

Key commitments of the Sustainability Strategy



People

Health & Safety

ZERO workplace accidents **by 2030**

Responsible drinking

100% of own products will feature 3 'responsible drinking' labels on-pack **by 2027**

consumer information on-pack or online **by 2027**

Equal treatment & inclusive organisation

min. 40% of women in ExCom & Senior Leadership **by 2027**

employee engagement as high-performing companies **by 2027**



Planet

GHG emissions

reduction in scope 1 & 2 emissions by 42%, and in scope 3 by 20% **by 2030**

Materials & packaging

eliminate **100%** of plastic sleeves and pourers in our own primary packaging **by 2026**

100% of gift boxes for own products are recyclable **by 2026**

Water

Energy

10% reduction of water and thermal energy used in plants per litre of finished goods **by 2030**



Processes

Transparent business conduct, cybersecurity & data protection

score 3.0 in cybersecurity maturity acc. to NIST* **by 2026** and implement **ISO 27001** **by 2027**