

## GRI content index CSR report Plukon Food Group 2022

<b>Statement of use</b>	Plukon Food Group has reported the information cited in this GRI content index for the period 1 January - 31 December 2022 with reference to the GRI Standards.
<b>GRI 1 used</b>	GRI 1: Foundation 2021
<b>Applicable GRI Sector Standard</b>	GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022

<b>GRI STANDARD</b>	<b>DISCLOSURE</b>	<b>LOCATION</b>
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	- See section Organisation p. 8
	2-2 Entities included in the organization's sustainability reporting	- See section About this report p. 62
	2-3 Reporting period, frequency and contact point	- See section Driven by fresh thoughts p. 2 - See section About this report p. 62
	2-4 Restatements of information	Not applicable
	2-6 Activities, value chain and other business relationships	- See section Supply chain poultry p. 14 - See section Supply chain vegetables p. 15 - See section Mission, vision and core values p. 6 - See section Acquisitions 2020-2022 p. 10
	2-7 Employees	- See section Employees p. 9 - See section our people p. 57
	2-8 Workers who are not employees	- See section Employees p. 9 - See section our people p. 57
	2-9 Governance structure and composition	- See section Governance and changes in the Executive board p. 8 - See section Governance of sustainability p. 21
	2-11 Chair of the highest governance body	- See section Governance and changes in the Executive Board p. 8
	2-12 Role of the highest governance body in overseeing the management of impacts	- See section Governance of sustainability p. 21
	2-13 Delegation of responsibility for managing impacts	- See section Governance of sustainability p. 21
	2-14 Role of the highest governance body in sustainability reporting	- See section Renewed materiality analysis p. 21 - See section Appendix 1 Materiality Analysis 2022 p. 63
	2-16 Communication of critical concerns	- See section Whistleblowing policy p. 23

	2-22 Statement on sustainable development strategy	- See section Driven by fresh thoughts p. 4 - See section Our way forward p. 59
	2-23 Policy commitments	- See section Policy commitments p. 23
	2-24 Embedding policy commitments	- See section Putting CSR into practice p. 23
	2-25 Processes to remediate negative impacts	- See section Putting CSR into practice p. 23
	2-26 Mechanisms for seeking advice and raising concerns	- See section Whistleblowing policy p. 23
	2-27 Compliance with laws and regulations	- See section Policy commitments p. 23
<b>GRI 3: Material topics</b>		
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	- See section Renewed materiality analysis p. 21 - See section Appendix 1 Materiality Analysis 2022 p. 63
	3-2 List of material topics	- See section Renewed materiality analysis p. 21 - See section Appendix 1 Materiality Analysis 2022 p. 63
	3-3 Management of material topics	See below
<b>Animal health &amp; welfare</b>	<b>Topic 13.11 Animal health and welfare</b>	
	13.11.1 Management approach	- See section Animal health & welfare p. 41 - See section Early feeding p. 41 - See section Lower impact during loading and transport p. 41
	Own indicators: - % of chicks from the early feeding system across all countries where Plukon Food Group operates. - # Plukon Food Group sites with the innovative container system (ATLAS) for improved animal welfare at the slaughterhouses.	- See section Use of early feeding (table) p. 41 - See section Material topics and goals Animal health and welfare p. 44
<b>Green innovations and innovative farming concepts</b>	<b>Topic 13.11 Animal health and welfare</b>	
	13.11.1 Management approach	- See section Green innovations and innovative farming concepts p.37
	13.11.2 Production volume certified according to international animal health and welfare standards	- See section Quality standards p. 31 - See section Green innovations and innovative farming concepts (table) p.37 - See section Material topics and goals Animal health and welfare p. 44
<b>Responsible use of veterinary</b>	<b>Topic 13.11 Animal health and welfare</b>	

antibiotics	13.11.1 Management approach	- See section Animal health & welfare p. 41 - See section Responsible use of veterinary antibiotics p. 42
	Own indicator: % of antibiotic-free broilers in each concept of the total volume.	- See section Responsible use of veterinary antibiotics (table) p 42 - See section Material topics and goals Animal health and welfare p. 44
Emissions of GHG in the value chain	<b>Topic 305 Emissions 2016 (to be decided)</b>	
	3 -3 Management approach	- See section direct and indirect emissions of greenhouse gases p. 46 - See section Emissions in the value chain p. 49
	To be decided upon	- See section Material topics and goals Circularity and climate p. 51
Direct & indirect GHG emissions	3 - 3 Management approach	- See section direct and indirect emissions of greenhouse gases p. 46 & 47
	Temporary own indicator: % change in energy and gas consumption per tonne of live weight (compared to current baseline 2015).	- See section Material topics and goals Circularity and climate p. 51
Using responsibly-produced raw materials	<b>Topic 13.23 Supply chain traceability</b>	
	13.23.1 Management approach	- See section Using responsibly produced raw materials p. 27
	13.23.3 Sourced volume certified to internationally recognized standards	- See section Using responsibly produced raw materials (incl. table 2022 numbers) p. 27 - See section Material topics and goals Healthy and responsibly produced products p. 29
Contribute to a healthy diet and food security	<b>Own topic</b>	
	3 - 3 Management approach	- See Contribute to a healthy diet and food security p. 26
	Own indicator: to be decided	- See section Material topics and goals Healthy and responsibly produced products p. 29
Food safety	<b>Topic 13.10 Food safety</b>	
	13.10.1 Management approach	- See section Food safety p. 31

	13.10.2 Assessment of the health and safety impacts of product and service categories	<ul style="list-style-type: none"> <li>- See section Food safety &amp; Quality standards p31</li> <li>- See section Research by in-house laboratory p. 32</li> <li>- See section Listeria p. 32</li> <li>- See section Material topics and goals Food safety and transparency p. 35</li> </ul>
<b>Employment practices including occupational health and safety</b>	<b><i>Topic 13.19 Occupational health and safety</i></b>	
	13.19.1 Management approach	<ul style="list-style-type: none"> <li>- See section Employment practices, occupational health and safety p. 53</li> <li>- See section Health and safety of employees p. 54</li> </ul>
	13.19.6 Worker training on occupational health and safety	<ul style="list-style-type: none"> <li>- See section Developing new skills p. 55</li> </ul>
	13.19.10 Work-related injuries	<ul style="list-style-type: none"> <li>- See section Material topics and goals People and society p. 58</li> <li>- No data yet available</li> </ul>
<b>Training &amp; career development</b>	<b><i>Topic 404 Training and education</i></b>	
	3- 3 Management approach	<ul style="list-style-type: none"> <li>- See section Training and career development p. 55</li> </ul>
	Own indicator: % new hires and % employees who get a promotion to the next salary level per year.	<ul style="list-style-type: none"> <li>- See section Training and career development (table New hires and % employees who get a promotion) p. 55</li> <li>- See section Material topics and goals People and society p. 58</li> </ul>
	404-2 Programs for upgrading employee skills and transition assistance programs	<ul style="list-style-type: none"> <li>- See section The Plukon Traineeship p. 55</li> <li>- See section Overview of e-learnings in the Plukon portal p. 55</li> </ul>
	404-3 Employees receiving regular performance and career development reviews	<ul style="list-style-type: none"> <li>- See section The Plukon Traineeship p. 55</li> </ul>
<b>Supply chain traceability</b>	<b><i>Topic 13.23 Supply chain traceability</i></b>	
	13.23.1 Management approach	<ul style="list-style-type: none"> <li>- See section Supply chain traceability p. 34</li> </ul>
	Own indicator: % of poultry farmers registered onto Plukonnect	<ul style="list-style-type: none"> <li>- See section Material topics and goals Food safety and transparency p. 35</li> </ul>