of the United Nations and intend to contribute to their achievement wherever we can exert influence within our own business activities.

Reporting limits and time period

This report covers the developments over three years from 2020 to 2022. Where anything else applies, this is marked accordingly.

All the contents relate to the German organisational units of the company tea division. These are, unless otherwise indicated, the Ostfriesische Tee Gesellschaft GmbH & Co. KG, Milford Tea GmbH & Co. KG, KRÄUTERHAUS WILD GmbH & Co. KG, Onno Behrends GmbH & Co. KG, OTG Lager- und Frachtkontor GmbH & Co. KG as well as the OTG Zukunft durch Ausbildung GmbH.

FACTS AND FIGURES

We publish these key facts and figures for our various areas of activity so we can present our sustainability performance in a clear way, which is easy to understand. The following tables show the important data and facts from our different areas of business for the 2020–2022 reporting years. The figures have been rounded off in each case, which could lead to minor discrepancies in the totals. The number of employees for each year relates in each case to the level on 31st December.

COMPANY MANAGEMENT

LSH - Laurens Spethmann Holding Aktiengesellschaft & Co. KG	Unit	2019	2020	2021	2022
Composition of the LSH Supervisory Board and Advisory Board	Total number	5	5	5	5
	Number of women	1	1	1	1
	Number of men	4	4	4	4
	Number < 30	0	0	0	0
	Number 30–50	1	0	0	0
	Number > 50	4	5	5	5
Composition of the LSH Executive Board	Total number	3	3	3	3
	Number of women	0	0	0	0
	Number > 50	0	0	3	3
	Number of men	3	3	0	0
	Number 30–50	1	1	0	0
	Number > 50	2	2	3	3

COMPANY MANAGEMENT

OTG – Ostfriesische Tee Gesellschaft GmbH & Co. KG		Unit	2019	2020	2021	2022
Total revenues	Million euros		250	257	270	267
Composition of OTG employees at the management level		Einheit	2019	2020	2021	2022
Management level	Percent women		42.86	37.5	44.4	37.5
	Percent men		57.14	62.5	55.6	62.5
Head of department level	Percent women		21.43	23.53	28.6	31.25
	Percent men		78.57	76.47	71.4	68.75
Specialists	Percent women		42.86	37.5	20	42.9
	Percent men		57.14	62.5	80	57.1
Group leader level	Percent women		35	43.48	57.9	45.8
	Percent men		65	56.52	42.1	54.2
Technical specialists	Percent women		33.33	31.25	44.4	52
	Percent men		66.67	68.75	55.6	48
Management level total	Percent women		32.89	34.09	39.06	41.89
	Percent men		67.11	65.91	60.94	58.11
OTG Memberships						
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., Hanover						
Verband Sozialer Wettbewerb e. V.						
Zentrale zur Bekämpfung unlauteren Wettbewerbs e. V.						
Fairtrade						
Climate Neutral Group						
MLF Mittelständische Lebensmittel Filialbetriebe e. V.						
MMM-Club e. V.						
Consumer Goods Forum						

CUSTOMERS AND PRODUCTS

Products	Unit	2019	2020	2021	2022
Tea products produced	Billion teabags	7.41	7.89	7.69	7.85
Rainforest Alliance- (formerly UTZ)-certified products with Meßmer	Percentage of certified raw materials in all Meßmer products	70	70	72	72
Product complaints	Percent	0.0007	0.0006	0.0009	0.0007

Proportion of sustainable raw materials*	Unit	2019	2020	2021	2022
Proportion of sustainable raw materials in green tea/black tea ¹⁾ **	Percent	83	85	90	90
Proportion of sustainable raw materials in herbal/fruit infusion ²⁾ **	Percent	70	70	71	71
Proportion of sustainable raw materials in rooibos tea ³⁾ **	Percent	100	100	100	100

¹⁾ The raw materials are certified by the ETP, UTZ/Rainforest Alliance or Fairtrade. ²⁾ The raw materials are UEFT certified. ³⁾ The raw materials are certified by the Rainforest Alliance or Fairtrade.
* For our brands ** UTZ = Rainforest Alliance from 2021 onwards

Expenses for OTG suppliers by origin	Unit	2019	2020	2021	2022
Within Germany	Percent	94	92	91	91
Outside Germany	Percent	6	8	9	9

PROPORTION OF RECYCLED MATERIAL IN PACKAGING	Unit	2019	2020	2021	2022
Outer cardboard*	Percent	90.86	93.33	93.34	93.76
Folding boxes*	Percent	45.38	50.28	50.14	53.6
Envelopes**	Percent	0	0	0	0
Tea tags**	Percent	0	0	0	0
Total	Percent	27.85	29.58	29.45	31.26

* Even when 100% recycled paper is used, the share can only reach a maximum of 95%, as constituents such as pigment layers, paint or varnish etc. reduce this by around 5%.
** The envelopes for the tea bags and the labels must be made from 100% virgin paper to be approved for direct contact with food. That is why it is not possible to use recycled paper. In the folding box area, the value may be subject to negative fluctuations, as the private label customers' wish for virgin paper packaging must be taken into account. (See 2021-2022)

ENERGY AND ENVIRONMENT

Energy	Unit	2019	2020	2021	2022
Electricity	Unit	2019	2020	2021	2022
Total electricity	kWh	7,922,089	8,045,673	8,134,036	8,204,643
Ostfriesische Tee Gesellschaft GmbH & Co. KG	kWh	604,010	452,441	425,698	376,115
OnnO Behrends GmbH & Co. KG	kWh	1,438,625	1,436,703	1,528,468	1,480,902
Milford Tea GmbH & Co. KG	kWh	2,737,019	2,864,167	3,039,267	2,976,789
Kräuterhaus Wild GmbH & Co. KG	kWh	2,728,036	2,923,867	2,874,559	3,103,657
OTG Lager- und Frachtkontor GmbH & Co. KG	kWh	277,183	261,654	266,044	267,180
Meßmer Momentum, Hamburg	kWh	137,216	106,841	0*	0*
Natural gas	Unit	2019	2020	2021	2022
Total natural gas	kWh	3,927,046	4,143,711	4,815,344	4,076,465
Ostfriesische Tee Gesellschaft GmbH & Co. KG	kWh	415,560	408,046	407,323	404,703
OnnO Behrends GmbH & Co. KG	kWh	488,663	363,337	415,383	406,686
Milford Tea GmbH & Co. KG	kWh	578,492	570,818	736,486	465,162
Kräuterhaus Wild GmbH & Co. KG	kWh	1,028,969	1,125,667	1,473,750	1,179,238
OTG Lager- und Frachtkontor GmbH & Co. KG	kWh	1,415,362	1,675,843	1,782,402	1,620,676
Proportion of renewable energy	Unit	2019	2020	2021	2022
Electricity generation	Percent	100	100	100	100
Electricity generation	Percent	0	0	0	0

* Location was closed

ENERGY AND ENVIRONMENT

CO ₂ -Balance	Unit	2019	2020	2021	2022
CO₂-Emissions - Scope 1	Unit	2019	2020	2021	2022
Direct emissions from sources controlled by the company (such as heating oil, natural gas and fuel consumption)					
Company cars	t	876.74	656.97	659.10	674.14
Heat generation	t	1,063.48	1,124.00	1,288.50	1,139.62
Total - Scope 1	t	1,940.22	1,780.97	1,947.60	1,813.76
CO₂-Emissions - Scope 2	Unit	2019	2020	2021	2022
Indirect emissions associated with the generation of purchased energy.					
Electricity consumption (Total - Scope 2)	t	201.37	204.40	207.91	207.58
CO₂-Emissionen - Scope 3	Unit	2019	2020	2021	2022
All other indirect emissions that come about through company activities, yet the sources of which are neither owned by the company nor under company control (from business trips, for example).					
Transports (external)*	t	1,989.42	1,268.64	7,951.89	6,425.36
Rail travel	t	1.18	0.00	0.00	0.00
Air travel	t	75.05	49.18	17.61	31.89
Rental cars**	t	4.75	5.57	6.68	3.49
Waste	t	397.14	269.76	315.08	303.28
Water/Sewage	t	9.76	9.05	9.65	7.95
Overnight stays in hotels***	t	0.00	0.00	1.12	2.41
Employee arrivals***	t	0.00	0.00	809.70	1,238.05
Packaging***	t	0.00	0.00	28,697.61	29,781.99
Raw materials***	t	0.00	0.00	35,680.42	22,432.62
Total - Scope 3	t	2,477.30	1,602.20	73,489.76	60,227.04
Total CO₂-Emissions (Scope 1 to 3)	Unit	2019	2020	2021	2022
Total CO₂-Emissions (Scope 1, 2 & 3)	t	4,618.89	3,587.57	75,645.27	62,248.38

* Changed calculation of external transports from 2019; channelled into the ext. to 2019 Transport mainly for journeys to and from customers. Increase in this value from 2021 due to inclusion of transport for packaging and raw materials.

** First recorded from 2017

*** First recorded from 2021

ENERGY AND ENVIRONMENT

WATER INPUT	Unit	2019	2020	2021	2022
Total water consumption	m ³	9,272	7,541	8,756	7,548
Sewage	m ³	9,120	7,541	8,756	7,548
WASTE AND RECYCLABLES	Unit	2019	2020	2021	2022
Residual waste	t	208.87	110.23	143.58	130.51
Waste from food production	t	0.58	0.44	0.49	1.35
Organic waste	t	0.42	0.79	0.87	0.25
Paper and cardboard	t	87.30	62.63	69.08	70.59
Plastic waste	t	94.03	88.32	93.08	93.29
Construction waste	t	5.70	7.26	7.91	7.11
Discarded metal / Scrap	t	0.23	0.09	0.07	0.18
Total waste	t	397.14	269.76	315.08	303.28

EMPLOYEES

Employees	Unit	2019	2020	2021	2022
Total employees	Total number	773	772	763	794
	Number of women	360	368	356	367
	Number of men	413	404	407	427
Employees by employment type	Unit	2019	2020	2021	2022
Full time	Number of women	228	240	239	248
	Number of men	397	389	398	417
Part time	Number of women	132	128	117	119
	Number of men	16	15	9	10
Employees by location	Unit	2019	2020	2021	2022
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number	307	323	301	315
	Number of women	174	189	175	181
	Number of men	133	134	126	134
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Total number	141	145	148	162
	Number of women	76	77	74	78
	Number of men	65	68	74	84
Milford Tea GmbH & Co. KG, Lower Saxony	Total number	137	125	137	145
	Number of women	59	55	61	61
	Number of men	78	70	76	84
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number	99	93	97	100
	Number of women	31	28	28	33
	Number of men	68	65	69	67
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Total number	89	86	80	72
	Number of women	20	19	18	14
	Number of men	69	67	62	58

EMPLOYEES

New employments		Unit	2019	2020	2021	2022
	Total number		105	111	103	133
Total new employments	Number of women		39	52	33	60
	Number of men		66	59	70	73
Up to 30 years old		Unit	2019	2020	2021	2022
	Total number		52	49	57	44
Total new employments	Number of women		18	16	12	22
	Number of men		34	33	45	33
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Number of women		8	7	8	11
	Number of men		8	7	11	10
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Number of women		3	6	2	5
	Number of men		9	8	12	8
Milford Tea GmbH & Co. KG, Lower Saxony	Number of women		0	1	1	2
	Number of men		5	5	8	9
OnnO Behrends GmbH & Co. KG, Lower Saxony	Number of women		4	0	1	3
	Number of men		7	5	6	3
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Number of women		0	2	0	1
	Number of men		8	8	8	3
30 to 50 years old		Unit	2019	2020	2021	2022
	Total number		38	48	36	61
Total new employments	Number of women		13	26	16	32
	Number of men		25	22	20	29
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Number of women		6	21	4	15
	Number of men		8	11	8	15
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Number of women		3	3	6	9
	Number of men		7	4	4	2
Milford Tea GmbH & Co. KG, Lower Saxony	Number of women		3	1	3	3
	Number of men		2	2	5	6
OnnO Behrends GmbH & Co. KG, Lower Saxony	Number of women		0	0	3	4
	Number of men		4	1	2	5
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Number of women		1	1	0	1
	Number of men		4	4	1	1

EMPLOYEES

New employments

Over 50	Unit	2019	2020	2021	2022
	Total number	15	14	10	17
Total new employments	Number of women	8	10	5	6
	Number of men	7	4	5	11
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Number of women	3	5	3	2
	Number of men	2	3	0	1
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Number of women	4	4	1	2
	Number of men	2	1	1	5
Milford Tea GmbH & Co. KG, Lower Saxony	Number of women	0	0	1	0
	Number of men	2	0	0	1
OnnO Behrends GmbH & Co. KG, Lower Saxony	Number of women	1	0	0	2
	Number of men	0	0	3	4
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Number of women	0	1	0	0
	Number of men	1	0	1	0

EMPLOYEES

Fluctuation		Unit	2019	2020	2021	2022
		Total number	24	27	35	42
Overall fluctuation		Number of women	11	8	11	19
		Number of men	13	19	24	23
Up to 30 years old		Unit	2019	2020	2021	2022
		Total number	8	11	18	18
Total fluctuation		Number of women	1	2	6	6
		Number of men	7	9	12	12
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony		Number of women	0	1	5	4
		Number of men	0	1	2	2
Kräuterhaus Wild GmbH & Co. KG, Bavaria		Number of women	0	0	0	0
		Number of men	0	2	0	5
Milford Tea GmbH & Co. KG, Lower Saxony		Number of women	1	1	0	1
		Number of men	3	3	3	1
OnnO Behrends GmbH & Co. KG, Lower Saxony		Number of women	0	0	0	0
		Number of men	2	2	3	3
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria		Number of women	0	0	1	1
		Number of men	2	1	4	1
30 to 50 years old		Unit	2019	2020	2021	2022
		Total number	8	12	15	19
Total fluctuation		Number of women	5	4	4	8
		Number of men	3	8	11	11
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony		Number of women	4	4	1	4
		Number of men	1	2	7	5
Kräuterhaus Wild GmbH & Co. KG, Bavaria		Number of women	0	0	3	2
		Number of men	0	1	4	1
Milford Tea GmbH & Co. KG, Lower Saxony		Number of women	0	0	0	1
		Number of men	2	2	0	2
OnnO Behrends GmbH & Co. KG, Lower Saxony		Number of women	0	0	0	1
		Number of men	0	0	0	3
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria		Number of women	1	0	0	0
		Number of men	0	3	0	0

EMPLOYEES

Fluctuation

Over 50	Unit	2019	2020	2021	2022
	Total number	8	4	2	5
Total fluctuation	Number of women	5	2	1	5
	Number of men	3	2	1	0
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Number of women	4	1	1	1
	Number of men	1	2	1	0
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Number of women	0	0	0	2
	Number of men	0	0	0	0
Milford Tea GmbH & Co. KG, Lower Saxony	Number of women	0	0	0	1
	Number of men	2	0	0	0
OnnO Behrends GmbH & Co. KG, Lower Saxony	Number of women	0	0	0	0
	Number of men	0	0	0	0
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Number of women	1	1	0	1
	Number of men	0	0	0	0

EMPLOYEES

Parental leave

Number of employees who take parental leave	Unit	2019	2020	2021	2022
	Total number	27	32	30	39
Number of employees who take parental leave	Number of women	19	20	23	26
	Number of men	8	12	7	13
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Number of women	10	13	14	18
	Number of men	5	7	4	7
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Number of women	2	5	4	4
	Number of men	0	1	1	2
Milford Tea GmbH & Co. KG, Lower Saxony	Number of women	0	0	1	1
	Number of men	2	1	0	1
OnnO Behrends GmbH & Co. KG, Lower Saxony	Number of women	2	2	3	2
	Number of men	1	3	0	0
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Number of women	0	1	1	1
	Number of men	0	0	2	3
Number of employees who returned to work after taking parental leave	Unit	2019	2020	2021	2022
	Total number	15	14	13	19
Number of employees who returned to work after taking parental leave	Number of women	8	4	7	8
	Number of men	7	10	6	11
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Number of women	8	2	4	6
	Number of men	5	5	4	7
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Number of women	0	2	0	0
	Number of men	0	1	0	0
Milford Tea GmbH & Co. KG, Lower Saxony	Number of women	0	0	0	1
	Number of men	2	1	0	1
OnnO Behrends GmbH & Co. KG, Lower Saxony	Number of women	0	0	2	0
	Number of men	0	3	0	0
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Number of women	0	0	1	1
	Number of men	0	0	2	3

EMPLOYEES

Parental leave

Number of employees who returned to work after taking parental leave and are still employed 12 months after returning to work	Unit	2019	2020	2021	2022
	Total number	3	9	9	9
Number of employees who returned to work after taking parental leave and are still employed 12 months after returning to work	Number of women	0	4	2	6
	Number of men	3	5	7	3
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Number of women	0	4	2	3
	Number of men	1	3	4	2
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Number of women	0	0	0	0
	Number of men	1	0	0	0
Milford Tea GmbH & Co. KG, Lower Saxony	Number of women	0	0	0	0
	Number of men	0	2	1	0
OnnO Behrends GmbH & Co. KG, Lower Saxony	Number of women	0	0	0	2
	Number of men	1	0	2	0
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Number of women	0	0	0	1
	Number of men	0	0	0	1

EMPLOYEES

Employees	Unit	2019	2020	2021	2022
Fluctuation rate	Percent	3.10	3.49	5.25	7.45
Major injuries and fatalities	Number	0	0	1	0
Employees subject to collective agreements	Percent	51.42	49.48	49.41	50.38
Complaints concerning labour practices that are reported to our ombudswoman or placed in our opinions box	Number	0	0	0	0
Discrimination incidents	Number of women	0	0	0	0

Percentage of the workforce represented by a formal employee and management occupational safety committee in each location	Unit	2019	2020	2021	2022
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number		323	301	315
	Number of employees with occupational safety representation		323	301	315
	% of employees with occupational safety representation		100.0	100.0	100.0
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Total number		145	148	162
	Number of employees with occupational safety representation		145	148	162
	% of employees with occupational safety representation		100	100	100
Milford Tea GmbH & Co. KG, Lower Saxony	Total number		125	137	145
	Number of employees with occupational safety representation		125	137	145
	% of employees with occupational safety representation		100.0	100.0	100.0
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number		93	97	100
	Number of employees with occupational safety representation		93	97	100
	% of employees with occupational safety representation		100	100	100
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Total number		86	80	72
	Number of employees with occupational safety representation		86	80	72
	% of employees with occupational safety representation		100.0	100.0	100.0

EMPLOYEES

Employees with collective bargaining agreements by employment location	Unit	2019	2020	2021	2022
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number		323	301	315
	Number of employees with collective bargaining agreements		0	0	0
	% of employees with collective bargaining agreements		0	0	0
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Total number		145	148	162
	Number of employees with collective bargaining agreements		144	147	161
	% of employees with collective bargaining agreements		99.3	99.3	99.4
Milford Tea GmbH & Co. KG, Lower Saxony	Total number		125	137	145
	Number of employees with collective bargaining agreements		78	77	69
	% of employees with collective bargaining agreements		62.4	56.2	47.6
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number		93	97	100
	Number of employees with collective bargaining agreements		0	0	0
	% of employees with collective bargaining agreements		0	0	0
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Total number		86	80	72
	Number of employees with collective bargaining agreements		40	38	38
	% of employees with collective bargaining agreements		46.5	47.5	52.8
Employees represented by a works council by employment location	Unit	2019	2020	2021	2022
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number		323	301	315
	Number of employees represented by a works council		43	44	41
	% of employees represented by a works council		13.3	14.6	13.0
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Total number		145	148	162
	Number of employees represented by a works council		144	147	161
	% of employees represented by a works council		99.3	99.3	99.4
Milford Tea GmbH & Co. KG, Lower Saxony	Total number		125	137	145
	Number of employees represented by a works council		109	119	127
	% of employees represented by a works council		87.2	86.9	87.6
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number		93	97	100
	Number of employees represented by a works council		92	96	99
	% of employees represented by a works council		98.9	99.0	99.0
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Total number		86	80	72
	Number of employees represented by a works council		40	38	38
	% of employees represented by a works council		46.5	47.5	52.8

EMPLOYEES

Employees with staff appraisals by employment location	Unit	2019	2020	2021	2022
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number		323	301	315
	Number of employees in staff appraisals		301	301	315
	% of employees in staff appraisals		93.2	100.0	100.0
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Total number		145	148	162
	Number of employees in staff appraisals		145	148	162
	% of employees in staff appraisals		100	100	100
Milford Tea GmbH & Co. KG, Lower Saxony	Total number		125	137	145
	Number of employees in staff appraisals		10	18	20
	% of employees in staff appraisals		8.0	13.1	13.8
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number		93	97	100
	Number of employees in staff appraisals		0	0	0
	% of employees in staff appraisals		0	0	0
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Total number		86	80	72
	Number of employees in staff appraisals		9	15	15
	% of employees in staff appraisals		10.5	18.8	20.8

Employees with work accidents with downtime by employment location	Unit	2019	2020	2021	2022
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number		323	301	315
	Number of work accidents with downtime		4	0	4
	% of work accidents with downtime		8.7	0	9.2
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Total number		145	148	162
	Number of work accidents with downtime		9	12	5
	% of work accidents with downtime		49.0	64.7	25.4
Milford Tea GmbH & Co. KG, Lower Saxony	Total number		125	137	145
	Number of work accidents with downtime		11	6	12
	% of work accidents with downtime		61.4	33.9	62.7
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number		93	97	100
	Number of work accidents with downtime		5	4	6
	% of work accidents with downtime		38.7	30.1	43.7
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Total number		86	80	72
	Number of work accidents with downtime		3	9	4
	% of work accidents with downtime		26.0	80.3	41.0

EMPLOYEES

Employees in Minority groups/in need of protection by employment location	Unit	2019	2020	2021	2022
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number		323	301	315
	Number of employees in minority groups		20	20	20
	% of employees in minority groups		6.2	6.6	6.3
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Total number		145	148	162
	Number of employees in minority groups		24	27	26
	% of employees in minority groups		16.6	18.2	16.0
Milford Tea GmbH & Co. KG, Lower Saxony	Total number		125	137	145
	Number of employees in minority groups		10	11	8
	% of employees in minority groups		8.0	8.0	5.5
ÖnnO Behrends GmbH & Co. KG, Lower Saxony	Total number		93	97	100
	Number of employees in minority groups		6	10	10
	% of employees in minority groups		6.5	10.3	10.0
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Total number		86	80	72
	Number of employees in minority groups		15	14	12
	% of employees in minority groups		17.4	17.5	16.7
Managers in Minority groups/in need of protection by employment location	Unit	2019	2020	2021	2022
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number		323	301	315
	Number of managers in minority groups		1	3	3
	% of managers in minority groups		0.3	1.0	1.0
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Total number		145	148	162
	Number of managers in minority groups		1	0	0
	% of managers in minority groups		0.7	0.0	0.0
Milford Tea GmbH & Co. KG, Lower Saxony	Total number		125	137	145
	Number of managers in minority groups		0	0	0
	% of managers in minority groups		0.0	0.0	0.0
ÖnnO Behrends GmbH & Co. KG, Lower Saxony	Total number		93	97	100
	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		86	80	72
	Number of managers in minority groups		0	0	0
	% of managers in minority groups		0.0	0.0	0.0

EMPLOYEES

Women employed by location	Unit	2019	2020	2021	2022
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number		323	301	315
	Number of women		189	175	181
	% Women		58.5	58.1	57.5
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Total number		145	148	162
	Number of women		77	74	78
	% Women		53.1	50.0	48.1
Milford Tea GmbH & Co. KG, Lower Saxony	Total number		125	137	145
	Number of women		55	61	61
	% Women		44.0	44.5	42.1
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number		93	97	100
	Number of women		28	28	33
	% Women		30.1	28.9	33.0
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Total number		86	80	72
	Number of women		19	18	14
	% Women		22.1	22.5	19.4
Women in management positions by employment location	Unit	2019	2020	2021	2022
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number		323	301	315
	Number of women in management positions		18	19	19
	% of women in management positions		5.6	6.3	6.0
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Total number		145	148	162
	Number of women in management positions		2	1	1
	% of women in management positions		1.4	0.7	0.6
Milford Tea GmbH & Co. KG, Lower Saxony	Total number		125	137	145
	Number of women in management positions		2	2	2
	% of women in management positions		1.6	1.5	1.4
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number		93	97	100
	Number of women in management positions		3	3	3
	% of women in management positions		3.2	3.1	3.0
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Total number		86	80	72
	Number of women in management positions		1	1	1
	% of women in management positions		1.2	1.3	1.4

EMPLOYEES

Women on the executive board by employment location	Unit	2019	2020	2021	2022
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number		323	301	315
	Number of women on the management board		0	0	0
	% of women on the management board		0	0	0
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Total number		145	148	162
	Number of women on the management board		0	0	0
	% of women on the management board		0	0	0
Milford Tea GmbH & Co. KG, Lower Saxony	Total number		125	137	145
	Number of women on the management board		0	0	0
	% of women on the management board		0	0	0
ÖnnO Behrends GmbH & Co. KG, Lower Saxony	Total number		93	97	100
	Number of women on the management board		0	0	0
	% of women on the management board		0	0	0
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Total number		86	80	72
	Number of women on the management board		0	0	0
	% of women on the management board		0	0	0
Temporary/Permanent employment	Unit	2019	2020	2021	2022
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number		323	301	315
	Temporary		35	29	30
	Permanent		288	272	285
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Total number		145	148	162
	Temporary		30	36	48
	Permanent		115	112	114
Milford Tea GmbH & Co. KG, Lower Saxony	Total number		125	137	145
	Temporary		11	11	18
	Permanent		114	126	127
ÖnnO Behrends GmbH & Co. KG, Lower Saxony	Total number		93	97	100
	Temporary		17	29	29
	Permanent		76	68	71
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Total number		86	80	72
	Temporary		18	13	1
	Permanent		68	67	71

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