

**Healthy People**

**Healthy Planet**



Der Rauch Nachhaltigkeitsbericht 2023



# FRUCHT, FAMILIE & NATUR. SEIT 1919.

Our variety of beverages quenches thirst in over 100 countries around the world. Fruity, natural and fresh - with the highest quality.

“ PlantBased TetraPak  
**83% plant-based materials**  
19% better for our climate  
This saves over 1,000 tons of plastic ”



Rauch products are available  
**IN 100 COUNTRIES**



**MORE THAN 2725**  
EMPLOYEES WORLDWIDE



**8 15 PLANTS** & MANY PARTNERS  
**BRANCHES**  
IN EUROPE & USA

**73**  
NATIONALITIES  
are employed at Rauch



We are an excellent company for Apprentices



international share of annual turnover  
**72,2%**

**45%**  
QUOTA OF WOMEN  
in our administration

- LABORATORY TECHNICIAN
- OFFICE ADMINISTRATOR
- OPERATION LOGISTICIAN
- MECHANICAL ENGINEER
- FOOD TECHNOLOGIST
- ELECTRICAL ENGINEER
- IT TECHNICIAN

**TRAIN EES**



**292.175** apple trees planted in Hungry

**8,5 years**  
lasts the average career of our Rauch employees



**PLANT IN NÜZIDERS: LARGEST SOLAR PLANT ON A GREEN ROOF IN VORARLBERG**

**100% rePET**  
WORLD'S FIRST JUICE IN 100% RECYCLED PET



**15**  
ORANGES are in 1L Happy Day

“ Rauch is top in energy efficiency network!  
**efficiency plus 6%**  
**emissions minus 8%** ”





# Rauch Sustainability Report 2023

<b>Reporting Standards</b>	GRI Sustainability Reporting Standards 2016, 2018, 2020 & G4 Food Processing (FP) Sector
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## Foreword

### 102-14 Statement from senior decision-maker

#### Statement from CEO Jürgen Rauch

##### Healthy people, healthy planet - Sustainability at Rauch

“Healthy people, healthy planet” is the motto of our sustainability initiative. This shows our ambition to optimize the full “juice chain” throughout all steps from “tree to trash” for people and nature. These steps range from the fruit growing on the tree through harvest and processing until manufacturing, packaging, transport, consumption and even waste. This complex project is steered by our “Green Team”, a cross sector team with responsible and engaged members from all departments.

Rauch has been at the forefront of sustainability, creating its first GRI-sustainability report back in 2012 as one of the first in the juice industry. Since then, the world has changed a lot, but our target is still the same: To provide consumers around the world with the most precious gift from nature: The incredible variety of fruits, giving us pleasure, health and refreshment.

Fruits from the nature are the core and basis of our business and all changes in environment and climate affect us directly. Especially in such uncertain and eventful times, subjects such as stability, healthy growth and social responsibility are important to us as a family business.

For the last years, we have also strategically anchored the requirements for sustainable corporate development at Rauch. In this respect, we provide a systematic framework for measures and projects which are already in place, with the aid of which we can monitor and evaluate our development. This makes us optimistic that we can also conceive and further contribute to sustainable corporate development in the future and include these in daily life.

Our clear focus on long-term healthy growth and responsible corporate governance also ensures the success of our family business. As a fourth generation Managing Director, it is a serious matter of concern for me to continue managing the business in a sustainable manner and to meet the responsibilities to society and the environment.

The experiences of the past few years have shown us that sustainably oriented management will be a clear strategic success factor in the industry. On this basis, we are developing and implementing ideas and projects in the team and remain an attractive employer.

And now I will invite you on another voyage of discovery to the sustainability-oriented Rauch Valley – and hope you also continue to stay by our side on our journey.

Best regards,

Jürgen Rauch

Managing Director, 4th generation.

## Rauch mission statement

### FAMILY Who we are.

Founded in 1919, Rauch is today an international business with Austrian family roots in its fourth generation. Our motivated team and our pursuit of highest quality are the basis of our success. This has made us one of the leading fruit juice and beverage manufacturers in Europe and worldwide. Rauch quenches the thirst for fruit in almost 100 countries across the world.

### FRUITS What we do.

Drinking is vitally important, but Rauch offers more: A variety of drinks, unique its high quality – fruity, natural, fresh and pure. From nature, for people, Rauch products stand for healthy, lifestyle, pleasure and refreshment. Our brands capture the spirit of the times and offer the best of fruits from all over the world.

### NATURE What is important to us.

We honor nature as the origin of the fruit, our most important resource. We actively work to use the natural resources economically, cautiously and sustainably. Rauch assumes responsibility and is committed to the environment.

The Rauch tree and the Rauch valley are the symbols for all these values.





## About Rauch

102-1 Name of the organization

102-3 Location of headquarters

102-5 Ownership and legal form

102-7 Scale of the organization

### Rauch – a leading European beverage company

With a turnover of 1.69 Bill EUR and 2,771 employees in 2023, the Rauch Group is the biggest fruit juice and tea drinks producer in Austria and one of the leading producers in Europe. Since its founding in 1919, the Rauch headquarters are located in Rankweil, a village in the western Austrian region of Vorarlberg, close to the Swiss border.

#### Rauch Headquarter

Name	Rauch Fruchtsäfte GmbH & Co OG
Headquarters	Langgasse 1 A-6830 Rankweil, Austria
Website	<a href="http://www.rauch.cc">www.rauch.cc</a>

The Rauch headquarter in Rankweil and the local entities form the RAUCH GROUP. The operating Rauch companies in 14 countries are led by the Austrian “Rauch Fruchtsäfte GmbH & Co OG”. The privately foundation-owned group is still a family business run by the fourth generation of the Rauch family. The foundation is governed by a foundation board, consisting of family members and renowned external managers.

As a leading soft drinks producer and bottling company, Rauch operates in three strategic business areas. Next to strong Rauch brands, Rauch offers co-packing and semi-finished products (processed fruit products).

Rauch has a minority stake of 24,9% in the Fohrenburg Brewery, Bludenz.

102-2 Activities, brands, products and services

102-6 Markets served

### Rauch brands

As one of few juice producers, Rauch controls the supply chain from fruit processing to the finished product for all the Rauch brands. Rauch’s big assortment with 12 brands and more than 550 articles sets it apart from its competitors. We offer a wide range of brands, packaging and recipes. Each year we launch 40 to 50 new products to international markets. We produce and market the following brands, most under the common Rauch umbrella-brand:

## Rauch brands

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Brands	Carpe Diem
	Franz Josef Rauch
	HeyHo
	Rauch Bravo
	Rauch Cafemio
	Rauch Culinary
	Rauch Gastro/Horeca
	Rauch Happy Day
	Rauch Ice Tea
	Rauch Juice Bar
	Rauch MyTea
	Rauch Nativa
	Rauch Sport Isotonic
	Rauch Yellow
	Rauch Yippy
	Willi Dungl

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Additionally, Rauch operates Rauch Juice Bars in Austria, Italy, Serbia and on various cruise ships, where fresh fruits are pressed and mixed into fresh juices for direct consumption.

With an international share of over 70% of its turnover in 2023, Rauch serves about 100 countries worldwide in Europe as well as Mediterranean and Arabic regions and countries overseas. Rauch brands are sold through retail (food stores, supermarkets, etc.), impulse (gas stations, kiosks, etc.) and gastronomy.

## Semi-finished products / fruit processing

Rauch semi-finished products include fruit processing from fresh fruit into durable products like juices, purees, concentrates and natural fruit flavors for international B2B customers in the food and beverage sector.

## Co-packing

Rauch offers co-packing (wage- and contract-filling) for local and international B2B customers. In our highly innovative plants we fill cans, PET, glass bottles and beverage cartons for other brands and companies.

## 102-4 Location of operations

### Locations

Rauch operates 13 production sites of different sizes, 8 offices and works with strategic (sales) partners all over the world.



Rauch operates different types of factories:

- At our *pure fruit processing factories* fresh fruit is processed into different semi-finished storable fruit products for further processing.
- At *pure filling plants*, finished products are manufactured and beverages are filled into different kinds of beverage containers.
- *Combined plants* do both fruit processing and filling.

### Operations and offices

			<b>Semi-Finished Products</b>	<b>Finished Products</b>
<b>Headquarters</b>	Austria	Rankweil		
<b>Operations</b>	Austria	Nüziders		Beverage filling
		Rankweil	Fruit Processing	Beverage filling, Sales Office
		Mäder		Packaging of displays
	Germany	Baruth/Mark		Beverage filling
	Hungary	Budapest	Fruit Processing	Beverage filling, Sales Office
		Nyírmada	Fruit Processing	
	Poland	Kluczkowice	Fruit Processing	
		Łęczycza	Deep freeze storage & Plantation	
		Płońsk	Fruit Processing	
		Przeworsk	Fruit Processing	
Siemiatycze		Fruit Processing		
Serbia	Koceljeva	Fruit Processing, Deep freeze storage	Beverage filling	
Switzerland	Widnau		Beverage filling	
USA	Glendale		Beverage filling	
<b>Sales Offices</b>	Bulgaria	Sofia		Sales Office
	Croatia	Zagreb		Sales Office
	Czechia	Prague		Sales Office
	Germany	Planegg		Sales Office
	Italy	Agrate Brianza		Sales Office
	Serbia	Belgrade		Sales Office
	Slovakia	Bratislava		Sales Office

## 102-8 Information on employees and other workers

### 102-41 Collective bargaining agreements

#### Employees

In 2023, Rauch employed 2,796 employees<sup>1</sup> (+14.4% from the previous year). A small fraction of corporate activities is outsourced to service providing companies, namely security, canteen and cleaning. Additionally, some of Rauch's factory equipment such as packaging handling, forklift and other machinery is operated by the equipment suppliers' service personnel for a limited time.

Labor leasing and temporary work is needed to bridge short times of high demand, covering 192 jobs in total at the maximum in Austria, Hungary, Poland, Serbia, Slovakia, Switzerland and USA.

39% of employees are covered by collective bargaining agreements.

For more information about our employees see chapter [Good Employer](#).

#### Employees 2023\*

Employee category		Number of employees*
		head count
Full-time	Female	495
	Male	2.136
Part-time	Female	95
	Male	62
<b>TOTAL</b>		<b>2.796</b>

\* Directly employed by Rauch.

## 102-9 Supply chain

#### Juice supply chain

Fruit, compared with other agricultural products, requires more care - in processing, harvesting, but above all in cultivation. After all, only the best fruit produces the best juice. The time window for the best quality of a fruit is narrow. Fruit contains the maximum of taste and their healthy and valuable substances when they remain on the tree until they are fully ripe. From harvest onwards, this content drops rapidly and only careful processing and storage preserve the best of the fruit for a longer period. This means that the shorter the distance between harvest and juice factory, the better.

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<sup>1</sup> Employee head counts may vary throughout the report due to differing points in time the data has been collected, depending on the source of data.

### Rauch fruit processing

For this reason, fruit processing has always been a core business of Rauch, making Rauch one of the few big juice brands that control the full supply chain from the tree to the glass.

After the harvest from fields, plantations and orchards of our suppliers and cooperating farmers, the fresh fruits are transported to our factories and processed into long durable semi-finished goods. Rauch is operating its own modern fruit processing plants in Europe's most important fruit-growing regions. These are traditionally located in Central and East Europe, where fertile soils and a favorable climate allow top-quality fruit to thrive, especially apples. Rauch processes these fruits in 4 plants in Poland, 2 in Hungary, one in Serbia and one in Rankweil.

The semi-finished goods are stored and either sold to B2B customers or delivered to our "finished products" plants. There the finished products are manufactured and filled into beverage packaging for our customers.

### Purchased fruit products

Rauch cannot process all the fruit it needs, especially not exotic fruits. So, a large part of the fruit ingredients is sourced as processed fruit products like juice, concentrates and flavors from suppliers.

For more information about fruit & fruit products see chapters "Regional Responsibility" and "Sustainable Cultivation".

## Primary materials

The primary materials Rauch is using to manufacture its products fall into several categories:

### Supply chain

Type of primary material	Share of total volume [kg]
	percentage
Fruit & fruit ingredients	37%
Non-fruit ingredients	35%
Packaging material	27%
Production materials / consumables	1%
Machinery & appliances	not measured in weight
Other materials	less than 1%

## 102-10 Significant changes to the organization and its supply chain

### Recent changes to Rauch operations

On January 1, 2023, Rauch took over the former mineral water producer "Brandenburger Urstromquelle" in Baruth/Mark near Berlin, and around 170 employees also moved to Rauch. After some conversion work, production was able to start in July 2023.

## 102-11 Precautionary Principle or approach

### Risk management

Rauch conducts extensive and regular risk analyses. All employees are encouraged and obliged to deliberately consider potential risks to people and the environment in their daily activities, especially in setting up new procedures, operations and developing new products.

A structured risk management system is defined by documented standard procedures and guidelines for all areas and locations, which cover all possible risks in areas like raw material and supplier management, production, quality, business and economic risks, politics, legislation as well as environmental topics. All risks are evaluated and depending on their relevance managed and monitored.

## 102-12 External initiatives

## 102-13 Membership of associations

### External initiatives

Rauch is a member of many organizations, not only as a passive member but plays an active role and is highly engaged in their activities. Rauch is a member in various business and juice industry organizations, which ensure high quality food standards among the industry and fight food fraud. Additionally, Rauch participates in various environmental initiatives to reduce its CO2 footprint.

#### Examples of memberships in international organizations and initiatives

Type	Name	Scope	Rauch's activities
Juice Industry Organizations (International)	„AIJN“ (European Juice Association)	Defining standards for the industry, doing initiatives & representing the interests on international level	Rauch Managing Director 1996-2022 leading member of the board & technical committee
	„SGF“ („Safe Global Fair“)	Leading industry self control organization, setting & maintaining standards for juices	Head of Production, Rauch Budapest Vice President, member of SGF Ethics Committee
Sustainability initiatives (International)	SBTi: Science Based Targets initiative	Worldwide leading industry initiative for reducing CO2-emissions and committing to Paris climate targets	Started 01/2022
	SAI-FSA: Farm Sustainability Assessment	Defining & controlling sustainability standards in agriculture	Trainings with Polish & Hungarian farmers, Special „Rauch Agronomist“ at Rauch Poland

As Rauch’s major market and location of the head office is in Austria, most of the activities are centered there. Health initiatives like SIPCAN (Special Institute for Preventive Cardiology and Nutrition) and FEH (Forum Ernährung heute) promote healthy food habits in schools and organizations. Many of the initiatives that have originated

locally in Austria, such as sugar reduction initiatives, are successfully expanded internationally.

Examples of memberships in Austrian organizations and initiatives

Type	Name	Scope	Rauch's activities
Business organizations	Lebensmittel-fachverband (Wirtschaftskammer)*	Compulsory trade chamber, representing business & sector interests on national and regional level	CEO, Vice President of the Austrian Food Association
	Industriellen-vereinigung	Voluntary business organization	Managing Director Member of the Board Rauch Area Manager Vice President of „Junge Industrie“
Health initiatives (Austria)	SIPCAN (Special Institute for Preventive Cardiology and Nutrition)	Health Initiatives for schools & organizations like defining health standards for school buffets, „Schlau trinken“ information campaign & competition for schools	Rauch partner since 2008, supporting initiatives & reducing sugar
	FEH (Forum Ernährung heute)	Science based food and health information	Head of Communications, member of the board
	Spar: "Raus aus dem Zucker"	Trade & industry initiative to reduce sugar	Rauch founding member & playing significant role in sugar reduction
Sustainability initiatives	ZEEEN: Zero Emission & Energy Efficiency Network	Voluntary network for reducing energy consumption & CO2-emissions in Austria/Vorarlberg	Rauch biggest savings in region
	TUN. GreenDeal Vorarlberg	Cross-industry network of Vorarlberg companies for the development of climate protection solutions	Member since 2022
	EWP Recyclingpfand Österreich gGmbH	Company to handle the one-way deposit from 2025	Supervisory Board member since 2023

\*The membership in the Austrian Wirtschaftskammer is mandatory, all others are voluntary.

102-16 Values, principles, standards and norms of behavior

**Sustainability commitments**

Sustainability is firmly anchored in Rauch's corporate culture. As a fruit processing company, we handle natural resources and see ourselves closely linked to the conservation and protection of nature and the environment. The availability of healthy fruit and fresh water have a decisive influence on our business and therefore, we commit ourselves to the sustainable and careful handling of our resources in our daily activities.

Our vision of “Healthy People, Healthy Planet” through activities in “Fruit, Family and Nature” reflects this. We value integrity, respect and fairness to employees and other stakeholders in compliance with national and international regulations. We act responsibly and are committed to the environment; and are proactive in using natural resources economically, carefully and sustainably.

Rauch’s sustainability activities are aimed at reducing Rauch’s environmental and climate impact as well as ensuring the well-being of employees and communities. We are currently developing a comprehensive sustainability strategy, including Science-Based Targets to form a clear commitment and path to contribute to the Paris Climate Agreement, limiting global warming to well-below 2 degrees Celsius.

Through our sustainability activities, we further take responsibility to do our part in achieving the United Nations Sustainable Development Goals (SDGs). The SDGs build a fundamental framework to achieve a sustainable future for all by 2030, including eradicating poverty, increasing equality and protecting the climate and environment. Business has an important role to play in achieving these goals. As such, Rauch is committed to the following SDGs most relevant to our business and activities:

SDG 3  
Good Health  
and Well-Being



As a fruit juice producer, Rauch promotes the health of our consumers through various measures. A big part of our products contains fresh fruit and vitamins, we incrementally reduce the volume of added sugar in our recipes and work closely together with independent organization like SIPCAN, an institute for preventive medicine. To create public health awareness. Finally, Rauch’s Healthy Lifestyle Board with independent expert supports us in our mission to make our fruit juices as healthy as possible. For more information see chapter [Healthy Products](#).

SDG 9  
Industry,  
Innovation and  
Infrastructure



Since its founding in 1919, innovation has been at the core of Rauch’s activities in the fruit juice industry. We attribute our success to our innovations both in products (we introduce 40 to 50 new products to the market per year) and cooperation in the industry to not only create the freshest and tastiest juices on the market but rethink the way we operate. For example, Rauch was the first company worldwide to offer fruit juices and iced tea in bottles made from 100% recycled PET. For more information see chapter [Economic Performance](#) and [Sustainable Packaging](#).

SDG 12  
Responsible  
Consumption  
and Production



The sustainability and circularity of our packaging are of utmost importance for Rauch. We not only offer fruit juices and iced tea in bottles made from 100% recycled PET, but continuously rethink and improve our packaging through material choices and cooperation in the industry. Since 2007, Rauch is a partner in PET2PET Austria, a leading recycling company. For more information see chapter [Sustainable Packaging](#).

SDG 13  
Climate Action

Rauch is committed to reduce our climate impact through not only rethinking the packaging of our products but optimizing our energy use and logistics. We are currently developing specific



Science Based Targets to strategically manifest this commitment to limit global warming below 1,5 degrees Celsius. For more information see chapter [Climate and Energy](#).

SDG 15  
Life on Land



Rauch not only purchases agricultural products but also operates own fruit plantations in Poland on a small scale. Consequently, we are committed to protect the environment and biodiversity. We participate in external initiatives to contribute to a more sustainable agricultural sector, such as the FSA SAI program that promotes a sustainable and environmentally friendly cultivation. For more information see chapter [Sustainable Cultivation](#).

## Sustainability management

All our operations have independently certified management systems in place to ensure employee health and safety, high product quality and enhance our environmental performance:

- The **ISO Standard 45001:2018 for Occupational Health and Safety** enables Rauch to provide a safe and healthy workplace. As part of this management system, we further monitor and prevent work-related injuries and ill-health.
- Through the application of the **ISO 9001:2015 Quality Management System** we make sure that we consistently provide products and services that meet customer demands and applicable regulatory requirements.
- With the **ISO 14001:2015 Environmental Management System** we systematically manage our environmental responsibility at all Rauch operations, including emissions, water and waste management.

Based on these standardized management systems, Rauch has developed and committed to internal sustainability policies, accumulating to the Rauch Environmental, Social, Health and Safety, as well as Quality policies. To ensure that all Rauch employees and operations comply with our policies, detailed standard operating procedures are in place.

Additionally, Rauch's internal activities are guided by the **Rauch Code of Conduct**, which includes ethical guidelines and principles, specifically, bans on discrimination, corruption and health and safety instructions.

External activities and partnerships underly the **Rauch Supplier Code of Conduct**, which sets forth principles to regulate labor practices and environmental commitments, such as child labor, anti-discrimination policies, health and safety standards, working conditions, compensation, right to association, freely chosen employment, anti-corruption and fair business practices, sustainability and land rights in our supply chain. All these principles are consistent with the **Business Social Compliance Initiative (BSCI)**, the standards of the **International Labor Organization (ILO)**, the UN Universal declaration of human rights, the Ethical Trading Initiative (ETI) Base Code (**SMETA4Pillar**) and the principles of the UN Global Compact.

Rauch's approach to sustainability is evaluated through the certification and audits of our management systems. Additionally, Rauch is evaluated by **EcoVadis**, a leading global sustainability rating platform seeking to drive supply chain sustainability and standardization throughout various industries.

The principles of the implemented sustainability management system in conjunction with the other management systems of the integrated management system at Rauch form the basis for the development of programs and goals for continuous improvement with the active involvement of employees at all levels of the hierarchy.

**Rauch policies**

<b>Policy</b>	<b>Purpose</b>	<b>Commitments</b>
Sustainability Policy	Corporate sustainable responsibility management	<p>We do not regard ecological orientation and sustainable, economic development as conflicting.</p> <p>We strive to keep the impact of our activities on the environment as low as possible through resource, water and energy efficiency and the reduction of CO2 emissions and waste.</p> <p>Environmental risks in the entire supply chain and at operations should be identified, assessed and mitigated.</p> <p>We develop and implement sustainable measures along the value chain.</p> <p>We create awareness and educate our employees.</p>
Environmental Policy	Environmental management based on ISO 14001:2015	<p>We consider environmental aspects in the planning of plants and processes.</p> <p>A robust environmental management system is put into place at all operations to prevent and mitigate environmental damages.</p> <p>We comply with laws, regulations and other binding obligations.</p> <p>We positively contribute to conservation of the environment beyond legal compliance.</p> <p>Environmental risks at operations are identified, assessed and mitigated.</p> <p>We create awareness and educate our employees.</p>
Health and Safety Policy	Occupational health and safety management based on ISO 45001:2018	<p>Occupational health and safety is an integral part of all our operating procedures.</p> <p>A robust health and safety management system is put into place at all operations to prevent and mitigate work-related injuries and ill-health.</p> <p>We comply with laws, regulations and other binding obligations.</p> <p>We continuously improve the health, safety and satisfaction of our employees.</p> <p>Health and safety risks at operations are identified, assessed and mitigated.</p> <p>We create awareness and educate our employees.</p>
Quality Policy	Quality management system based on ISO 9001:2015	<p>Reliability of processes to meet customer requirements and requirements arising from other obligations of the market is an integral part of our operating procedures.</p> <p>A robust quality management system is put into place at all operations to prevent and mitigate deviations in quality, legality and other specified requirements.</p> <p>We comply with laws, regulations and other binding obligations.</p> <p>Risks to products conformity are identified, assessed and mitigated. Opportunities to increase customer satisfaction are implemented.</p> <p>We create awareness and educate our employees.</p>





Social Policy	Corporate social and compliance management system based on SEDEX* guidelines and SMETA4PILLAR principles, BSCI Code of Conduct, UN guiding principles for business and human rights, FSA (SAI), SGF	<p>We strive to be a responsible partner to our employees, acting in accordance with moral principles and in compliance with laws and other legal requirements.</p> <p>We value our employees as the driving force for the sustainable and social development of the company.</p> <p>We are committed to equal employment opportunities.</p> <p>We protect the health and safety of our employees and offer possibilities of personal and professional development.</p> <p>Our internal communication promotes participation and motivation for the company's success.</p> <p>We create long-term partnership through reliability, respect and trust.</p> <p>We act as a responsible corporate citizen in our local communities.</p> <p>We strive to integrate our supply chain into our activities and demand high environmental and social standards.</p>
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\* SEDEX is a membership organization for companies to manage and improve working conditions in global supply chains.

Next to the implemented and certified management systems, all Rauch operations and production sites are independently certified according to internationally recognized food safety standards. The table below shows all certifications per operation, including those concerning responsible production and food labeling.

## Rauch external certifications & audits

Standard	Rankweil	Nüziders	Baruth	Widnau	Kocel-jeva	Budapest	Nyir-mada	Plonsk	Klucz-kowice	Prze-worsk	Siemia-tycze	Glendale	Total	Share
Country	AT	AT	EN	CH	RS	HU	HU	PL	PL	PL	PL	US		
BRCGS	X	X		X								X	4	33%
BRCGS FSMA	X	X		X									3	25%
FSSC 22000	X	X	X	X	X	X	X	X	X	X	X	X	12	100%
GMP/HACCP	X	X	X	X	X	X	X	X	X	X	X	X	12	100%
Halal (Semi Finished Goods)	X	X			X			X	X	X	X		7	58%
Halal (Finished Goods)	X	X				X							3	25%
IFS	X	X		X	X	X							5	42%
ISO 9001	X	X	*	X	X	X		X	X	X	X	X	10	83%
ISO 10 002	X	X		X									3	25%
ISO 14 001	X	X	*	X	X	X		X	X	X	X	X	10	83%
ISO 22 000	X	X	X	X	X	X	X	X	X	X	X	X	12	100%
ISO 27 001	*	*	*	*	*	*	*	*	*	*	*	*	0	0%
ISO 45 001	X	X	*	X	X	X		X	X	X	X	X	10	83%
ISO 50 001			X										1	8%
Kosher (Semi Finished Goods)	X	X			X	X	X	X	X	X	X		9	75%
Kosher (Finished Goods)	X	X				X							3	25%
Organic	X	X				X		X		X	X		6	50%
SGF IRMA / IQCS	X				X	X	X	X	X	X	X		8	67%
AEO													0	0%
Sedex	X	X	X	X	X	X	X	X	X	X	X	*	11	92%
Vegan	Many Rauch products are vegan certified. These are easily recognizable by the "Vegan logo" on the packaging.													
<b>Total</b>	<b>18</b>	<b>17</b>	<b>9</b>	<b>12</b>	<b>12</b>	<b>14</b>	<b>7</b>	<b>12</b>	<b>11</b>	<b>12</b>	<b>12</b>	<b>9</b>	<b>129</b>	

\*These certifications/management systems are currently being set up.

## 102-18 Governance structure

### Governance

Executive and decision-making powers are held by the management of Rauch. It is supported and controlled by the Rauch company advisory board (Geschäftsführungsbeirat), which must approve important decisions and provides strategic advice to the management. Duties and responsibilities for both management and advisory board are defined by the rules of procedure.

#### Rauch Management

<b>CEO</b>	Chairman of the Executive Board	Jürgen Rauch
COO	Operations / Divisions Finished Goods & Wage Filling	Harald Krammer
COO	Division Fruit Processing	Dietmar Hammerer
CFO	Management Services & Chief Compliance Officer	Stefan Huber
CSO	Division Finished Goods Sales & Marketing	Daniel Wüstner

#### Sustainability governance

Rauch's sustainability commitment, subsequent policies and strategies are overseen by Rauch's management. Ethics and compliance issues are managed by the Chief Compliance Officer and the compliance team.

Sustainability-related activities are coordinated and managed by the Rauch Green Team, a cross-departmental sustainability team with experts from all relevant departments like procurement, production, energy management, product development, quality, human resources and communications.

#### The Rauch Green Team

Area of Responsibility	Department & Function
Coordination	Head of Communications & Sustainability, Rankweil
Purchasing of Goods	Head of General Procurement, Rankweil
Purchasing of Fruits	Head of Fruit Processing, Budapest
Purchasing of Fruit Ingredients	Purchasing manager
Purchasing of Energy & Technical equipment	Head of Technical Procurement, Rankweil
Logistics & Transport	Head of Logistics
Product Development	Head of Product Development, Rankweil
Energy Management	Energy Manager Nüziders
Facilities & Buildings	Head of Construction, Rankweil
Human Resources	Personal Development Manager
Marketing & Sales	CMO
Quality Management	Head of Quality Management



Additionally, Rauch’s Healthy Lifestyle Board is a panel of independent experts to support the optimization of Rauch’s product portfolio in terms of health and nutritional value. For more information see chapter [Healthy Products](#).

- 102-40 List of stakeholder groups
- 102-42 Identifying and selecting stakeholders
- 102-43 Approach to stakeholder engagement

### Stakeholder engagement

Rauch values transparent and frequent exchange with all our stakeholders. As part of Rauch’s communication masterplan, our stakeholders have been identified. A structured and specific approach to Rauch’s stakeholder communication allows all our stakeholders to raise their concerns and voice their expectations of Rauch. As such, consumers can reach out through various (online) platforms, our purchasing team is in frequent exchange with our suppliers and employees have various (anonymous) points of contact to voice their opinions and at the same time are frequently updated about Rauch’s activities.

Specifically, for internal communications with employees and management, the Rauch communication team uses tools such as the Rauch intranet, info screens, newsletter, the Rauch company TV and face-to-face meetings and events. External communications with consumers, media and the public are carried out through social media, the Rauch website, traditional media outlets, company tours and events. The responsibility of outreach activities with other stakeholders, such as B2B customers, local communities and suppliers lies within respective departments. Key issues that stakeholders have raised are taken into account in our decision-making on an ongoing basis.

For more information on communication see chapter [Transparent Communication](#).

For more information on stakeholder involvement for the purpose of this report and key topics raised, see chapter [About this Report](#).

#### List of stakeholders

Stakeholders	
	Employees & their families
	Consumers
	B2B customers Wage Filling
	B2B customers Semi Finished Goods
	B2B customers Finished Goods
	Local communities
	Shareholders
	Government and regulators
	Suppliers
	External associations

## About this Report

102-44 Key topics and concerns raised

102-45 Entities included in the consolidated financial statements

102-46 Defining report content and topic boundaries

102-47 List of material topics

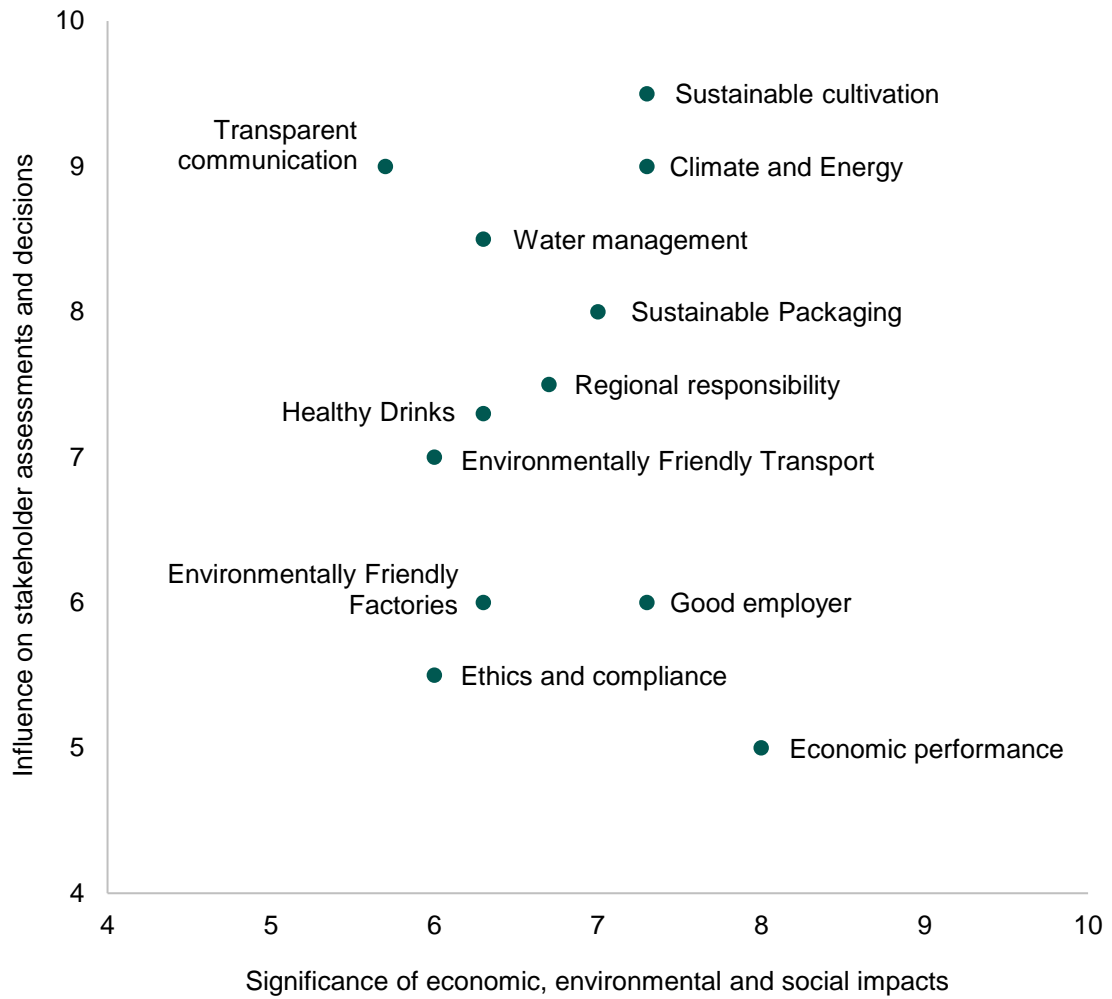
### Material topics

This report outlines Rauch's material sustainability topics and performance over all strategic business units reporting to the operating unit "Rauch Fruchtsäfte", namely operations and offices described in [102-4](#). All factories that manufacture Rauch brands, do co-packing and fruit processing are included. Especially in co-packing, Rauch is purchasing and managing goods on behalf of its partners. All goods that are purchased and paid by Rauch are included, while all other materials provided by our partners are not reported. Notably, environmental indicators are only reported for Rauch's manufacturing operations, as these have been identified as locations with significant environmental impacts.

Rauch has conducted a materiality analysis that informs the contents of this sustainability report, in which the company's key environmental and sustainability aspects were identified. The assessment of these aspects was carried out on several levels. Stakeholders' views and assessments were obtained through a broad-based, behavioral economics online "behavioral experiment". A total of 1,629 people took part, including a representative cross-section of the resident population, people from Rauch's immediate environment such as friends and relatives, customers, business partners, Facebook followers and newsletter subscribers, as well as employees of the company. External sources such as analyses by rating agencies and positions by NGOs and research institutions were also taken into account. The topics were collected, structured and prioritized in a work session with internal and external experts.

The materiality matrix forms the basis for the contents of the report and the company's sustainability strategy. In the matrix, the topics are presented according to their influence on stakeholder assessments and decisions and the significance of their economic, ecological and social impact and includes all key topics raised by stakeholders.

Materiality matrix 2021



102-48 Restatements of information

102-49 Changes in reporting

102-50 Reporting period

102-51 Date of most recent report

102-52 Reporting cycle

102-53 Contact point for questions regarding the report

102-54 Claims of reporting in accordance with the GRI Standards

102-55 GRI content index

## Reporting

Based on these material topics, we outline Rauch's sustainability measures and performance during the reporting period 2023. Since the last sustainability report we have expanded the scope of our sustainability reporting, focusing on all material issues raised by our stakeholders.

Rauch's sustainability performance is reported using Sustainability Reporting Standards and reporting principles by the Global Report Initiative. As such, this report has been prepared in accordance with the "GRI Standards: Core option". For a list of material topics and GRI disclosures used, see [GRI Content Index](#).

Rauch plans to publish a yearly sustainability report. For questions regarding this report and its content, please contact Erich Teufel and Rauch's communications team at the Rauch head office.



## Economic Performance

### 103-1, 103-1, 103-3 Management Approach

The Rauch Group's primary strategic business objectives are financial independence and continuous increases of enterprise value over the long term. It is on this basis that the company sets goals and makes decisions. Our values, including our commitment to decrease our environmental impact, are the basis for our day-to-day efforts toward sustainable growth of the Rauch Group through continuous product innovation and strategic partnerships.

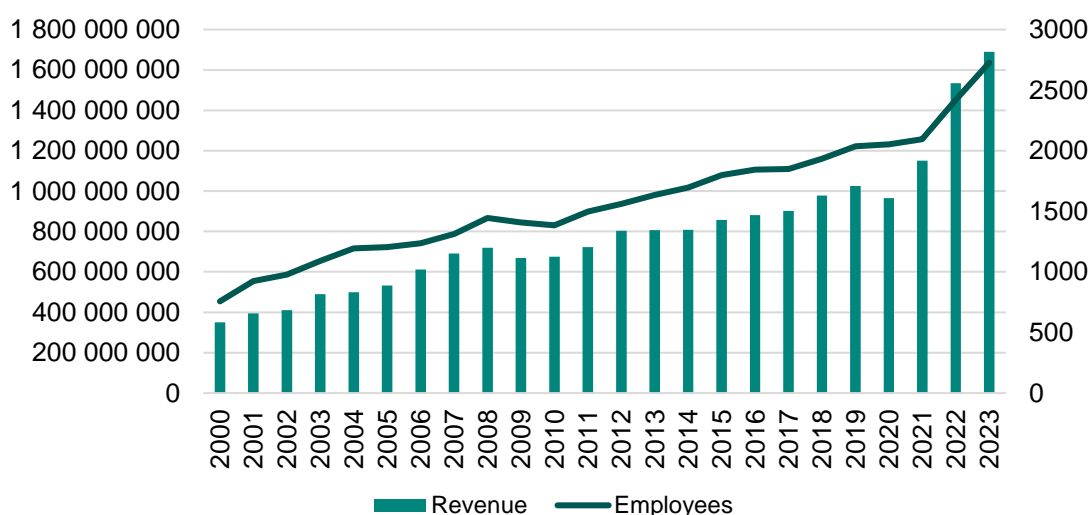
As a privately owned company, Rauch is not obliged to communicate specific business targets to a broader audience.

### R 1 Development of revenue and number of employees

#### Economic development of the Rauch Group

Since its beginnings as a small cider maker in 1919, the Rauch Group has grown to become one of Europe's leading fruit juice manufacturers. In the last 20 years, the Rauch Group has grown internationally from 3 plants to 15 plants and cooperations with strategic partners. Consequently, revenues and employee head count have grown three-fold.

Revenue [€] & Employees [head count]





## Regional Responsibility

### 103-1, 103-1, 103-3 Management Approach

As a long running family business, Rauch is still strongly rooted in its home in Vorarlberg, Austria and stands for local and family values. Contributing to the local economic and societal development of the regions in which we operate, is therefore important not only in Vorarlberg but also at other remotely located operations throughout Europe and the USA. As such, we create jobs, retain value and reduce our environmental impact in those regions as well as support local communities through CSR activities.

### Vision

Rauch is a responsible member of society and contributes to the communities it is operating in.

### Goals

We aim to continue to be and strengthen Rauch's standing as a responsible local company.

### Policies and principles

To achieve this goal, Rauch promotes local and family values in everything we do and commits to being an active and open partner to the regions in which we operate, fostering frequent and transparent exchange with our stakeholders and sourcing locally whenever possible.

### Responsibilities

Rauch's top management, the marketing and operational teams, such as procurement and purchasing, make sure that, respectively, all activities follow our local and family values, we communicate transparently with our stakeholders and support local suppliers.

### Activities

Rauch's activities promote the regional economy, social life and environment. Specifically, we create local value through job creation (see chapter [Good Employer](#)) and sourcing from local suppliers whenever possible. Additionally, Rauch supports an active and healthy lifestyle through various social initiatives in this field. Finally, we protect the local environment by reducing the environmental impact of our factories and promoting environmental initiatives.

For more information on the environmental impact of our factories, see chapter [Environmentally Friendly Factories](#).

## 204-1 Proportion of spending on local suppliers

### Local sourcing

Whenever possible, Rauch prefers to source from regional suppliers. This differs by the types of main ingredients and materials that Rauch is using.

#### Rauch's own fruit & vegetable processing

Rauch processes in its own factories in Poland, Hungary, Serbia and Austria about 20 different types of local fresh fruit and vegetables into ingredients like juices, concentrates, flavors, etc. These factories are located close to the farmers in the growing areas. The average distance from fruit to factory is less than 100km, so always ripe and fresh fruit is processed to preserve the taste and quality of the produce.

#### Externally sourced fruit ingredients

Additional to its own fruit processing Rauch needs other fruit ingredients from Europe and other parts of the world. 64% of these ingredients are coming from Europe, mainly Mediterranean countries like Italy or Greece. 36% are sourced from other parts of the world, mainly tropic regions like Brazil, Thailand or India.

#### Externally Sourced Fruit Ingredients

Origin	Share of volume	
	Europe	S & N America, Asia, Africa
	64%	36%

See more about these topics in chapter [Sustainable Cultivation](#).

#### Materials & non-fruit ingredients

For materials like packaging, consumables and non-fruit ingredients for all our operations we strive to source local and regional. If this is not possible, we look for national suppliers or suppliers from neighboring countries. About 76% of materials and non-fruit ingredients are sourced within 250km around factory locations and/or within the respective country.

#### Regional material & non-fruit ingredients (by volume) sourcing

Distance of producer to Rauch factory		Share of total volume sourced percentage
<b>Regional</b>	< 250 km	38%
<b>National</b>	same country & > 250 km	38%
<b>Neighbor Country</b>	> 250km	16%
<b>Europe</b>	> 250 km	5%
<b>Asia</b>		%

\* Operations where finished products are produced.

## Social commitment

Rauch is committed to its regions, taking our responsibility as an employer in the regions seriously while at the same time supporting local communities through voluntary initiatives such as sponsoring and charitable activities. Our social initiatives include financially supporting external initiatives that promote the Rauch mission of a Healthy Lifestyle Company, donating to charitable causes as well as sharing our knowledge to educate the next generation of Rauch employees.

### Sponsoring

Rauch is an important partner of regional and national initiatives and supports them financially, in addition to providing free beverages at events. As a producer of fruit juice, the strategic focus in our social initiatives is on youth, sports and health. Local communities are further supported by sponsoring regional cultural and social initiatives.

Rauch supports regional sports events and clubs, in Austria, for example, ski clubs and ski schools, soccer clubs, the wheelchair club Enjo Vorarlberg and many others. For Rauch Austria skiing is the focus, so Rauch sponsors the youth of the Vorarlberg Skiing Association and local talents.

To further promote a healthy lifestyle, Rauch supports various health initiatives such as SIPCAN's (Special Institute for Preventive Cardiology and Nutrition) "Schlau trinken"-initiative, which motivates students throughout Austria to improve their range of beverages in everyday school life and to sensitize both pupils and teachers to this topic.

### Charitable donations

In 2023, more than 1,000 donations of goods with a total volume of more than one million beverages were donated for social and community purposes. The recipients were on the one hand associations and initiatives in the region, but also food banks such as "Tischlein Deck Dich" (Austria), "Élelmiszerbank" (HU) and other social causes such as the Red Cross. Additionally, free drinks were also donated to sporting events.

### MCI University cooperation

Since April 2021, Rauch has started a cooperation with the bachelor's and master's degree courses in biotechnology and food technology at the MCI - Management Center Innsbruck University of Applied Sciences. Rauch experts share their expertise and knowledge in lectures and seminars on the topics of beverage technology and beverage marketing. During the "Rauch Factory Day", students spend a whole day at the Rankweil plant and can visit all departments. As part of the cooperation, students are given the opportunity to gain work experience on internships at Rauch or to write their theses at Rauch

## Ethics and compliance

### 103-1, 103-1, 103-3 Management Approach

Playing by the rules is a fundamental requirement for putting Rauch's value system into practice. Rauch's management understands its obligation to ensure that the necessary structures are created and resources are provided to comply with the applicable laws and voluntary ethical and environmental commitments. We aim to ensure this through a rigorous compliance management system, which is an essential tool in support of our strategic and economic company goals.

### Values

We expect integrity, respect and fairness from and to our employees and all other stakeholders. We act in compliance with national and international regulations and our Codes of Conduct.

### Goals

The goals of the internal compliance management system include, but are not limited to, ensuring legal compliance with antitrust and competition laws, anti-corruption, food and consumer protection regulations, anti-discrimination, as well as adherence to related internal Rauch Group requirements.

### Policies and principles

Strict policies and guidelines are in place to prevent illegal and unethical behavior. The Rauch management and employees are guided by the compliance handbook and the Rauch Code of Conduct in their daily activities. It includes ethical guidelines and principles, specifically bans on discrimination, corruption and health and safety instructions. Each employee signs this document on their first day of work, in addition to receiving an introductory course, as part of their onboarding, on this matter.

Suppliers must adhere to the Rauch Supplier Code of Conduct (see chapter [Sustainable Cultivation](#)), otherwise we will not start a business relationship with them.

### Responsibilities

The position of the Chief Compliance Officer (CCO) is managed by the Chief Financial Officer (CFO) and essentially responsible for the compliance management system in close cooperation with Rauch Group's executive management. In the annual Compliance Report, the Chief Compliance Officer summarizes the key developments and changes and submits this report to executive management and the Advisory Board.

The Compliance Committee (CC) is primarily an internal advisory body for the CCO and can be granted decision-making authority for specific matters. These specific matters can include approval of the compliance program and the initiation of disciplinary action. It is made up of the CCO and executive management, who may further obtain special expertise as needed (for example, from Head of Legal, Head of Finance, Head of Risk Management, Head of Internal Audit, Head of HR, Head of Corporate Communications, Head of IT).

Regional compliance officers report directly to the regional management of the Rauch branch and indirectly to the CCO. Rauch's internal audit department further assists compliance officers in internal investigations.

## Activities

The compliance management system is the framework of all compliance activities. To identify compliance risks, risk analyses are performed. Among others, ethics and compliance trainings are provided to employees to prevent compliance violations and create an overall ethics and compliance culture. To identify violations, a whistleblowing system allows employees to anonymously report misconduct, while an internal control audit performs standard screening for the established processes on a regular basis. Additionally, if needed, external experts and auditors are consulted to evaluate and improve the effectiveness of the compliance management system. The last legal compliance audit was done in 2023.

For more information on ethics and compliance efforts throughout Rauch's supply chain, see chapter [Sustainable Cultivation](#).

### 205-1 Operations assessed for risks related to corruption

#### Identifying compliance risks

The compliance management system (CMS) is the sum of organizational structures and finely tuned goals and measures to prevent the breach of laws and rules while ensuring integrity. Since its launch, it has been continually updated to account for the latest legal and ethical requirements.

The fundamental goals, responsibilities and benefits of Rauch's compliance activities are to avoid or reduce harm to our reputation, claims for compensation of damage and legal sanctions against the group, as well as the personal liability of Rauch's employees and executives.

A comprehensive compliance risk analysis in all operations is performed on a regular basis to review, confirm or adjust (and expand, if needed) the focal areas of compliance as agreed between executive management and the Chief Compliance Officer. The risk analysis has identified group-wide compliance risk areas and defined the following focal areas for the CMS. It focuses on ensuring compliance with antitrust and competition laws, tax laws, labor laws and social standards in the company and with contract partners, food and consumer protection laws, the EU consumer information regulation and the directive on fruit juices and certain similar products, product labeling laws, data privacy laws, environmental as well as public laws and trade regulations. Additionally, the CMS focuses on anti-corruption and anti-discrimination. Consequently, 100% of Rauch operations have been assessed for risks related to corruption.

## 205-2 Communication and training about anti-corruption policies and procedures

### Preventive measures

The preventive measures of the CMS are based on the Rauch Code of Conduct and other specific policies that the company has enacted for the areas of compliance. These measures include training courses and individual consultations on specific transactions, as well as screenings of business partners. As part of the Rauch Academy (see chapter [Good Employer](#)), employees are specifically trained on the Rauch Code of Conduct and antitrust and competition laws. Next to an introductory course, as part of their onboarding, each employee with a designated computer workspace must complete an online training every 3 years. Employees working in production receive an anti-corruption training as part of the annual safety briefing.

In 2021, Rauch has renewed its cooperation with Denxpert, a legal consulting agency focusing on labor, environmental and energy laws. This allows us to continuously stay up to date with new regulations and legal requirements, especially in the EU and Austria. Rauch managers are regularly informed about changes of laws that affect their area of responsibility, on which actions must be taken which are subsequently tracked by the CMS. Next to quarterly newsletters, employees can participate in workshops by Denxpert experts twice a year.

Rauch's anti-corruption policies are communicated to our suppliers through the Rauch Supplier Code of Conduct (see chapter [Sustainable Cultivation](#)).

## 205-3 Confirmed incidents of corruption and actions taken

## 206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices

### Identification of violations and actions taken

As part of its standard review of the internal control system (ICS), the internal audit department examines and evaluates compliance processes, risks and potential violations. Moreover, proactive reports can be sent to an anonymous internal whistleblower system, in accordance with EU regulation or directly to the compliance officers.

Appropriate penalties are enforced in the event of misconduct and non-conformance with the principles of conduct. This and other pertinent information on the compliance program is communicated regularly to all employees and can always be accessed online.

In 2023, there were no incidents of corruption or non-compliance, nor legal actions for anti-competitive behavior and anti-trust.

### Food fraud prevention

In 2021, Rauch has set up a designated food fraud prevention team to execute a vulnerability assessment for all raw materials, ingredients, primary packaging materials and outsourced processes to identify risks related to substitution, mislabeling, adulteration or imitation. Consequently, a product fraud mitigation plan was developed with subsequent implementation and monitoring. Additionally, employees receive trainings on this matter.

## Climate and Energy

### 103-1, 103-1, 103-3 Management Approach

The Paris Climate Agreement aims to limit global warming to well below 2 degrees Celsius and Austria aims to become climate neutral by 2040. Climate change is a priority issue for Rauch and we commit to do our part in achieving these goals. During Rauch's own operations as well as external activities, both downstream and upstream, CO<sub>2</sub> emissions arise. We recognize that we have a responsibility to reduce our carbon emissions throughout our operations and the carbon footprint of our products. Therefore, Rauch's climate strategy includes increasing energy efficiency and implementing measures to reduce carbon emissions in further strategic action areas such as procurement and raw materials (cultivation), transport and logistics, manufacturing, buildings (factories) and packaging.

### Vision

Rauch measures its CO<sub>2</sub> footprint at company level and is continuously reducing it. Rauch has committed itself to clear goals, including increasing energy efficiency, minimizing energy consumption and continuously increasing the proportion of renewable energy.

### Goals

Rauch is working on developing specific Science-Based Targets and CO<sub>2</sub> reduction goals. So far, we have developed our corporate carbon footprint (CCF) according to the Greenhouse Gas Protocol and consequently, we will develop targets and reduction goals in line with the Science-Based Target Initiative by 2026.

### Policies and principles

To achieve these goals, we follow strict policies and standards that guide us in our decision-making. In the Rauch Environmental & Sustainability policies, we commit to reducing our environmental and climate impact. For a detailed overview of our sustainability management see chapter [Sustainability management](#).

### Responsibilities

All Rauch sustainability activities are steered and coordinated by the Rauch Green Team, a cross functional team of managers representing all relevant departments. For a detailed overview of our sustainability governance, see chapter [Sustainability governance](#).

### Activities

In the following chapters, we give an overview of our activities to reduce CO<sub>2</sub> emissions. Specifically, our efforts include developing and implementing Science-Based Targets and flagship projects focusing on reducing the emissions intensity. With regards to energy, Rauch is continuously increasing energy efficiency, minimizing energy consumption and increasing the share of renewable energy.

For a detailed overview of further activities that contribute to Rauch’s emissions reduction, including strategic approaches, goals and data, see relevant chapters [Sustainable Cultivation](#), [Environmentally Friendly Factories](#), [Environmentally Friendly Transport](#) and [Sustainable Packaging](#).

305-1 Direct (Scope 1) GHG emissions

305-2 Energy indirect (Scope 2) GHG emissions

305-3 Other indirect (Scope 3) GHG emissions

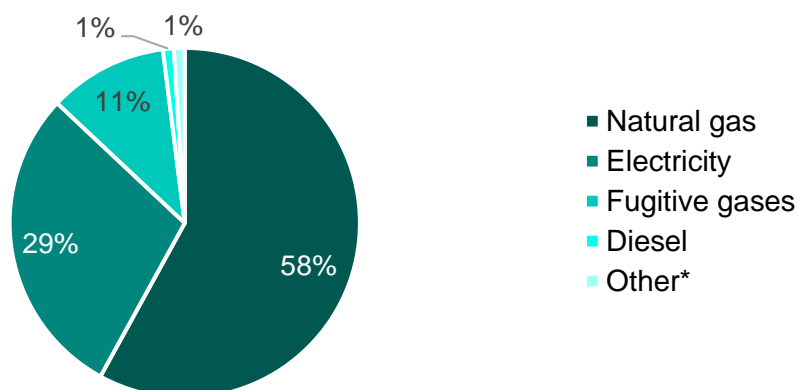
### Science-Based Targets Initiative

Rauch has joined the international Science-Based Target Initiative to contribute to the United Nations climate goal of keeping global warming well below 2 degrees Celsius. Over the next few years, we will analyze all our emissions and develop and implement concrete steps to reduce them. And not just at our company, but also at our partners along the entire value chain “from tree to glass”. This is most important, because our "own" emissions account for "only" about 10% of the total emissions of our products. Ingredients, packaging and transport account for a far bigger share of our carbon footprint with about 90%.

#### Scope 1 & 2 emissions

Scope 1 and 2 are the emissions that are caused by Rauch’s direct energy consumption. Scope 1 is mostly natural gas and causes nearly ¾ of Rauch’s total energy related emissions. The Scope 2 emissions caused by the production of electric power are relatively low, because Rauch is focusing on purchasing emission free electricity.

**Scope 1 and 2 emissions by source 2023**



\*Gasoline, LPG, heating oil, biogas, LNG





### Corporate carbon footprint including Scope 3 emissions

As part of the Science-Based Targets project, all Rauch emissions “from tree to glass” were calculated, including Rauch’s own emissions and all used primary materials and services in Scope 3, from the fruit on the fields to transportation down to the disposal of Rauch goods by end consumers

#### Rauch corporate carbon footprint 2023

Scope	Location-based emissions (Market average)	Market-based emissions (Sourced by Rauch)
	t CO2e	t CO2e
Scope 1	86.241	86.241
Scope 2*	47.500	34.836
Scope 3	1.043.616	1.043.616
<b>TOTAL</b>	<b>1.177.357</b>	<b>1.164.693</b>

\* The market-based calculation shows that Rauch is purchasing “greener electricity” than the market average.

### 305-4 GHG emissions intensity

#### Emissions intensity

Rauch manufactures a wide range of different products in various types of plants, where some combine fruit processing and beverage filling. Therefore, it is impossible to calculate a general intensity ratio for the entire Rauch group.

### 302-1 Energy consumption within the organization

#### Energy consumption

Higher energy efficiencies mean less CO2, less gas and less electric power per liter product. That is why increasing energy efficiency and reducing energy consumption are strategic pillars to reduce Rauch’s climate footprint. In 2023, the total energy consumption, amounts to total 540.859 MWh. Therefore, multiple projects are currently set up to reduce Rauch’s energy consumption at its operations. Developing and implementing measures to optimize our factories is also an important part of our Science-Based Target project.

### Energy consumption at operations 2023

Type	Source	MWh	Share in %
Non-renewable fuel	Heating Oil	1185	0,2%
	Liquid gas	263	0,0%
	<b>TOTAL</b>	<b>1.488</b>	<b>0,2%</b>
Electricity*	Solar power produced	3.135	0,6%
	Electricity purchased*	158.665	29,4%
	<b>TOTAL</b>	<b>161.800</b>	<b>30,0%</b>
Heating	Biogas produced	5.813	1,1%
	Natural gas purchased	371.758	68,7%
	<b>TOTAL</b>	<b>377.571</b>	<b>69,8%</b>
<b>Total energy consumption</b>		<b>540.859</b>	<b>100,0%</b>

\* For a breakdown of electricity sources see table "Electricity mix 2023"

### Fuel consumption for vehicles and appliances 2023

Fuel	Source	%-Share of fuel type
Vehicles	Diesel	76,4%
	Gasoline	16,4%
	Liquid gas	7,0%
	AdBlue	0,2%
<b>TOTAL</b>		<b>100,0%</b>

### Electricity mix

The source of electric power is depending on the national availability. Rauch’s factories in Austria and Switzerland source “Zero-CO2-electricity” thanks to the high availability of hydro power in Austria and nuclear energy in Switzerland. Other countries are still largely depending on coal and gas. To reduce emissions, Rauch is therefore continuously expanding its own photovoltaic systems.

#### International electricity mix 2023 (weighted)\*

	Source	Share of energy source
Renewable	Hydro power	25,89%
	Wind power	5,89%
	Other renewable	1,79%
	Solar Power	13,27%
	Biomass	0,81%
	Biogas	0,04%
	<b>TOTAL</b>	<b>47,69%</b>
Non-renewable fossil energy	Black / hard coal	11,52%
	Brown coal / lignite	5,78%
	Others / unknown	0,16%
	Natural gas	17,14%
	Oil	17,14%
	Waste incineration	0,33%
	<b>TOTAL</b>	<b>35,4%</b>
Non-renewable nuclear energy	Nuclear	16,91%
	<b>TOTAL</b>	<b>16,91%</b>

\* Only Rauch operations.

### 302-4 Reduction of energy consumption

### 305-5 Reduction of GHG emissions

### Energy efficiency and renewable energy

To reduce the CO2 footprint of Rauch’s energy consumption, we continuously strive to become more energy efficiency and at the same time introduce more renewable energy sources, such as photovoltaic, wind and hydroelectric power as well as own produced biogas energy, into Rauch’s energy mix.

#### Example: Project to save energy

Through specific activities Rauch aims to increase energy efficiency as well as transition to renewable energy. One plant, for example, participated in a local private initiative to share knowledge and resources to increase energy efficiency with all participants. As a result, more than 5.500.000 kwh of natural gas are saved per year and 750.000 kwh of electricity from renewable sources are produced. Through this, we can save more than 1.000 tons of CO2 per year. The table below shows the energy and CO2 savings per activity.

Example projects to reduce energy consumption at operations

Activity	Energy savings	CO2 reduction	Timeline
		tons/year	year
Heat Recovery	2.000.000 kWh natural gas	406	Since 2018
Optimization condensate system steam supply	1.650.000 kWh natural gas	326	Since 2019
Heat recovery with heat pump	1.500.000 kWh natural gas	274	Since 2020
Solar system on green roof	750.000 kWh electricity	-	Since 2020
Heat recovery sewage treatment plant	387.000 kWh natural gas	77	Since 2021
<b>TOTAL</b>	<b>5.537.000 kWh Natural Gas</b> <b>750.000 kWh Electric Power</b>	<b>1.083</b>	

Example: Green solar roof in Nüziders

At the end of 2020, a 740 kWp and 3.700m<sup>2</sup> photovoltaic system was put into operation at the Rauch factory in Nüziders, the then largest solar installation in Vorarlberg, Austria. In 2023, this photovoltaic system produced 788.000 kWh electricity. The photovoltaic system is combined with a greened roof, leading to an increase in efficiency (+5%) of the solar modules because they stay cool due to evaporation cooling. Additionally, the greened roof contributes to a natural water balance and an increase in biodiversity (for more information see chapter [Environmentally Friendly Factories](#)).

Example: Biogas

Additionally, Rauch produces biogas with the help of our own wastewater treatment plants. This produces valuable energy that save up to 10% of the factories' gas consumption. Biogas extraction from sewage sludge or wastewater is particularly sustainable, as renewable raw materials can be used, CO2 emissions reduced and fossil fuels saved.

In other factories without an own biogas facility, sludge and organic wet waste from external partners is used for biogas.

## Environmentally Friendly Transport

### 103-1, 103-1, 103-3 Management Approach

Beverages are heavy and as an internationally operating company, Rauch's primary materials, secondary materials and finished products cover, in sum, long transportation distances. Therefore, part of our mission to reduce our scope 3 CO<sub>2</sub> footprint and energy consumption (see chapter [Climate and Energy](#)), is to optimize transportation and logistics in Rauch's up- and downstream value chain, making it more environmentally friendly. This includes increasing efficiencies by reducing the weight of cargo, minimizing transportation distances and opting for more environmentally friendly modes of transport.

### Vision

Together with its partners, Rauch is constantly optimizing transports with the aim of achieving environmentally and climate-friendly logistics.

### Goals

Reducing the environmental and climate impact of our logistics supply chain is crucial to meeting our Science-Based Targets. Ultimately, Rauch aims to reduce CO<sub>2</sub> emissions per tonne-kilometers according to Rauch's Science-Based Targets, which are currently under development.

### Policies and principles

To achieve these goals, we follow strict policies and standards that guide us in our decision-making. In the Rauch Environmental & Sustainability policies, we commit to reducing our environmental and climate impact. For a detailed overview of our sustainability management, see chapter [Sustainability management](#).

### Responsibilities

Rauch's teams in all strategic business units continuously optimize our logistic supply chain, encompassing "inbound", "internal" and "outbound" logistics. Since Rauch does not operate its own truck fleet, we work closely together with our partners, suppliers and customers to achieve our goals. For a detailed overview of our sustainability governance, see chapter [Sustainability governance](#).

### Activities

To reach our goals, we not only calculate and develop the CO<sub>2</sub> footprint of Rauch's inbound, internal and outbound logistics, but also implement significant measures in these areas of action, including rethinking the design of Rauch's packaging to reduce its weight per delivery at same volumes and thus making transportation more efficient (see chapter [Sustainable Packaging](#)), choosing local suppliers to reduce transportation distances (see chapter [Regional Responsibility](#)) and opting for rail freight where possible.

## R 2 Measures to reduce environmental impact of Rauch's logistics supply chain

### Inbound logistics

Measures to reduce the climate footprint of Rauch's inbound logistics mainly focus on optimizing load factors, reducing transportation distance and switching to alternative modes of transports.

When possible, Rauch chooses local partners for both materials and ingredient suppliers. Some of the local suppliers of trays and cartons, paper labels, PET bottles, cans and palettes are even less than 20km from our factories. For more information see chapter [Regional Responsibility](#).

#### TTW – Through The Wall production

To minimize inbound deliveries of empty cans, Rauch introduced, together with its can supplier, the **Through The Wall system**. Rauch and the suppliers' factories are built directly next to each other, and cans are transported via a conveyor belt within factory grounds. Although empty cans are very light in weight, this is significantly reducing transports because they take up an enormous amount of space.

#### Sugar per rail

Sugar is a major ingredient for many beverages. Most of the sugar is sourced from Rauch's producing countries, meaning close to the Rauch's factories. To further reduce the environmental impact, Rauch chooses rail freight, where only the last mile is covered by trucks.

### Internal logistics

Internal logistics cover all transportation activities within factory grounds (factory intralogistics) and between Rauch operations. Rauch is rethinking the modes of transport and/or energy sources of vehicles to move products within factory grounds. Hence, most goods that need to be moved within factory grounds are transported with electric vehicles such as electric forklifts, automatic conveyer belts and automatic high bay warehouses.

To further process products, some need be transported between Rauch factories, such as moving semi-finished fruit products from processing to filling operations and finished products from filling plants to warehouses. Rauch aims to make these deliveries more efficient as well.

#### Example: Fruit vs concentrates

One example are fruits: Rauch has expanded fruit processing plants into the fruit growing regions in Hungary, Serbia and Poland. Because transporting juice or concentrates is much more efficient than transporting the complete fruits.

We illustrate this through the example of apple juice: About 1,25kg fresh apples are pressed to 1l apple juice and concentrated to about 167g of concentrate – so concentrate is about 7 times more efficient than fruits or non-concentrated juice. Transportation savings for oranges are even bigger: 2,5kg of oranges yield in 1l orange juice or about 180g concentrate. Hence, orange concentrate is about 15 times more efficient than transporting oranges.

## Outbound logistics

### Example: Rail freight in Austria

Austria is especially strong in its deliveries via rail, which account for nearly 25% of all Rauch tonne-kilometers from the Austrian factories. For customers whose warehouses are directly connected to the railway, we opt for direct rail freight. Additionally, we work closely with our logistics partners that deliver Rauch products by “combined transports” of rail and truck to our customers in eastern Austria.

## Environmentally Friendly Factories

### 103-1, 103-1, 103-3 Management Approach

Making our factories as environmentally friendly as possible ultimately means reducing the negative impact of manufacturing on the environment. This means optimizing several areas: Rauch focuses on constructing not only visually appealing and contemporary, but long-lasting and efficient buildings, because so-called “grey emissions” from construction account for a large part of greenhouse gas emissions worldwide. Next to that, all operations and production processes, where most of Rauch’s emissions occur, are managed carefully to increase resource efficiency and reduce emissions and waste.

### Vision

Rauch buildings and facilities are a model of sustainability, in architecture, materials and usage. Longevity, environment, employees and the public communities are given special consideration.

### Goals

Reducing the environmental and climate impact of our factories is crucial to meeting our targets. Additionally, Rauch aims to become a leader in industrial architecture, considering and incorporating sustainability and environmental aspects into the construction of its factories.

### Policies and principles

All relevant environmental risks at Rauch factories are defined and monitored under the environmental management standard ISO 14001. Based on this, all Rauch factories are regularly audited by Quality Austria and certified. In the Rauch Environmental & Sustainability Policy, we commit to reducing our environmental and climate impact. For a detailed overview of our sustainability management, see chapter [Sustainability management](#).

### Responsibilities

Rauch’s building department, in collaboration with external partners, makes sure that our factories are at the state of the art, beyond complying with environmental regulatory requirements. Additionally, our operational teams are responsible for water, waste and emissions management at our factories. Specifically, in every factory there are clearly defined responsible and certified managers corresponding to our environmental and EHS management systems. For a detailed overview of our sustainability governance, see chapter [Sustainability governance](#).

### Activities

Next to generally reducing pollution, Rauch is investing in greening the surrounding environment through, for example, green factory roofs. Additionally, waste management is a major component of Rauch’s environmental activities at factories.

Further activities include the efficient use of water resources, the cleaning of wastewater and increasing the energy efficiency of production activities. For a detailed description of



Rauch’s water management and energy consumption, see respective chapters [Water Management](#) and [Climate and Energy](#).

Notably, we also make sure that our factories are optimally located for rail transport, thus optimizing our logistics supply chain to reduce environmental impacts through truck transportation. For more information see chapter [Environmentally Friendly Transport](#).

### 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions

#### Reducing pollution

Emissions are closely monitored and reduced. Rauch’s operations emit very low critical air emissions because of its sole reliance on natural gas for the heating of beverages, which emits mostly CO2 and steam. For Rauch’s GHG balance see chapter [Climate and Energy](#).

#### Significant air emissions 2023

Type	Emissions
	tons
NOX	222,26
SOX	0,78
Persistent organic pollutants (POP)	0
Non-methane volatile organic compounds (NMVOC)	1,4
Volatile organic compounds (VOC)	0,7
Hazardous air pollutants (HAP)	0,21
Particulate matter (PM)	1,78
Methane	0,25

#### Cooling agents losses 2023

Type	Emissions
	kg
Ammonium	3 015
CO2	25
R134A	0
R22	0
R404A	188
R407C	119
R410A	40
R507	324

## Green roofs

Part of making Rauch factories more environmentally friendly, is considering environmental impacts in their architecture and construction. While existing sites are continuously improved step by step, Rauch commits to evaluate all construction projects not only by cost and usability, but sustainability and environmental aspects are considered too.

To make factories more sustainable, Rauch sees “green roofs” as a very important tool to minimize the negative impacts of surface sealing by creating more green spaces. Rauch has quickly become one of the industry leaders in this field in our region. Roofs that are covered with plants and other natural materials, offer valuable niches for rare plants and insects, cool down the air, filter and retain rainwater and, as an added value, are visually more attractive. As an ecological function, they offer habitat that are close to nature on artificially constructed surfaces, thus increasing local biodiversity. Combined with solar panels, green roofs can raise 5% of electricity yield in summer because of lower temperatures.

Rauch’s green factory roofs keep rainfall water much longer and release it slower than conventional factory roofs. Additionally, they clean it. The rainwater from the roofs and factory area is filtered and drained back to the ground water through percolation pits.

The factory in Rankweil has green 6 roofs with total a 4.000m<sup>2</sup>. Thus, 15% of sealed factory surfaces are greened. In Nüziders, 4 roofs with a total of 14.000m<sup>2</sup> are greened. In 2021, these roofs were independently analyzed and evaluated on their vegetation ecology and climatic effects and recommendations for the improvement of the ecological functions were derived. Subsequently, after “simple greening”, Rauch is now creating “Green Roofs 2.0” which offer additional niches like dead wood, selected regional plants and sand heaps for wild bees and other insects to increase biodiversity.

### Example: Klatzbach renaturalization

Additionally, Rauch takes responsibility for the surrounding eco-systems. As such, the former Klatzbach-channel close to the Rauch factory in Nüziders was carefully renaturalized and is now a valuable natural area. For more information see chapter [Water Management](#).

306-3 Waste generated

306-4 Waste diverted from disposal

306-5 Waste directed to disposal

## Waste management

Rauch is convinced that there is no waste, but only valuable raw materials. Therefore, most of our waste is collected, separated and prepared for recycling. Rauch sorts its waste so accurately for recycling that waste management companies often pay Rauch for its valuable “waste” instead of charging Rauch for the disposal.

Rauch’s waste management for all factories is defined by documented standard operating procedures to securely dispose of all waste, especially hazardous waste. These procedures clearly define how waste must be collected, separated and be disposed of by certified waste management companies. Specifically, waste is separated

into clear material categories like cardboard, plastic, metal, composite (like Tetra Pak), aluminum and wood (pallets).

At every factory there is one designated waste manager responsible for the management of waste and hazardous substances, including its correct delivery, storage and usage.

Types and volumes of waste are regularly tracked, among others, as part of the evaluation of Rauch’s waste management by relevant waste management companies and audits by ISO, for both the chamber of commerce and other commercial authorities. The table below lists all waste generated and the recycling rate for all operations.

**Waste generated 2023**

	<b>Composition</b>	<b>Weight (t)</b>
Recyclable sorted dry waste*	Aluminium	967
	Glass	592
	Wood	2.175
	Paper and cardboard	2.978
	Plastics (all types)	850
	Iron and steel (Fe)	1.016
	Other metal (non-Fe)	160
	Composite material	388
	<b>TOTAL</b>	<b>9.125</b>
Hazardous waste	Fridges and freezers	16
	Other electric waste	15
	Other hazardous waste	66
	<b>TOTAL</b>	<b>96</b>
Organic waste **	Filter material / Kieselguhr	883
	Pomace, tea, organic waste	10.304
	Sludge, mud (sewage water)	12.472
	other organic	744
	<b>TOTAL</b>	<b>24.402</b>
Other waste	Construction waste	77
	Residual and mixed waste	2.908
	<b>TOTAL</b>	<b>2.985</b>
<b>TOTAL</b>		<b>36.608</b>

\* Disposed or recycled by certified waste management companies offsite.

\*\* Residual organic waste is used for biogas, composting, heating or animal feed.

**Example: Fruit pomace**

Rauch has developed by-products from its valuable waste. Fruit pomace (fruit leftovers), for example, is turned into natural pectin, fibers for apple paper, fully biodegradable straw or natural color additives. Consequently, Rauch not only produces juices and concentrates, but has become an industry leader in dried pomace. Due to increasing demands, fruit leftovers are now being turned into pomace. These residues from juice production can be profitably sold as valuable ingredients, otherwise they would have been used for cattle feed or heating.

## Water Management

### 103-1, 103-1, 103-3 Management Approach

High-quality drinking water is one of most important resources in beverage production, both for Rauch and our co-packing partners. Accordingly, we handle it with care. That is true for the water that is coming into our production, the water that is leaving our production and finally the water surrounding us. We do not only focus on the water quality going into our products but aim to decrease our water-related impact by using water efficiently and taking control of wastewater treatment whenever possible.

### Vision

Rauch uses water carefully and continuously reduces its consumption. Wastewater is treated and used for biogas.

### Goals

To reduce water-related impacts, Rauch aims to continuously decrease the use of water per produced liter and investing in wastewater treatment directly at its plants whenever possible.

### Policies and principles

All Rauch water activities and measures are defined and regularly checked by regulatory requirements and ISO-conforming standards and norms, such as ISO 14001:2015. All Rauch operations and their standard operating procedures are regularly checked and certified by Quality Austria. Additionally, the management of water is covered by Rauch's Environmental & Sustainability policies. For a detailed overview of the sustainability management, see chapter [Sustainability management](#).

### Responsibilities

The responsibility of the correct management of water lies at the Rauch operations department as well as the factory management to develop, implement and monitor relevant operating procedures. For a detailed overview of Rauch's sustainability governance, see chapter [Sustainability governance](#).

### Activities

As a internationally operating beverage manufacturer, Rauch's water management is very location specific due to different regulatory requirements as well as environmental circumstances. Generally, Rauch's water management comprises the development, implementation and monitoring of inbound and outbound water, water usage as well as the impact on surrounding ground and surface water at Rauch operations.

### 303-3 Water withdrawal

### 303-4 Water discharge

### 303-5 Water consumption

## Water withdrawal and usage

The water use in Rauch factories is coming from several sources, depending on the type of factory and location. In many locations Rauch has own wells for drinking water. Other Rauch operations are connected to the public water supply.

Rauch uses water as an ingredient in its beverages and as process water for cleaning and for cooling. A small fraction is used for general purposes, such as toilets, etc. Rauch makes sure that water is used sparingly and efficiently. Process and cooling water, for example, is reused several times before it is replaced by fresh water.

## Water discharge

### Wastewater

To ensure that surrounding ecosystems are not adversely affected by Rauch's outbound water, wastewater treatment is carefully managed. Because Rauch's wastewater is mostly non-hazardous and contains a lot of energy in form of organic substances and sugar, Rauch aims to increasingly put the wastewater treatment into its own control.

Wastewater is either purified in own wastewater facilities, where it is additionally being used to generate biogas (see chapter [Climate and Energy](#)) or it is handled by public wastewater systems.

### Cooling water

Cooling water needed for production processes is reused several times. After its use, the uncontaminated cooling water is cooled again with energy derived from heat recovery systems and returned to its source, either ground or surface water.

To eliminate environmental impacts, the temperature change is carefully tracked and controlled by relevant authorities.

Rauch's water discharge into ground- and surface water is regularly checked and permanently monitored. An annual hydrological report monitors Rauch's water discharge to eliminate and avoid contamination of the natural ecosystems around the production sites.

The table below only contains drinking water. Additional water for cooling processes is not presented as part of Rauch's water consumption as it not consumed nor polluted, but entirely released back to the source.

**Water consumption 2023**

Source / destination		Freshwater*	Other water*	Total
		m3	m3	m3
Water withdrawal	Surface water	675 051		675 051
	Groundwater**	5 564 522		5 564 522
	Public water lines	1 785 027		1 785 027
	<b>TOTAL</b>	<b>8 024 600</b>		<b>8 024 600</b>
Water discharge	Surface water***	1 748 588		1 371 823
	Groundwater	784 901		
	Public water lines		2 440 081	2 440 081
	Third-party water	112 761		112 761
	<b>TOTAL</b>	<b>2 646 250</b>	<b>2 440 081</b>	<b>5 086 331</b>
<b>TOTAL water consumption</b>				<b>2 938 269</b>

\*Freshwater ( $\leq 1,000$  mg/L Total Dissolved Solids) and Other water ( $> 1,000$  mg/L Total Dissolved Solids)

\*\*Own sources

\*\*\* Cleaned by own wastewater cleaning

Water at Rauch is not only coming from pure water sources, but significant amounts in products and discharged wastewater come from fruits, fruit ingredients and other liquid ingredients that are processed.

## Sustainable Packaging

### 103-1, 103-1, 103-3 Management Approach

Making Rauch's packaging more sustainable means reducing Rauch's climate impact significantly. Beverage packaging uses resources, both renewable and non-renewable and produces waste during production and at the end of its life. Rauch acknowledges this and continuously improves its material and waste management, from product design to the management at our factories. We aim to reduce the carbon footprint and waste of Rauch products and materials we purchase by rethinking the design of our packaging, use resources efficiently and invest in collection and recycling initiatives.

### Vision

We strive to make Rauch packaging neutral for the environment and leaving no waste. Rauch packaging is steadily optimized in its material use and increasingly made from renewable raw materials or recycled materials.

### Goals

Reducing the environmental and climate impact of our packaging is crucial to meeting our environmental targets. In line with the EU Circular Economy targets, we further aim to increase collection and recycling rates, as well as the recycling share at our operations.

### Policies and principles

To achieve these goals, we follow strict policies and standards that guide us in our decision-making. We commit to using lighter, less and recycled materials and opting for environmentally friendly alternatives. In the Rauch Environmental & Sustainability policies, we commit to reducing our environmental and climate impact, which includes considerations about material use in packaging. For a detailed overview of our sustainability management see chapter [Sustainability management](#).

### Responsibilities

Rauch's marketing, purchasing and operations teams continuously rethink our packaging. However, we cannot achieve our goals by ourselves. We therefore make sure to partner with strategic packaging suppliers that share our ambitions. For a detailed overview of our sustainability governance, see chapter [Sustainability governance](#).

### Activities

Our efforts to make our product packaging more sustainable include optimizing the weight of our packaging, incorporating more recycled and plant-based content into the packaging, increasing the use of recyclable materials and reusable packaging while at the same time increasing collection and recycling rates.

For a detailed overview of Rauch's waste management at factories, see chapter [Environmentally Friendly Factories](#).

## 301-1 Materials used by weight or volume

### 301-2 Recycled input materials used

#### Materials used

Plastic, paper, aluminum and glass are the main raw materials used for packaging. Rauch is constantly minimizing the amount of material used per liter beverage. On one side the packs are made thinner and lighter and on the other side the general use of material, for example foils of pallets and trays, is reduced. Rauch is not using PVC for its labels, but other more environmentally friendly materials like PET, OPS and PE.

#### 100% rePET

Rauch was the first beverage manufacturer in the world to offer iced tea and fruit juice in 100% recycled PET (rePET). In sum, about 56% of all Rauch packaging is made from recycled materials.

#### Secondary packaging

Secondary packaging like carton trays, tray foils and pallet foils are an important part of packaging, as they securely protect beverage packs on the long logistic chain from factory to consumer. To reduce transport volumes and internal handling and ultimately reducing CO2 emissions, secondary packaging is carefully optimized and reduced. Foils are already made of up to 50% of recycled plastic. Beverage carton packs in 1L, 1,5l and 2,0L as well as all glass products are packed in cardboard trays without any plastic.

#### Renewable materials

Additionally, Rauch strives to increase the share of renewable sources in materials used. Currently, around 76% of all Rauch packaging is made from renewable materials as paper, glass or cardboard. Since fall 2021, the new plant-based Tetra Pak beverage cartons are used for all Rauch 1l carton packs, which now consist of 84% plant-based raw materials. While the 70% of carton were already renewable, now the remaining 13% of plastic come from plant-based sources too; for the 1,5L pack this number even sums up to 17%. The rest is aluminum which is necessary to protect the juices against oxygen. More environmentally friendly solutions are under development. By replacing conventional plastic, derived from fossil oil, with plant-based plastic, derived from sugar cane, we save more than 1.000 tons of fossil oil and more than 2000 tons of CO2 per year.

All Rauch's beverage cartons are FSC-certified. The Forest Stewardship Council® (FSC) is considered the most reliable, internationally recognized organization for safeguarding important environmental and social standards of forests. The label provides assurance that all FSC® standards have been met from the extraction of raw materials to the final product to ensure the sustainable management of forests.



The table below shows a selection of measures to reduce the climate impact of Rauch’s packaging.

Examples of measures to reduce CO2 emissions of packaging

Type of Packaging	Activity	CO2 savings	Timeline
		tons/year	year
<b>PET 0,5</b>	Weight reduction 19,4g to 18,4g	1300	Since 2019
<b>Tray Shrinking Foil</b>	Weight & 50% from Recycling	1400	Since 2018
<b>Cartons</b>	Weight reduction	113	Since 2016
<b>Pallet Stretch Foil</b>	Foil reduction from 20my to 14my	660	Since 2015

**Tethered Caps**

From July 2024, all plastic caps in the EU must be permanently attached to drinks packaging, known as “tethered caps”. The reason for this is that plastic caps are one of the most common types of waste found on beaches. The changeover represents an investment of millions for Rauch, as all plants will have to be extensively converted.

But Rauch is taking the opportunity to optimize all the packaging concerned - in some cases with weight savings of up to 25%. The plan is to save up to 500 tons of plastic per year in bottles and closures.

**Reusable and returnable packaging**

**Glass bottles**

Returnable systems for glass bottles are well established in the markets in Austria, Germany, Switzerland, Czechia and Slovakia. In these markets, Rauch is offering a wide assortment of returnable glass packaging, especially for the Horeca<sup>2</sup> segment. Additionally, we also offer a range of serving systems, such as “Bag-in-box dispensers”, to cut down packaging waste. For our consumers preferring glass bottles, the four best-selling Happy Day flavors were introduced in 1,0L returnable glass bottles.

**Rauch Juice Bar**

Rauch further rethinks packaging and waste in Rauch Juice Bars. Next to returnable glass bottles, cups, lids and straws are made from renewable resources and napkins are made from recycled Tetra Pak beverage cartons. To motivate customers to contribute to the mission to reduce waste, Rauch also sets the right incentives: When purchasing a reusable Rauch Refill Bottle, customers get their first fill for free and receive a € 0.30 discount for their drinks purchase when they bring their own bottle.

**Collection & Recycling of PET and Cans**

We are convinced that plastic is a very valuable material that should be collected and recycled, and not thrown into nature, rivers and seas. To produce bottles with recycled content, bottles first need to be collected from consumers. Rauch therefore is a member of various national waste and plastic collection organizations.

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<sup>2</sup> Horeca (Hotel/Restaurant/Café) is the food services and catering industry segment.

### New deposit systems in Slovakia, Hungary & Romania

As part of the new EU regulations “SUP - Single Use Plastic” and “PPWR - Packaging & Packaging Waste Regulation”, all EU countries must increase both their collection and the proportion of recycled plastic in packaging. As these targets cannot be achieved with voluntary collection, many important smoking countries are gradually introducing national deposit and collection systems.

Slovakia started on 1.1.2022, followed by Hungary on 1.1.2023 and Romania on 1.12.2023. For all these countries, the product ranges had to be revised and the packaging adapted to the national deposit regulations.

### New deposit in Austria from 2025

On January 1, 2025, a deposit system for drinks in disposable PET and can packaging will also be introduced in Austria. This involves a total of around 2.5 billion packages per year, which must be collected and charged for throughout Austria. In 2023, the “EWP Recycling Pfand Österreich gGmbH” was founded to set up and implement this system. The Ministry of the Environment, retailers and the beverage industry are represented in this organization. As one of Austria's largest beverage producers, Rauch is heavily involved and contributes its broad experience as an international manufacturer as a member of the supervisory board. Here, too, around 80 packages will probably have to be adapted to the new system.

### Example PET2PET Austria

Together with companies in the Austrian beverage industry<sup>3</sup>, Rauch founded the PET-to-PET Recycling Österreich GmbH, one of the most modern PET recycling companies in the world. Since 2007, PET to PET recycles used PET bottles in an energy-efficient closed-loop cycle to produce new bottles. Bottle closures are also recycled for further processing to make new plastic products. Approximately 1 billion PET bottles (or 26.000 tons) cycle through this unique loop each year and it continues to grow. The company operates a plant in Müllendorf, Austria, with an automatic bottle sorting stage, a silo plant, granulation and flakes manufacturing and an in-house laboratory. In 2020, supported by the Burgenland funding agency and co-financed by the European Regional Development Fund, PET to PET increased its capacities with the expansion of the handling areas as well as the granulation plant.

PET to PET contributes to an increase in average recycled content of beverage bottles in Austria, which is well at over 30% and already far above the European target value for 2030. This is important because recycling PET bottles is not only good against waste, but also good for the climate: PET from recycling emits approximately 79% less CO<sub>2</sub> than so-called "Virgin PET", which is made from new raw materials. Recycled PET bottles are even better for the climate than returnable glass bottles, as the transportation of heavy glass bottles emits in sum more CO<sub>2</sub> than the transportation of lighter PET bottles.

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<sup>3</sup> Coca Cola HBC Austria GmbH, Egger Getränke GmbH & Co OG, S. Spitz GmbH, Vöslauer Mineralwasser AG

#### Example: Beverage carton recycling in Germany

Rauch's beverage packaging supplier is currently setting up a new recycling process to ensure that all materials contained in beverage carton packs can be separated and recycled accordingly. For these purposes, a new factory called "Palurec" was opened close to Cologne. It is operated by all three major carton pack producers and serves as a pilot project. In this pilot factory, beverage cartons can be broken down into their primary materials carton, plastic and aluminum.

## Sustainable Cultivation

### 103-1, 103-1, 103-3 Management Approach

The way our fruits are grown and farmed, meaning what goes into our Rauch fruit juices, ultimately affects the well-being of our farmers and workers in the supply chain, the environmental impact of our supply chain as well as the quality of our products. To source the freshest fruit and highest quality ingredients possible for the tastiest products, we aim to source responsibly, both socially and environmentally and therefore reduce potential negative impacts on biodiversity, the environment and workers in the supply chain.

### Vision

Rauch's procurement strives for sustainability for the environment and society. All raw materials will be supplied increasingly from sustainable and controlled cultivation, good for the environment and the people.

### Policies and principles

To ensure that both Rauch employees and suppliers act socially and environmentally responsible, we follow strict standards and policies such as the Rauch Code of Conduct (see chapter [Ethics and Compliance](#)) and the Rauch Supplier Code of Conduct. The latter sets forth principles to regulate labor practices and environmental commitments, such as child labor, anti-discrimination policies, health and safety standards, working conditions, compensation, right to association, freely chosen employment, anti-corruption and fair business practices, sustainability and land rights. All these principles are consistent with the Business Social Compliance Initiative (BSCI), the standards of the International Labor Organization (ILO), the UN Universal declaration of human rights, the Ethical Trading Initiative (ETI) Base Code (SMETA 4 Pillar) and the principles of the UN Global Compact. All our suppliers must sign and commit to these principles and are regularly evaluated by our procurement team.

Rauch is a long-term member of Safe Global Fair (SGF), a self-governed body of the juice industry. The organization focuses on product quality, prevention of food fraud and environmental and social issues. Since 2015, the organization has committed to the Code of Business Conduct of the AIJN (European Fruit Juice Association), of which the principles on Corporate Social Responsibility and sustainability are obligatory for all SGF members, including Rauch. Central issues in that Code of Conduct include among others working time regulations, the payment of appropriate wages, the prohibition of child and forced labor, the ban on discrimination, as well as sustainability issues related to the environment.

Additionally, Rauch relies on independent certification bodies, such as FSA-SAI (Farm Sustainability Assessment by the Sustainable Agriculture Initiative), Fairtrade and the Rainforest Alliance to ensure responsible and sustainable production and cultivation.

## Responsibilities

Rauch's fruit-growing, procurement and supply chain teams are implementing our sourcing policies and are responsible to monitor and evaluate the compliance of all our suppliers through the means of evaluations, screenings and audits. Additionally, our teams support our suppliers through frequent exchange and communication as well as education, to adhere to our standards and policies.

## Activities

To ensure a sustainable supply chain from the fruit to the juice, Rauch communicates and enforces sustainable and responsible procurement policies and supports suppliers to implement sustainable cultivation practices. To reach our vision throughout the entire supply chain, it is important to not only collaborate with suppliers and partners but work with independent certifications focusing on product quality (for example, organic produce), environmental protection and working conditions (for example, Fair Trade).

To create a sustainable supply chain, Rauch further commits to reducing the climate impact through, for example, shortening transportation distances. For more information see respective chapters [Regional Responsibility](#) and [Environmentally Friendly Transport](#).

## Procurement practices

Rauch's suppliers must meet a variety of factors like product quality, price, logistic reliability and service, as well social and environmental criteria. As one of the few companies in our industry, we largely have the entire fruit juice supply chain from fruit processing to juice filling in our own hands. Thanks to our own plantations and numerous cooperation with fruit growers and farmers, we know exactly what goes into our products. As such, we guarantee the best taste and the highest quality.

### Rauch's own plantations

Rauch products contain a huge variety of fruits that grow in various regions in Europe, South America and Asia. Additionally, Rauch operates own plantations in Poland, where apples and chokeberries are cultivated. These plantations follow the strictest criteria for sustainable cultivation. For example, our resistant apples grow almost entirely without protective agents and are harvested gently by machinery without drudgery. The fruits are then directly processed in Poland and made into high-quality semi-finished products for Rauch brands and our demanding customers. In the future, Rauch will expand its organic fruit plantations.

### Rauch's own fruit processing

Poland is the home country of most of Rauch's fruit processing plants and one of Europe's most important countries for fruit and fruit processing. Other Rauch fruit processing plants are located in Hungary, Serbia and Austria.

#### Own fruit processing plants

Country	Most important fruits
Poland	Apple, Cherry, Black Currant, Aronia, Strawberry, Raspberry
Hungary	Apple, Elderberry, Cherry
Serbia	Apple, Blackberry, Cherry, Raspberry
Austria	Apple

308-1 New suppliers that were screened using environmental criteria

414-1 New suppliers that were screened using social criteria

FP 1 Purchased volume from suppliers compliant with company's sourcing policy

### Rauch's purchased processed fruits

Some European and all non-European fruits are sourced from our international partners from around the world.

#### Purchased processed fruits from the top 20 countries

Country	Most important fruits and raw ingredients
Brazil	Orange, Guava
Italy	Grape, Pear, Red Orange
Greece	Peach, Tomato
Spain	Tomato, Grape
Thailand	Pineapple
India	Mango
Germany	Compounds, Tea (origin Indonesia)
Bulgaria	Apple
Poland	Apple
Austria	Milk, Fruit
Costa Rica	Banana
Guatemala	Banana
Vietnam	Passion Fruit
United States	Cranberry
Argentina	Lemon
South Africa	Grapefruit
Mexico	Grapefruit
Turkey	Pomegranate
Peru	Passion Fruit
Egypt	Mango, Orange, Strawberry

### Rauch Supplier Code of Conduct

All existing and new suppliers are obliged to comply with the Rauch Supplier Code of Conduct. As a standard requirement for doing business, we expect our business partners to observe and follow fundamental human and labor rights. Our partners must operate in compliance with all applicable laws, rules and regulations relating to licenses, labor, wages, worker health and safety and the environment. If suppliers fail to commit to and comply with the Rauch Supplier Code of Conduct, then the partnership is terminated.

Additionally, all suppliers must fill out and sign a self-assessment questionnaire every three years, with which environmental and social criteria are screened and assessed. It includes questions about quality and food safety management, environmental and sustainability management systems, labor standards, occupational health and safety standard, legal requirements as well as social accountability statements. As part of this, audit reports, certificates and other various documents must be submitted to support their claims. All new suppliers are assessed through this questionnaire. Consequently, 100% of Rauch's purchased volume complies with our sourcing policy.

All suppliers are evaluated every year through a systematic evaluation process. In case of non-compliance, corrective actions will be developed in close cooperation with the suppliers. If severe non-compliance and/or corrective actions are not implemented, this will lead to the termination of partnership agreements and contracts. This supplier approval is completed every year for fresh fruit suppliers and every three years for semifinished goods suppliers.

Next to our suppliers, the quality of our ingredients and food safety are thoroughly checked. Only tested and analyzed fruit is allowed to pass through the production process, ensuring the highest quality possible. Gentle production processes guarantee that the natural ingredients of the fruit are preserved. This is one of our most important quality aspects, whereby state-of-the-art technical equipment and a competent team guarantee the quality standard.

## FP 2 Purchased volume in accordance with responsible production standards

### Sustainable cultivation certifications

The quality demands of our raw materials are constantly increasing as customers increasingly ask for certified products. Therefore, we want to source as much fruit as possible from sustainable sources and are intensifying our cooperation with our farmers to promote sustainable agriculture that preserves the environment, soil and biodiversity. Since Rauch is in direct partnership with farmers, we are in a privileged position to influence sustainable practices in our supply chain. To reach our goal of sustainable cultivation, we rely on and partner with various internationally recognized certifications and standards. These standards further provide the assurance that biodiversity is protected during the cultivation of our fruits.

### FSA by SAI

Guidance for the implementation of sustainable cultivation is provided by the farm sustainability assessment (FSA) by the sustainable agriculture initiative (SAI). The SAI platform is one of the primary global food and drink value chain initiatives for sustainable agriculture that uses natural resources responsibly, protects human rights and animal welfare. Their purpose is to harness the collaborative power of their members in the agricultural supply chain to accelerate the widespread adoption of sustainable agriculture



practices and the transformation to sustainable food systems. Consequently, the FSA assesses the development of sustainable agriculture practices and the implementation of standards at farms. Farmers must meet more than 112 different requirements on 17 relevant sustainability areas. These range from working conditions to water management and greenhouse gas emissions and specifically include the protection of biodiversity and renaturation efforts. These requirements are checked and evaluated by independent auditors, upon which farmers are certified with a bronze, silver, or gold standard.

**Example: In-house agronomist in Poland**

Rauch’s fresh raw material purchase team is deeply focused on educating our fruit suppliers about FSA SAI standards and pesticide regulations. In Poland, the most important country for Rauch’s fruit sourcing, these activities are most advanced. As such, supplier trainings are executed by our agronomy department before each season and obligatory for all Rauch suppliers in Poland. The main subjects that are discussed are sustainable agriculture and pesticide regulations. Our agronomy department regularly informs our suppliers about current disease risks and appropriate plant protection. The agronomist further completes regular inspections and check a wide range of documents, from the soil analysis to the fertilizer protocol and the disposal invoice. Consequently, concrete steps for improvement are planned together with the farmer.

Based on the FSA SAI standards, various partnership agreements with Rauch set out a path to more sustainable fruit growing. These agreements also create an incentive for our farmers through guaranteed purchase quantities.

**FSA certified Rauch fruit suppliers 2023**

Suppliers	Number of certified farmers		Share of certified purchasing volume	
	Hungary	Poland	Hungary	Poland
2021	100	200	38%	10%
2022	100	514	22%	16%
2023	178	561	49%	12%

**Example: Oranges from Brazil**

Orange juice is the most consumed fruit juice worldwide and one of Rauch’s major products. Brazil is the country of origin of most of this juice. While many years ago, the Brazilian orange production has been scrutinized by public media with regards to social and environmental misconduct, the Brazilian orange industry has now made major progress towards sustainability. Consequently, the Brazilian orange juice production today is a “poster child” for sustainable agriculture in the food industry. For example, most of the Rauch orange juice coming out of Brazil is certified with the FSA gold and silver standards.



### Sustainability Measures of Rauch’s orange juice suppliers in Brazil

Topic	Area of action	
<b>Energy</b>	Electricity	High share of hydro power
	Heat	Usage of renewable Bagasse (sugar cane residues)
	Trucks	High share of plant-based gasoline
<b>Environment</b>	Forest	25% of plantation area remain natural forest
	Pesticides	Limitation of pesticides
	Bees	Honey production in orange groves
	Compost	Remainder used for fertilizing compost
<b>Social</b>	Families	Income for 200.000 families
	Child work	No child work allowed

#### Orange greening

For some years now, the international orange industry has been struggling with a previously incurable disease, “greening”. Orange greening, also known as citrus greening or huanglongbing (HLB), is a devastating disease that affects citrus plants. It is caused by the bacterium *Candidatus Liberibacter* spp. and is mainly transmitted by the citrus leaf flea. In regions such as Florida and Brazil, yields have fallen drastically, up to minus 40%. The economic damage is enormous, with low yields leading to high production costs and the loss of entire plantations.

As a result, prices for orange juice have risen to an all-time high, both in the industrial and consumer markets.

#### FP 5 Production volume manufactured in independently certified sites (food safety)

#### Other independent certifications

To ensure the well-being of farm workers and environmental protection in our entire supply chain, we partner with independent certification bodies. This specifically concerns suppliers outside of Europe. Additionally, Rauch’s own production plants are frequently audited and independently certified, to ensure, among others, adherence to food safety and quality standards. For an overview of all independent certifications, see chapter [Sustainability management](#).

#### Rainforest Alliance

Next to environmental protection, our main goal is to improve the living conditions of workers and their families through education and health care. By using Rainforest Alliance certified black tea (Rauch Juice Bar Black Tea Lemon Ginger), we make an active contribution to these goals and sensitize our customers to these important issues. The Rainforest Alliance is an independent international NGO. Certified farms protect forests, waters and habitats while safeguarding the rights and welfare of workers, their families and local communities.

### Fair Trade

Additionally, sustainability and fair conditions in trade of fruits are important for Rauch. Therefore, bananas, cane sugar, guava, orange, pineapple and mango that are in Rauch fruit juices are Fair Trade certified. Fair Trade products support farmers and their families, creating a safe and good life for smallholder families and workers in developing countries.

### Organic

Rauch has a BIO certificate that guarantees the processing of fruits from controlled organic cultivation. Organic farming does not pollute the water and thus protects the environment. Thus, the soil remains rich in nutrients and offers the ideal conditions for the best fruits with a particularly intense taste.

### Vegan

The proportion of vegetarian and vegan consumers is steadily rising. Since many years, Rauch has been using microfiltration for clearing juices instead of the outdated process of using animal byproducts, such as gelatin. Consequently, Rauch is “vegan”-certified.

### Food safety standards

All Rauch factories undergo strict food safety criteria and are regularly subject to external audits and certifications. Overall, Rauch is checked by 99 external audits per year in all production plants. Consequently, all of Rauch’s products are manufactured in independently certified sites. Specifically, all Rauch factories are certified according to internationally recognized food safety standards, such as ISO 45001, ISO 22000, HACCP and GMP.

## Healthy Products

### 103-1, 103-1, 103-3 Management Approach

Processed beverages significantly contribute to the daily sugar intake of consumers. As a producer of fruit juices and iced teas, Rauch is therefore committed to develop into a “Healthy Lifestyle Company” and strives to develop and continuously optimize all products as healthy as possible. As such, we have developed a wide range of products, through which we also aim to meet the demands of a diverse set of target customers by keeping with societal dietary needs and trends.<sup>4</sup> By participating in various health-related initiatives and activities we continuously improve our products and promote a healthy lifestyle.

### Vision

“Healthy Lifestyle Company”: Each Rauch product positively contributes to a better lifestyle full of enjoyment, health and refreshment.

### Goals

Rauch aims to reduce the sugar and increase the vitamin input, ultimately improving the nutritional value of our products. Therefore, we set goals that are in line with scientific findings and expert advice on a healthy diet. Generally, we aim to keep the sugar content as low as possible without loss of flavor. For our school product range (0,5l PET bottles), such as Rauch Ice Tea, we have incrementally reduced the sugar content to 6,7g per 100ml, as advised by SIPCAN (Special Institute for Preventive Cardiology and Nutrition), an institute for preventive medicine. For our Rauch Happy Day and Rauch Juice Bar fruit juices we avoid all artificial additives. Also, we commit to using no preservatives (with a few exceptions for technical reasons).

### Activities

To reach our goals, we not only improve our recipes, but make sure to process the freshest fruits possible through a continuous optimization of Rauch’s supply chain from the tree to the juice (see chapter [Sustainable Cultivation](#)). Additionally, we have developed and participate in various awareness programs and initiatives to promote a healthy lifestyle.

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<sup>4</sup> The planetary health diet, for example, designed by the EAT-Lancet Commission with leading scientists from all over the world, sets forth dietary parameters for a healthy, ecologically, and socially acceptable diet. The cornerstone of this is a predominately plant-based and natural diet (for more information see <https://eatforum.org/>).

FP 4 Programs and practices that promote access to healthy lifestyles

FP 6 Sales volume of consumer products that are lowered in saturated fats, trans fats, sodium and added sugar

FP 7 Sales volume of consumer products that contain increased nutritious ingredients

## Improving Rauch recipes

In 2019, Rauch committed to the declaration of intent between the Austrian Federal Ministry of Social Affairs, Health, Care and Consumer Protection and associations of the Austrian food industry to reduce the sugar and salt content in processed foods as a contribution to a balanced diet. The goal is to prevent metabolic diseases, such as diabetes, caused among others by unhealthy and unbalanced dietary behavior. Although the yearly sugar intake per head has shrunk in Austria from 41kg to 33,4kg since 1995, it is still too high for a balanced diet. According to the Austrian Nutrition Report 2017<sup>5</sup>, sugar accounts for 17% of energy absorption, while the World Health Organization advises a maximum of 10%.

Therefore, the Austrian food industry commits to not only adapt and improve recipes of processed foods but promote personal dietary responsibility in consumers through awareness and information campaigns. Because processed beverages significantly contribute to daily sugar intakes, Rauch is committed to contribute to these objectives. Therefore, we improve our recipes to reduce the sugar content, increase the natural fruit content and vitamins as well as avoid artificial preservatives and colorants.

### Sugar reduction

To reduce the sugar content, Rauch pursues a dual strategy: new products are designed to have as low a sugar content as possible and with existing products Rauch is reducing the sugar content step by step by means of improved recipes. Because consumers react sensible to formulation changes, Rauch reduces sugar incrementally as it significantly influences the entire flavor profile of a product. Rauch makes sure to keep its consumers satisfied by testing the acceptance rate of new formulations through consumer surveys. Consequently, the sugar reduction in the Rauch Juice Bar IceTea, for example, had to be reversed because consumers were unsatisfied with the new formulation. Additionally, Rauch avoids replacing sugar with artificial sweeteners such as Aspartame.

Consumers can recognize products with reduced sugar content when they are labeled with "light" and "zero" (for example, Rauch Ice Tea Zero). These labels indicate that the sugar content is reduced compared to the original recipe, sugar is replaced through aroma and/or other sweeteners.

In iced tea alone, Rauch has saved 11,000 tons of sugar since 2000 or almost 3 billion sugar cubes. As such, Rauch has achieved a sugar reduction of 25% in Rauch Ice Tea, which is made from real tea leaves and sugar. Compared to other lemonades and soft drinks on the market, Rauch Ice Tea contains 40% less sugar.

### Enriched products

Rauch further offers products with essential vitamin contents for a healthier immune system, such as the Rauch Happy Day Immune range, without added sugar and containing vitamin C and D.

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<sup>5</sup> <https://broschuerenservice.sozialministerium.at/Home/Download?publicationId=528>

**Examples of products with increased vitamin and mineral content**

	<b>Fruits</b>	<b>Vitamins and minerals</b>	<b>Health claim</b>
Happy Day Immun Plus	Orange, mango, lemon	Vitamin C, D & Zinc	Vitamin C, D and zinc contribute to a normal functioning of the immune system.
Happy Day Immun Aktiv	Apple, red Grapes, black currant, blueberry, raspberry	Vitamin C & Calcium	Vitamin C contributes to a normal functioning of the immune system. Calcium supports a functioning energy metabolism.
Happy Day Immun Vital	Orange, pink grapefruit, white grape, passion fruit	Vitamin C & D	Vitamin C contributes to a normal functioning of the immune system. Vitamin D supports a normal muscle function.
Happy Day Immun Eisen	Apple, Cherry, red grape, pomegranate, aronia, elderberry	Iron & Vitamin C	Iron contributes to the normal formation of red blood cells and hemoglobin. Vitamin C contributes to a normal functioning of the immune system.
Happy Day Immun Power	Orange, apple, white grape, lime, acerola, lemon	Magnesium & Vitamin D	Magnesium helps to reduce tiredness and fatigue. Vitamin D contributes to a normal functioning of the immune system.

Generally, health is the main driver of sales in the juice category, as consumers look for products with additional health benefits like added vitamins, minerals or micronutrients. Consequently, 40,3% of the Rauch sales volume include products enriched with vitamins and minerals. 38,2% consist of products with reduced sugar content, compared to the original recipe, without replacing it with sweeteners.

Iced tea and other fruit drinks grew to become the biggest part of the Rauch portfolio as they offer more flexibility in creating new drinks.

**Rauch health benefits in beverage products sold 2023**

	<b>Description</b>	<b>Share of total sales volume in liters</b>
Health benefits**	Containing only natural fruit sugar	19,0%
	Enriched with vitamins & minerals	40,3%
	Reduced sugar content	38,2%

\*\* Some products may include more than one health benefit, so the sum is more than 100%.



## Healthy Lifestyle Board

To create awareness about personal health, the “Rauch Healthy Lifestyle Board” was founded, which promotes a healthy and sustainable lifestyle to consumers. Members of the board are external experts and share their expertise, develop concepts and strategies to optimize the Rauch product portfolio. For more information, visit the Rauch [website](#).

### Rauch Healthy Lifestyle Board

Members		
Prof. Dr. Friedrich Hoppichler		Doctor and University professor (SIPCAN)
Anna Veith		Former high-performing athlete and Rauch Testimonial
Dr. Manuel Schätzer		Nutritionist and University lecturer (SIPCAN)
Susanna Paller & Cecilia Havmöller		Founders of Veganista Ice Cream & The Lala
Bernd Österle		Fitness expert and former Mr. Universe Fitness

## Partnerships for public awareness

Since 2009, Rauch has been cooperating very closely with SIPCAN (Special Institute for Preventive Cardiology and Nutrition), an institute for preventive medicine. They focus on promoting health in schools and organizations as well as cooperating with science and research institutes to prevent diseases through healthy nutrition and diets. Rauch supports the "Schlau trinken" (drink clever) schools initiative developed by SIPCAN, which promotes healthy drinking behavior and a healthy range of drinks in schools.

Based on scientific findings and in coordination with the Austrian Federal Ministry of Social Affairs, Health, Care and Consumer Protection, SIPCAN has set clear limits for the sugar content of beverages sold in schools. As such, beverages should not contain more than 6,4g / 100ml sugar without artificial sweeteners. Based in these parameters, SIPCAN further ranks beverages on the Austrian market and publishes its results. A variety of Rauch products have passed their latest check in March 2023.<sup>6</sup>

Additionally, Rauch works closely together with “forum ernährung heute (f.eh)” to promote a healthy lifestyle. f.eh is an Austrian competence center for nutrition, health and lifestyle, founded in 1991 and bases its work on the ideal of the responsible citizen in an open society. Well-founded information as well as knowledge and education should enable individuals to make responsible dietary decisions in their social environments. An intensive knowledge transfer between science, economy and politics as well as to the citizens is the basis for a factual discourse and an important contribution to the formation of public opinion.

Rauch is also a founding member of the “Zucker-raus-Initiative” of the leading Austrian retailer SPAR. This initiative aims to reduce the sugar consumption of consumers through product optimizations and public awareness campaigns.

<sup>6</sup> <https://www.sipcan.at/getraenke-check>

## Transparent Communication

### 103-1, 103-1, 103-3 Management Approach

For a juice producer, transparency is not only essential in communicating product and nutritional information to consumers, but open communication and knowledge sharing are crucial to create solutions for the future. By creating the right frameworks, Rauch fosters transparent communication between employees and departments as well as with our external stakeholders and consumers.

### Vision

Rauch communicates openly and directly with its internal and external stakeholders.

### Responsibilities

Rauch's communication team identifies all relevant stakeholders and ensures that all information is addressed and communicated truthfully and effectively.

### Activities

By creating the right frameworks to communicate with both internal and external stakeholders and ensure due diligence in product communication, Rauch fosters frequent and transparent communication.

### Communication with internal stakeholders

At Rauch, knowledge is made available through documentation and accessibility and distribute significant and critical information within the company. Through various tools and channels, employees stay up to date and informed.

#### Rauch intranet

The Rauch intranet is the primary source of communication with employees. In 2023, 175 "Rauch news" were shared on the intranet. Additionally, it offers helpful tools like canteen ordering, quality instructions and Rauch team directories. The mobile version ensures accessibility for all employees, especially for those working in production and logistics. Additionally, it serves as a direct channel of communication with external teams in Rauch's field sales force.

#### Rauch time terminals

A daily contact point for every employee is the digital time clock, where entering and exiting the workplace is booked. As a frequented digital platform, it serves as an important tool of communication, where relevant information is published. Almost all employees are reached via this communication channel.

#### Rauch info screens

To further reach employees at all Rauch locations, large interactive info screens with the most current information and directories are installed at high frequency contact points like kitchens and break areas.

### Rauch TV

In the bi-annual live-broadcast “Jürgen live”, Rauch’s CEO Jürgen Rauch informs the entire international team about current news. This live broadcast will be held in English and German at different times. Hundreds of participants use this opportunity to get first-hand information.

### Rauch intranet newsletter

In order to inform employees who do not regularly use the intranet about news from the Rauch world, a monthly Rauch intranet newsletter is sent to all Rauch employees. This contains the most relevant information and links directly to the articles on the intranet.

### Rauch family days

In order to give employees' families an insight into the company, Rauch organizes “Rauch Family Days” at its plants at regular intervals. On these days, families can visit the plants and an extensive supporting program is offered.

### Rauch happy hours

Several times a year there are “Rauch Happy Hours”, where Rauch employees at all levels can meet and chat with the management in a relaxed atmosphere after work.

### Rauch christmas party

The Christmas parties held at the locations are a highlight every year. Almost 1,000 employees take part in the largest party at the head office.

### Rauch EURO/WM

Rauch also makes use of the unifying quality of soccer for its works and countries. Every three years there is the Rauch EURO, which will be renamed the Rauch World Cup from 2025. Soccer teams from all locations come together with their local fan clubs in Rankweil to compete for the championship title. To ensure that the fun is not neglected, the teams must also include women, and side events such as boot throwing round off the festival.

## Communication with external stakeholders

As a large company with well-known brands and many factories, open communication with external stakeholders is important.

### Direct contact

Members of the Rauch management team are active in the local communities and stay in direct contact with important external stakeholders.

### Media information

The communication team is handling media inquiries and regularly releases media information about relevant company news and products.

### Factory tours

Rauch offers company tours for locals, opinion leaders and students in Rankweil and Budapest. The tours offer a unique opportunity to show stakeholders what is happening “behind the walls” and get in direct and unfiltered contact with them. In 2019, more than 4000 visitors came to the factories in Rankweil and Budapest. Since 2020, due to Covid-19, this had to be reduced.



## Sustainability report

This sustainability report serves as an additional tool to transparently communicate with all Rauch stakeholders.

## FP 8 Policies and practices on communication to consumers about ingredients and nutritional information

### Communication about Rauch products

Consumers can find critical product information, such as nutritional value and ingredients, on the packaging. For more information, consumers can inform themselves on the Rauch website and various social media channels.

#### Packaging

A lot of relevant information is legally required to be placed on food and drinks packaging, such as the nutritional value, a full list of ingredients, storage conditions and the expiration (best before) date. A designated team at Rauch is managing this crucial task for Rauch's more than 700 beverage packs with various declarations. Rauch is offering this information in up to 30 languages. For more information, see chapter [Food fraud prevention](#).

To correctly label its products, Rauch follows legal requirements and coherent and consistent policies. For example, only products with a reduced sugar content compared to the original recipes are labeled with "light" and "zero", which is easily recognizable to consumers (for example, Rauch Ice Tea Zero).

Other labels, such as "Bio" or "Vegan", are only applied to products, if this has been independently certified. For more information, see chapter [Other independent certifications](#).

#### Rauch website

Consumers can seek out further information about Rauch products and ingredients on the Rauch website. It further provides information about the company, the brands and career possibilities at Rauch.

#### AskRauch

One of the most important channels of direct communication between Rauch and its consumers is the "AskRauch" platform on the Rauch homepage. There, consumers find all posted questions and answers about the Rauch portfolio. Additionally, consumers can send in further questions, which are then answered and published on the platform as soon as possible.

#### Social media

Rauch is actively present and communicating on all relevant digital channels, including Facebook, LinkedIn, Instagram and TikTok in our most important languages.

#### Rauch consumer newsletter

Various Rauch Consumer Newsletters are also sent to customers and those interested in Rauch several times a year. These vary in frequency depending on the target group, brand and content.

### Rauch trainings

For employees and very important external stakeholders like teachers, students, distributors and customers Rauch offers a collection of trainings like “Sales Boot Camp”, “From Fruit To Juice” and “Leave to Tea”, where participants actively learn and train relevant background knowledge about Rauch products.

## Good Employer

### 103-1, 103-1, 103-3 Management Approach

Our motivated team and our commitment to the highest quality of products form the basis of our success. As a family business in its fourth generation, we value family, open communication and collaboration to achieve the best quality of Rauch products. Therefore, we support our employees in a variety of ways in their family life and career as well as personal and professional development to create a safe and inclusive work environment.

### Vision

Rauch is the most attractive employer for the best employees, in its region, its industry and far beyond.

### Policies and principles

To reach its goals, Rauch follows strict ethical and social policies and standards. Rauch's health and safety policy based on ISO 45001 sets forth thorough standard operating procedures to ensure employee health and safety at the workplace. Social and safety policies are regularly audited by ISO and SEDEX, a membership organization for companies to manage and improve working conditions in global supply chains. For a detailed overview of Rauch's sustainability management, see chapter [Sustainability management](#).

### Responsibilities

Rauch's human resources team supports employees in their personal and professional development. The quality management department makes sure that occupational health and safety is guaranteed for all employees and especially at the factories. For a detailed overview of Rauch's sustainability governance, see chapter [Sustainability governance](#).

Grievance mechanisms, such as a thorough whistle blowing and internal control system, are set up for employees and external partners to anonymously report misconduct and non-compliance with Rauch policies and standards.

### Activities

As a responsible employer, Rauch creates an open and inclusive company culture, provide voluntary employee benefits, ensure the personal and professional development as well as well-being and safety of its employees.



401-1 New employee hires and employee turnover

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

401-3 Parental leave

### Employee benefits and company culture

Rauch is an excellent training company and one of the top 5 employers in its home region of Vorarlberg. This has been awarded with various prizes and certificates. In Austria, Rauch has received following awards:

#### Awards

- „Familienfreundlicher Betrieb 2022/2023“
- „Bester Arbeitgeber Vorarlbergs 2023, Platz 1 Market Institut Ranking“
- „Ausgezeichneter Lehrbetrieb 2023“
- „Staatlich ausgezeichnete Lehrbetrieb“
- „Best Recruiters 2023-2024“

Among the many mandatory benefits such as parental leave, Rauch offers voluntary company benefits and welfare programs for all employees. The support measures are geared to the needs of the employees in the respective country and adapted accordingly. Next to flexible work hours and home office, employees have access to medical examinations, sports facilities and free Rauch products and regular fresh fruit.

Since summer 2022, there has been a canteen at the headquarters in Rankweil, which serves subsidized meals every day. This will also be offered at other locations in the future.

Rauch is one of Vorarlberg's "excellent family friendly businesses" because, as a family business, family happiness is particularly important to us. That is why we take care to meet the individual needs of mothers and fathers through parental leave, childcare and flexible working hours. Rauch participates in an inter-company childcare program in cooperation with other companies in Rankweil.

#### Employee fluctuation 2023

	Number of employees	
	head count	percentage**
<b>New employee hires</b>	639	23%
<b>Employee turnover*</b>	366	17%

\*Based on average number of employees (FTE) in 2023.

### Employee tenure 2023

Years in the company	Share of employees
< 5 years	52%
5-10 years	16%
10-20 years	20%
> 20 years	11%

### Parental leave 2023

	Number of employees	
Employees who took parental leave	Female	35
	Male	7
Employees who returned to work	Female	28
	Male	6

404-1 Average hours of training per year per employee

404-2 Programs for upgrading employee skills and transition assistance programs

## Training and employee development

### Buddy System

Rauch promotes the training and further development of our employees both on a professional and personal level because we believe that well-trained employees form the basis of economic success. At the start of their career at Rauch, new employees participate in collaborative on-boarding programs with an internal buddy-system, through which employees support new colleagues in their on-boarding phase. Throughout their careers, employees further participate in mandatory and/or are encouraged to complete voluntary training programs to advance their development.

### Rauch Academy

The Rauch Academy is a goal-oriented personnel development platform that has been in existence since 2012. The interactive, multimedia learning platform offers all employees the opportunity to further their education - independent of time and place. The aim is to continuously adapt the employees' specialist knowledge to the latest state of the art. The offered trainings include basic mandatory on-boarding for all new employees, mandatory and voluntary topic-specific training and personal development programs. Among others, Rauch trains its employees on competition and anti-trust law, the Rauch code of conduct, the Rauch supply chain from fruit to juice and occupational safety.

The basis for further training measures is the annual training plan to be drawn up in the previous year with respective supervisors. Support and advice can be requested from the Personnel Development Department at any time. Participation in training measures is always based on operational necessity.

In 2023, 7.103 training participants were trained and educated in the Rauch Academy, accounting for 35.915 hours of training in 632 courses. The offer of online trainings was further developed and is now the majority of courses, thus reaching a far wider audience.



### Career Path

The career path at Rauch is clearly defined, where employees have equal career opportunities to develop and advance. Additionally, Rauch offers a comprehensive trainee program that provides insights into different departments and gives entry-level employees the opportunities for professional and personal development. Over 18 months, trainees are guided by personal mentors and rotate through different departments and tasks. At the end, trainees are either retained and promoted or leave the company. Rauch has received multiple awards for its teaching and education program, such as “Ausgezeichneter Lehrbetrieb 2023” and “Staatlich ausgezeichneter Ausbildungsbetrieb”.

#### 405-1 Diversity of governance bodies and employees

#### 406-1 Incidents of discrimination and corrective actions taken

### Diversity and equal opportunity

Rauch employs overall 79% men and 21% women. Since 2019, the share of women has increased from 17% to 21% in 2023. 78% of employees work in production and warehouse, where men continue to form a clear majority due to the heavy workload and shift work. In administration, the proportion of women is significantly higher, having risen from 39% to 40% in 2023. 22% of the women in administration are part-time employees. Notably, 40% of management positions in administrative departments are held by women. 25% of the top management are women.

#### Management positions per function 2023

		Share of women and men
		percentage
Administration	Female	40%
	Male	60%
Production and warehouse	Female	16%
	Male	84%

Grievance mechanisms, such as a thorough whistle blowing and internal control system, are set up for employees to (anonymously) report misconduct and non-compliance with Rauch policies and standards, for example discrimination. During the reporting period, there were no incidents of discrimination.

### Diversity of governance bodies, management and employees 2023

			Share of diversity category
			percentage
Governance body	Advisory board	Female	40%
		Male	60%
			-
	Executive board	Under 30 years	-
		30-50 years	20%
		Over 50 years	80%
Level	Managing directors	Female	-
		Male	100%
	Management 2nd level	Female	26%
		Male	74%
	Management 3rd level	Female	28%
		Male	72%
Management 4th level	Female	6%	
	Male	94%	
Employees full-time	Female	19%	
	Male	81%	
Employees part-time	Female	60%	
	Male	40%	
Apprentices	Female	15%	
	Male	85%	
Interns	Female	47%	
	Male	53%	
Function	Administration	Female	42%
		Male	58%
	Production and warehouse	Female	14%
		Male	86%



- 403-1 Occupational health and safety management system
- 403-5 Worker training on occupational health and safety
- 403-8 Workers covered by an occupational health and safety management system
- 403-9 Work-related injuries
- 403-10 Work-related ill health

### Occupational health and safety

To ensure health and safety, especially for employees at production and warehouse sites, the Quality Management team develops, implements and monitors various safety measures according to legal requirements and based on the standard ISO 45001 at all Rauch operations. The Rauch committee for occupational safety meets yearly to discuss strategic measures and safety risks.

To identify potential risks and corrective actions, a yearly health and safety risk analysis is conducted at production sites and warehouses. Corrective actions are then defined for considerable and unacceptable risks based on time exposure, probability of occurrence as well as health and environmental impact, such as pollution. In 2023, no unacceptable risks have been identified. Considerable risks are, for example, fire hazards through construction work, fall accidents on factory floors, falls from ladders and spills of chemical substances during in-plant transport, handling and storage. Corrective actions to minimize these risks include the development of thorough standard operating procedures, such as annual inspections of equipment, the placement of appropriate signage and most importantly, annual safety trainings for all employees.

The occupational safety training is mandatory for all employees at production sites. During employee on-boarding sessions as well as mandatory annual trainings on the e-learning platform Rauch Academy, employees learn among others about standard operating procedures, the correct response if hazards occur, especially fire hazards and the correct management and handling of hazardous materials.

Rauch further pays attention to the well-being of our team through company health management including an on-site company doctor, internal sports activities and fresh fruits. In November 2023, Rauch employees in Rankweil were asked to fill in a survey to evaluate mental stress at the workplace. The workplace and facilities, employee development, diversity of tasks and working culture were rated positively. The survey is to be rolled out internationally in 2024.

### Work related injuries and illnesses 2023

		<b>Total cases</b>
		<u>number / days</u>
Employees	Fatalities as a result of work-related injury & ill health [number]	0
	Accidents [number]	192
	Near accidents [number]	14
	Illness days related to work accidents [days]	1.267
	Total number of hours worked [hours]	4.815.291



## Outlook

This sustainability report shows Rauch's commitment and efforts to minimize our environmental impact and current activities in all sustainability areas. Our sustainability activities and performance, however, are constantly improving and expanding and so is Rauch's sustainability reporting.

Based on the materiality assessment, we have identified significant sustainability topics not only for reporting purposes, but Rauch aims to set specific goals and measures for each material topic. As such, a comprehensive sustainability strategy is currently in development.

A significant contribution to Rauch's sustainability strategy will be provided by the development and implementation of Science Based Targets. As part of this project, Rauch has already calculated a detailed GHG inventory. Subsequently, specific corporate climate targets will be developed. Rauch will therefore implement and communicate a clear commitment and reduction plan to the Paris Climate Agreement, limiting global warming to well-below 2 degrees Celsius.

Currently, Rauch voluntarily reports sustainability information in accordance with sustainability reporting standards by the Global Reporting Initiative (GRI Standards). The sustainability reporting landscape, however, will change with the upcoming European Corporate Sustainability Reporting Directive (CSRD), including disclosure requirements for activities aligned with the EU Taxonomy and new mandatory European Sustainability Reporting Standards (ESRS). With this current reporting process, Rauch is preparing for upcoming mandatory disclosure requirements.

This sustainability report serves as an informative, data-focused communication with our stakeholders. Keep up to date on [www.rauch.cc](http://www.rauch.cc).

## GRI Content Index

Statement of use	Rauch Fruchtsäfte GmbH & Co OG has reported in accordance with the GRI Standards: Core option for the period of 2023.
GRI Standards used	GRI versions 2016, 2018 (303: Water and Effluents & 403: Occupation Healthy and Safety) and 2020 (306: Waste). Additionally, G4 Sector Standards: Food Processing have been used.

### General Disclosures

GRI Standard / other source	Disclosure	Content	Location	Remarks
<b>GRI 102-General Disclosures 2016</b>	<b>Company profile</b>			
	102-1	Name of the organization	<a href="#">Link to page</a>	
	102-2	Activities, brands, products and services	<a href="#">Link to page</a>	
	102-3	Location of headquarters	<a href="#">Link to page</a>	
	102-4	Location of operations	<a href="#">Link to page</a>	
	102-5	Ownership and legal form	<a href="#">Link to page</a>	
	102-6	Markets served	<a href="#">Link to page</a>	
	102-7	Scale of the organization	<a href="#">Link to page</a>	
	102-8	Information on employees and other workers	<a href="#">Link to page</a>	Not broken down by categories because the information is unavailable/incomplete
	102-9	Supply chain	<a href="#">Link to page</a>	
	102-10	Significant changes to the organization and its supply chain	<a href="#">Link to page</a>	
	102-11	Precautionary Principle or approach	<a href="#">Link to page</a>	
	102-12	External initiatives	<a href="#">Link to page</a>	
	102-13	Membership of associations	<a href="#">Link to page</a>	
	<b>Strategy</b>			
102-14	Statement from senior decision-maker	<a href="#">Link to page</a>		
	<b>Ethics &amp; Values</b>			
102-16	Values, principles, standards and norms of behavior	<a href="#">Link to page</a>		
	<b>Governance</b>			
102-18	Governance structure	<a href="#">Link to page</a>		
	<b>Stakeholders</b>			
102-40	List of stakeholder groups	<a href="#">Link to page</a>		
102-41	Collective bargaining agreements	<a href="#">Link to page</a>		
102-42	Identifying and selecting stakeholders	<a href="#">Link to page</a>		
102-43	Approach to stakeholder engagement	<a href="#">Link to page</a>		
102-44	Key topics and concerns raised	<a href="#">Link to page</a>		
	<b>Reporting</b>			

102-45	Entities included in the consolidated financial statements	<a href="#">Link to page</a>	
102-46	Defining report content and topic Boundaries	<a href="#">Link to page</a>	
102-47	List of material topics	<a href="#">Link to page</a>	
102-48	Restatements of information	<a href="#">Link to page</a>	
102-49	Changes in reporting	<a href="#">Link to page</a>	
102-50	Reporting period	<a href="#">Link to page</a>	
102-51	Date of most recent report	<a href="#">Link to page</a>	
102-52	Reporting cycle	<a href="#">Link to page</a>	
102-53	Contact point for questions regarding the report	<a href="#">Link to page</a>	
102-54	Claims of reporting in accordance with the GRI Standards	<a href="#">Link to page</a>	
102-55	GRI content index	<a href="#">Link to page</a>	
102-56	External assurance		No external assurance

### Material Economic Topics

GRI Standard / other source	Disclosure	Content	Location	Remarks
<b>GRI-103 Management Approach 2016</b>	103-1	Explanation of the material topic and its Boundary	<a href="#">Link to page</a>	
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
<b>R 1 Economic Performance</b>	R 1	Development of revenue and number of employees	<a href="#">Link to page</a>	

### Regional responsibility

<b>GRI-103 Management Approach 2016</b>	103-1	Explanation of the material topic and its Boundary	<a href="#">Link to page</a>	
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
<b>GRI 204: Procurement Practices 2016</b>	204-1	Proportion of spending on local suppliers	<a href="#">Link to page</a>	

### Ethics & compliance

<b>GRI-103 Management Approach 2016</b>	103-1	Explanation of the material topic and its Boundary	<a href="#">Link to page</a>	
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
<b>GRI 205: Anti-corruption 2016</b>	205-1	Operations assessed for risks related to corruption	<a href="#">Link to page</a>	
	205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Link to page</a>	Not broken down by categories because the information is unavailable/incomplete
	205-3	Confirmed incidents of corruption and actions taken	<a href="#">Link to page</a>	
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	<a href="#">Link to page</a>	

### Material Environmental Topics

GRI Standard / other source	Disclosure	Content	Location	Remarks
<b>Sustainable packaging</b>				
<b>GRI-103 Management Approach 2016</b>	103-1	Explanation of the material topic and its Boundary	<a href="#">Link to page</a>	
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
<b>GRI 301: Materials 2016</b>	301-1	Materials used by weight or volume	<a href="#">Link to page</a>	Reported in percentage because of confidentiality constraints
	301-2	Recycled input materials used	<a href="#">Link to page</a>	

## Climate and energy

<b>GRI-103 Management Approach 2016</b>	103-1	Explanation of the material topic and its Boundary	<a href="#">Link to page</a>	
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
<b>GRI 302: Energy 2016</b>	302-1	Energy consumption within the organization	<a href="#">Link to page</a>	Reported in percentage because of confidentiality constraints
	302-4	Reduction of energy consumption	<a href="#">Link to page</a>	
<b>GRI 305: Emissions 2016</b>	305-1	Direct (Scope 1) GHG emissions	<a href="#">Link to page</a>	
	305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Link to page</a>	
	305-3	Other indirect (Scope 3) GHG emissions	<a href="#">Link to page</a>	
	305-4	GHG emissions intensity	<a href="#">Link to page</a>	
	305-5	Reduction of GHG emissions	<a href="#">Link to page</a>	

## Environmentally friendly transport

<b>GRI-103 Management Approach 2016</b>	103-1	Explanation of the material topic and its Boundary	<a href="#">Link to page</a>	
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
<b>R 2 Logistics Supply Chain</b>	R 2	Measures to reduce environmental impact of Rauch's logistics supply chain	<a href="#">Link to page</a>	

## Water management

<b>GRI-103 Management Approach 2016</b>	103-1	Explanation of the material topic and its Boundary	<a href="#">Link to page</a>	
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
<b>GRI 303: Water and Effluents 2018</b>	303-3	Water withdrawal	<a href="#">Link to page</a>	
	303-4	Water discharge	<a href="#">Link to page</a>	
	303-5	Water consumption	<a href="#">Link to page</a>	

## Environmentally friendly factories

<b>GRI-103 Management Approach 2016</b>	103-1	Explanation of the material topic and its Boundary	<a href="#">Link to page</a>	
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
<b>GRI 305: Emissions 2016</b>	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	<a href="#">Link to page</a>	
<b>GRI 306: Waste 2020</b>	306-3	Waste generated	<a href="#">Link to page</a>	Reported in percentage because of confidentiality constraints
	306-4	Waste diverted from disposal	<a href="#">Link to page</a>	Reported in percentage because of confidentiality constraints
	306-5	Waste directed to disposal	<a href="#">Link to page</a>	Reported in percentage because of confidentiality constraints

## Sustainable cultivation

<b>GRI-103 Management Approach 2016</b>	103-1	Explanation of the material topic and its Boundary	<a href="#">Link to page</a>	
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1	New suppliers that were screened using environmental criteria	<a href="#">Link to page</a>	
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1	New suppliers that were screened using social criteria	<a href="#">Link to page</a>	
<b>GRI G4 Food Processing</b>	FP 1	Purchased volume from suppliers compliant with company's sourcing policy	<a href="#">Link to page</a>	
	FP 2	Purchased volume in accordance with responsible production standards	<a href="#">Link to page</a>	
	FP 5	Production volume manufactured in independently certified sites	<a href="#">Link to page</a>	

## Material Social Topics

GRI Standard / other source	Disclosure	Content	Location	Remarks
<b>Good employer</b>				
<b>GRI-103 Management Approach 2016</b>	103-1	Explanation of the material topic and its Boundary	<a href="#">Link to page</a>	
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
<b>GRI 401: Employment 2016</b>	401-1	New employee hires and employee turnover	<a href="#">Link to page</a>	Not broken down by categories because the information is unavailable/incomplete
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Link to page</a>	
	401-3	Parental leave	<a href="#">Link to page</a>	Information is incomplete due to availability constraints
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1	Occupational health and safety management system	<a href="#">Link to page</a>	
	403-5	Worker training on occupational health and safety	<a href="#">Link to page</a>	
	403-8	Workers covered by an occupational health and safety management system	<a href="#">Link to page</a>	Information is incomplete due to availability constraints
	403-9	Work-related injuries	<a href="#">Link to page</a>	Reported according to own management system requirements
	403-10	Work-related ill health	<a href="#">Link to page</a>	Reported according to own management system requirements
<b>GRI 404: Training and Education 2016</b>	404-1	Average hours of training per year per employee	<a href="#">Link to page</a>	Not broken down by categories because the information is unavailable/incomplete
	404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">Link to page</a>	Information is incomplete due to availability constraints
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1	Diversity of governance bodies and employees	<a href="#">Link to page</a>	Not broken down by categories because the information is

unavailable/  
incomplete

<b>GRI 406: Non-discrimination 2016</b>	406-1	Incidents of discrimination and corrective actions taken	<a href="#">Link to page</a>
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**Healthy products**

<b>GRI-103 Management Approach 2016</b>	103-1	Explanation of the material topic and its Boundary	<a href="#">Link to page</a>
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
<b>GRI G4 Food Processing</b>	FP 4	Programs and practices that promote access to healthy lifestyles	<a href="#">Link to page</a>
	FP 6	Sales volume of consumer products that are lowered in saturated fats, trans fats, sodium and added sugar	<a href="#">Link to page</a>
	FP 7	Sales volume of consumer products that contain increased nutritious ingredients	<a href="#">Link to page</a>

**Transparent communication**

<b>GRI-103 Management Approach 2016</b>	103-1	Explanation of the material topic and its Boundary	<a href="#">Link to page</a>
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
<b>GRI 417: Marketing and Labeling 2016</b>	417-3	Incidents of non-compliance concerning marketing communications	No incidents in the reporting period
<b>GRI G4 Food Processing</b>	FP 8	Policies and practices on communication to consumers about ingredients and nutritional information	<a href="#">Link to page</a>



## Report Disclosure

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