

GOODVALLEY

Since  1994

Home of Quality

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## Sustainability Report 2023

Goodvalley A/S, Statutory  
Sustainability report 2023, part of  
the Goodvalley 2023 annual report.  
(Danish Financial Statements Act  
section 99a, 99b, 99c and 99d)

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# Letter from the CEO

## Dear reader!

Welcome to the Goodvalley Sustainability Report 2023. In a time when climate change is on everyone's mind and agricultural production is identified as one of the key contributors to global warming we are getting ready to change gears in the way we work with sustainability in Goodvalley and how we report on it.

Taking into account Goodvalley's field-to-fork business model and long history of measuring its impact on the world around us, including our carbon footprint, I believe that we are well-positioned not only in terms of our "score" on the sustainability metrics that we will report on but also in terms of using our results in the continued building of the Goodvalley brand. Goodvalley has always been about striving to produce high quality meat products using less resources and having a lighter footprint than our peers.

One important project that we have put some effort into in 2023 is to calculate our carbon footprint per kilo produced meat using a Life Cycle Assessment. The work was initiated in 2023 with

the report being ready in the first months of 2024 and the data compiled so far gives us detailed insight into the composition of our footprint and will serve as a baseline for setting reduction targets on key environmental impacts going forward.

We will make sure that the entire Goodvalley organisation throughout the value chain from field to fork is committed to reaching the goals that we are setting for each department together and I am looking forward to presenting the results of our efforts in the coming years.

Happy reading!

**Best regards,**  
**Kristian Brokop,**  
CEO







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## Social media

We share our latest sustainability stories on social media throughout the year



Find out more  [Annual Report 2023](#)



# Business model

Goodvalley is active in two geographies, Poland and Ukraine. The Group's activities in Poland can be described as a fully integrated field to fork model, where grain from Goodvalley's land bank is used for feed production in the Group's feed mills and fed to Goodvalley's pig herd.

The pig manure is applied to the fields as organic fertilizer after having been de-gassed in the Group's biogas plants. The pig production is full-line meaning that Goodvalley controls the entire life cycle of the pigs from insemination of the sow over the farrowing and weaning of piglets to the growing and slaughtering of the finisher pigs at the Group's slaughterhouse in Poland. At the slaughterhouse the pig meat is processed, packaged and sold under Goodvalley's own Polish brand name Dolina Dobra, which means "good valley" in Polish.

Furthermore, Goodvalley's Food division is producing private label products for some of the largest chains in Poland. In Ukraine, Goodvalley's business consists of arable and pig production as well as a biogas plant.

## Sustainability from field to fork



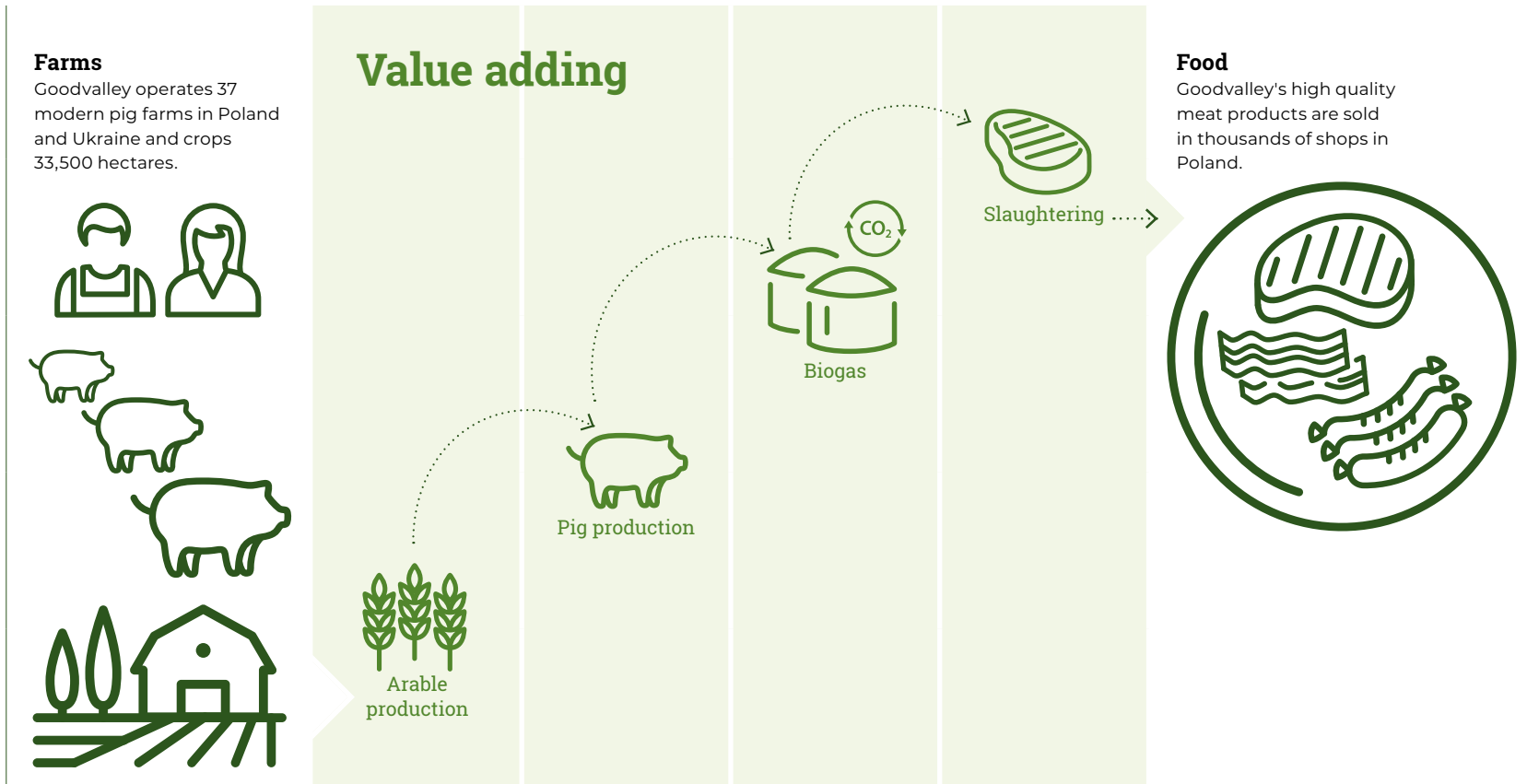
# Value chain

In the upstream value chain Goodvalley's arable division sources fertilizers, herbicides, pesticides for treatment of the fields and crops and fuel (diesel) and lubricants for the arable machinery and equipment.

For the pig production Goodvalley sources raw materials such as feed grain and soya, additives such as vitamins, minerals, fishmeal and medicine.

To the extent possible Goodvalley sources all inputs locally or at least from the country of operation, i.e. Poland and Ukraine.

In the downstream value chain Goodvalley sells and distributes live pigs and processed meat products under the Group's own brand or private label. The key customers are meat producers and traders with regard to the live pigs and the aforementioned retail chains and end consumers with regard to the processed products sold on the Polish market. 18% of Goodvalley Poland's products are exported with the main export market being USA.



# Governance and competencies

The Board of Directors has delegated the responsibility for the execution of strategies and day-to-day management to the Executive Board. The responsibilities of the Board of Directors and the Executive Board are vested in charters adopted by the Board.

The Goodvalley Board of Directors sets out the overall strategy and direction of the sustainability work based on the Group's sustainability policy and a double materiality assessment. The Board of Directors monitors the sustainability-related work and progress on the quarterly board meetings as a part of the Group's overall risk management framework.

The Executive Board is responsible for the execution of the sustainability strategy and for setting goals and targets. The Executive Board has appointed a Sustainability Committee consisting of four members, including one of the members of the Executive Board, the Head of Risk and Sustainability, the Internal Audit Manager and an the Poland Sustainability Manager.

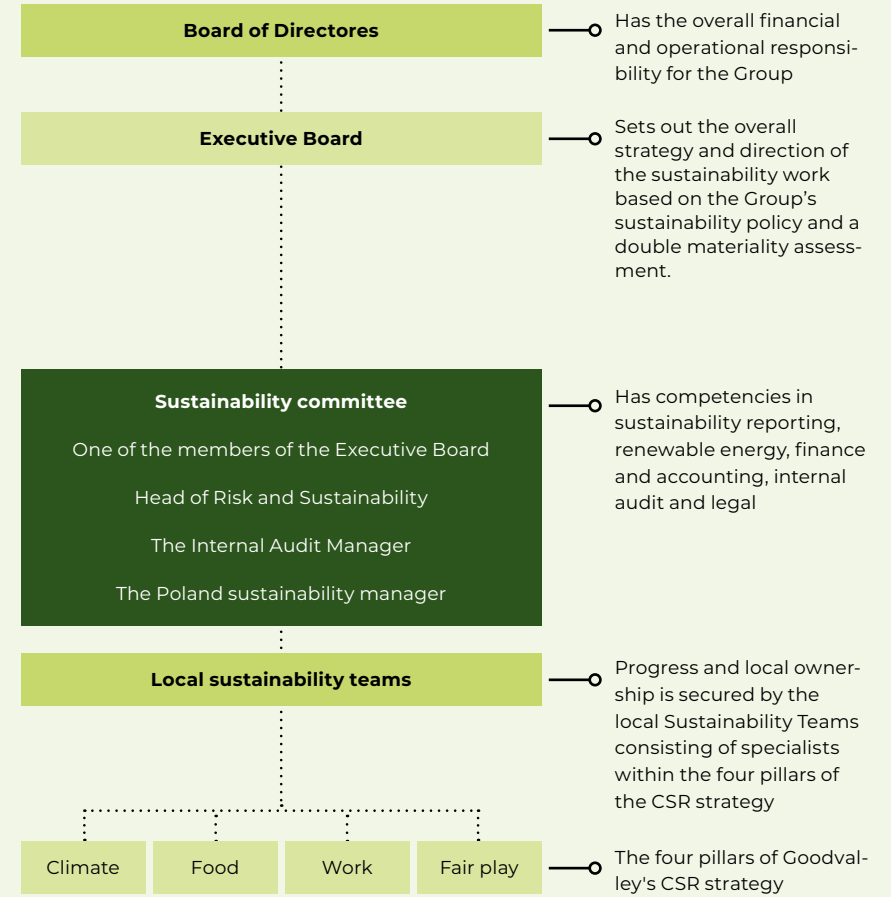
The Sustainability Committee has competencies in sustainability reporting, renewable energy, finance and accounting, internal audit and legal.

To further develop the expertise in the Group and to prepare for compliance and reporting according to the EU Corporate Sustainability Reporting Directive (CSRD) when applicable to Goodvalley, the members of the Sustainability Committee will receive external training in all material aspects of such reporting. Furthermore, the Group uses external consultants for advice on sustainability matters and Life Cycle Assessment calculation.

Progress and local ownership is secured by the local Sustainability Teams consisting of specialists within the four pillars of the sustainability strategy:

Climate, Food, Work and Fair Play covering all essential sustainability-related aspects of Goodvalley's business.

## Goodvalley sustainability organisation and governance



# Double Materiality Assessment

## General

For several years as part of our sustainability reporting we have performed a materiality analysis to understand the Group's main sustainability-related impacts and risks. This year in anticipation of the introduction of the CSRD as a reporting standard for large companies in EU from the financial year 2025 we have added financial materiality to our analysis. The double materiality assessment is prepared by the Sustainability Committee and approved by the Goodvalley Board of Directors.

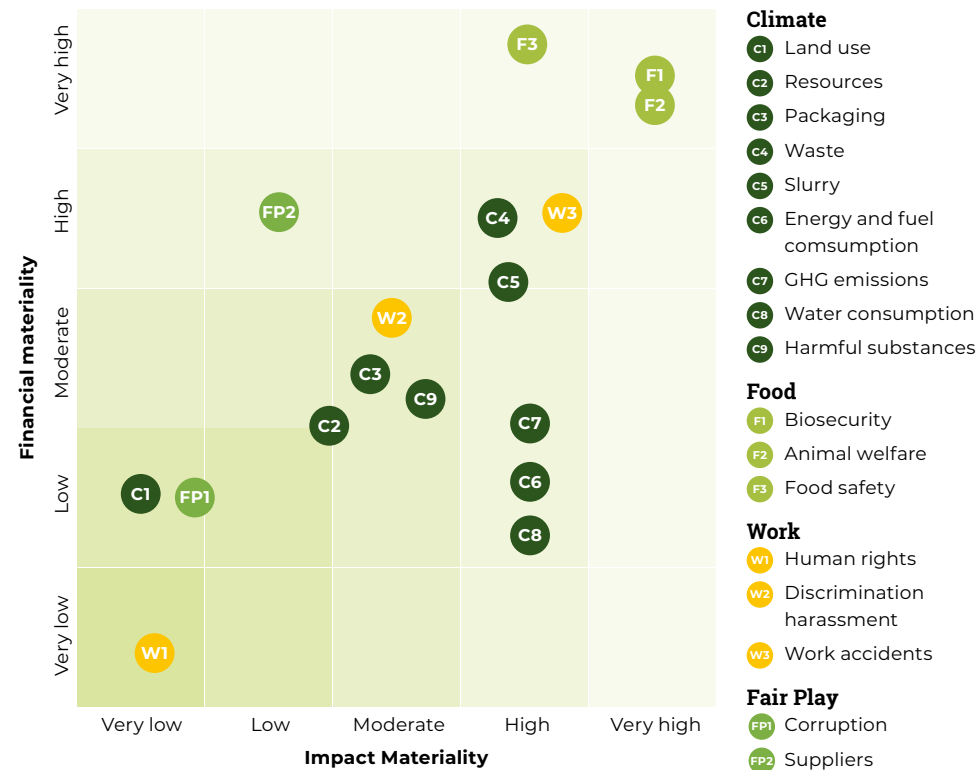
The results of the double materiality assessment are dynamic and will be reassessed annually as was the case with the original materiality analysis and some of the topics/impacts will only be quantified at a later stage. Consequently, the analysis at hand should be seen as a starting point on the path towards CSRD compliance.

## Impact materiality

Being a large-scale agricultural producer Goodvalley is engaged in activities across its value chain, which have an actual or potential impact on people and the environment. From carbon emissions to emissions of waste and wastewater and impacts on our own workers, workers in the value chain and the communities around us. These impacts are shown in the table.

## Financial Materiality

Goodvalley's value creation is impacted by inter alia climate change affecting the crops and consumer trends going towards less meat consumption. Furthermore, our value creation is potentially impacted by political risk (war), bribery and other corruption in Goodvalley's value chain, among our customers or from the political level in our countries of operation. Finally, our ability to attract and retain qualified human resources is crucial to a labor-intensive business as Goodvalley.

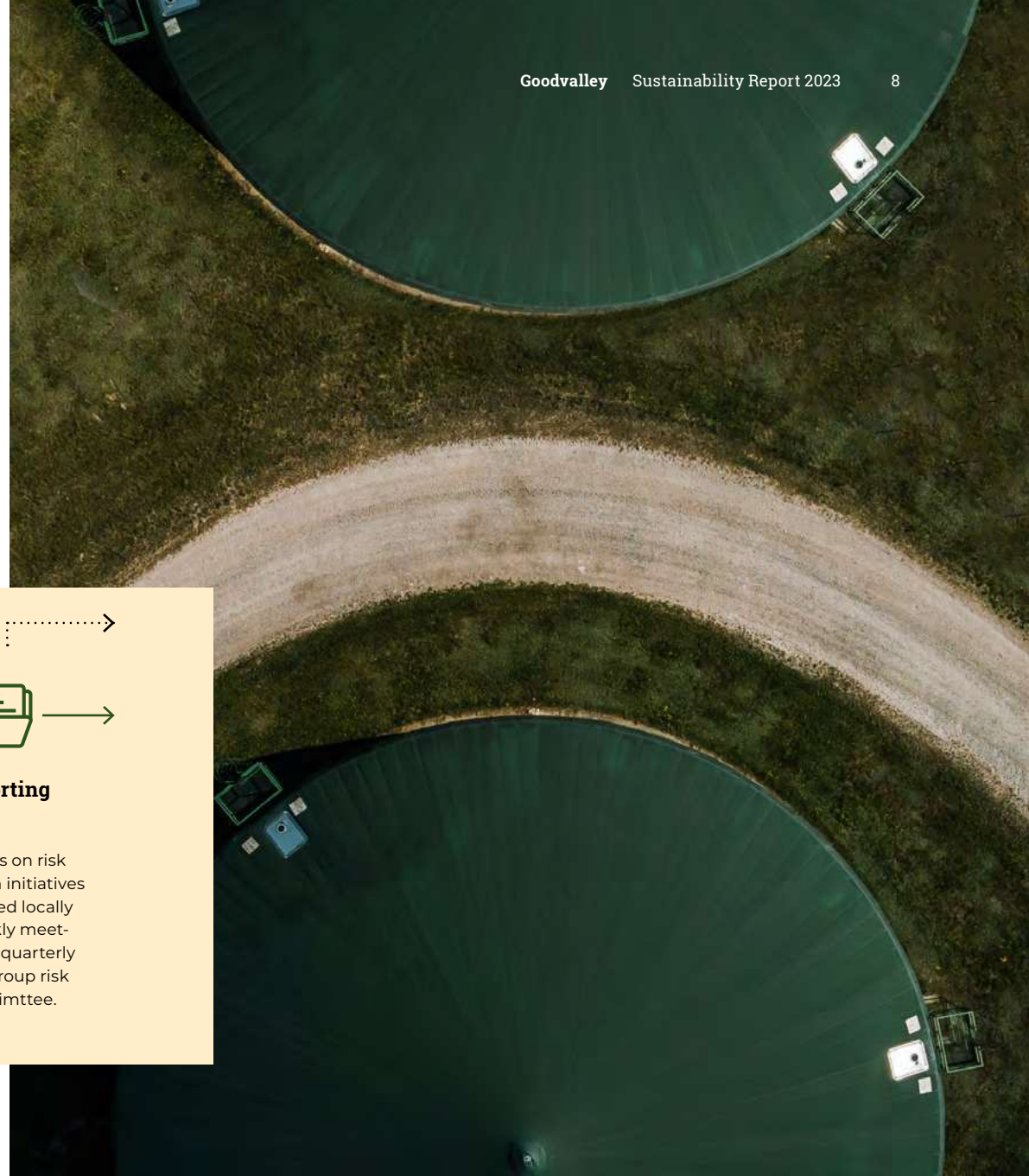
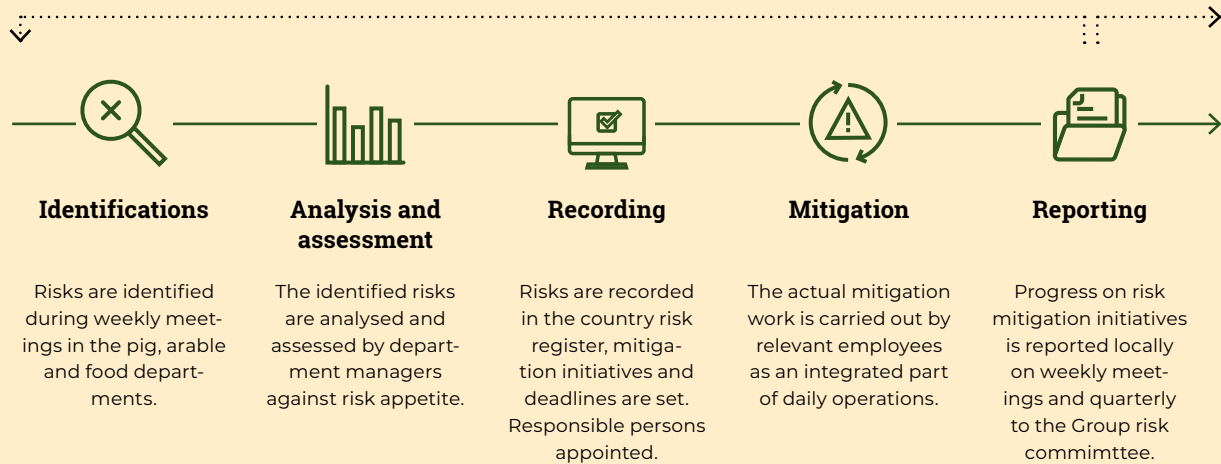




# Risk management

Sustainability risk and opportunities are assessed according to a bottom-up system, where the Goodvalley subsidiaries compile, assess and mitigate their own risks on an ongoing basis and report on the progress to the Group risk function consisting of the Group Head of Risk and the Group Internal Auditor

quarterly. Together with the Executive Board, the Group risk function compiles a consolidated Group risk report including risk assessment and mitigation of sustainability - related risks, which is presented to the Board of Directors for progress update and discussions on the quarterly meetings of the Board of Directors..





# Stakeholders

In Goodvalley we acknowledge that we depend on our stakeholders and we work to create value for them through dialogue and partnerships.

	 <b>Customers and consumers</b>	 <b>Employees</b>	 <b>Owners</b>	 <b>Suppliers and partners</b>	 <b>Communities</b>	 <b>Authorities</b>
Focus	<ul style="list-style-type: none"> <li>• Sustainable and safe quality products</li> <li>• Local production</li> <li>• Traceability</li> </ul>	<ul style="list-style-type: none"> <li>• Mutual trust and respect</li> <li>• Work safety</li> <li>• Education</li> <li>• Healthy lifestyle</li> <li>• Women in management</li> <li>• Lean management</li> </ul>	<ul style="list-style-type: none"> <li>• Return on investment</li> <li>• Accountability</li> <li>• Compliance</li> <li>• Good governance</li> <li>• Risk management</li> </ul>	<ul style="list-style-type: none"> <li>• Fair play</li> <li>• Timely payment</li> <li>• Development</li> <li>• Communication</li> </ul>	<ul style="list-style-type: none"> <li>• Support local initiatives and projects</li> <li>• Economic development</li> <li>• Protect the environment</li> <li>• Open and honest communication</li> </ul>	<ul style="list-style-type: none"> <li>• Compliance</li> <li>• Transparency</li> <li>• Mutual trust</li> </ul>
How we engage and respond	<ul style="list-style-type: none"> <li>• Food safety certification</li> <li>• Social media, video on demand, flow TV campaigns</li> <li>• Consumer focus groups</li> <li>• Goodvalley quality department</li> </ul>	<ul style="list-style-type: none"> <li>• Work safety guidelines</li> <li>• Gender diversity policy</li> <li>• Goodvalley Management Academy</li> <li>• Employee development talks</li> <li>• Mentor programs</li> <li>• Private healthcare insurance</li> <li>• Vaccination programs</li> </ul>	<ul style="list-style-type: none"> <li>• General meetings of shareholders</li> <li>• Newsletters and information</li> <li>• Risk management framework</li> <li>• Anti-fraud policy</li> </ul>	<ul style="list-style-type: none"> <li>• Supplier code of conduct</li> <li>• Credit policy</li> <li>• Procurement policy</li> <li>• Strategic partnerships</li> </ul>	<ul style="list-style-type: none"> <li>• Environmental management systems</li> <li>• Donations</li> <li>• Partnerships</li> </ul>	<ul style="list-style-type: none"> <li>• Reporting according to legislation</li> <li>• Ongoing dialogue</li> </ul>

# Strategy

Goodvalley's sustainability strategy is based on the double materiality assessment. The strategy consists of four main areas covering the sustainability aspects of Goodvalley's entire value chain: Climate, Food, Work and Fair Play and our impact within the four areas is measured on a total of 19 measuring points

The sustainability strategy was developed in 2019 by Goodvalley's group management team and specialists from Goodvalley's local organisations together with external consultants. Along with the rest of the sustainability report the strategy will be updated to better align with the CSRD reporting going forward.

## Goodvalley Sustainability strategy

CLIMATE	FOOD	WORK	FAIR PLAY
To make products with lower carbon emissions than our industry peers by destroying methane in the pig manure, reducing our use of resources and working smarter by applying the newest technologies.	To make tasty, safe and healthy meat products for our customers with a lighter carbon foot print than our industry peers.	To be a safe and including workplace that provides opportunities to develop personally and professionally.	To be a guiding star in terms of how to conduct business without harassment, misconduct and corruption across the markets where we work.
  	  	 	  

# Climate



## GOAL:

To make products with lower carbon emissions than our industry peers by destroying methane in the pig manure, reducing our use of resources and working smarter by applying the newest technologies.

## 1.

### CARBON FOOTPRINT

Agriculture and food production are major contributors to global carbon emissions. Our goal is to make products with the lightest possible carbon footprint.

## 2.

### BIODIVERSITY

Agriculture and food production are impacting biodiversity negatively. Our goal is to apply the most effective technologies to increase yields and limit the number of hectares being cropped.

## 3.

### RESOURCES

Our business is consuming energy, fossil fuels and water all adding to our footprint. Our goal is to reduce our use of all resources to a minimum.

# Carbon footprint



Our integrated field-to-fork business model with own biogas plants producing renewable energy for our production facilities and local grids has a lighter impact on the climate than our peers in the industry and producers of other types of meat.

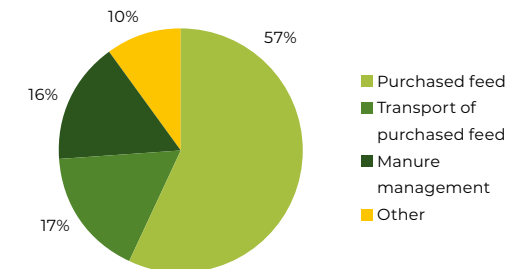
Being a field-to-fork producer of live pigs and processed meat products Goodvalley has an impact on the environment and – along with the world's other agricultural producers – on the global climate. One of the main components in Goodvalley's carbon footprint is the feed production, including Goodvalley's own production and not least feed ingredients purchased from external sources. The impact from feed ingredients purchased from external sources is the most significant component in the total carbon footprint of producing a slaughter pig including the feed production itself and the transportation cost of the feed. Soy imported from Latin America accounts for a substantial part of the footprint from externally purchased feed. Goodvalley's own

feed production is the second most significant contributor to the carbon footprint of producing a slaughter pig.

The third most significant contributor to the carbon footprint of producing a slaughter pig is the handling of pig slurry, which is treated, mixed and applied to Goodvalley's fields. Approximately half of the manure is being degassed in the Group's biogas plants before being spread.

In terms of financial materiality related to environmental aspects Goodvalley is affected or potentially impacted by climate change as an agricultural producer with rising temperatures and extreme weather affecting crops and yields.

## Composition of carbon footprint





## CASE:

# Life Cycle Assessment



Goodvalley has a long history of measuring its emissions of greenhouse gas starting from 2005 when our first biogas plant was commissioned in Poland with the help of subsidies of the EU Cohesion Fund.

We were – as we are today - producing heating for our farms and electricity for the local grids and back then trading the emission reduction units produced in our 8 biogas plants in Poland.

From 2013 and until 2021 we published a corporate carbon footprint report annually covering the entire Goodvalley Group, which was calculated and prepared by the Danish company NIRAS and certified by TÜV Rheinland.

The calculations model was based on a carbon emission baseline scenario where Goodvalley's production model was compared to an average Polish pig farm having no biogas plants in its



production model and working according to Polish environmental legislation.

With the Life Cycle Assessment (LCA) method gaining traction and being the preferred choice of the European Union as the common standard of measuring the carbon footprint of businesses and products Goodvalley decided to

embark on the LCA journey. The LCA helps us understand our position compared to our peers in the industry and to be able to set up goals, targets and initiatives to reduce our carbon footprint. We have chosen the Danish consultancy LCA 2.0 Consultants, who are assisting some of the biggest players in our industry with their LCA calculation as well as being

the architects behind “The Big Danish Climate Database” as our partners in this endeavour.



# Biodiversity



All Goodvalley's fields in both Poland and Ukraine have been cropped for more than 20 years and consequently no conversion from nature vegetation to crop land has taken place.

Furthermore, we apply gentle soil management practices like low till and in some cases even no till this way creating a layer of biomaterial on top of the soil which gives room for worms and other insects and in turn benefits our plants. Also, it gives a lower carbon emission from our activities as the green house gasses stay in the ground to a larger extent when you merely scratch the surface.





# Resources



## Water

Being an agricultural producer we use water for cleaning barns and vehicles, for mixing with the manure that we apply to our fields and for the animals. We mainly pump water from own wells and cover the remaining part of our water consumption from external sources. The consumption of water from external sources is the water measuring point in this report. The governance, including water treatment, maintenance of wells and pipes and quality control is regulated in our biosecurity procedures. With water being a scarce resource we strive to limit the consumption while still keeping biosecurity on the highest level.

## Electricity

Goodvalley produces electricity on its eight biogas plants in Poland and one plant in Ukraine which is sold to the local grids and bought back electricity from the grid for consumption. For this report we measure the net consumption of electricity.

## Recycling

We are always optimizing our use of resources and we try to recycle as much as possible of our waste material such as glass, metal and plastic to the extent possible given local infrastructure and legislation. In Goodvalley Ukraine we have developed a waste segregation system, where there was no system before in cooperation with local authorities. Goodvalley supplies and installs containers in all the villages close to our fields.

## Food waste

With our market presence in both Poland and Ukraine as well as customers on export markets we have some advantages when it comes to cultural diversity and appreciation of different types of food and traditions, which helps to reduce food waste, as we are able to utilize almost every part of the pig.

## Feed Conversion Ratio (FCR)

FCR is one of the main KPIs of any modern pig farm as it indicates how much feed it takes to produce a kilo of meat. This parameter says something about efficiency, the genetics and health of the pigs as well as the feed recipes. It also indirectly shows how much land we need to crop to produce pigs. The higher yields we get on the land that we crop, the less hectares we need.



## Measuring points

Apart from the FCR we measure our use of resources as what it takes to produce a ton of meat in terms of water in m<sup>3</sup>, electricity in Kwh and waste generation in kilos.



# Food



## GOAL:

To make delicious, safe and healthy meat products for our customers with a lower carbon foot print than our industry peers.

# 1.

## FOOD SAFETY

With Dolina Dobra, Goodvalley is building a premium food brand for the Polish market. Producing safe products for our customers is a license to operate.

# 2.

## ANIMAL WELFARE

In Goodvalley we are committed to the safety and well-being of our animals. We comply with all animal welfare regulations and maintain the highest possible level of biosecurity.

# Food safety



## LEAN

Our slaughterhouse works with food quality and safety within the framework of our own Visual Management System, which is based on LEAN principles. According to this system key safety and quality parameters are monitored and visualized on whiteboards daily and incidents as well as potential incidents are discussed on morning meetings. Tasks are assigned to relevant persons, deadlines are set and follow-up is performed at the next meeting or when agreed.



## Certifications

Our slaughterhouse is subject to several annual food safety audits within the frameworks of different standards for food safety. One such standard is the BRC GLOBAL STANDARD for FOOD SAFETY, which is a globally recognized food safety standard used by 70% of the top ten retailers in the world. In addition to these audits we have regular audits from the large retail chains selling our products.



# Animal welfare



As pig farmers the animals are the core of our business and the high-quality food products that we make and we are committed to ensuring the well-being and humane treatment of all animals in our care. The handling of our animals is vested in Goodvalley's Animal Welfare Policy and biosecurity guidelines. Compliance with these internal regulations as well as national animal welfare legislation is audited regularly by internal and external veterinarians.



## Measuring points

We measure food safety by recording recalls due to food safety issues of our products in tons and in % of the total tons sold from the slaughterhouse. Animal welfare we measure by recording rejections of pigs at our slaughterhouse due to injuries as well as the number of animal welfare-related fines.



# Work



## GOAL:

To be a safe and including workplace that provides opportunities for all employees to develop personally and professionally.

# 1.

## HEALTH AND SAFETY

Working at Goodvalley should be safe and free from harrasment and stress.

# 2.

## WORK RIGHTS

In Goodvalley we welcome all nationalities, religions and political standpoints as long as everyone adheres to our code of ethics .

# 3.

## EMPLOYEE DEVELOPMENT

Working at Goodvalley should be developing, fun and compatible with private life.

# Health and safety – risk management



Working in agriculture and food production entails an inherent high risk of work accidents compared to other industries. We mitigate the risk of accidents by having clear Operational Health and Safety (OHS) policies in place and by applying LEAN tools and our own LEAN-based Visual Management System work safety framework.

In all countries of production, we have an OHS organization in place consisting of special-ists and inspectors who provide advice to the organization and manage the OHS system. The OHS departments oversee the education of new and existing employees in the OHS framework and conduct workplace inspections and work-place hazard management together with the HR departments.

We are actively using the Visual Management System to keep a strict focus on labor safety KPIs. Accidents and potential accidents defined as situations that could potentially have led to an accident are recorded and analyzed at daily whiteboard meetings to ensure that the organi-zation learns from mistakes and adjusts unsafe practices.

Despite these efforts we tragically lost one of our colleagues in Goodvalley Ukraine in an accident in one of our feed storage warehouses. Although investigations showed that the accident was caused by a fatal human error we launched the following activities/programs:





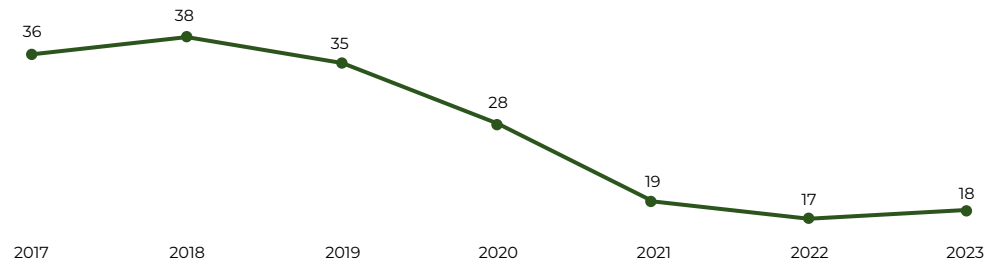
- Analysis of dangerous work processes to identify topics for targeted labor safety trainings
- Increased general labor safety training
- Video surveillance installed where dangerous work processes take place
- All conclusions and recommendations with regard to the accident were presented and discussed at general meetings and department-level meetings including all Goodvalley Ukraine employees



**Measuring points**

We measure work safety in number of accidents, fatalities and days away from work due to accidents.

**Accidents 2017 to 2023**



**CASE:**

**Wartime HR**

In Goodvalley Ukraine our employees are continuing the fight for their country and for upholding some sort of normality in life. With 40 of our male colleagues currently mobilized, 6 killed in combat and the frequent air raid alarms sounding this can be difficult. But we are adapting with several initiatives such as building a re-intro to the work place program for veterans with mental or physical challenges with the aim to ease their inclusion into civilian life and sustain our workforce in Goodvalley. The program will include adapting workplaces to operation with one hand or one leg and educating managers to better understand war traumas and how they affect people. We also provide free consultations with a psychologist for all our employees.

# Work rights



Employing more than 1800 people in agriculture and meat processing there is a risk of discrimination due to gender, nationality, political and sexual orientation as well as the risk of harassment, accidents and an unhealthy lifestyle among our employees.

The mitigation of these risks is vested in the Goodvalley Code of Ethics, the OHS system, the Gender Diversity Policy and backed up by our online whistleblower platform.

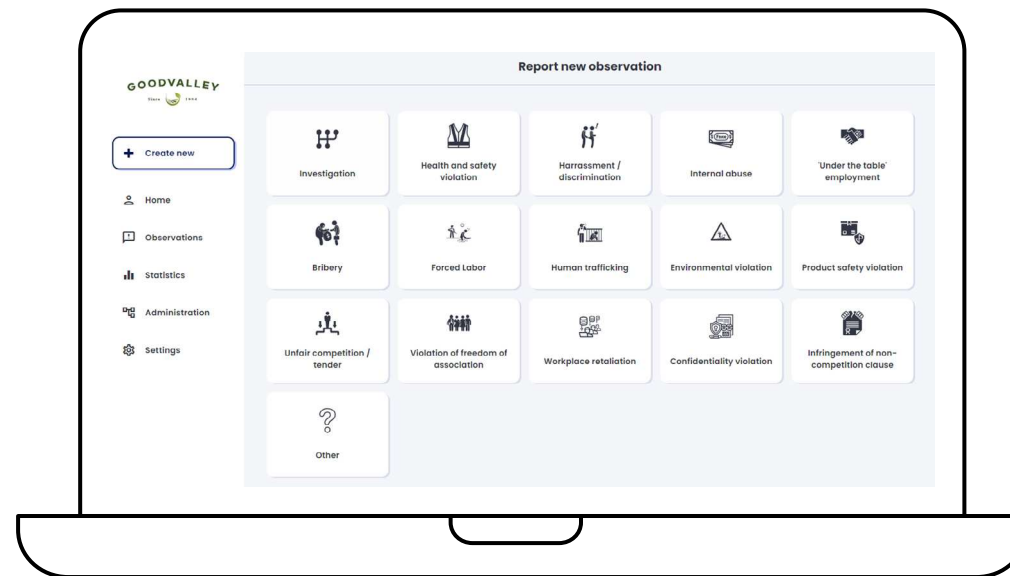
## Women in management

According to the Goodvalley Gender Diversity Policy we are committed to increasing the proportion of women in the Goodvalley Group and in management positions in particular. We do this e.g. by promoting our female leaders as role models and mentors, through our leadership talent program and by having flexible work hours.

The share of women in management positions was 28% for 2023 which is a status quo from last year and a slight decline when compared to the previous years. Given the industry and geographies which Goodvalley is operating in, we target 30% women in management positions across the Group as a realistic preliminary goal for 2026.

## Whistleblower portal

Goodvalley has a web-based whistleblower portal developed by Falcony Oy, which is a provider of solutions within risk management, quality control, internal audit and whistleblowing. Goodvalley's whistleblower portal is accessed from the front page of the Group's website and gives anyone including the public the possibility to anonymously report actions, conduct and incidents which are not in line with the aforementioned policies, national legislation or any other matter.



In 2023 only one report concerning a disputed termination of employment in Goodvalley Ukraine was filed through the whistleblower portal.

## Group Board of Directors

In 2023 the Group board of directors consisted only of men, which reflects the ownership

structure of Goodvalley, where major shareholders historically have seats on the Board. The board in the current configuration has the necessary competences to safeguard the interests of the shareholders but our target of having two women (33.33%) on the Goodvalley group board by the end of 2026 remains in place.

# Employee development

The principles and work with HR, gender and human rights are vested in the Goodvalley Gender Equality Policy and the Goodvalley Code of Ethics.



## General education

The education of our employees takes place within the framework of Goodvalley Academy with topics ranging from labor safety and quality to management training, personal development and LEAN training. Most training and education is mandatory.

All Goodvalley managers are automatically enrolled in the Goodvalley Management Course which is a series of courses, typically taking place away from the office with a mixture of internal and external teachers and presenters and participants from all three Goodvalley countries.

## Individual development dialogue

The Goodvalley People & Culture department is responsible for facilitating the development of the employees.

We teach our managers to be visible on the workshop or factory floor, at the office or in the fields and that keeping your door open is an important part of being a leader. Our managers should be accessible and ready to listen to problems, wishes and suggestions put forward by their colleagues.

Furthermore, all employees have an employee development talk twice per year with a standard agenda covering a variety of topics related to the employee's personal and profes-

# 84%

Feel proud to be a Goodvalley employee

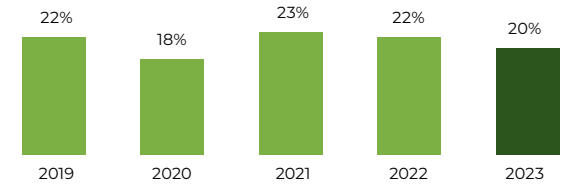
# 73%

Would recommend a job with Goodvalley to someone they know

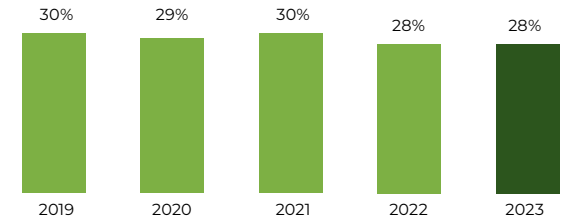
# 83%

Feel that they have the opportunity to develop their skills at work

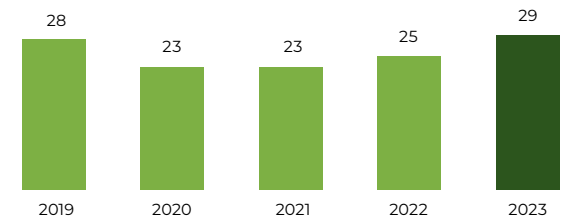
## Employee turnover



## Women in management



## Training in hours per year per employee







sional development, well-being, ambitions and work-life balance. Goodvalley is always open to consider tailor-made individual education programs using internal or external resources if the employee so desires and the benefit is mutual.

**Employee satisfaction survey**

We measure employee satisfaction in an annual survey asking our colleagues 40 questions addressing inter alia if the respondent would recommend Goodvalley as a work place to a friend, if he or she is satisfied with the possibilities of professional development, work atmosphere, salary, tasks, recognition from superiors and pride in work to name a few.



**Measuring points**

We measure employee development as employee turnover, training hours received per employee, diversity (women in management) and employee satisfaction.



# Fair Play



## GOAL:

To be a guiding star in terms of how to conduct business without harassment, misconduct and corruption across the markets where we work.

# 1.

## COMMUNITY

Goodvalley strives to be a positive force in the local communities where we have our business understanding that this is our license to operate.

# 2.

## ANTI-CORRUPTION

Our zero tolerance towards corruption of any kind has been a Goodvalley trademark since the Group was founded in 1994.

# Communities



We want to be a good neighbor supporting the local communities where we work. Being a large company in small communities we have a special responsibility as business people, landowners, employers and taxpayers. Therefore, we engage in many projects and social activities, supporting local communities. However, our activities also sometimes affect our neighbors negatively.

### How are communities affected?

Goodvalley's activities are affecting the communities where we work in different ways, the most prominent being the smell when we apply the pig manure to our fields as fertilizer, noise from trucks transporting pigs or grain and the environmental impact of emissions of substances into the air and ground water.

### Grievance mechanism

We believe the best way to mitigate the above mentioned risks is to be completely transparent regarding our activities. We inform our neighbors and the public in general prior to spraying and applying manure to our fields and we arrange "open farm days" where we invite all interested to see how we work. However, sometimes these efforts are not enough, and we get complaints. All complaints are recorded and processed via our grievance mechanism securing that no questions are left unanswered and all affected parties hopefully feel that they have been heard.

# Anti-corruption and data protection



The Code of Ethics and the Anti-Fraud and Conflict of Interest Policy provide guidelines for employees on anti-corruption and fair play in business, including prohibitive behavior, purchasing procedures, gifts and hospitality in business relations, conflicts of interest etc.

We operate in countries where corruption is an inherent risk and we understand that this can have considerable impact on business. Although we expect corruption to decline as living standards are improving and younger generations are taking over there is still some way to go.

We consider third party risk to be the most prominent and seek to mitigate this by thoroughly background checking all new suppliers and business partners according to an established procedure and by asking our suppliers to sign our Supplier Code of Conduct. Furthermore, we educate and train our employees according to our Code of Conduct and Anti-Fraud Policy.

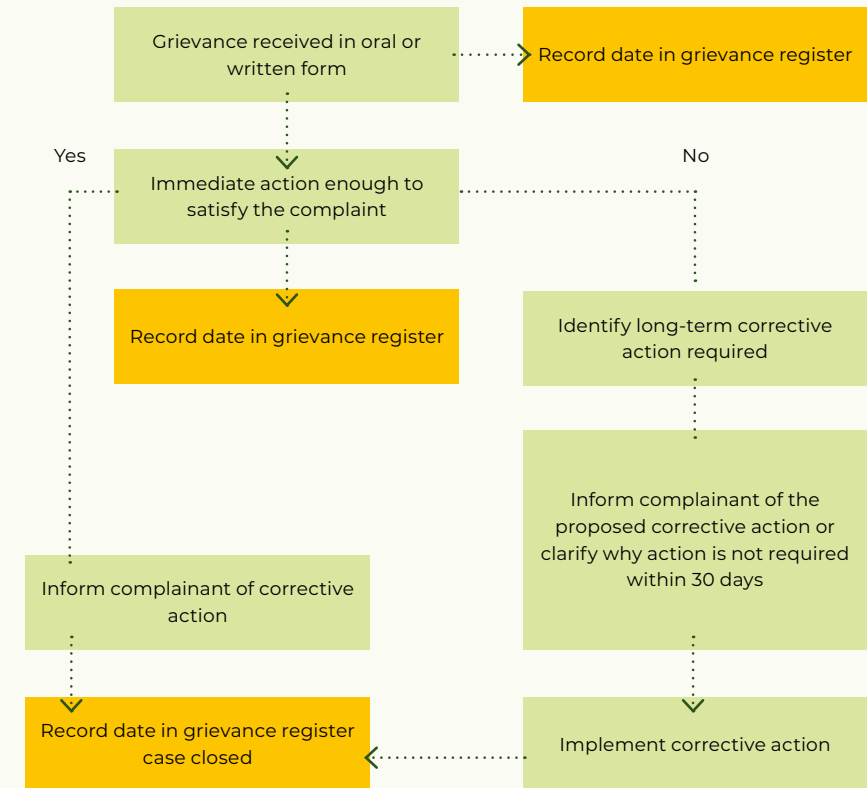
## Supplier code of conduct

In 2019, we implemented a supplier code of conduct, committing our business partners to refrain from corruption and to play fair.

## Data protection (Report of policy for data ethics, ref. section 99d of the Danish Financial Statements Act)

Goodvalley processes personal data regarding our employees, business partners and suppliers as well as attorneys and auditors we have contact with in business-related matters. Our data protection policy regulates inter alia the collection, registration, organization and storing data as well as erasing data when this is required by legislation. Processing includes operations by automated means and by other means if personal data form part of a filing system or are intended to form a part of such system. The purpose of the policy is to secure the privacy of all the aforementioned stakeholders and to provide the said persons with a clear understanding of the lawfulness of the processing of their personal data.

## Goodvalley Grievance Mechanism





# Data sheets



# Data definitions

Measuring Point	Unit	Definition
<b>CLIMATE</b>		
Diesel consumption	Liters	Diesel consumption of arable machinery per hectare cropped in arable production
Energy consumption	KWh	Electricity in KWh from external sources
Waste generation	Kilos	All waste for incineration and landfill
Water consumption	M3	Water consumption from external sources
Waste water generation	M3	Amount of waste water estimated as equal to water purchased external sources
Feed Conversion Ratio (FCR)		Kilo of feed used for producing one kilo of meat (live weight)
<b>FOOD</b>		
Recalls	Tons	Recalls due to food safety or quality issues in absolute numbers and % of total tons meat produced at slaughterhouse and % of total tons meat produced at slaughterhouse
Liveability	Percent of pigs	Percentage of liveborn pigs reaching slaughter weight
Rejections	Absolute number/Percent	Pigs rejected due to injuries in absolute numbers and % of total heads delivered to slaughterhouse
Animal related welfare fines	Absolute number	Animal welfare related fines issued by veterinary or other authority
<b>WORK</b>		
Accidents	Number of accidents	Accidents at the work place or during transport to and from the work place causing one or more lost work days.
Fatalities	Number of fatalities	Deadly accidents
Days away due to accidents	Workdays	Total workdays lost due to work accidents. The day of the accident is included if the employee is absent on the next day
Employee survey	Percent	Percent of respondents answering "Yes" and "Rather yes than no" in the annual employee satisfaction survey
Employee turnover	Percent	Number of employees who left divided by (beginning + ending number of employees)/2 multiplied by 100
Education	Hours per employee	OHS education, education within Goodvalley Management and Farming Academy, introductory training etc.
Women in management	Percent of all management positions	Includes Board of Directors, Executive Board, country management, middle management, line managers and team leaders
<b>FAIR PLAY</b>		
Donations	EUR	Donations of money and man hours made by Goodvalley to local communities
Complaints	Number of complaints	Complaints received through the Goodvalley grievance mechanism and other sources

# Results 2023

Measuring Point	Unit	2023	2022	2021	2020	2019
<b>CLIMATE</b>						
CO <sub>2</sub> emission	Kilo CO <sub>2</sub> per kilo meat CWT	Awaits LCA	Awaits LCA	2.7	2.4	2.15
Diesel consumption	Liters per hectare	116	105	104	113	120
Energy consumption	KWh per ton meat CWT	58*	184	372	386	376
Waste generation	Kilo per ton meat CWT	43**	28	28	38	27
Water consumption	m <sup>3</sup> per ton meat CWT	21.3	23.5	20	23	18
Waste water generation	m <sup>3</sup> per ton meat CWT	2.8	3.7	3.8	4.0	4.3
Feed Conversion Ratio (FCR)		2.65	2.72	2.70	2.70	2.75
<b>FOOD</b>						
Recalls	Tons/%	28.4/0.06%	2.6/0.01%	5.1/0.01%	6.4/0.01%	10.1/0.02%
Liveability	Percent	83%	82%	81%	78.5%	80.4%
Rejections	Number of pigs	844	1,484	1,080	1,646	1,728
Animal welfare related fines	Number of fines	0	0	0	0	0
<b>WORK</b>						
Accidents	Number of accidents	18	17	19	28	35
Fatalities	Number of fatalities	1	0	0	0	0
Days away due to accidents	Workdays	904	614	419	899	832
Employee turnover	Percent	19.8%	22%	23%	18%	22%
Education	Hours per employee	29	25	23	23	28.2
Women in management	Percent	28%	28%	30%	29%	30%
<b>FAIR PLAY</b>						
Donations	EUR	173,131	356,038	305,000	243,000	364,220
Complaints	Number of complaints	26	45	38	95	32

\* Due to own production of electricity increasing significantly in 2023

\*\* Due to legislation changes classifying sludge from slaughterhouse as waste

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