



Nordhagel Sustainability Concept

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Who we are



Nordhagel GmbH – family-owned manufacturer of frozen food



Established 1962, turnover of €100 million and 150 employees



Located in Oldenburg (lower saxony)

Our founding values

- product-related quality promises
- job security
- mainly economic sustainability



Sustainability Motivation



Environmental preservation

- Climate change
- Soil degradation



Stakeholder requests

- Customers
- Employees
- NGOs



Opportunities

- New markets
- New products



**“You can never solve problems
with the same mindset that
created them.” – Albert
Einstein**

Sustainability Transformation

Vision:

“Providing healthy and long-lasting food for society.”

Mission:

“Producing healthy and sustainable frozen food, based on seasonality and local suppliers.”

Sustainability Goals



Planet – lower our environmental impact



People – guarantee socially responsible stakeholder relationships

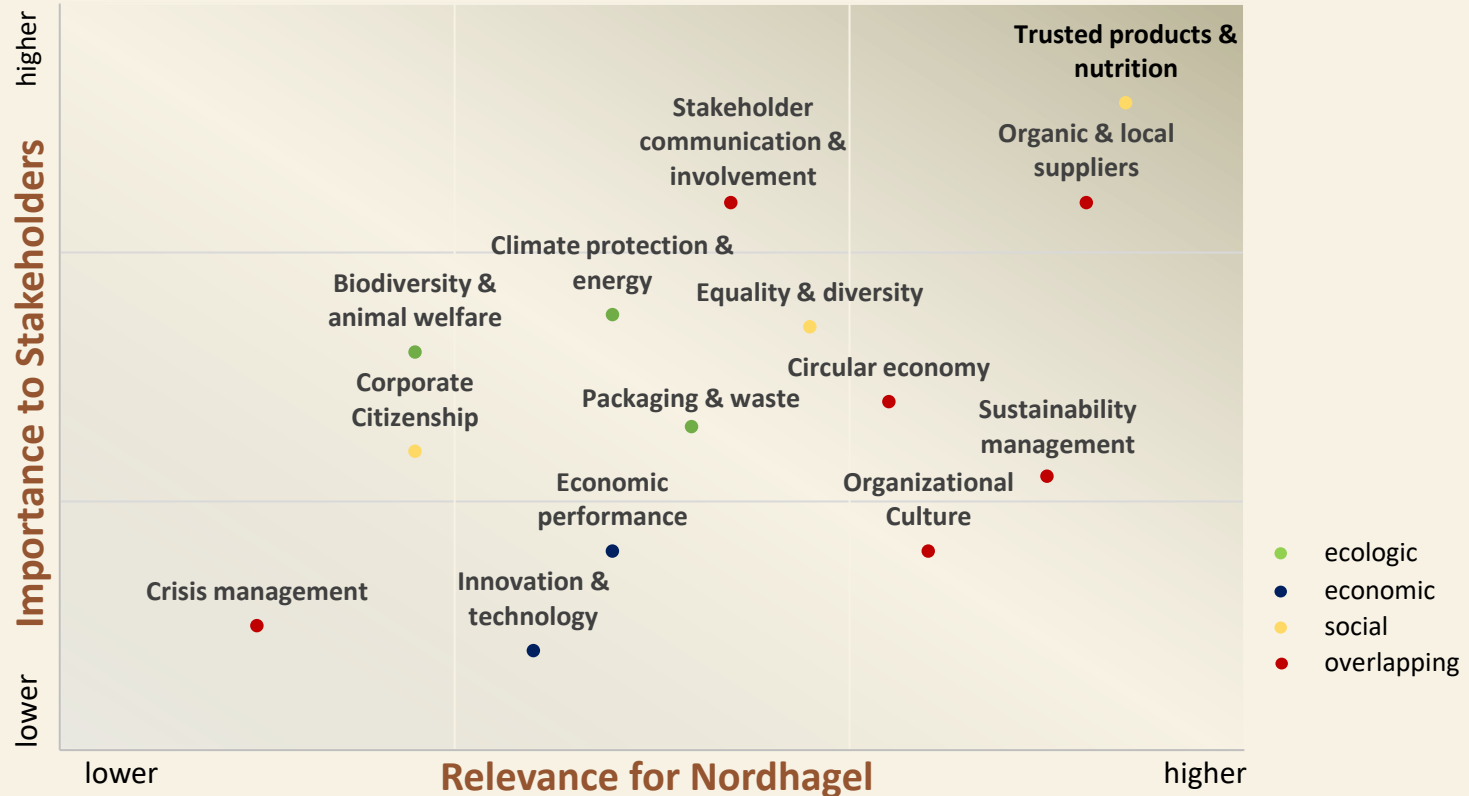


Profit – ensure long-term financial stability

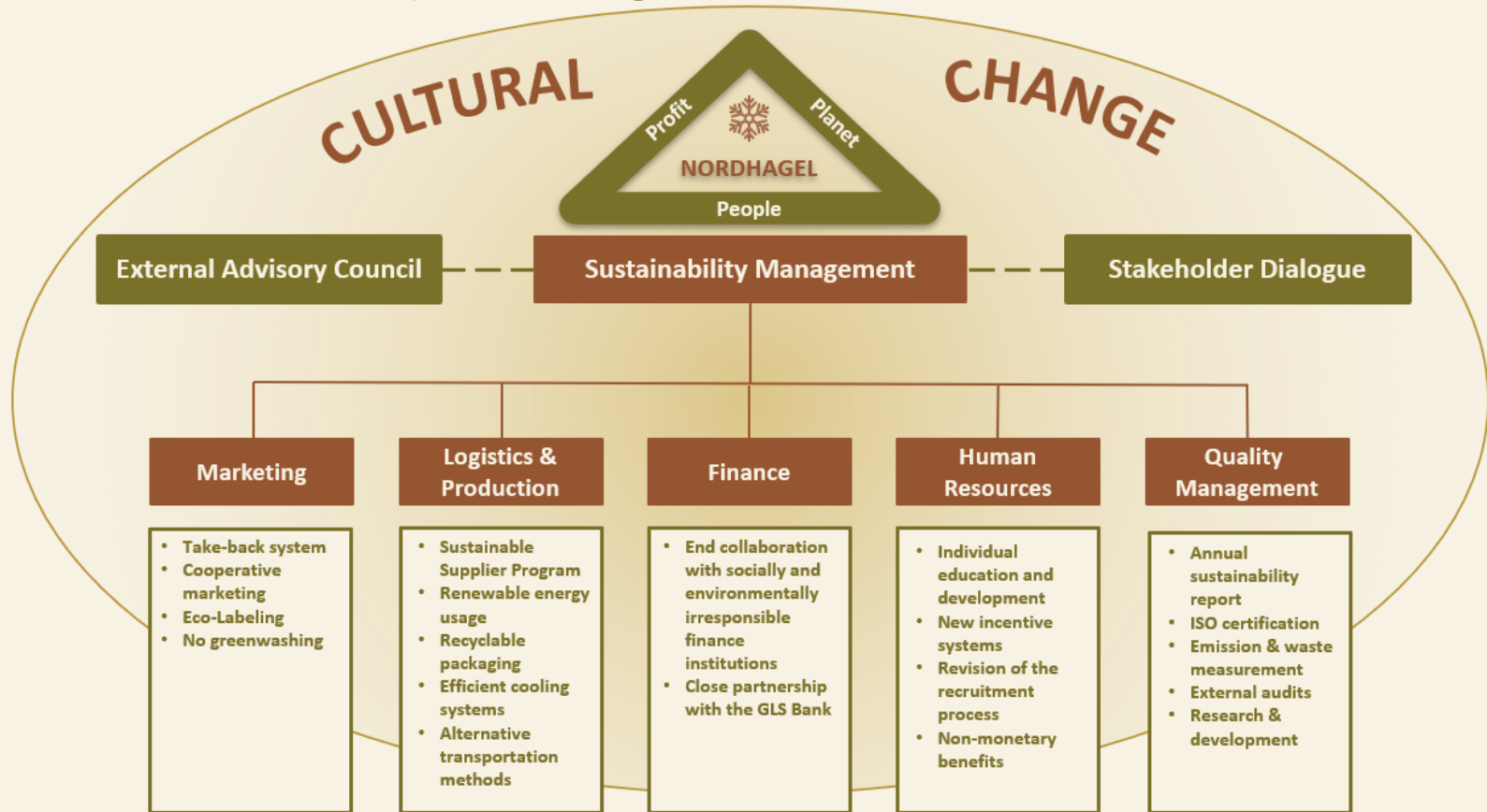


<https://sdgs.un.org/goals/>

Stakeholder Analysis



Sustainability Management Concept



Logistics & Production

Alternative
transportation methods

Renewable energy usage

Recyclable packaging

Sustainable
Supplier Program

Efficient cooling systems

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Efficient cooling systems

3-step program

1. Reviewing the status quo of our current suppliers
2. Setting medium-term sustainability targets with our suppliers
3. Setting long-term sustainability targets with our suppliers

Logistics & Production

Alternative transportation methods

Renewable energy usage

Recyclable packaging

Sustainable Supplier Program

Efficient cooling systems

3-step program

1. Reviewing the status quo of our current suppliers
2. Setting medium-term sustainability targets with our suppliers
3. Setting long-term sustainability targets with our suppliers

in 1 year

in 5 years



Human Resources

Non-monetary benefits

New incentive systems

Revision of the
recruitment process

Individual education
and development

Human Resources

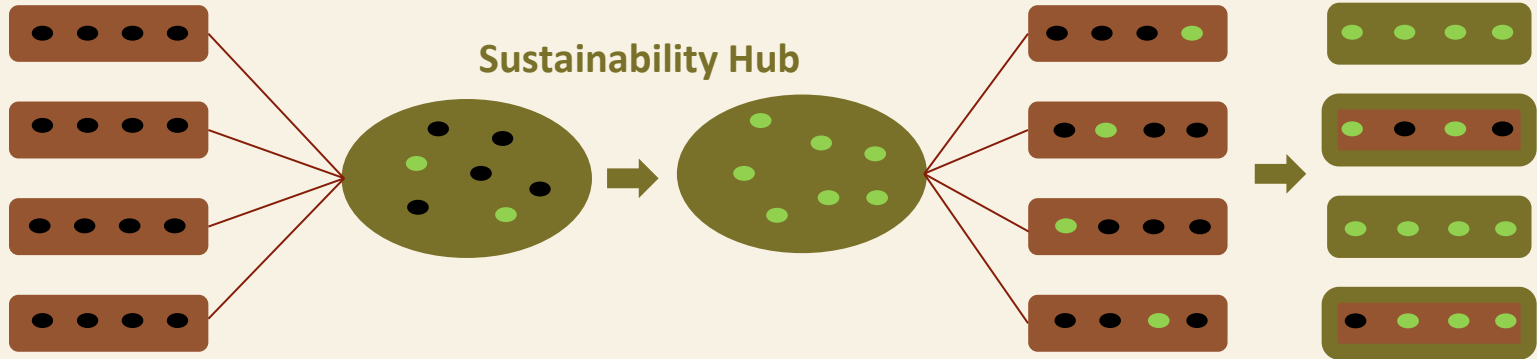
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Sustainability Hub

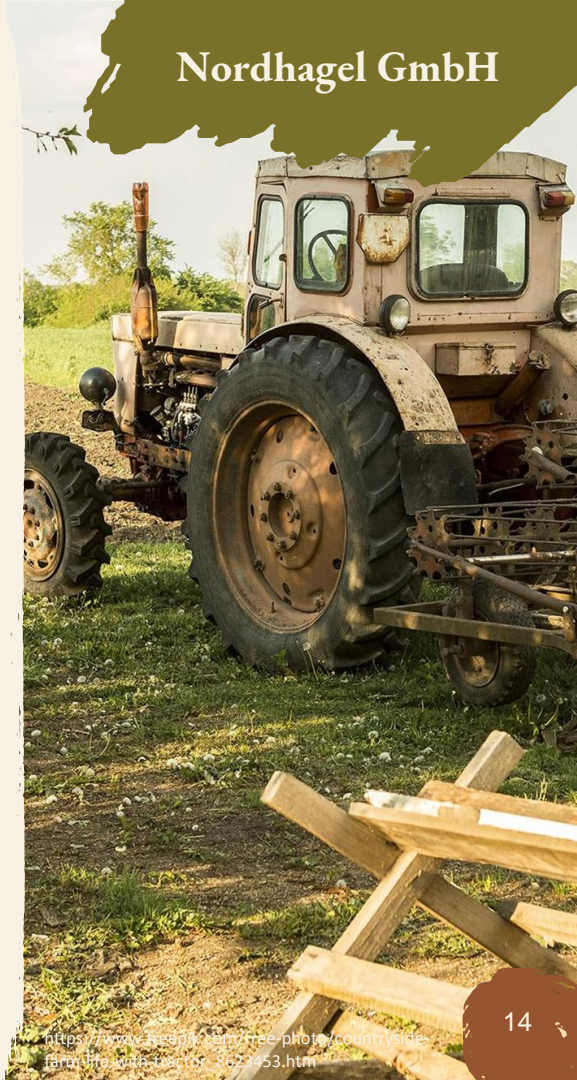


Challenges

- ❖ Considering all three dimension of sustainability equally
- ❖ Expected resilience from employees
- ❖ Transparency along our entire supply-chain
- ❖ Include all stakeholders in transition



Transition will take time



Outlook



Ongoing transformation



Feedback loops and iterative optimization



Continuous external input



Transparency guarantee



Questions?



Questions?

- What further challenges do you see?
- Do you have any other approaches in mind?



Thank you for your participation!

