
Sustainability Report

2020



BELL
FOOD
GROUP

OOO

LEADING IN FOOD

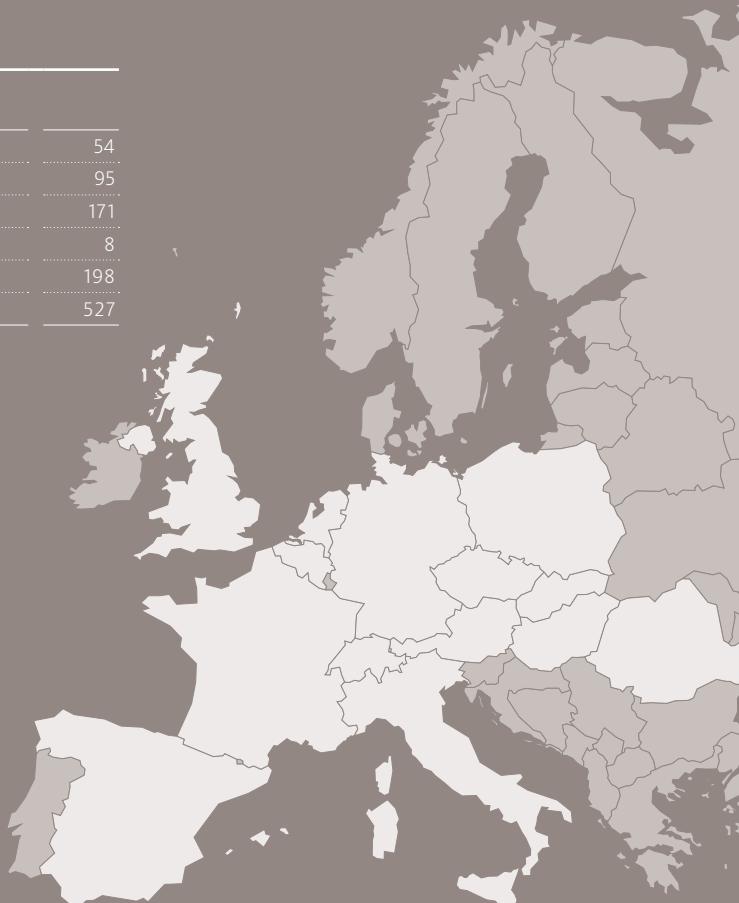
Who we are and what we do

The Bell Food Group is one of the leading processors of meat and convenience products in Europe and the market leader in Switzerland. The Bell Food Group comprises three business areas. The Bell Food Group is divided into three operative business areas and a service business area for Finance/Services. Group-wide functions such as HR, IT and Corporate Services are organised as central units. Together with its production plants, the Bell Switzerland business area offers a complete range of meat, poultry, charcuterie and seafood. The Bell International business area consists of the Bell Germany, Bell Western/Eastern Europe and Hubers/Sütag divisions. The focus is on international air-dried ham specialities and the slaughter and cutting of turkeys and chickens. The convenience business area consists of the Eisberg, Hilcona and Hügli divisions. The range encompasses ultra-fresh, fresh and non-perishable convenience products such as salads, sandwiches, pasta, pizzas, sauces, desserts, smoothies and spices. More than 12 000 employees at 63 locations in 15 countries work hard every day to prepare top-quality products that give great pleasure to millions of consumers.

➡ Additional information is available in the 2020 Annual Report

Sales revenue in CHF billion	
Bell Switzerland	2.10
Bell International	1.00
Convenience	1.10
Bell Food Group	4.10
EBIT adjusted	
Bell Food Group	0.16

Volume in million kg	
Fresh meat	54
Charcuterie	95
Poultry	171
Fish and seafood	8
Convenience	198
Bell Food Group	527



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The latest information on the Bell Food Group AG and all the links indicated in this report are available on the Internet at www.bellfoodgroup.com.

Details about our sustainability commitment can be found at www.bellfoodgroup.com/cr-en.



Beside these symbols you can find search terms for further information at www.bellfoodgroup.com.

Introduction



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Sustainability as a central mission for the Bell Food Group

Lorenz Wyss
Chairman of the Group Executive Board



GRI Standard
102-14

Dear Readers,

The COVID-19 pandemic has shown us just how vulnerable we as a society are, and the grave consequences such a pandemic can have for us all. But it has also demonstrated how flexible and imaginative we need to be and, indeed, we are – as individuals, as employees and as an enterprise. Overnight, we were no longer able to rely solely on familiar routines in our business environment, but rather needed to adapt work processes at very short notice to the new conditions. Thanks to the unprecedented commitment of our employees and rigorous implementation of protective measures at all our locations, we succeeded in protecting the health of our employees, maintaining delivery readiness at all times and fulfilling our role as a basic provider.

The global pandemic has also clearly left its mark on consumer behaviour, with home cooking experiencing a veritable revival. The awareness of regional, sustainable and high-quality food appears, at least temporarily, to have grown, as has the readiness of consumers to pay for this added value. This has been clearly felt in the Bell Food Group, both in the core business with meat and meat products and in sales revenue for the vegetarian and vegan ranges. This certainly encouraged us to increase sales revenue last year through products offering sustainable added value.

This growing customer demand and, also, the general trend towards greater sustainability motivates us, and the success achieved indicates that we are on the right path. Additionally, we are simultaneously confronted with numerous new challenges, both in Switzerland and abroad, that directly or indirectly impact our activities. These include increasing calls for greater animal welfare and organic farming, growing customer demands for meat alternatives, and environmental and climate policy demands for carbon neutrality and the sustainable and resource-conserving acquisition, processing and reutilisation of raw, recyclable and waste materials. Conversely, some major environmental and sustainability impacts lie beyond those parts of the value chain which we can directly influence, including the observance of environmental, human rights and social standards at producer level. These are also issues we wish to address.

For this reason, we will need to adopt a more innovative approach in future and be more courageous and far-sighted in our actions to provide consumers with healthy, high-quality and enjoyable food and, simultaneously, to pursue an ambitious sustainability commitment. We are convinced that our employees are an important component in the sustainable development of our company. We therefore consider it extremely important to involve our employees in the most comprehensive way possible. The revision of our sustainability strategy sees us move a step further in this direction, with sustainability becoming more firmly anchored in our daily work and the DNA of our company.

2020 saw the coronavirus severely impact our everyday life, and it still influences us significantly today. That said, we have also shown that, even in a year shaken by a pandemic, we can still achieve objectives in terms of sustainability. In doing this, we have demonstrated that, next to quality and enjoyment, sustainability is the core mission of corporate activity for the Bell Food Group. We would very much like to share this progress with you in this second sustainability report of the Bell Food Group.

Lorenz Wyss
Chairman of the Group Executive Board

2020 in facts and figures

We accept our responsibility for society and the environment. This is why we are committed to sustainability – as a fair and attractive employer for our employees and a responsible economic player aiming for healthy corporate development. With regard to the environment, we focus on using our resources efficiently and make every effort in the interest of climate protection. We are committed to manufacturing ecological, animal-friendly and socially responsible products.

Products and procurement

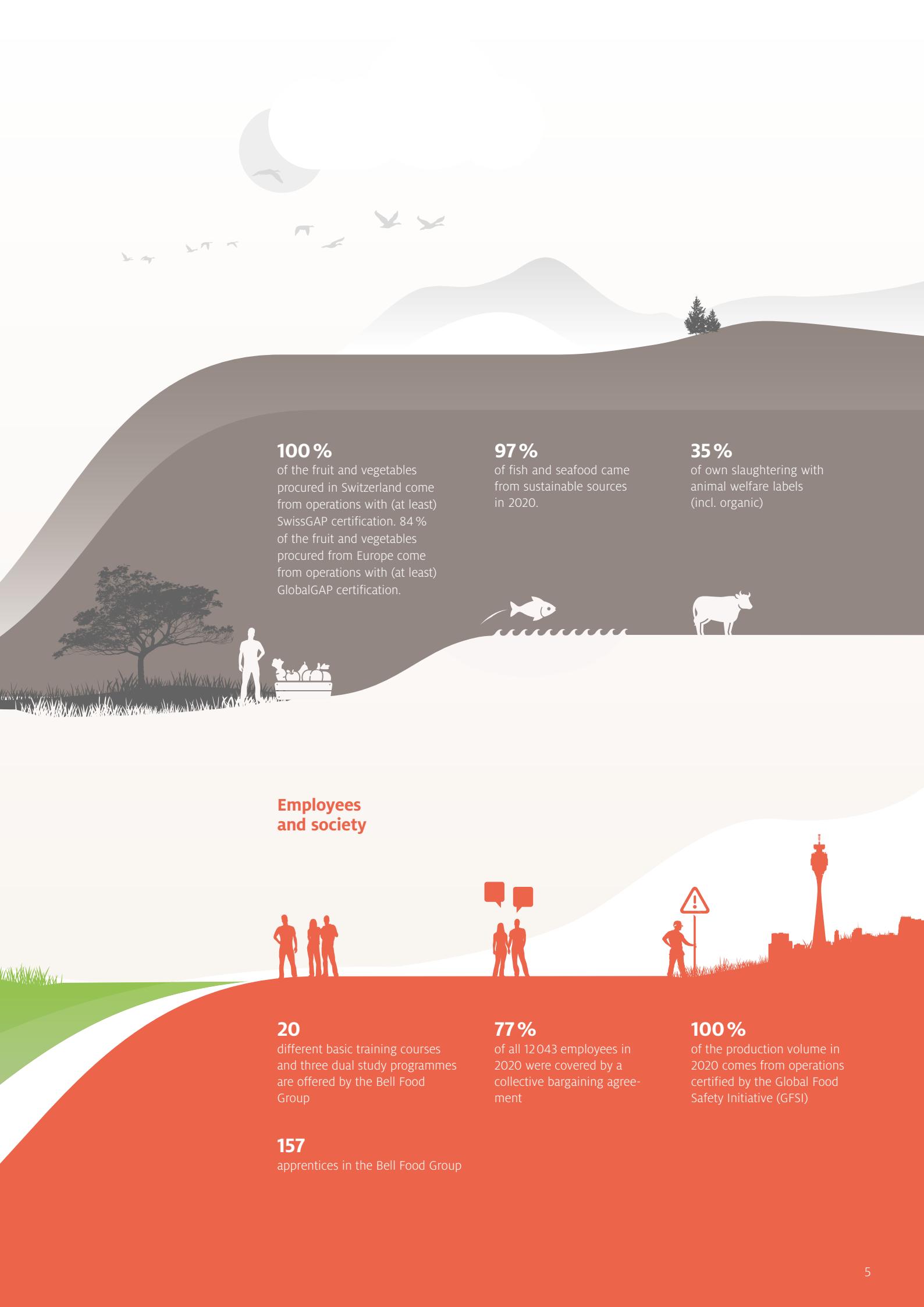


Environment and resources



83 305 tCO₂-eq
Greenhouse gas emissions in 2020 were 83 305 t CO₂-eq

56 %
of energy procured (electricity, heat, fuel) in 2020 came from renewable sources



Sustainability strategy and management

The Bell Food Group's sustainability strategy provides the basis for our approach to sustainability. In addition to its strategic importance for the Bell Food Group, sustainability is also essential at the operational level. The Head of Sustainability reports directly to the CEO of the Bell Food Group. This underlines the priority given to this topic as, at the Bell Food Group, sustainability is a matter for top management.

It is the declared objective of the Bell Food Group to expand its sustainability commitment steadily along the entire value chain, particularly in areas we monitor ourselves and where, consequently, we can contribute to further development. As an international company, we want to accept our responsibility towards all our stakeholders, the environment and society.

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We take responsibility

Marco Märsmann
Head of Sustainability & Quality Management



GRI Standard
102-16

Sustainability is a very comprehensive term – what does it mean to you personally?

Sustainability really is a comprehensive term. For my part, I believe sustainability means seeing the broader picture, and not just particular aspects of it. Sustainability means that human beings are responsible for assuring that the availability of resources is sustained through their decisions and actions. Our resources are not unlimited, and future generations should also be able to benefit from them. Which is why our task is to create an awareness for the origins of our raw materials, to promote sustainable cultivation of plants and to ensure that animal husbandry is appropriate for the species involved. Everybody can contribute to this development through their own actions. It's not the state or my neighbour who is responsible; it's us all.

You took on the role of Head of Sustainability & Quality Management in the Bell Food Group in January of 2021. What motivated you to make this move?

The significance of sustainability as an issue is growing increasingly in our society. And it's a topic that has repeatedly occupied me in recent years. During my time at Bell Seafood, sustainable procurement was an issue I had to tackle at an early stage. Indeed, I was even involved in the creation of the WWF Seafood Group back then.

I would like to make the issue of sustainability more tangible and measurable. And, additionally, I'd like to build awareness of the need to treat the resources we have been given with respect. We human beings have to act in a manner that ensures that every living creature will still be able to live well on Earth in future. Sustainable action means thinking of tomorrow today so the next generation can also satisfy its needs without experiencing limitations caused by our actions.

What do you want to do first in your new role as Head of Sustainability at the Bell Food Group?

Sustainability in the Bell Food Group is like a young tree that has already infiltrated its roots into the company's DNA. And I'd like to see that tree grow further. One of the first steps that needs to be taken is a revision of the sustainability strategy, an important cornerstone of the Bell Food Group's future direction.

And the leitmotif at the heart of our strategy is "We take responsibility." I see our contribution as being the development and implementation of new sustainable processes in our company and value chain by promoting cooperation among each other, mutual exploitation of common synergies and supporting and assisting each other. Through this, we can achieve added value for our company, society and the environment. Effective and transparent communication and an active exchange between employees is essential in this respect. We want to use a planned e-learning course to reach all our employees, bringing them closer to our sustained commitment and sensitising them to sustainability.

Sustainability strategy and management



GRI Standard

102-11, 102-12, 102-13, 102-16, 102-40,
102-42, 102-43, 102-46, 102-47

Internal sustainability management

The sustainability strategy adopted by the Bell Food Group came into force in 2013. It was revised in 2016, approved by the Board of Directors and has applied to every business area of the Bell Food Group since 2017. As a fundamental policy, the sustainability strategy and quality strategy together form the basis of corporate activity, being incorporated in all other functional strategies (brand strategy, sales market strategy, HR strategy, production strategy, etc.).

The sustainability strategy of the Bell Food Group consists of three strategic dimensions, "Products and procurement", "Environment and resources" and "Employees and society", several strategic fields of action (see "The three pillars of sustainability" diagram on page 9) and common strategic objectives for all business units whose implementation status is illustrated and assessed in the following chapters (see "Strategic objectives and proof of performance" tables).

Organisational framework conditions such as sustainability management and the sustainability organisation of the Bell Food Group were also defined in the sustainability strategy (see "Internal sustainability management" diagram on page 11), and these regulate implementation and control of the sustainability strategy. The Board of Directors is the supreme decision-making body, while the CEO of the Bell Food Group steers implementation of the sustainability strategy together with senior strategic management, the Group Executive Board and business area and division management teams. The Sustainability Competence Centre acts as a further level in the sustainability organisation. The latter consists of the central sustainability team (in the Bell Switzerland business area) and a sustainability officer from each division. The Sustainability Competence

Centre meets at least twice a year for an exchange, coordinates objective achievement and implementation of measures, ensures uniform processes, conducts monitoring for early detection of relevant and critical sustainability issues, and provides information internally and externally on the sustainability commitment of the Bell Food Group.

Monitoring of sustainability indicators is an important component of internal sustainability management. It encompasses every Bell Food Group division and business area and is also coordinated through the Sustainability Competence Centre. Progress and objective achievement are continuously monitored and reported annually to the Board of Directors of the Bell Food Group in a synthesis report.

Since the most recent version of the sustainability strategy came into force in 2017, the Bell Food Group has seen huge organisational changes resulting from, among other things, acquisitions, divestments and the restructuring of business areas. In addition, the focus until now on the issue of meat and challenges in meat processing due to the expansion of the convenience market, particularly plant-based products, has widened greatly, and certain topics such as the corporate duty of care in the supply chain have become increasingly significant in recent years. For this reason, the sustainability strategy in the Bell Food Group is currently being revised. Introduction of the new sustainability strategy is planned for 2022, with the objectives being achieved by 2026.

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Material topics

In the context of the first sustainability report for the year 2019, the Bell Food Group reported for the first time on material sustainability topics pursuant to the standards of the Global Reporting Initiative (GRI). It is based on, among other things, the comprehensive stakeholder analysis conducted during the review of the sustainability strategy in 2016. Drawing on this stakeholder analysis and strategic fields of action in the sustainability strategy, a list with potentially relevant issues for reporting was compiled in an initial step. As part of this process, we analysed the focal topics of selected environmental protection and animal welfare organisations and the sustainability strategies of our competitors, taking account of a variety of ratings and rankings. The list with potentially

relevant topics was then categorised in superordinate chapters, their stakeholder relevance evaluated and the impact of the Bell Food Group on the environment and society assessed. An internal self-assessment of the Bell Food Group served as a basis, along with a study-based, systematic evaluation by an external consulting company for sustainability management.

This multi-level materiality analysis ultimately resulted in ten material topics (see listing below) that, together with the strategic fields of action from our sustainability strategy, are depicted in this sustainability report in the three main chapters "Products and procurement", "Environment and resources" and "Employees and society", underscored with key indicators and oriented in terms of structure and content on GRI standards:

- Sustainable procurement of plant-based products
- Sustainable procurement of animal products
- Animal welfare
- Climate
- Food loss and resource efficiency
- Water
- Employment conditions
- Occupational health and safety
- Food safety
- Responsible market player

The three pillars of sustainability

We are integrating sustainability as a corporate mainstay across the company by following the maxim "**We take responsibility.**" Our sustainability strategy uses three pillars to classify our responsibilities:

Pillar 1: We are committed to manufacturing ecological, animal-friendly and socially responsible products.

Pillar 2: We respect the environment and handle resources carefully.

Pillar 3: We are an attractive employer and committed to our employees and our role in society.





Our stakeholder list

Social interest groups:

- Competitors
- Local communities (residents and neighbours)
- Consumer protection organisations and consumer associations
- Non-governmental organisations (environmental and animal protection)
- Media

Partners:

- Trade unions
- Associations and industry organisations
- Suppliers, traders (raw materials), (contracted) producers and farmers
- B2B/B2C customers (retail, wholesale, system catering, industry)
- Universities and institutions

Internal stakeholders:

- Employees and staff councils

Political decision makers:

- Public authorities
- Legislators

Financial stakeholders:

- Shareholders
- Investors
- Analysts

Our stakeholders

A comprehensive stakeholder analysis was conducted in 2016 in the context of the sustainability strategy review, and stakeholders with an influence to be taken seriously or a keen interest in our company were identified (see "Our stakeholder list", page 10). The impact of the business activities of the Bell Food Group on these stakeholder groups and their demands and expectations are of particular importance to the Bell Food Group and have significantly influenced further development of the sustainability strategy and associated strategic fields of action.

Maintaining the approval of these stakeholder groups is important for the long-term success of the Bell Food Group. This applies both to direct stakeholder groups such as employees, suppliers and other partners and to indirect groups such as societal stakeholders. Unfortunately, it is not always possible for the Bell Food Group to avoid and change conflicts concerning objectives arising from the differing needs of our stakeholders. By promoting a mutual exchange between different stakeholder groups, the Bell Food Group seeks to strengthen mutual understanding and find common solutions. In this way, the Bell Food Group can identify relevant topics and build up knowledge that will help the company to develop and improve continuously. The involvement of and exchange with our stakeholders

and partners occurs in a variety of manners and is both centralised and decentralised, as stakeholders sometimes differ widely from country to country, and those responsible locally are best equipped to classify their relevance. Examples include the Swiss Farmers' Union, amfori Network Switzerland, Working Group Poultry, the German Animal Welfare Association, regional and national organisations such as the Federation of German Food and Drink Industries or the Swiss Private Sector Energy Agency (EnAW), trade unions and industry associations such as Proviande, the Central Association of the German Poultry Industry, the Swiss Poultry Producers (SPG), Fédération française des industriels charcutiers, traiteurs, Transformation de Viandes, the Swiss Convenience Food Association (SCFA) and Swiss Animal Protection (STS).

The **involvement of our stakeholders** is of central importance for the long-term success of the Bell Food Group.

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Internal sustainability management

Organisational framework conditions such as sustainability management and the sustainability organisation of the Bell Food Group were defined in the sustainability strategy, and these are illustrated in a simplified form below.



- 1 Reaches decisions and commissions
- 2 Informs, coordinates and advises, exchanges best practices, prepares decisions
- 3 Informs, implements measures and projects, reports on activities

Pillar 1

Products and procurement

The Bell Food Group sets high standards when it comes to the manufacturing methods employed for its plant-based and animal raw materials. The focus in this respect is on production methods and animal welfare in particular, as the Bell Food Group wants to make a positive contribution to sustainable agriculture. For this reason, Bell Food Group products meet minimum social and ecological requirements and, in part, even contribute social and ecological added value.

The Bell Food Group labours constantly to enlarge its range of label products with social and/or environmental added value.

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Pioneering work in the poultry house

July 2020 saw the Bell Switzerland business area in Zimmerwald (near Bern) commission a new poultry house in its integrated poultry production, a facility created in close cooperation with the owner. There is nothing very extraordinary about this and, at first glance, the new structure appears very similar to a normal poultry house. However, a second look soon reveals that the poultry house is anything but ordinary. It is, in fact, a BTSplus: a Minergie-A certified, completely energy-neutral prototype that will one day set new standards.

The BTSplus concept is a further development of the tried and trusted Swiss BTS system (PAS – particularly animal-friendly housing systems) with new technologies for energy-efficient rearing of broilers without CO₂ emissions. Through the BTSplus concept, the Bell Food Group wants to develop Swiss BTS housing and contribute to more energy-efficient, CO₂-neutral poultry production in the Bell Food Group.

The BTSplus building in Zimmerwald will now be tested for one year as part of a pilot project. Once the test phase is complete, the extent to which the BTSplus concept can be extended in cooperation with the owners to other new buildings and existing BTS houses in the Bell Food Group will be evaluated.

→ Animal-friendly housing systems



Energy efficiency

→ The photovoltaic system on the roof produces 67 000 KWh of power annually, double the amount of energy required to operate the facility. This means that, in addition to being completely energy neutral (energy produced = energy consumed), it also provides surplus energy that can be used for other business branches or fed into the public power grid.

→ 80% of heating energy required is waste heat from the birds, and this is exploited through installation of a heat recovery system, heating fresh air which is drawn in from outside and used for air conditioning in the house and the conservatories. The remaining 20% is provided by a heat pump powered by a photovoltaic system.



Fewer emissions

→ The exhaust air of the BTSplus house is cleaned with a bio filter. This ensures that dust and odour emissions are decreased during operation, thus reducing the impact on the immediate environment.

→ Fossil energy is completely dispensed with, achieving an annual saving of around 33 tonnes of CO₂.



A high level of animal welfare

→ The poultry house and conservatories are supplied with preheated fresh air drawn in from outside. Developed specially for BTSplus, this system ensures that there is always a pleasant climate in the poultry house and conservatories. This means that the conservatories can be used all year round, regardless of the outside temperature, and they can also be used by the birds just a few days after hatching. In addition, the new poultry house concept also provides more space overall for the birds. BT-Splus therefore contributes more added value to the state BTS (PAS) animal welfare programme from which the birds benefit.

Plant-based raw materials and products



GRI Standard

103-1, 103-2, 103-3, 201-1, FP2

Relevance

Around 21% of the Bell Food Group's revenue is generated through vegetarian and vegan products. For this reason, greater volumes of plant-based raw materials such as fruit and vegetables or cereal are required, particularly for the convenience business area, where purely plant-based products are sold. Depending on production methods and locations, the growing of these raw materials can have environmental and social consequences, such as the large amounts of water and land required for agriculture, the use of plant protection products and fertilisers, and sometimes problematic working conditions. At the same time, the Bell Food Group is a rather small player in global terms, and the impact on it of fluctuations in supply on global markets (e.g. due to climate events) can be potentially severe.



Management approach

The Bell Food Group wants to make a positive contribution to sustainable agriculture and, to achieve this, we have defined objectives and measures for our plant-based raw materials and products:

→ The basis here is the so-called Don'ts, a dedicated list of critical raw materials and production forms such as genetically modified foods whose use is prohibited throughout the Bell Food Group.

→ Suppliers of the Bell Food Group should meet minimum ecological and/or social standards (Roundtable on Sustainable Palm Oil [RSPO], Gute Agrarpraxis [GlobalGAP], etc.) when it comes to critical raw materials and raw material groups such as palm oil and fruit and vegetables defined by us. This must be verified by a label organisation or an inde-

pendent body, and observance by raw material suppliers is compulsory. The Bell Food Group relies on established industry standards in this respect.

→ Moreover, the Bell Food Group pursues the strategic goal of expanding its range with label products that offer clear added value in terms of sustainability. Examples of these are Fairtrade or biologically manufactured products (Bio Suisse, EU Bio).

→ As an active member of the Soy Network Switzerland and the Donau-Soja association, Bell Switzerland has been committed for several years to the sustainable procurement of soy for feed, supporting the sustainable cultivation of feed soy in countries of origin.

⇒ Together for sustainable soy

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100 %

of the fruit and vegetables procured **in Switzerland** come from operations with (at least) SwissGAP certification. 84% of the fruit and vegetables procured **from Europe** come from operations with (at least) GlobalGAP certification.

100 %

of the **palm oil** in our food is certified according to **organic or RSPO standards**.

89 %

of all plant-based raw materials came **from Europe** IN 2020.

+6 %

The proportion of certified plant-based raw materials from **sustainable sources** was increased from 10 to 16%.

Measures/ Projects 2020

Agricultural production

At Hilcona, the proportion of chemically dressed seed (i.e. seed treated with plant protection products) in conventional vegetable cultivation should be reduced in the long term, or a switch to organic dressing should occur. For example, undressed seed was already used in 2020 on 50% of the land area in bean production. This will be increased to 80% in 2021, and the proportion of only organically dressed seed in carrot cultivation will be increased to 50%.

The "Bee Hilcona" project and the establishment of bee colonies at the Hilcona production locations in Schaan and, in future, also Landquart represent a small but valuable contribution to more pollination security and a response to the death of these insects.

➡ Things are humming and buzzing at Hilcona

Range of products with (sustainable) added value

Hügli, one of the few companies in the food service sector with a comprehensive range of organic convenience products, has revised all the organic recipes of its three "Hügli", "Vogeley" and "Stein's Best" brands and adapted these to comply with the new EU organic regulation, considerably earlier than required by the legislator. In addition, with primaVita, Hügli has developed its own new brand for convenience products with an additional nutritional benefit (proteins, vitamins, minerals and unsaturated fatty acids) that has been available since mid-2020.

Eisberg has expanded its organic range with five new organic salads and chopped organic corn on the cob, and with Sylvain & Co. (Switzerland) with the new "Botanic Waters" beverages for the Swiss market with regional organic-labelled herbs and bottles from local Swiss producers.



Integrated contracted production in the area of crop production at Hilcona and Eisberg*

Eisberg:

→ Support of salad and vegetable producers in implementing standards for good agricultural practice (e.g. GlobalGAP, GlobalGAP Plus and GRASP). Eisberg AG also supports certification financially in the first two years.

Hilcona:

→ Support of vegetable farmers through advice and aid during cultivation planning, for sowing, cultivation and harvesting and when it comes to loaning of special machinery (e.g. all-in-one sowing machine)

→ Evaluation and further development of production standards (e.g. IP and organic regulations)

→ Organisation and realisation of raw material transportation

→ Long-term development and maintenance of producer base (support, advice, administration)

→ Fair contractual conditions through purchase agreements

→ Local procurement and regional added value with short transportation routes

* Integrated contracted production is more deeply institutionalised at Hilcona through the so-called Hilcona Agrar than at Eisberg.

Meat alternatives/**Plant-based innovations**

Hilcona also focused on plant-based innovations in 2020, with the Hilcona start-up "The Green Mountain" launching the first vegan meatloaf and plant-based minced meat on the market in September. Hilcona had already launched the meatless "The Green Mountain" burger a few months earlier, a product that was declared test winner by the Swiss consumer magazine *Kassensturz* in the sensory category, beating international competitors. Hilcona is therefore expanding its range further with over 100 vegan products, thus responding to the growing demand for plant-based products.

- ➡ The first vegan meatloaf
- ➡ "The Green Mountain" burger

The Bell Food Group increased its participation in the Dutch start-up Mosa Meat (which specialises in the development of cultivated meat) in 2020 by a further EUR 5 million. This new financing round is aimed at the commercial production and marketing of cultured beef.

- ➡ Participation in Mosa Meat

Evaluation

2020 has seen a considerable increase in the proportion of labelled plant-based raw materials (the share of certified raw materials with social or ecological added value in the total procurement volume) used in the Bell Food Group (see "Purchased volume of labelled plant-based and animal raw materials" table, page 45). The company is also largely on course to realise strategic goals (see table in chapter "Plant-based raw materials and products", page 16). One exception is the proportion of fruit and vegetables from Europe meeting the GlobalGAP minimum standard, with a failure to increase the share to 100 % by 2020 in line with the strategic objective.

Sales revenue from label products in the convenience business area, which manufactures mainly plant-based mono and blended products, was also increased slightly in 2020 (see "Sales revenue for labels" table, page 46).

Outlook

The Bell Food Group plans to give greater consideration to the issue of sustainability in crop cultivation and in the procurement of plant-based raw materials for the revision of the sustainability strategy in 2021, a matter that has been pressing in recent years since the last strategy review in 2017 because of massive expansion in the convenience business area.

**Key indicators**

Purchased volume of labelled plant-based and animal raw materials, page 45

Sales revenue for labels, page 4

Strategic objectives and proof of performance 2020 in the area of
plant-based raw materials and products

Objective	Unit	2019	2020	Δ Objective
No procurement of products/production forms defined as critical ¹	%	0	0	○ ○ ●
Increase in sales revenue with sustainability labels defined by us, incl. organic (continuous objective) ²	%	15	18	○ ○ ●
100 % RSPO-certified palm oil by 2020	%	100	100	○ ○ ●
100 % fruit and vegetables from Europe complying with at least GlobalGAP by 2020	%	82	84	○ ○ ○
100 % fruit and vegetables from Switzerland complying with at least SwissGap by 2023	%	100	100	○ ○ ●
100 % GMO-free seed for fruit/vegetables from own cultivation by 2020 ³	%	100	100	○ ○ ●

1 These are compiled in the so-called Don'ts list of the Bell Food Group and must not be implemented anywhere in the entire company.

2 See "Sales revenue for labels" table under "Convenience", page 46. Encompasses the complete sales revenue (net income) of the convenience business area that manufactures mainly plant-based mono and blended products. Blended products may contain traces of animal products.

3 Target values only apply to the Hilcona and Eisberg (convenience business area) business units that have integrated contracted production at an agricultural level.

- Objective not on track
- Objective partially on track
- Objective on track or achieved

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Animal raw materials and products, including animal welfare

Relevance



GRI Standard

103-1, 103-2, 103-3, FP2, 201-1,
Bell Food Group indicator

Animal raw materials, primarily meat, are the most important raw materials in terms of volume for the Bell Food Group. Almost 100 % of the raw materials for meat and meat products are used by the Bell Switzerland and Bell International business areas. More than 98 % of the total volume of fish and seafood is procured by the Bell Switzerland business area. Around three-quarters of the sales revenue of the Bell Food Group comes from the processing of animal products. The convenience business area also uses animal raw materials, but mostly in blended products rather than purely meat products.

Animal husbandry practices, feed, medication (e.g. use of antibiotics), transportation and slaughtering of animals are all animal welfare issues to be found along the entire value chain in the Bell Food Group. Our influence as a slaughtering and processing company differs according to the business area. The Bell Switzerland business area and Hubers/Sütag division have their own abattoirs and cutting halls where they can directly influence the welfare of the animals by determining the type of anaesthetisation and the slaughtering process. The Bell Food Group operates its own integrated poultry production facilities in Switzerland, Austria and Germany. Topics such as husbandry practices, feed, medication and animal transportation can be managed more directly here.



Management approach

The Bell Food Group campaigns for the improvement of production factors and promotes animal welfare through the following objectives and measures:

→ The basis here is the so-called Don'ts, a dedicated list of critical raw materials and production forms such as foie gras, meat and eggs from battery-caged poultry or Score 5 fish and seafood (according to the WWF assessment) whose use is prohibited throughout the Bell Food Group.

→ Furthermore, when it comes to critical raw materials it has defined itself, the Bell Food Group places its faith during their procurement in minimum ecological and/or social standards (e.g. eggs certified at least in accordance with KAT, AMA, QA). This must be verified by a label or an independent body, and observance by raw material suppliers is compulsory.

→ In addition, the Bell Food Group wants to expand its animal products through product labels with proven added value from different animal welfare levels and animal welfare programmes, such as EU-Bio, Bio Suisse, MSC, ASC, Naturafarm, BTS (PAS) poultry and Fairhof. In the case of these product labels, observance of animal welfare requirements is monitored by the label organisation or a public authority.

→ With regard to animal welfare, aside from attaching particular importance to husbandry conditions on the production farms (where, in particular, we can directly influence integrated poultry production), we focus primarily on transportation and the slaughtering process in our own abattoirs (see special focus "Animal protection and animal welfare in own production", page 21).

35%

of own slaughtering IN 2020 carried **animal welfare labels** (incl. organic).

98%

of all animal raw materials came **from Europe** IN 2020.



Use of antibiotics

For medical reasons and in the interests of animal welfare, sick and injured animals must be treated to ensure that they do not suffer. For this reason, the Bell Food Group works to ensure that, through preventive measures, animal health is promoted and antibiotics are only used in exceptional cases. We support the principle of an appropriate use of antibiotics in this respect – Antibiotics only if nothing else helps.

⇒ The facts refute blanket judgements

Measures/ Projects 2020

Agricultural production and animal husbandry

In poultry production, a poultry house built to Minergie-A standard was commissioned in the summer of 2020 (see special focus "Pioneering work in the poultry house", page 13), and Import BTS (PAS) recertification in poultry production (chickens and turkeys) was secured in the EU.

The commitment of the "Original Simmentaler" association supported by Bell Switzerland was expanded further in 2020, with a product range expansion for milk products and a study of the meat quality of Simmental animals and the independence of the association.

⇒ Simmental cattle, all-rounders with a long tradition.

To promote animal welfare at various levels of the value chain, especially where the Bell Food Group can exercise direct influence, it focused again in 2020 on close cooperation with a variety of stakeholders, such as supporting farmers during observance of animal welfare requirements or active participation in programmes for improving animal health (Swiss "Calf Health Service - Suckler / Kälber-Gesundheitsdienst [KGD]-Tränker" project for improving the health of calves, "Goldengate for improving good manufacturing practice [GMP] in live animal production / Goldengate zur Verbesserung der guten Herstellpraxis in der Lebendtierproduktion [GHP]" project, "Camp-Control" project for improving the health of poultry) and the reduction of antibiotic use ("Antibiotic Resistance Switzerland / Antibiotikaresistenzen Schweiz [StAR]" project, "Swine Plus Health Programme / Schweine-Plus-Gesundheitsprogramm" for healthy pigs). In the context of a further research project, Bell Switzerland was also involved in the investigation of alternative (synthetic) protein sources in poultry feed intended to improve animal health, use of resources and the impact on the environment (ammonia reduction).

Transportation, slaughter

Bell Switzerland was active in 2020 in the working group for the "Avoidance of slaughtering of pregnant cattle" to improve the situation. At Hubers (Hubers/Sütag division), live animal transports by truck were fitted with new tarps and a ventilation system for more humane transportation of live animals and, in the summer of 2020, the CO₂ stunning equipment was replaced, changing from a two-phase to a five-phase stunning system that enables more humane stunning of animals.

Range of products with (sustainable) added value

The launch of a premium beef burger by Bell Switzerland in the spring of 2020 means that Swiss cattle breeds (Angus and Simmental) and an animal-friendly free-range environment and natural feed – primarily of mother's milk, grass and hay – can be promoted even more intensely. In addition, Bell Switzerland switched veal products under the Naturafarm brand at the Coop wholesale distributor completely to veal from particularly animal-friendly suckler cow husbandry (NaturaVeal). The range of Swiss pasture beef from suckler cow husbandry was expanded through the Origine brand from Transgourmet.

In the seafood range, new Fairtrade tuna has been available from Bell Switzerland in the self-service of the Coop wholesale distributor since December 2020, and Bell Switzerland has begun with the change to label production conforming to ASC for other products such as prawns, bass and gilt-head bream, and octopus products from conventional production to label production conforming to ASC and MSC. The change should be completed by the end of 2021.

Bell Germany developed a new premium diced ham product in EU organic quality for the food service channel which will be sold under the Transgourmet natura brand. Bell France further expanded its locally produced sausage and ham range from Auvergne with Label Rouge products. In addition, Hubers (Hubers/Sütag

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+14

The **number of certified organic producers in poultry production** in 2020 was raised by 14 additional farmers to 244.

97 %

of fish and seafood came from **sustainable sources** IN 2020. (**WWF Score 1–3**).

division) considerably expanded its BTS (PAS) range with regard to broilers by 40% and its organic range by 20% when compared to the previous year.

➡ For the well-being of animals – and people

Evaluation

The general increase in the proportion of labelled materials (the share of certified raw materials in the total procurement volume) continued in 2020, with slight growth evident in all main animal raw material groups, namely meat and meat products, fish and seafood, whole egg, and milk and milk products (see “Purchased volume for labelled plant-based & animal raw materials” table, page 45). One exception is the proportion of slaughtered pigs with animal welfare labels (incl. organic) (see “Own slaughtering with animal welfare labels (incl. Organic)” table, page 46) which, due to a reduction in the contractual quantity of one customer in 2020, lies below the previous year’s volume.

The positive trend of the previous year also continues in terms of sales revenue with regard to defined sustainability and organic labels in the area of meat and meat products, with overall net income being exceeded again in 2020 (see “Sales revenue for labels” table, page 46).

Although the implementation status is also fundamentally satisfactory in the case of strategic objectives, there is a need to catch up in the Hügli division acquired in 2018 and, in part, in the newly built production plants with regard to minimum standards for defined critical raw materials and raw material groups. This is also particularly indicated in the purchased volume of eggs pursuant to the minimum standard, which is currently still below the target level for 2020 (see table in chapter “Animal raw materials and products, including animal welfare”).

Inspections and audits by government veterinarians and independent animal welfare organisations also confirm again in 2020 the good slaughtering practice at the Bell Switzerland and Hubers/Sütag abattoirs. In addition, none of the tests to monitor antibiotic residues at the meat processing plants of the Bell Food Group conducted by government institutions or the company itself in the reporting year indicated any positive antibiotic findings in meat (see table in chapter “Animal raw materials and products, including animal welfare”).

The Bell Food Group wants to make **a positive contribution to sustainable agriculture**.

+3%

The proportion of certified animal raw materials from **sustainable sources** was increased from 27 to 30%.

Outlook

In the area of animal raw materials, the Bell Food Group also intends, in the light of revision of the sustainability strategy in 2021, to focus more intensively and holistically on the issue of sustainable procurement of animal products and, in particular, the well-being of animals, both with regard to the entire value chain and with new relevant topics and a clear animal welfare strategy.



Key indicators

Purchased volume of labelled plant-based and animal raw materials, page 45

Own slaughtering with animal welfare labels incl. organic, page 46

Sales revenue for labels, page 46

Strategic objectives and proof of performance 2020 in the area of **animal raw materials and products** and **animal welfare**

Objective	Unit	2019	2020	Δ Objective
No procurement of products/production forms defined as critical ¹	t	0	0	○○●
Increase in sales revenue with sustainability labels defined by us, incl. organic (continuous objective) ²	%	32	33	○○●
100 % of purchased eggs comply with KAT, AMA, QS, AgroVet or a comparable standard by 2020	%	91	88	○○○
99.9 % of revenue with fish and seafood from ecologically compatible aquacultures/fisheries that, where possible, preserve stocks (WWF Score 1–3) by 2024 ³	%	97	97	○○●
Reduction of antibiotic use/Residue monitoring ⁴	# findings	0	0	○○●
Humane slaughtering ⁵	qualitative target			○○●

1 These are compiled in the so-called Don'ts list of the Bell Food Group and must not be implemented anywhere in the entire company.

2 See "Sales revenue for labels" table under "Bell Switzerland"/"Bell International", page 46. Encompasses the complete sales revenue (net income) of both the Bell Switzerland and Bell International business areas that manufacture mainly meat and meat products. Meat products may contain traces of plant-based products.

3 The target value only applies to Bell Switzerland pursuant to the WWF Seafood agreement, where 95 % of the total procurement volume of fish and seafood will be handled through the Bell Switzerland business area.

4 Status checked through annual documentation of measures and during own or official residue monitoring.

5 Target values only apply to the meat-producing business units Bell Switzerland and Hubers/Sütag, who slaughter themselves. Status checked through annual documentation of measures and during own or official monitoring.

- Objective not on track
- Objective partially on track
- Objective on track or achieved

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Animal protection and animal welfare in own production



Integrated agriculture*

- Support and aid of farmers and producers in different areas such as questions relating to animal husbandry, animal welfare and animal health, feed, animal shed construction and general breeding management of broilers through (own) consulting and health service.
- ➡ On behalf of healthy animals
- Organisation and realisation of animal transports
- Long-term development and maintenance of producer base (support, advice, administration)
- Fair contractual conditions through purchase agreements and an information exchange with the producer association



Loading/Transportation/Delivery

- Optimised transportation logistics continually maintained in the current state
- Additional ventilation and cooling in waiting houses
- Safe transportation environment and transportation durations kept as short as possible to avoid too much stress for the animals
- Transportation by trained professionals that handle the animals in a calm manner
- Standardised transportation and unloading checks conducted by official or private organisations, depending on the label
- Live animal inspection by an independent veterinarian when the animals are unloaded



Slaughtering process**

- Adequate anaesthetisation is not only a legal requirement, but also a top priority for the Bell Food Group. Specialist personnel use state-of-the-art anaesthetising techniques and methods that meet the highest practical standards.
- All employees who have contact with living animals during their work receive appropriate animal welfare training. Only trained personnel may work with living animals.
- Each facility has an animal welfare officer who receives regular training.
- Video surveillance in all areas where work is performed with living animals

Independent controls

Government veterinarians ensure that the abattoirs of the Bell Food Group meet legal requirements regarding animal welfare and health and food safety standards. In addition to undergoing official inspections, the abattoirs in Switzerland, Austria and Germany also have annual inspections performed by independent organisations (Swiss Animal Protection STS, bsi Schwarzenbeck).

* Only applies to integrated agriculture in the area of poultry production in the Bell Switzerland and Hubers/Sütag business units of the Bell Food Group.

** The Bell Food Group's own slaughtering operations are limited to the Bell Switzerland business area and Hubers/Sütag division (Bell International business area). While the Bell Switzerland business area slaughters all animal species, Hubers/Sütag only carries out poultry slaughtering.

Pillar 2

Environment and resources

For the Bell Food Group as a production company, the careful husbanding of resources is key to conserving our resources, saving costs and caring for the environment.

It is therefore the strategy of the Bell Food Group to reduce our energy and water consumption and use our resources more efficiently, recycling or managing them in closed circuits where possible in order to help preserve the environment.

In the long term, the Bell Food Group aims where possible to procure energy for its electricity, heating and fuel exclusively from renewable sources. Production processes are continuously being optimised in order to keep food, energy and water losses to a minimum.

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Sustainable packaging

In the food sector, general replacement of plastic with other packaging alternatives is not so easy. The protection of the product against harmful influences such as germs, air or light is paramount here in order to guarantee the shelf life and food safety and prevent the loss of flavour and vitamins as much as possible. These properties are frequently only found in plastic packaging.

In all business units, the Bell Food Group has defined clear reduction targets for plastics in

packaging that differ according to the size and range, and a variety of efforts are made to reduce plastic consumption and recycle or substitute for plastic:

- Reduction of plastic volume through adaptation of outer and final packaging (thinner product packaging, paper-based outer packaging instead of plastic variants, etc.)
- Use of materials that are easy to recycle (e.g. use of single materials)
- Increase in proportion of recycled plastic (rPET)

352 t

The **volume of packaging material saved** in 2020 WAS 352 tonnes (previous year: 137 tonnes).

Gastronorm dish (Hügli)

Reusable container in standard kitchen dimensions for the food service channel which has been used for years.

Elephant bowls (Eisberg)

Reduction of 20 g PET per packaging

Folding packaging (Bell Switzerland/ Bell Germany)

Folding packaging has been used for some years now at Bell Germany. Four new articles at Bell Switzerland for the air-dried ham speciality range. Over 50 % less plastic.

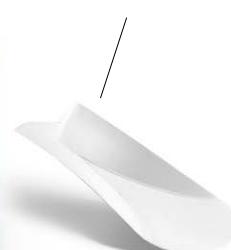
Catering dishes (Hilcona)

The new version with cardboard used for prepared salads. Plastic content only 12.7 % instead of the previous 92.6 %.



Ecological folding spoon (Hilcona)

Made of FSC-certified material. Saving of approx. 3.5 tonnes of plastic waste p.a. (~65 to 85% as conventional eating aids)



Climate



GRI Standard

103-1, 103-2, 103-3, 302-1,
302-3, 305-1, 305-4

Relevance

The warming of the Earth caused by the unfettered output of greenhouse gases (GHG) is one of the greatest global challenges of the 21st century. Climate change has a huge impact on food production and, consequently, directly affects all players in our value chain. At the same time, agriculture and the food processing industry are emitters of greenhouse gases and have to do their part to protect the climate.

The Bell Food Group can primarily exercise a direct influence on GHG emissions through the energy sources used by production plants and its own transportation organisation. The Bell Food Group bears an increased responsibility here to limit the emission of greenhouse gases by moving away from fossil fuels to renewable energy forms and increasing energy efficiency.



Management approach

→ The Bell Food Group wants to reduce energy consumption (heating, electricity) and the use of fossil energy sources and the associated greenhouse gas emissions as far as possible in all its facilities, but without impairing product quality and food safety. In addition, the proportion of renewable energy sources will be continually increased and own transportation logistics reorganised where possible.

→ In the area of heating, we favour connection to district heating grids in, for example, the locations in Basel (Bell Switzerland), Schaan and Landquart (Hilcona) and efficient use of waste and process heat in the production plants.

→ All production facilities have an internal energy management system that will be supplemented by 2024 through an energy data acquisition system in all plants.

→ All production locations in Switzerland and Liechtenstein have concluded an agreement with the Swiss Federal Office for the Environment (BAFU) on objectives to reduce CO₂ emissions.

→ To achieve improvements in upstream stages, particularly in integrated production, the Bell Food Group is involved in projects such as the development of the BTplus emission-neutral poultry house (see "Pioneering work in the poultry house", page 13).



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+9 %

As a result of new plants, a comprehensive expansion of products and insourcing, the **energy procurement** IN 2020 increased over the previous year by 9% to 556 GWh.

+13 %

As a result of new plants, a comprehensive expansion of products and insourcing, **green-house gas emissions** IN 2020 increased over the previous year by 13% to 83 305 tonnes CO₂ equivalents.

56 %

56% of energy procured (electricity, heat, fuel) in 2020 CAME **from renewable sources** (previous year: 56%).

38 GWh

The **heat recovery** and **waste heat usage** measured in 2020 WAS 38 GWh.

Measures/ Projects 2020

Climate friendly

Ecology and efficiency in logistics is not a contradiction in terms. In addition to rail transportation of goods – used by Bell Germany for the transportation of Italian air-dried ham cuts (transportation between Italy and Germany) and Hilcona through rail transportation with SBB Cargo Switzerland for many years now – the Bell Food Group is now collaborating with different logistics partners from Bell Switzerland and Hilcona for goods transportation using hydrogen trucks with zero emissions. In addition, all Bell Food Group business flights have been compensated for since 2014 and realised through projects with the WWF. To further reduce the fuel consumed by company vehicles and the company fleet, and to curb CO₂ emissions, new e-vehicles are in use at a few locations or are being currently tested.

Together with experts from Eaternity AG, a personal carbon footprint for one-off menu creations was compiled in the context of the Hilcona "So is(s)t Klimafreundlich" food service initiative ("Eco-friendly living (and eating)"). It aims to inform consumers of all age groups indirectly about climate-friendly nutrition and provide tips on sustainable consumer decisions. Furthermore, projects for CO₂ accounting of own products/product ranges were also realised at Bell Germany and Hügli.

Energy efficiency and energy savings

The roll-out of the energy data acquisition system started in 2019 was continued in 2020 with a slight delay due to COVID-19 restrictions.

The Bell production locations in Germany and Sütag (Hubers/Sütag division) received ISO 50001 certification again in 2020 for their energy management system, and Eisberg Romania was recertified pursuant to the ISO 14001 environmental management standard.

To determine where energy can be saved and efficiency enhanced, the Bell Food Group also conducted pinch analyses again in 2020 in co-operation with external specialists at a few locations such as Radolfzell (Hügli) and Basel (Bell Switzerland) to develop individual measures together for the production locations. Furthermore, it proved possible to continue implementing measures defined in 2019 for the enhancement of energy efficiency at different locations. Measures included switching to LED lighting and renewal and expansion of air conditioning, ventilation and vacuum units and compressed air supplies.

In the context of the "Geothermal Glasshouses" project, initial minor test runs were started in 2020 at the Marchtrenk location in Austria to investigate the use of geothermal energy for heating greenhouses for Eisberg vegetable crops.

Waste heat/Heat recovery

As the efficient use of waste and process heat in Bell Food Group production plants is destined to play an increasingly significant role, a variety of projects were also implemented again in 2020, as demonstrated by the expanded use of waste heat in the abattoir in Basel, installation of a high-pressure heat pump at the Zell location (Bell Switzerland) and a new heat recovery system at the Virieux, Saint-Symphorien-sur-Coise and Teilhède locations (Bell France). An additional heat recovery system is also currently being tested at the production location in Orbe (Hilcona). 90% of the hot water at Hubers (Hubers/Sütag division) is already provided today through heat recovery.

Evaluation

The total energy procurement in 2020 was not reduced below the level for the previous year and is currently 556 GWh, equivalent to an increase of approx. 9% (see "Energy procurement" table, page 47). This considerable increase is due to production expansion and the major energy requirement associated with it caused by commissioning of the new production plants in Bad Wünnenberg (Hilcona) and Fuensalida (Bell Germany), and further expansion of the Marchtrenk location (Eisberg Austria). In particular, the new plant for air-dried ham in Fuensalida, Spain, experienced a significant insourcing of drying volume that had an impact on energy procurement and emissions.

At 51%, electricity accounts for the biggest share of total energy procured, followed by heat at 39% and fuels at 10% (see "Energy procurement" table, page 47). Despite an increase in the total energy procurement, the proportion of energy procured from renewable sources in 2020 was maintained at a stable

level of 56%. The proportion of eco-power in 2020 is 79%, with the production locations in Switzerland and Lichtenstein obtaining 100% of their electricity from renewable sources (including the purchase of hydropower certificates). The Bell Food Group produces renewable energy at the Dällikon (Eisberg Switzerland), Radolfzell (Hügli), ESSERT-sous-Champvent (Eisberg, Sylvain & Co) and Basel (Bell Switzerland) locations.

Greenhouse gas emissions in 2020 amounted to 83 305 tonnes CO₂ equivalents (70 661 tonnes in the previous year), equivalent to an increase of 18% (see "Greenhouse gas emissions" table, page 48). The sharp increase is also due to the abovementioned commissioning and expansion of production and business activity. At 42%, electricity is also the biggest source of greenhouse gas emissions, followed by combustibles (34%), fuels (19%) and district heat (4%).

Outlook

The Bell Food Group plans to expand renewable energies through photovoltaic systems as, for example, at Eisberg Hungary. In addition, the "CO₂ neutrality" vision will be further strengthened at Eisberg Switzerland and Sylvain & Co.

In the area of energy efficiency, further projects such as the commissioning of a new thermal oxidation plant, centralisation of refrigeration at the Schiltach location and the replacement of refrigeration plants at the Edewecht location (Bell Germany) are planned.



Key indicators

Energy procurement, page 47

Greenhouse gas emissions, page 48

Strategic objectives and proof of performance 2020 in the area of **climate (energy/CO₂)**

Objective	Unit	2019	2020	Δ Objective
Reduction in GHG emissions (Scope 1+2) of 4% per annum by 2023 ^{1/2}	tCO ₂ -eq	70 661	83 305	○ ● ○
No plants using problematic refrigerants by 2023	Number	83	79	○ ● ○
Reduction in energy consumption of 1% per annum by 2023 ^{1/3}	MWh	511 242	556 179	○ ● ○
100% electricity from renewable sources by 2023	%	79	79	○ ● ○

1 Specific objectives per business area.

2 See "Greenhouse gas emissions" table, page 48.

3 See "Energy procurement" table, page 47.

- Objective not on track
- Objective partially on track
- Objective on track or achieved

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Food loss and resource efficiency

Relevance



GRI Standard

103-1, 103-2, 103-3, 306-2

The conserving and efficient use of raw materials is key to reducing the ecological footprint. For the Bell Food Group as a food producer, the focus is on processed animal and plant-based raw materials, but also auxiliary materials such as packaging.

From farm to table, food losses occur at all levels of the value chain. This may, for example, be due to non-use of edible, but unpopular, slaughterhouse by-products or vegetables that are aesthetically imperfect or do not comply with standards. The Bell Food Group can reduce the losses that can be influenced by our processes by primarily avoiding production surpluses, faulty production and errors in inventory management. However, there are many losses that cannot be prevented, including residual materials that are not suitable for consumption, such as kitchen waste or bones.



Management approach

The Bell Food Group adopts the following management approach to the continuous reduction of (food) losses and the optimisation of resource efficiency:

- > Reduction of waste and increasing the recycling ratio and recovery of materials to recycle as high a level of organic and inorganic material as possible (see recycling cascade in the diagram on page 29) or, at best, to keep them within the loop.
- > Promotion of nose-to-tail sales of animal raw materials.

—> Active member of the “United Against Waste” network, cooperation with charitable organisations such as “Tischlein deck dich” and “Tafel” and marketing through factory outlets such as the Bell Shop or cooperation with innovative organisations such as “Too good to go”.

—> Use of environmentally friendly materials, reduction of material usage in packaging and increased use of recyclable or recycled materials while at all times observing food safety requirements.





+7 %

Recycling volumes increased by 7% year-on-year to 76 327 tonnes in 2020.



Top Excellence system (TopX)

The Bell Food Group improves and standardises processes throughout the Group through the Top Excellence programme, also referred to as TopX. With the decision to replace previous optimisation programmes in individual business units, the foundation was laid in May 2020 for the introduction of a uniform programme, namely TopX, for the whole Bell Food Group. The first locations began introducing the programme in September 2020, and this will be successively expanded to all production plants.

Measures/ Projects 2020

Resource efficiency for packaging

See special focus on page 23 for Bell Food Group measures and projects in the area of packaging.

Food losses

In the context of the internal "Top Excellence" (TopX) improvement management system that was standardised as a programme for the entire Bell Food Group in 2020 and which replaced previous optimisation programmes in individual divisions (e.g. Lean@Hilcona), general operational optimisations were accompanied in particular in the reporting year by the systematic reduction of food losses and increasing the level of recycling of other leftover residual materials. At Bell Switzerland, to give an example, process optimisation improved the yield in chicken production, providing residual meat for human consumption and using wing and drumstick waste for pet food instead of the generation of biogas. Process changes at the Spanish air-dried ham locations (Bell Germany) and targeted optimisations (blade selection, cutting temperatures, sorting criteria, etc.) in the cutting and packaging process at the Harkebrügge and Edewecht locations enabled a considerable reduction in cutting losses and cube granule rejects. At Eisberg and Hilcona, further processing of by-products from the production process (so-called co-products) was examined in the context of the "Food waste reduction" project (e.g. further processing of carrot snippets to make soups).

2020 once again saw several divisions seeking cooperation with charitable organisations such as "Tischlein deck dich" (Bell Switzerland, Hilcona, Eisberg) and "Tafel" (Bell Germany, Hügli, Hilcona) for the support of low-income households through product donations (products with a short shelf life that are not in retail).

In addition, a one-off campaign, "Gemeinsam Teller füllen" ("Filling plates together"), saw Hilcona distributing good-quality products that had become surplus to requirements during the COVID-19 crisis to social projects and kindergartens around the town of Bad Wünnenberg. In addition to existing public and semi-public retail outlets for rejected and surplus goods throughout the Bell Food Group, Bell Switzerland also opened a further retail outlet at Geiser AG in December 2020.

Holistic recycling

In the interest of further utilisation of slaughterhouse by-products that cannot be used in its own production, the Bell Food Group in Switzerland works together with the Centravo Group, which processes slaughterhouse by-products to make grease, leather, biodiesel, raw materials for the pharmaceutical industry and pet food. At the production plants in Dällikon, Dänikon, Villigen (Eisberg Switzerland) and Essert-sous-Champvent (Sylvain & Co), Gyal (Eisberg Hungary), Schaan and Orbe (Hilcona), organic kitchen waste is fed into a biogas plant or, as at the Landquart, Schaan and Orbe (Hilcona) locations, delivered to third-party animal food manufacturers.

With the "AfB social & green IT" foundation, the Bell Food Group has had a new partner in Switzerland since September 2020 for the disposal and further processing of old and obsolete IT equipment. This cooperation is currently being examined in the context of a pilot project and, if successful, should be expanded throughout the Bell Food Group. Cooperation with the company "Cycle4Green" also succeeded in recycling 300 tonnes of scrap paper at the Oensingen location (Bell Switzerland) in 2020.

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Recycling cascade

The basic principles of the recycling cascade for organic materials also apply to inorganic raw materials.

Least preferred option

- Avoid waste of raw materials/ ingredients, food in agricultural production and processing**
e.g. substandard fruit/vegetables ("weirdos"), reduction of faulty/surplus production
- Material recovery**
Leather, heparin in pharmaceutical industry, etc.
- Processing for animal feed**
- Fermentation (energy)**
e.g. biogas plants
- Composting**
- Incineration**

Evaluation

By using recycled or recyclable packaging materials, simplifying packaging and standardising packaging processes, some 350 tonnes of raw materials were saved or replaced by more environmentally friendly options in the 2020 reporting year.

The volume of waste in 2020 amounted to 91 643 tonnes (86 082 tonnes in the previous year), equivalent to an increase of 6% (see "Waste" table, page 49). The increase in the total waste volume of approx. 6% is primarily due to commissioning of the production plants in Bad Wünnenberg (Hilcona) and Fuensalida (Bell Germany), and further expansion of the Marchtrenk location (Eisberg Austria). Expansion of the total waste volume meant that the recycling ratio did not rise in 2020, but the effective absolute recycling volume did increase. The recycling ratio and proportion of household rubbish remain at the level of the previous year.

Outlook

Work on a common guideline is currently being undertaken at Bell Food Group level for optimising management of its waste and reusable materials. This will conclude in 2021 and, consequently, standardise operative implementation across the Group.

Hilcona is currently examining cooperation with the "Too good to go" initiative and implementation of an outlet retail at the Schaan location. Hügli would like to focus more strongly on the issue of sustainable packaging from 2021 onwards.



Key indicators

Waste, page 49

Strategic objectives and proof of performance 2020 in the area of **food loss and resource efficiency**

Objective	Unit	2019	2020	Δ Objective
Recycling ratio 80 % or more by 2023 ¹	%	86	86	○ ○ ●
Production/replacement of packaging materials via projects	Tonnes	137	352	○ ○ ●
Reduction of waste ² by 1% per year until 2023	%	13	13	○ ○ ○
Reduction of food losses	Qualitative target ³			○ ○ ●

1 Specific objectives according to business unit.

2 Proportion for combustion in waste incineration plant relative to the total waste volume. See "Waste" table, page 49

● Objective not on track

○ Objective partially on track

● Objective on track or achieved

Water



GRI Standard

103-1, 103-2, 103-3, 303-1, 303-2, 303-3

Relevance

Fresh water, particularly potable water, is a valuable and limited resource that is subject to high demand pressure. Throughout the world, the number of regions where there is water scarcity or an acute water shortage is growing. As a player in a food system where hygiene requirements and food safety lead to the consumption of large volumes of drinking water used for cleaning machines, equipment and production premises and for processes such as the washing of fruit, vegetables and salads, the Bell Food Group encourages the sustainable use of water so as to preserve the quality and availability of this important resource in the long term. In addition, regulations on the protection of drinking water and the conservation of resources are constantly increasing in countries where the Bell Food Group is active. The same applies to requirements governing water withdrawal and the pre-treatment of wastewater.



Management approach

→ For the Bell Food Group, sustainable water management means that plants must be inspected and optimised with regard to the efficient use of water. The objective is to reduce water consumption in the Bell Food Group's plants as much as possible while still complying with food safety and hygiene requirements. At a few locations, water is reused with the aid of a water recovery system for purposes such as potato processing at Hilcona or preliminary cleaning of live animal transport containers.

→ The energy management system that is being developed for the whole Group will also include the systematic recording of water consumption. This means that deviations in use can be detected in good time and measures taken for the reduction of water consumption and to enhance efficiency.

→ Wastewater management is optimised in the context of statutory water protection through measures such as the plant's own flotation systems, and the water or organic waste contained therein is reused again where possible (e.g. via internal wastewater treatment plants).

→ To optimise the use of water in the supply chain, the Bell Food Group applies the GlobalGAP Plus standard for the implementation of sustainable water management in agriculture (e.g. for the production of leaf salads).



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Measures/ Projects 2020

Water withdrawal/Water consumption and wastewater

In addition to the existing internal wastewater treatment plants at several Bell Food Group locations, a new flotation system was commissioned at Hubers/Sütag. In addition, separation of wastewater flows during water treatment has also sharply reduced the use of chemical additives at the newly expanded Marchtrenk production location (Eisberg division).

Evaluation

Bell Food Group water mainly comes from public and private water suppliers and is divided into two categories: drinking and tap water (56%) and groundwater and spring water from own wells (44%). Use of rainwater is currently very low (<1%) across the entire Bell Food Group.

Water consumption in 2020 was approximately 6.2 million m³. This represents a slight increase of 3% over the previous year (see "Water withdrawal" table, page 50). The increase is primarily due to commissioning of the production plants in Bad Wünnenberg and Fuensalida, and further expansion of the Marchtrenk location.

Outlook

In the area of water, the Bell Food Group also intends, in the light of revision of the sustainability strategy in 2021, to focus more intensively and holistically on the issue of sustainable water management.



+3%

At 6.2 million m³, **water consumption** IN 2020 was slightly higher than in the previous year, due primarily to commissioning of the production plants in Bad Wünnenberg and Fuensalida, and further expansion of the Marchtrenk location.



Key indicators

Water withdrawal, page 50

Strategic objectives and proof of performance 2020 in the area of water

Objective	Unit	2019	2020	Δ Objective
Reduction in absolute water consumption by 1% per year until 2023 ^{1/2}	m ³	6 015 960	6 209 084	○ ○ ○
Optimisation of wastewater management	Qualitative target ³			○ ○ ●

1 Specific objectives according to business unit.

2 See "Water withdrawal" table, page 50.

3 Status checked through annual documentation of measures

● Objective not on track

○ Objective partially on track

● Objective on track or achieved

Column 3

Employees and society

The Bell Food Group is aware of its responsibility towards its employees and society as a whole. Active and ongoing involvement in societal issues is also an essential contributing factor towards the company's success.

The Bell Food Group attaches prime importance to the production of high-quality, safe, healthy and enjoyable products. It sets high standards for food safety and is concerned about the safety of its employees. To ensure that employees remain healthy and motivated, the company specifically invests in measures to promote occupational health and safety and endeavours to provide good employment conditions.

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Dedicated training company

Apprentices are the bedrock of the business success of the Bell Food Group. They secure the future of the company, counteract the shortage of qualified personnel and introduce fresh new ideas to the enterprise. For this reason, the Bell Food Group considers it extremely important to be an attractive employer and a good training company for adolescents and young adults. In addition to professional training and education, the focus at the Bell Food

Group is also on personality development. The team-building and social skills areas are subject to targeted further development. In addition, apprentices receive the chance to actively contribute, learn new things and gain valuable experience. To promote these aspects and values, apprentices once again had the opportunity and support in 2020 to realise their own projects or participate in others. Apprentices can gain their first experience of project man-

agement in this context and profit during implementation from the know-how of internal specialists from across the entire Bell Food Group. Two of the project ideas described below originated as a project suggestion at the Group-wide apprentice event held in 2019 in Magglingen. Selected by a jury as the winning project, their implementation commenced in 2020.

→ Plenty of ideas – plus a surprise



“Apprentice Sausage” initiative (Bell Switzerland)

In the context of this project, the budding butchers had the opportunity to create their own sausage and launch it for retail through the wholesale distributor. The result was so impressive that further products created by apprentices are planned with a specially created brand identity (see image above).

“Bell Connect” project (Hügli)

Bell Connect was one of the winning projects at the apprentice event in 2019. In this case apprentices from Hügli Germany, assisted by IT specialists, are developing a web-based apprentice community platform which will encourage an exchange between apprentices and provide information on current projects and technical input for apprentices.

“#Azubis for Equality” project (Hügli)

In the context of the winning “#Azubis for Equality” project (“#Apprentices for Equality”), several commercials are being created by apprentices for new apprentices. These aim to attract new apprentices and, based on the motto “Different People, Same Future”, offer insights into different skilled trades in the Bell Food Group.



“Fridays for Safety” project (Bell Germany)

With their “Fridays for Safety” concept addressing the issue of occupational safety, apprentices at the Harkebrügge location have been awarded the Prevention Prize 2020 of the German Employer's Liability Insurance Association for the Food and Catering Industry (BGN). This initiative involves apprentices checking the plant every Friday for any safety deficiencies.



“Christmas Campaign” project (Hilcona)

Apprentices at the two Hilcona production locations in Schaan and Orbe organised a solidarity campaign with the support of numerous employees. Over two days at Christmas, they packed and distributed around 1000 packages of Hilcona products for socially disadvantaged families.

Employment conditions



GRI Standard

103-1, 103-2, 103-3, 102-8, 102-41,
401-1, 404-1

Relevance

Good employment conditions are a fundamental prerequisite for satisfied and motivated employees and, consequently, crucially important for the success of the company. Working conditions in food production, particularly in the meat industry, were for a while a subject of public debate. While it strictly observes all applicable regulations here, the Bell Food Group also endeavours to continually improve the working conditions of employees. However, recruiting well-trained and motivated employees for the demanding work in production remains a major challenge.



Management approach

As an international corporation, the Bell Food Group actively shoulders its responsibility:

→ In Bell Food Group business units, close-knit social partnerships are maintained in the context of a collective labour agreement (CLA) and/or collective bargaining agreements. Where this is not the case, the Bell Food Group is working on increasing cover through collective bargaining agreements in compliance with local laws and framework conditions. Legal minimum requirements are exceeded where possible, and country-specific wages in line with the market and socially responsible employment conditions are offered.

→ To keep the turnover of skilled employees low and prevent a brain drain from its own plants, the Bell Food Group endeavours to be an attractive employer. For this reason, employment conditions and remuneration systems are continually examined and adapted if necessary. Employee surveys conducted regularly in the different business areas provide an insight into the expectations of our employees and a basis for any necessary improvement measures.

→ Our employees are actively supported through internal talent management with training and further education opportunities, and they can avail themselves of development and promotion options. The Bell Food Group seeks to encourage long-term employee retention through these measures.

→ We are actively involved in vocational training and offer a wide range of apprenticeships.

→ The Bell Food Group supports the protection of human and worker rights (working hours, remuneration, child labour, forced labour, etc.), advocates an improvement in its supply chain and demands of suppliers from risk countries that they observe internationally valid social standards (BSCI, Sedex SMETA, etc.).

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157

Number of apprentices IN 2020 in the Bell Food Group.

20

Different **basic training courses** and **three dual study programmes** are offered by the Bell Food Group.

77 %

of all employees are covered in 2020 by a **collective bargaining agreement/ collective labour agreement**. That means 500 more employees at the Bell Food Group when compared to the previous year.

Measures/ Projects 2020

Vocational training, recruitment process and trainee programmes

Extraordinary times call for extraordinary measures. For the very first time, the Bell Food Group in Basel participated in an online career and training trade show which, because of the COVID-19 pandemic, could not be held physically. The corporation was able to present itself as a training company through the unfamiliar format of an online portal. Young visitors were able to contact the Bell Food Group via chat or video call. But, with regard to its own apprentices, the Bell Food Group also demonstrated its involvement in vocational training in the reporting year through realisation of the winning team's project from the first Bell Food Group apprentice event in autumn 2019. This was supported and promoted by the company's own specialists (see focal topic, page 33).

In the "BEST RECRUITERS" study, Bell Switzerland was awarded the silver medal and, once again, Hilcona was honoured with gold for their performance in employee recruitment.

➡ One step ahead with recruiting

The Bell Food Group assumes responsibility as a **fair employer**.

Training, education and talent management

The COVID-19 pandemic meant that numerous training and educational measures could not be held in their previous form. Training sessions were reworked or redesigned in no time at all, and the technical conditions were created so that these could be realised through virtual tuition or as blended learning (a mix of online and attended tuition).

Senior management at the Bell Food Group tackled the issues of succession planning and talent management in detail in 2020. Scenarios for succession solutions were defined in this context for top executive positions, and the use and advantages of different instruments for the identification of suitable talent were discussed (employee interview, personnel appraisals, etc.). By way of example, this provides the basis for new appointments to different roles in the IT management team of the Bell Food Group in the context of the reorganisation in 2021.

Observance of human rights and social standards, including in the supply chain

Relevant business units of the Bell Food Group have integrated principles and requirements for their suppliers regarding their (social) responsibility towards society, the environment and people in their supplier agreements, and it is imperative that these be accepted by the supplier. At Bell Switzerland, observance of human rights and both working and employment conditions in the supply chain is assured through the checking of identified social standards and the conducting of audits at our suppliers and/or subcontracts in the case of importers from risk countries. The goal is to expand this practice step by step from 2021 to the entire Bell Food Group.



Apprenticeships/internships at the Bell Food Group for diverse disciplines and dual study programmes

Commercial professions:

- Commercial Employee, EFZ¹
- Industrial Clerk

Industrial professions:

- Machine and Plant Operator, EFZ¹
- Automation Engineer
- Electronics Technician
- Operational Maintenance Specialist, EFZ¹
- Assistant Meat Specialist, EBA²
- Meat Specialist, EFZ¹
- Poultry Specialist, EFZ¹
- IT Specialist, EFZ¹
- Industrial Mechanic
- Chef, EFZ¹
- Food Practitioner, EBA²
- Food Practitioner, EFZ¹
- Food Technologist, EFZ¹
- Logistician, EFZ¹
- Logistician, EBA²
- Production Mechanic, EFZ¹

Dual study programmes:

- DHBW³ HR
- DHBW³ Business Information Specialist
- DHBW³ Food Management

Employment conditions

The Bell Food Group has succeeded in maintaining delivery readiness in this extremely challenging year and safeguarding jobs in the company. Numerous precautions were taken and, where possible, measures implemented for limited time periods to protect jobs and support employees during the pandemic. In addition, technical, organisational and legal employment options were expanded to facilitate working from home (home office) on account of the pandemic.

As a result of the pandemic and the occurrence of infection in German abattoirs, legislators in Germany passed new regulations to protect employee rights in the meat industry. As a consequence, the Bell Food Group decided to take on all employees at the Ampfing location in the Süddeutsche Truthahn AG (Hubers/Sütag division) who previously had contract employee status. The introduction of electronic time management in all meat processing production plants in Germany was also prepared, and this will be implemented in 2021.

While the Bell Switzerland business area has had a collective labour agreement (CLA) with the Butchery Staff Association Switzerland (MPV) for many years, the Swiss production plants in the convenience business area (Eisberg, Hilcona and Hügli) concluded a CLA with the MPV in 2020 for the first time. This means that the Bell Food Group has established the first social partnership in the convenience sector anywhere in Switzerland. As a result, around 500 additional employees are now organised with a collective labour agreement (see next chapter).

At Hügli Germany, a new intelligent employee survey system was introduced in 2020, enabling a continuous dialogue with employees. Eisberg Hungary took a similar approach with the introduction of an intelligent chatbot called Captain Salad, a move that optimised internal company communications.

Diversity

The Bell Food Group is convinced that diversity at every level of management enhances employee retention, improves cooperation and, ultimately, significantly strengthens operating results. Through an appropriate programme, we will encourage, train and support women to achieve a targeted increase in the proportion of women in management. Where positions are filled externally, we will give preference to women with the same qualification over men until we have achieved a proportion of female executives in management exceeding one-third.

Evaluation

The Bell Food Group offered a total of 20 basic training courses and three dual study programmes in 2020. This was increased in 2021 with three basic training courses (see focal topic "Dedicated training company", page 33). There were positive developments in the demand for apprenticeships in Bell Food Group plants in the reporting year. The number of apprentices in the Bell Food Group was, with 157, at an all-time high (see "Training and education" table, page 51). In 2020, 53 out of a total of 78 vacant apprenticeships were filled. In addition, it proved possible to offer 34 of the 48 apprenticeship graduates continued employment.

1 Federal Certificate of Competence

2 Federal Vocational Certificate

3 Baden-Württemberg Cooperative State University

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+2%

The **proportion of women in management** has increased by 2% to 26%

80%

of Bell Food Group's employees work in **production**.

98

different **nationalities** are employed by the Bell Food Group.

➡ Together through a challenging time

850 employees completed management training in 2020. The average number of training and education hours per employee was 9.2 hours. The development of a company e-learning platform will gradually expand the training and educations options available.

On 31 December 2020, 9 273 of, in total, 12 043 employees of the Bell Food Group were covered by collective labour agreements or collective bargaining agreements. This is equivalent to coverage of 77% and an increase of 4% on the previous year (see "Employees with a collective bargaining agreement" table, page 52). The turnover level was around 11% (see "Number of employees", page 51).

Additionally, we achieved a clear improvement in the Bell Switzerland business area in the establishment of social standards at (direct) suppliers and subcontractors in the case of importers from risk countries where, in the meantime, we now cover 49 % of risk-country revenue.



Key indicators

Number of employees, page 51

Training and education, page 51

Employment conditions, page 51

Employees with collective labour agreements/collective bargaining agreements, page 52

Strategic objectives and proof of performance 2020 in the area of **employment conditions**

Objective	Unit	2019	2020	Δ Objective
	%			○ ● ○
100% of (direct) suppliers from risk countries with valid social audits/certificates by 2023 ¹	%	42	49	○ ● ○

¹ Objectives currently only apply to the Bell Switzerland business area. The basis is the risk-country revenue of Bell Switzerland that corresponds to the net income of Bell Switzerland with suppliers from risk countries pursuant to amfori BSCI Countries' Risk Classification.

- Objective not on track
- Objective partially on track
- Objective on track or achieved

Occupational health and safety



GRI Standard

103-1, 103-2, 103-3, 403-2

Relevance

Most of the employees in the Bell Food Group work in food production and, in part, perform very physically demanding work. While automation has brought some physical relief, more complex production processes and machines may harbour new hazards and risk potential for the health of employees. Today's working environment places heavy demands on employees. The Bell Food Group is convinced that a safe, healthy and pleasant work environment has a positive impact on employees, improves the presence in the workplace and increases operational productivity in the long term. The Bell Food Group attaches the utmost importance to the safety and health of all employees.



Management approach

The promotion of occupational health and safety is a central aspect of our corporate responsibility.

→ The Bell Food Group adopts a holistic approach that encompasses both physical and psychological health risks and aims to reduce absences and working days lost to (occupational) accidents and illness, prevent long-term illnesses and promote health.

→ In particular, the Bell Food Group promotes measures for occupational safety in the production environment and places major importance on prevention and early detection. Important partners such as the Swiss National Accident Insurance Fund (Suva) or the German Employer's Liability Insurance Association for the Food and Catering Industry (BGN) support this through prevention programmes and information.

→ All employees are trained and sensitised regularly with regard to health protection, ergonomics, occupational safety, hygiene and the emergency response organisation adapted to respective requirements, local production processes, technologies, equipment and machinery. This includes courses on topics such as "lifting and carrying" for production and logistics employees that are designed to help them avoid harmful movements and conserve their strength.

→ Machines and equipment are carefully inspected for safety weaknesses and compliance with ergonomic standards before they are installed and commissioned.

→ At all production locations, employees are given the required protective equipment, work and safety clothing, hearing protection and ergonomic aids such as workplace mats. Line managers are trained in particular to ensure that all employees use the protective clothing they are provided with correctly at all times.



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8.3%

The **absence rate** in 2020 WAS 8.3% and, primarily because of the COVID-19 pandemic, 2% higher than the previous year.

Measures/ Projects 2020

The Bell Food Group introduced protection concepts at all locations and comprehensive measures to protect employees against infection with the coronavirus. Fortunately, the spread of the virus was prevented in our production plants as a result and, simultaneously, delivery readiness was maintained at all times. A minor yet nice example of the support of employees in the area of health protection, particularly for physically demanding work in the deboning department at Bell Spain, is the permanent employment of a company physiotherapist, as COVID-19 measures prevented an external physiotherapist from looking after the employees.

At Bell Switzerland, the revised concept for company health management was concluded in 2020 and tested in the context of a pilot project for early intervention at the Oensingen location. Implementation of the new concept in all Bell Switzerland production plants will occur in several phases as of 2021.

Evaluation

Many locations of the Bell Food Group have an internally and/or externally audited management system for occupational safety and health protection. The Bell Switzerland business area and the Hilcona division were awarded the externally audited "Friendly Work Space" label by

Health Promotion Switzerland (Gesundheitsförderung Schweiz) in 2018 and 2019 respectively. Bell Germany has been certified since 2018 in accordance with the internationally valid OHSAS 18001 standard and is, together with other German Bell Food Group business locations, a member of the Federal Association of Company Health Management (Bundesverband für Betriebliches Gesundheitsmanagement [BGM]). However, as no uniform health management system currently exists for the entire Bell Food Group, Group-wide minimum standards for a common company health management system in the Bell Food Group should be developed and defined in the long term.

To achieve continuous improvement, safety procedures at all locations are regularly reviewed and checked by way of internal and external audits. The absence rate, which was around 2% higher than the previous year, is also analysed (see "Occupational health and safety" table). As health promotion is also a topic that requires further development, courses in warm-up and compensatory exercises before and after physical exertion, ergonomics in the workplace, etc. are also planned.



Key indicators

Occupational health and safety, page 52

Occupational health and safety is a central aspect of our corporate responsibility.

Food safety



GRI Standard

103-1, 103-2, 103-3, FP5, 416-2

Relevance

Particularly during the production of fresh food, consumers need to be able to rely on product safety at all times. It is therefore the top priority of the Bell Food Group to produce high-quality products for healthy, safe and tasty enjoyment. Food safety is not only a top priority for its production plants, as the Bell Food Group monitors it along the entire value chain. Wide-ranging quality inspections are performed to live up to its own responsibility. Last but not least, correct and detailed product labelling should help consumers understand the products.



Management approach

Our approach to quality-oriented working with an emphasis on food safety that focuses on "structural quality", "process quality" and "product quality" encompasses the following at all locations:

→ To ensure compliance with food safety requirements, the Bell Food Group undertakes to observe all local laws, official directives and agreed customer guidelines, to meet a recognised GFSI standard in all production plants and to have all food safety systems audited annually by an independent organisation. Its ambition is to standardise and harmonise all processes within the Bell Food Group.

→ When it comes to product quality, the Bell Food Group concentrates on product safety and, additionally, product protection and consumer-friendly packaging. Another ambitious objective is to implement transparent traceability over the entire value chain.

→ Well-trained employees are crucial when it comes to compliance with food safety, and this is why the Bell Food Group runs appropriate courses for all employees. In addition, regular advanced training courses are held for specialised functions.

→ Cooperation in research in the area of food safety is of key importance to the Bell Food Group. Scientific projects from different universities of applied sciences are regularly supported or commissioned.



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Measures/ Projects 2020

The hazard analysis and critical control points concept (HACCP) is the core tool for detection and control of hygiene hazards. The effectiveness of the HACCP concept is periodically revised. For example, a check is conducted to ascertain whether microbiological and chemical parameters and limits correspond to the latest scientific findings, whether respective test methods are practical or whether changes in food legislation necessitate new product labels. A verification of this kind was conducted in line with legal requirements in 2020 throughout the Bell Food Group.

In addition to the hazard analysis, effective preventive measures for avoiding contamination through foreign bodies such as glass, metal or plastic are of central importance. For this reason, a so-called end-of-line system for risk-based detection of foreign bodies is indispensable for the manufacture and packaging of food and is available in all our relevant production processes. A location at Hügli was therefore equipped with a modern X-ray detector, and the

Hügli foreign body management system was reviewed and optimised with regard to additional detection technology. A further X-ray detector was also installed at Bell Germany in the packaging area at the Edewecht location.

In addition to foreign bodies, pathogenic microorganisms can also contaminate food in the production process. For this reason, we continually look for new eco-friendly and innovative methods to reduce the risk of contamination and create hygienic production conditions. Tests were conducted at Eisberg and Bell Germany in salad and air-dried ham production using bacteriophages as protective cultures to destroy other harmful microorganisms. Eisberg has also tested the use of high doses of ultraviolet C radiation (UV-C) for purposes such as sterilising of conveyor belts and cooling systems. At Bell Switzerland, the hygienic design of systems has been a subject of intense interest.

Safe, high-quality foods are a prerequisite for consumers, and safe packaging and correct labelling also play an important role in product safety in this respect. Bell Switzerland has introduced an innovative system for optical label inspection at the Zell location.

Evaluation

The Bell Food Group achieved 100 % of its sales volume in the reporting year with products from facilities with a food standard recognised by the Global Food Safety Initiative (GFSI). Over 80 % of the production plants are certified in compliance with the International Featured Standard (IFS) Food/Logistics. The rest of the locations are certified by the British Retail Consortium (BRC) and Food Safety System Certification (FSSC) 22000. Many products and locations are also certified by labels such as Bio, MSC or ASC and are regularly audited in accordance with respective label standards.

There were a total of three public recalls in 2020 involving products of the Bell Food Group. As soon as the relevant deviations were detected, (immediate) measures were initiated in the respective plants to avoid such variations where possible. All measures were coordinated with the responsible authorities. The public recalls conducted were individual cases, and no clusters occurred in the case of particular product groups.



Key indicators

Food safety, page 52

100%

of the production volume in 2020 comes from plants certified by the **Global Food Safety Initiative** (GFSI).

Strategic objectives and proof of performance 2020 in the area of **food safety**

Objective	Unit	2019		2020		Δ Objective
		Number	4	Number	3	
Number of public recalls in the Bell Food Group						○ ● ○

● Objective not on track
○ Objective partially on track
● Objective on track or achieved

Responsible market player and social engagement

Relevance



GRI Standard

103-1, 103-2, 103-3, 203-2

With over 12 000 employees, the Bell Food Group is a significant employer. Moreover, the company is also an indirect employer for associated companies in logistics, agriculture and feed and seed production. The Bell Food Group thus has a responsibility towards all players in the value chain and makes a substantial contribution to securing the livelihood of many upstream and downstream players. As individual company and production locations also have deep regional roots, the Bell Food Group endeavours to cultivate positive neighbourliness and economic stability in each region.



Management approach

→ To further the interests of shareholders and stakeholders, the Bell Food Group strives to achieve satisfactory growth and stability on the market. It continuously invests in the modernisation of its production locations to meet customer requirements and secure and improve its economic substance.

→ The Bell Food Group supports regional suppliers and heavily integrated agricultural and poultry production (see chapter "Plant-based raw materials and products", page 14, and "Animal raw materials and products", page 17), seeking long-term cooperation with them in a spirit of partnership and contributing in its directly controlled supply chain to an appropriate economic livelihood guaranteed by fair payment.

→ Individual business units and production locations of the Bell Food Group provide targeted support for local and regional events, cultural associations and sports clubs, thus engaging in active location marketing.

→ The Bell Food Group supports practice-oriented research of projects, becomes involved in ethical issues that directly concern it (e.g. animal welfare, food losses) and encourages awareness of sustainable consumption and healthy nutrition.

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Measures/ Projects 2020

Responsible market player

One strategic focus of the Bell Food Group is sustainable assurance of economic performance in the core meat and meat products business in Switzerland, the main market. For this reason, Bell Switzerland is investing around CHF 400 million in the production and logistical infrastructure at the Oensingen location. The planned new facilities for cutting, packaging and order picking of products enable the intensified automation of production processes, more efficient logistical services and, additionally, the enhancement of sustainability and environmental compatibility with regard to consumption of resources, the CO₂ footprint and food waste. A good example of this is the new highly modern deep-freeze store in Oensingen that is already under construction and will replace a variety of decentralised stores, both internal and external.

A further strategic focus is on growth in the convenience and vegetarian areas. Organic growth should in particular be achieved through utilisation of the new plants in Marchtrenk (Eisberg division) and Bad Wünnenberg (Hilcona division). A plant development plan covering several years was developed for the headquarters of Hilcona in Schaan (Liechtenstein) and envisages investments in the modernisation of the production infrastructure amounting to around CHF 120 million. Together, these and future projects and investments will contribute decisively to the sustained assurance of stable profitability and, simultaneously, represent a clear commitment to the individual production locations.

Social engagement

Once again, the Bell Food Group supported a variety of research projects, events, organisations and associations related to sustainability or social engagement in 2020 through sponsoring and donations. These included the Ronald McDonald children's foundation (Eisberg/Bell Switzerland), the charitable foundation "Förderstiftung Zukunft" (Hilcona), a variety of hospitals in Hungary (Eisberg), the non-profit organisation "Hungarian Food Bank Association" (Eisberg), the Basel Tattoo music event (Bell Switzerland) and local (sports) clubs such as FC Schaan (Hilcona) and TV Meckelfeld (Bell Germany).

The Eisberg division is heavily involved with socially deprived people in Hungary. The Fit Penguin programme in 2020 gave disadvantaged children and children who had previously led an inactive life the chance to discover the joys of sport and healthy nutrition within a period of twelve weeks. In addition to financial donations and donations in kind, the Bell Food Group was also involved in a variety of research projects such as the "Resilience of the Swiss nutrition system" project of the Swiss Federal Institute of Technology in Zurich (ETH) which Bell, as a stakeholder, also supported (see also chapter "Animal raw materials and products, including animal welfare", part 17, "Food safety", page 40), or it supported students of the Zurich University of Applied Sciences (ZHAW) in the context of so-called Student Business Projects in the development of sustainability questions.

Evaluation

The Bell Food Group worked together with 1492 contracted suppliers in integrated agriculture (fruit, vegetables and poultry production) in the reporting year, equivalent to an increase of around 11% (see "Indirect economic impacts" table, page 53). In this manner, the Bell Food Group underscores its strategic goal of heavily integrated agriculture, but simultaneously its relevance as an indirect employer at an agricultural level whose central concern is long-term, intensive cooperation in a spirit of partnership with its contracted suppliers.

In addition, individual business units and production locations of the Bell Food Group once again supported local and regional events, cultural associations, sports clubs and initiatives with donations and sponsoring contributions and project contributions from organisations (universities/universities of applied sciences, research institutions and NGOs). As a result of the COVID-19 pandemic, these contributions are lower than the previous year's level. CHF 800 000 was spent by way of sponsoring in 2020.



Key indicators

Indirect economic impacts, page 53

Strategic objectives and proof of performance 2020 in the area of **social engagement**

Objective	Unit	2019	2020	Δ Objective
Donations, project and sponsoring contributions (financial donations and donations in kind) related to sustainability and/or social engagement	CHF million	2.3	0.8	○ ● ○
Cooperation and projects in the area of applied research ¹	qualitative target			○ ○ ●
Building of awareness of sustainable consumption and healthy nutrition and the appreciation of food ¹	qualitative target			○ ○ ●

1 Status checked through annual documentation of projects and measures.

- Objective not on track
- Objective partially on track
- Objective on track or achieved

Key indicators

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Procurement and production

Purchased volume for labelled plant-based & animal raw materials

Proportion of certified plant-based raw materials in purchased volume ¹		Unit	2018	2019	2020
GRI FP2					
Bell Food Group					
Organic labels ²	%		9	9	13
Sustainability labels ³ incl. organic labels ²	%		9	10	17 ⁴
Fruit and vegetables	%		6	11	13
Palm oil	%		89	100	100

1 Includes the total purchased volume for plant-based raw materials (fruit and vegetables, palm oil, soy, rice, etc.) incl. processed plant-based raw materials with a minimum content of 50 %.

2 BioSuisse, EU Organic, Demeter.

3 Sustainability labels for plant-based raw materials: Fairtrade/Max Havelaar, UTZ, Rainforest Alliance, IP Suisse.

4 Value had to be adjusted due to a data error in 2020.

Proportion of certified animal raw materials in purchased volume ¹		Unit	2018	2019	2020
GRI FP2					
Bell Food Group					
Organic labels ²	%		3	4	5
Sustainability labels ³ incl. organic labels ²	%		25	27	30
Meat and meat products	%		25	27	32
Fish and seafood ⁴	%		97	97	97
Whole egg	%		44	56 ⁶	55
Milk and milk products ⁵	%		9	9	11

1 Includes the total purchased volume of animal raw materials (meat and meat products, fish and seafood, milk and milk products, eggs, etc.).

2 BioSuisse, EU Organic, Demeter.

3 Sustainability labels: IP Suisse, NaturaFarm, Natura Beef, Natura Veal, Pure/Original Simmentaler, Grassland Beef, Freilandgeflügel, BTS Geflügel, BTS Kaninchen, Weidehaltung Pferd, Deutscher Tierschutzbund 1-Stern/2-Stern, "Tierwohl verbessert", MSC, ASC, WWF Score 1-3, Beter Leben, Label Rouge.

4 Includes fish, seafood and crustaceans and other aquatic animal products (incl. sauces).

5 Includes milk, milk powder, butter, cream, cheese, cream cheese, quark and other milk products (min. milk content 50 %).

6 Value had to be adjusted due to a data error in 2020.

Sales revenue for labels

Proportion of sales revenue for label products¹		Unit	2018	2019	2020
GRI 201-1					
Bell Food Group	%		26	28	29
Bell Switzerland	%		38	43	44
Bell International	%		8	9	9
Convenience	%		16	15	18

1 Sustainability labels (IP Suisse, Natura farm, Natura Beef, Natura Veal, Pure/Original Simmentaler, Grassland Beef, Freilandgeflügel, BTS Geflügel, BTS Kaninchen, Weidehaltung Pferd, Deutscher Tierschutzbund 1-Stern/2-Stern, "Tierwohl verbessert", MSC, ASC, WWF-Score 1–3, Beter Leven, Label Rouge, Fairtrade/Max Havelaar, UTZ, Rainforest Alliance, IP Suisse) and organic labels (Bio Suisse, EU-Bio, Demeter).

Own slaughtering with animal welfare label (incl. organic)

Quantity¹ and proportion of slaughtered animals² with animal welfare label³		Unit	2018	2019	2020
"Bell Food Group" indicator					
Bell Food Group					
Slaughter volume ⁴	t		287 767 ⁵	283 758 ⁵	297 130
With animal welfare labels (incl. organic)	%		34 ⁵	36 ⁵	35
Beef cattle	%		46	47	47
Pigs	%		54	54	42
Poultry	%		26 ⁵	28 ⁵	37
Bell Switzerland					
Slaughter volume ⁴	t		132 148	129 107	130 941
With animal welfare labels (incl. organic)	%		62	63	59
Beef cattle	%		46	47	47
Pigs	%		54	54	42
Poultry	%		100	100	100
Bell International					
Slaughter volume ⁴	t		156 243 ⁵	154 651 ⁵	166 189
With animal welfare labels (incl. organic)	%		15 ⁵	14 ⁵	16
Poultry	%		15 ⁵	14 ⁵	16

1 Carcass weight

2 Beef cattle (cows, bulls, cattle, oxen, calves), pigs, poultry, lamb/sheep, horses.

3 Animal welfare label standards: IP Suisse, Natura farm, Natura Beef, Natura Veal, Pure/Original Simmentaler, Free Range Chicken, PAS Chicken/Turkey, "Tierwohl verbessert"; organic labels: Bio Suisse, EU Organic, Demeter.

4 The Bell Food Group's own slaughtering operations are limited to the Bell Switzerland business area and Hubers/Sütag division (Bell International business area). While the Bell Switzerland business area slaughters all animal species, Hubers/Sütag only slaughters poultry.

5 Values had to be adjusted due to a data error in 2020.

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Environment and resources

Energy procurement

Electricity and heat procurement and fuel consumption GRI 302-1, GRI 302-3		Unit	2018	2019	2020
Bell Food Group					
Energy procurement ¹	MWh	560 192	511 242	556 179	
Electricity ²	%	50	51	51	
Heat ²	%	38	37	39	
Fuel ²	%	12	12	10	
Energy procurement from renewable sources ³	%	60	56	56	
Energy intensity of sales	kWh/t	1 032	960	1 057	
Bell Switzerland					
Energy procurement ¹	MWh	155 484	152 766	154 135	
Electricity ²	%	65	64	65	
Heat ²	%	32	33	32	
Fuel ²	%	3	3	3	
Energy procurement from renewable sources ³	%	82	82	80	
Energy intensity of sales	kWh/t	1 237	1 232	1 218	
Bell International					
Energy procurement ¹	MWh	231 727	180 237	202 211	
Electricity ²	%	50	53	50	
Heat ²	%	34	26	33	
Fuel ²	%	16	21	17	
Energy procurement from renewable sources ³	%	36	33	26	
Energy intensity of sales	kWh/t	979	846	978	
Convenience					
Energy procurement ¹	MWh	172 982	178 241	199 834	
Electricity ²	%	39	36	42	
Heat ²	%	49	52	51	
Fuel ²	%	12	10	7	
Energy procurement from renewable sources ³	%	65	66	67	
Energy intensity of sales	kWh/t	909	892	1 010	

1 Purchased electricity incl. electricity from own production, purchased fuel and heat (excl. waste heat) and fuel for own vehicle fleet (incl. company cars). Direct energy carriers include natural gas, heating oil, propane, solid fuels such as wood chips, and diesel, petrol and liquefied petroleum gas (LPG). Electricity and district heat are used as indirect energy carriers.

2 Volume purchased from third parties.

3 Hydropower, wind, biomass, solar and use of district heat counted as renewable.

Greenhouse gas emissions

Greenhouse gas emissions¹ related to electricity, heat and fuel consumption GRI 201-1, 305-1, 305-4		Unit	2018	2019	2020
Bell Food Group					
Greenhouse gas emissions	t CO ₂ -eq		78 369	70 661	83 305
direct (Scope 1)	%		59	52	53
indirect (Scope 2)	%		41	48	47
Greenhouse gas intensity of sales	kg CO ₂ eq/t		144	133	158
Bell Switzerland					
Greenhouse gas emissions	t CO ₂ -eq		9 826	9 212	10 475
direct (Scope 1)	%		65	63	65
indirect (Scope 2)	%		35	37	35
Greenhouse gas intensity of sales	kg CO ₂ eq/t		78	74	82
Bell International					
Greenhouse gas emissions	t CO ₂ -eq		37 893	32 764	48 128
direct (Scope 1)	%		66	60	51
indirect (Scope 2)	%		34	40	49
Greenhouse gas intensity of sales	kg CO ₂ eq/t		160	154	233
Convenience					
Greenhouse gas emissions	t CO ₂ -eq		30 650	28 685	25 074
direct (Scope 1)	%		47	40	52
indirect (Scope 2)	%		53	60	48
Greenhouse gas intensity of sales	kg CO ₂ eq/t		161	143	126

¹ Greenhouse gas emissions expressed as tonnes of₂ equivalents (t CO₂-eq). The Bell Food Group's greenhouse gas emissions are captured in accordance with the Greenhouse Gas Protocol (GHG Protocol) accounting standard and include direct greenhouse gas emissions related to fossil fuels, the fuel consumed by the own vehicle fleet and company cars (Scope 1) and indirect greenhouse gas emissions related to electricity consumption and district heat procurement (Scope 2). Not included is CO₂ used for anaesthetisation operations, greenhouse gas emissions from coolant losses and all Scope 3 emissions (business flights, third-party transports, etc.).

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Waste

Waste by type and disposal method GRI 306-2		Unit	2018	2019	2020
Bell Food Group					
Waste	t	73 765	86 082	91 643	
Material recovery/recycling ¹	%	83	86	86	
Thermal recovery as heating fuel or fuel alternative	%	1	1	1	
Incineration in waste incineration plants (WIP)	%	16	13	13	
Landfill	%	0	0	0	
Special waste ²	%	0	0	0	
Waste intensity of sales	kg/t	136	162	174	
Bell Switzerland					
Waste	t	17 197	17 081	14 629	
Material recovery/recycling ¹	%	81	81	76	
Thermal recovery as heating fuel or fuel alternative	%	1	1	3	
Incineration in waste incineration plants (WIP)	%	18	18	20	
Landfill	%	0	0	0	
Special waste ²	%	0	1	1	
Waste intensity of sales	kg/t	137	138	116	
Bell International					
Waste	t	31 284	32 777	35 535	
Material recovery/recycling ¹	%	84	89	89	
Thermal recovery as heating fuel or fuel alternative	%	3	1	1	
Incineration in waste incineration plants (WIP)	%	13	10	10	
Landfill	%	0	0	0	
Special waste ²	%	0	0	0	
Waste intensity of sales	kg/t	132	154	172	
Convenience					
Waste	t	25 284	36 224	41 479	
Material recovery/recycling ¹	%	81	85	87	
Thermal recovery as heating fuel or fuel alternative	%	0	0	0	
Incineration in waste incineration plants (WIP)	%	19	15	13	
Landfill	%	0	0	0	
Special waste ²	%	0	0	0	
Waste intensity of sales	kg/t	133	181	210	

1 For example wood, cardboard, paper, pure plastic film and plastic materials, biomass for feeding or composting, scrap metal, tins, waste for biogas plants.

2 For example used oil, fluorescent tubes, batteries. However, special waste accounts for a minuscule amount of total waste, ranging from 0 to 1 percentage points from 2018 to 2020.

Water withdrawal

Water withdrawal by source ¹ GRI 303-3		Unit	2018	2019	2020
Bell Food Group					
Water withdrawal	m ³	6 313 120	6 015 960	6 209 084	
Tap water ²	%	51	52	56	
Rainwater	%	0	0	0	
Groundwater or spring water (own springs) ³	%	49	48	44	
Water intensity of sales	m ³ /t	12	11	12	
Bell Switzerland					
Water withdrawal	m ³	1 617 861	1 611 060	1 714 858	
Tap water ²	%	85	89	88	
Rainwater	%	1	0	0	
Groundwater or spring water (own springs) ³	%	14	11	12	
Water intensity of sales	m ³ /t	13	13	14	
Bell International					
Water withdrawal	m ³	1 309 873	999 220	985 603	
Tap water ²	%	64	55	52	
Rainwater	%	0	0	0	
Groundwater or spring water (own springs) ³	%	36	45	48	
Water intensity of sales	m ³ /t	6	5	5	
Convenience					
Water withdrawal	m ³	3 385 386	3 405 680	3 508 623	
Tap water ²	%	29	33	44	
Rainwater	%	0	0	0	
Groundwater or spring water (own springs) ³	%	71	67	56	
Water intensity of sales	m ³ /t	18	17	18	

1 Groundwater or spring water from own springs and tap water from communal water supply

2 Public or private waterworks

3 Own water withdrawal from groundwater and spring water

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Employees and society

Number of employees

Number of employees and employee turnover GRI 102-8, GRI 405-1, GRI 401-1		Unit	2018	2019	2020
Bell Food Group					
Employees	FTEs	12 442	12 195	12 043	
Employees	Number	12 058	11 960	11 744	
Men	%	60	60	61	
Women	%	40	40	39	
Female executives	%	24	24	26	
Administration	%	21	20	20	
Production	%	79	80	80	
Number of nationalities	Number	98	100	98	
Age					
up to 30 years	%	19	20	20	
31–50 years of age	%	53	53	52	
over 50 years of age	%	28	27	28	
Staff turnover rate ¹	%	12	14	11	

1 The turnover rate applies to direct employees.

Education and training

Education/Training days GRI 404-1		Unit	2018	2019	2020
Bell Food Group					
Average days of training/education (including days on which apprentices attend vocational training school) ¹	Days/employee	1.3	1.1	1.1	
Trainees	Number	155	155	157	

1 Number of training days/Full-time equivalent

Employment conditions

Employees by employment contract and employment type ¹ GRI 102-8		Unit	2018	2019	2020
Bell Food Group					
Employees with permanent employment contracts	Number	11 944	11 797	11 012	
Men	%	60	60	60	
Women	%	40	50	40	
Employees with fixed-term employment contracts	Number	498	488	680	
Men	%	49	50	78	
Women	%	51	50	22	
Full-time employees	Number	9 580	9 024	8 149	
Men	%	74	69	68	
Women	%	26	31	32	
Part-time employees	Number	2 862	3 171	3 543	
Men	%	36	35	46	
Women	%	64	65	54	
Employees with subcontract	Number	1 274	1 166	775	

1 Employees who are not directly employed by the Bell Food Group are not included.

Employees with collective labour agreements/collective bargaining agreements

Employees covered by collective labour agreements/collective bargaining agreements¹ GRI 102-41		Unit	2018	2019	2020
Bell Food Group	%	75	73	77	
Bell Switzerland	%	100	100	100	
Bell International	%	79	71	73	
Convenience	%	47	47	60	

¹ Wage negotiations refer to all negotiations between at least one employer or employer organisation and at least one employee organisation (trade union) with the objective of agreeing working and employment conditions or regulating relationships between employers and employees.

Occupational health and safety

Absence rate¹ GRI 403-2		Unit	2018	2019	2020
Bell Food Group	%	6.3	6.2	8.2	

¹ Calculation of absence rate = illness rate (sickness hours/target hours) + occupational accident rate (OA hours/target hours) and non-occupational accident rate (NOA hours/target hours).

Food safety

Percentage of production volume certified by an independent third party according to an internationally recognised food safety standard¹ GRI FP5		Unit	2018	2019	2020
Bell Food Group	%	100	100	100	
Bell Switzerland	%	100	100	100	
Bell International	%	100	100	100	
Convenience	%	100	100	100	

¹ Certification standards: International Featured Standard (IFS) as main proportion and British Retail Consortium (BRC), Supplier Qualification Management System (SQMS).

Breaches¹ in connection with the effects of products and services on health and safety

Breaches¹ in connection with the effects of products and services on health and safety GRI 416-2		Unit	2018	2019	2020
Bell Food Group	%	2	4	3	

¹ Number of public recalls by the Bell Food Group

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Indirect economic impacts

Integrated contracted suppliers¹ at agricultural level GRI 203-2		Unit	2018	2019	2020
Bell Food Group	Number		1 308	1 346	1 492
Bell Switzerland	Number		343	349	348
Bell International (Hubers/Sütag only)	Number		482	508	555
Convenience (only Eisberg/Hilcona) ²	Number		481	489	589

1 In addition to the flow of goods and cash flow (based on an agreement or contract), integrated contracted production also encompasses consulting (animal protection, plant protection, etc.), planning (housing planning, cultivation planning, etc.) and economic security (contractually regulated purchase quantity, price). There is direct contact between producers and the Bell Food Group and, in most cases, a long-term business relationship.

2 Hilcona currently employees 500 and Eisberg 89 suppliers in contracted production.

GRI



GRI Standard

GRI 102-50, 102-52, 102-54

This sustainability report of the Bell Food Group AG covers the Bell Switzerland, Bell International and convenience business areas. Unless otherwise indicated, data and information disclosed relate to the 2020 financial year (1 January to 31 December 2020).

Bell Food Group Ltd will inform its stakeholders of its sustainability performance and progress in sustainability management every year.

This report was prepared in accordance with the GRI Standards “Core” option. In addition to the GRI Standards, parts of the GRI Sector Disclosures for Food Processing were also used. The Report is available in German and English.

The following GRI content index provides an overview of the selected Standards and applicable references.

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GRI content index



For the materiality disclosures, GRI checked the inclusion of the GRI content index and the references to the location of disclosures 102-40 to 102-49 in the Sustainability Report. The GRI service was carried out for the German version of the Sustainability Report.

Disclosure	References incl. comments, exclusions and other documents
GRI 101: Foundation 2016	
General disclosures	
GRI 102: General disclosures 2016	
Organisational profile	
102-1 Name of the organisation	Bell Food Group Ltd; Sustainability Report Bell Food Group 2020, p. 61 ("Publishing details")
102-2 Activities, brands, products and services	Sustainability Report Bell Food Group 2020, p. 0 ("Who we are and what we do")
102-3 Location of headquarters	Annual Report Bell Food Group 2020, p. 40 ("Group structure and shareholders")
102-4 Location of operations	Annual Report Bell Food Group 2020, p. 3 ("Who we are and what we do"); www.bellfoodgroup.com/en/who-we-are/locations/
102-5 Ownership and legal form	Annual Report Bell Food Group 2020, p. 40–41 ("Group structure and shareholders")
102-6 Markets served	Annual Report Bell Food Group 2020 p. 3 ("Who we are and what we do"), p. 15 ("Products and core markets")
102-7 Scale of the organisation	Sustainability Report Bell Food Group 2020, p. 0 ("Who we are and what we do")
102-8 Information on employees and other workers	Sustainability Report Bell Food Group 2020, p. 0 ("Who we are and what we do"), p. 34–37 ("Number of employees", "Employment conditions") p. 51–52 (attached tables)
102-9 Supply chain	Sustainability Report Bell Food Group 2019, p. 4–5 ("Who we are and what we do") The Bell Food Group's value chain ranges from the procurement of raw materials to the end consumer. Our main suppliers are suppliers of living animals, fresh meat, fish and seafood and plant-based raw materials, part of which comes from our own integrated production. Over 90 % of our customers are in Europe. We supply retail, the food service channel and the food industry.
102-10 Significant changes to the organisation and its supply chain	Annual Report Bell Food Group 2020, p. 4–5 ("Important events 2020"), p. 30–33 ("Business development")
102-11 Precautionary approach or principle	Sustainability Report Bell Food Group 2020, p. 9 ("Material topics"); Annual Report Bell Food Group 2020, p. 37–38 ("Risk report")
102-12 External initiatives	Sustainability Report Bell Food Group 2020, p. 10 ("Our stakeholders")
102-13 Membership of associations	Sustainability Report Bell Food Group 2020, p. 10 ("Our stakeholders")

Disclosure	References incl. comments, exclusions and other documents
Strategy	
102-14 Statement from senior decision maker	Sustainability Report Bell Food Group 2020, p. 3 ("Preface")
Ethics and integrity	
102-16 Values, principles, standards and norms of behaviour	Sustainability Report Bell Food Group 2020, p. 7 ("Interview with Head of Sustainability & Quality Management"), p. 8/9 ("Sustainability strategy"); Annual Report BFG 2020, p. 22 ("Vision and missions")
Governance	
102-18 Governance structure	Annual Report Bell Food Group 2020, p. 40 ("Group structure and shareholders")
Stakeholder engagement	
102-40 List of stakeholder groups	Sustainability Report Bell Food Group 2020, p. 10 ("Our stakeholder list")
102-41 Collective bargaining agreements	Sustainability Report Bell Food Group 2020, p. 52 ("Employees with collective labour agreements/collective bargaining agreements")
102-42 Identifying and selecting stakeholders	Sustainability Report Bell Food Group 2020, p. 10 ("Our stakeholders")
102-43 Approach to stakeholder engagement	Sustainability Report Bell Food Group 2020, p. 10 ("Our stakeholders"); Sustainability Report Bell Food Group 2019, p. 9 ("Sustainability communication"), p. 11 ("Engagement of our stakeholders and partners")
102-44 Key topics and concerns raised	Sustainability Report Bell Food Group 2019, p. 11 ("Engagement of our stakeholders and partners")
Reporting practice	
102-45 Entities included in the consolidated financial statements	Annual Report Bell Food Group 2020, p. 85–86 ("Significant shareholdings of the Bell Food Group")
102-46 Defining report content and topic boundaries	Sustainability Report Bell Food Group 2020, p. 9 ("Material topics")
102-47 List of material topics	Sustainability Report Bell Food Group 2020, p. 9 ("Material topics")
102-48 Restatements of information	On the basis of a detailed KPI definition and a more accurate data measurement accompanying this, figures for 2019 and 2020 were updated for some indicators when compared to the last report.
102-49 Changes in reporting	There have been no changes in the list of material topics and their differentiation when compared with the last reporting year.
102-50 Reporting period	Sustainability Report Bell Food Group 2020, p. 54 ("GRI"); 2020 financial year (1 January to 31 December 2020)
102-51 Date of most recent report	The last report covered the year 2019 and was published in August 2020.
102-52 Reporting cycle	Sustainability Report Bell Food Group 2020, p. 54 ("GRI"); Annually.
102-53 Contact for questions regarding the report	Sustainability Report Bell Food Group 2020, p. 60 ("Contacts")
102-54 Declarations of reporting in accordance with the GRI Standards	Sustainability Report Bell Food Group 2020, p. 54 ("GRI"); Compliance with GRI standards, core option
102-55 GRI content index	Sustainability Report Bell Food Group 2020, p. 55–59 ("GRI content index")
102-56 External assurance	This sustainability report was not checked externally.

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Material topics

Sustainable procurement of plant-based products

GRI 103: Management approach 2016

103-1	Explanation of the material topic and its boundary	Sustainability Report Bell Food Group 2020, p. 14 ("Relevance")
103-2	The management approach and its components	Sustainability Report Bell Food Group 2020, p. 8/11 ("Internal sustainability management"), p. 14–16 ("Management approach", "Measures/Projects 2020", "Strategic objectives and proof of performance 2020")
103-3	Evaluation of the management approach	Sustainability Report Bell Food Group 2020, p. 16 ("Evaluation", "Strategic objectives and proof of performance 2020"), p. 45/46 ("Purchased volume for labelled plant-based & animal raw materials", "Sales revenue for labels")

GRI 201: Economic performance 2016

201-1	Direct economic value generated and distributed	Sustainability Report Bell Food Group 2020, p. 46 ("Sales revenue for labels")
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GRI Sector Disclosures Food Processing

FP 2	Percentage of purchased volume which is verified as being in accordance with credible, internationally recognised and responsible production standards	Sustainability Report Bell Food Group 2020, p. 45 ("Purchased volume for labelled plant-based & animal raw materials")
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Sustainable procurement of animal products and animal welfare

GRI 103: Management approach 2016

103-1	Explanation of the material topic and its boundary	Sustainability Report Bell Food Group 2020, p. 17 ("Relevance")
103-2	The management approach and its components	Sustainability Report Bell Food Group 2020, p. 8/11 ("Internal sustainability management"), p. 17–21 ("Management approach", "Measures/Projects 2020", "Strategic objectives and proof of performance 2020", "Animal protection and animal welfare in own production")
103-3	Evaluation of the management approach	Sustainability Report Bell Food Group 2020, p. 19–21 ("Evaluation", "Strategic objectives and proof of performance 2020", "Animal protection and animal welfare in own production"), p. 45/46 ("Purchased volume for labelled plant-based & animal raw materials", "Sales revenue for labels", "Own slaughtering with animal welfare labels, incl. organic")

GRI 201: Economic performance 2016

201-1	Direct economic value generated and distributed	Sustainability Report Bell Food Group 2020, p. 46 ("Sales revenue for labels")
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GRI Sector Disclosures Food Processing

FP 2	Percentage of purchased volume which is verified as being in accordance with credible, internationally recognised and responsible production standards	Sustainability Report Bell Food Group 2020, p. 45 ("Purchased volume for labelled plant-based & animal raw materials")
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Bell Food Group indicator

– Volume of slaughtered animals with animal welfare label	Sustainability Report Bell Food Group 2020, p. 46 ("Own slaughtering with animal welfare labels, incl. organic") This internal indicator partly overlaps with GRI indicator FP 11 "Percentage and total of animals raised and/or processed, per housing type".
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References incl. comments, exclusions and other documents

Climate

GRI 103: Management approach 2016

103-1 Explanation of the material topic and its boundary	Sustainability Report Bell Food Group 2020, p. 24 ("Relevance")
103-2 The management approach and its components	Sustainability Report Bell Food Group 2020, p. 8/11 ("Internal sustainability management"), p. 24–26 ("Management approach", "Measures/Projects 2020", "Strategic objectives and proof of performance 2020")
103-3 Evaluation of the management approach	Sustainability Report Bell Food Group 2020, p. 26 ("Evaluation", "Strategic objectives and proof of performance 2020"), p. 47/48 ("Energy procurement", "Greenhouse gas emissions")

GRI 302: Energy 2016

302-1 Energy consumption within the organisation	Sustainability Report Bell Food Group 2020, p. 47 ("Energy procurement")
302-3 Energy intensity	Sustainability Report Bell Food Group 2020, p. 47 ("Energy procurement")

GRI 305: Emissions 2016

305-1 Direct (Scope 1) GHG emissions	Sustainability Report Bell Food Group 2020, p. 48 ("Greenhouse gas emissions")
305-2 Indirect (Scope 2) GHG emissions	Sustainability Report Bell Food Group 2020, p. 48 ("Greenhouse gas emissions")
305-4 GHG emissions intensity	Sustainability Report Bell Food Group 2020, p. 48 ("Greenhouse gas emissions")

Food loss & resource efficiency

GRI 103: Management approach 2016

103-1 Explanation of the material topic and its boundary	Sustainability Report Bell Food Group 2020, p. 27 ("Relevance")
103-2 The management approach and its components	Sustainability Report Bell Food Group 2020, p. 8/11 ("Internal sustainability management"), p. 27–29 ("Management approach", "Measures/Projects 2020", "Strategic objectives and proof of performance 2020")
103-3 Evaluation of the management approach	Sustainability Report Bell Food Group 2020, p. 29 ("Evaluation", "Strategic objectives and proof of performance 2020"), p. 49 ("Waste")

GRI 306: Effluents and waste 2016

306-2 Waste by type and disposal method	Sustainability Report Bell Food Group 2020, p. 49 ("Waste")
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Bell Food Group indicator

- Annual reduction/substitution of packaging material	Sustainability Report Bell Food Group 2020, p. 23 ("Sustainable packaging"). Until now, packaging reduction was monitored on a project basis, using qualitative parameters. Quantitative measurement will be introduced continuously over the next few years.
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Water

GRI 103: Management approach 2016

103-1 Explanation of the material topic and its boundary	Sustainability Report Bell Food Group 2020, p. 30 ("Relevance")
103-2 The management approach and its components	Sustainability Report Bell Food Group 2020, p. 8/11 ("Internal sustainability management"), p. 30–31 ("Management approach", "Measures/Projects 2020", "Strategic objectives and proof of performance 2020")
103-3 Evaluation of the management approach	Sustainability Report Bell Food Group 2020, p. 31 ("Evaluation", "Strategic objectives and proof of performance 2020"), p. 50 ("Water withdrawal")

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GRI 303: Water and effluents 2018	
303-1 Interactions with water as a shared resource	Sustainability Report Bell Food Group 2020, p. 26–27 ("Evaluation")
303-2 Management of water discharge-related impacts	Sustainability Report Bell Food Group 2020, p. 31 ("Water withdrawal/water consumption and wastewater")
303-3 Water withdrawal	Sustainability Report Bell Food Group 2020, p. 50 ("Water withdrawal")
Employment conditions	
GRI 103: Management approach 2016	
103-1 Explanation of the material topic and its boundary	Sustainability Report Bell Food Group 2020, p. 34 ("Relevance")
103-2 The management approach and its components	Sustainability Report Bell Food Group 2020, p. 8/11 ("Internal sustainability management"), p. 34–37 ("Management approach", "Measures/Projects 2020", "Strategic objectives and proof of performance 2020")
103-3 Evaluation of the management approach	Sustainability Report Bell Food Group 2020, p. 36–37 ("Evaluation", "Strategic objectives and proof of performance 2020"), p. 51–52 ("Number of employees", "Training and education", "Employment conditions", "Employees with collective labour agreements/collective bargaining agreements")
GRI 401: Employment	
401-1 Newly recruited employees and employee turnover	Sustainability Report Bell Food Group 2020, p. 51 ("Number of employees").
GRI 404: Training and education 2016	
404-1 Average hours of training per year per employee	Sustainability Report Bell Food Group 2020, p. 51 ("Training and education"). At present, a breakdown of training expenses by gender and employee category is not possible. The establishment of the Group-wide information system will improve the data quality in the next few years.
GRI 405: Diversity and equal opportunities	
405-1 Diversity in control bodies and among employees	Sustainability Report Bell Food Group 2020, p. 51 ("Number of employees").
GRI 414: Social appraisal of suppliers	
414-1 Suppliers checked on the basis of social criteria	Sustainability Report Bell Food Group 2020, p. 37 ("Strategic objectives and proof of performance 2020")
Occupational health and safety	
GRI 103: Management approach 2016	
103-1 Explanation of the material topic and its boundary	Sustainability Report Bell Food Group 2020, p. 38 ("Relevance")
103-2 The management approach and its components	Sustainability Report Bell Food Group 2020, p. 8/11 ("Internal sustainability management"), p. 38–39 ("Management approach", "Measures/Projects 2020", "Strategic objectives and proof of performance 2020")
103-3 Evaluation of the management approach	Sustainability Report Bell Food Group 2020, p.39, ("Evaluation"), p. 52 ("Occupational health and safety")
GRI 403: Occupational health and safety 2018	
403-2 Absences, injuries and illnesses: Type and rate of injuries, occupational illnesses, lost working days, absences and number of occupational deaths	Sustainability Report Bell Food Group 2020 , p. 52 ("Occupational health and safety")

Disclosure

References incl. comments, exclusions and other documents

Food safety

GRI 103: Management approach 2016

103-1 Explanation of the material topic and its boundary	Sustainability Report Bell Food Group 2020, p. 40 ("Relevance")
103-2 The management approach and its components	Sustainability Report Bell Food Group 2020, p. 8/11 ("Internal sustainability management"), p. 40–41 ("Management approach", "Measures/Projects 2020", "Strategic objectives and proof of performance 2020")
103-3 Evaluation of the management approach	Sustainability Report Bell Food Group 2020, p. 41 ("Evaluation", "Strategic objectives and proof of performance 2020"), p. 52 ("Food safety")

GRI Sector Disclosures Food Processing

FP 5 Percentage of production volume certified by an independent third party according to an internationally recognised food safety standard.	Sustainability Report Bell Food Group 2020, p. 52 ("Food safety")
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GRI 416: Customer health and safety

416-2 Breaches in connection with the effects of products and services on health and safety	Sustainability Report Bell Food Group 2020, p. 52 ("Food safety")
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Responsible market player

GRI 103: Management approach 2016

103-1 Explanation of the material topic and its boundary	Sustainability Report Bell Food Group 2020, p. 42 ("Relevance")
103-2 The management approach and its components	Sustainability Report Bell Food Group 2020, p. 8/11 ("Internal sustainability management"), p. 42–43 ("Management approach", "Measures/Projects 2020", "Strategic objectives and proof of performance 2020")
103-3 Evaluation of the management approach	Sustainability Report Bell Food Group 2020, p. 43 ("Evaluation", "Strategic objectives and proof of performance 2020"), p. 53 ("Indirect economic impacts")

GRI 203: Indirect economic impacts 2016

203-2 Significant indirect economic impacts	Sustainability Report Bell Food Group 2020, p. 43 ("Indirect economic impacts")
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Latest news

Up-to-date information about Bell Food Group Ltd can be found on the internet at www.bellfoodgroup.com. Details about our sustainability engagement can be found at www.bellfoodgroup.com/cr-de.

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This Sustainability Report includes certain forward-looking statements. These statements are based on assumptions and estimates as well as information available to the Bell Food Group at the editorial deadline, which means that actual results and events could deviate substantially from the expectations included or implied in the forward-looking statements.

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