

ENVIRONMENTAL

- **Reduction of Greenhouse gases (GHG) emissions in Scope 1 and 2 by 63%** per tonne of product (vs base year 2019)
- **100% electricity** purchased and consumed for production at Hochland Polska sites comes from **RES sources**
- Reduction of raw materials and utilities consumption at the sites:
 - **reduction of electricity and gas consumption by 16%** per product tonne (vs 2017)
 - **reduction of generated waste by 53%** per product tonne (vs 2017)
 - **water consumption reduced by 14%** per product tonne (vs 2017)
- In 2024, water consumption in Kaźmierz site was lower than in 2023 despite an increase in production volume
- **104 tonnes of cheese donated to the Food Banks**



COMMUNITY

- **96% 'good' or 'very good' responses** – results of a satisfaction survey carried out in the local community in Kaźmierz
- **100% of new employees** completed their training on Sustainability in Hochland Polska
- Thematic trainings dedicated to Sustainability, carried out:
 - **Communication without greenwashing** (commercial departments)
 - **Water consumption optimisation** (production departments)
 - **Waste segregation rules** (all employees)



GOVERNANCE

- **73% of farms supplying milk to Hochland Polska meet the highest level of cow welfare standards** (developed by Hochland Polska in cooperation with the Polish Milk Chamber, farmers and other milk buyers on the basis of the International Dairy Federation (IDF) guidelines)
- Start of carbon footprint calculation at farms supplying milk to Hochland



AWARDS AND ACHIEVEMENTS

- **Eco-Investor of the Year 2024** in food industry
- **ESG ranking Responsible Management** – 16th place
- 4 Good Practices were submitted for qualification to the Responsible Business Report for 2024
- Hochland Polska is a **signatory of the Diversity Charter** coordinated by the Responsible Business Forum

