

#### **NON-FINANCIAL INFORMATION**

The chapters 'Internal Control and Risk Management' and 'Risk Factors' describe Spadel's exposure to risks and the management systems applied. These include the following risks:

- issues relating to the environmental impact of its products;
- defects or contamination of a product marketed by the group;
- the availability and price volatility of raw materials and energy;
- the development of fees on different types of packaging.

In the specific context of non-financial disclosure, Spadel applies the GRI standards ('Global Reporting Initiative'). The materiality analysis helps to identify the main risks and issues that concern the group regarding the social, environmental and ethical aspects of its activities. These risks are then integrated into the CSR strategy and the CSR governance systems. The scope covers the company's entire value chain, including suppliers and partners as well as different clients (mass retail, out-of-home consumption, etc.) and end consumers.

This materiality exercise is repeated regularly. An initial major analysis took place in 2010, followed by an update in 2015. In 2018, Spadel again validated its CSR strategy with a selection of internal and external stakeholders. The packaging challenges were transposed into a separate strategy, called 'Source of Change', which was launched in June 2019. That same year, a new in-depth materiality analysis was started with a view to a 2025-2030 CSR strategy.

Since 2015, Spadel's societal challenges have revolved around a central objective called 'Natural hydration for a healthy tomorrow'. The CSR strategy is based on three pillars: acting together, protecting nature and healthy refreshments. The risks, actions and specific results are explained in this report under the respective themes.

The sustainable development goals (SDG) were officially adopted by the General Assembly of the United Nations in September with the 2030 Agenda for Sustainable Development. Through its CSR strategy, Spadel is helping to achieve several of these goals.



# SUSTAINABILITY SPADEL 2020





# ACTING TOGETHER SUSTAINABILITY IN EVERYONE'S JOB The goal

The goal is to help every employee in the group understand what sustainability means as Spadel sees it and how this can be reflected in their work.

A culture of sustainability can only be established within the group if each employee is able to grasp what it means at the Spadel company level. By doing so, they fully realise the personal role they are called upon to play.

## 2019 status

Following the launch of 'Source of Change' in June 2019, the group focused its efforts on training the sales teams with regard to sustainable packaging. Internal sessions were organised in each of our markets. During these sessions, the sales teams were given instruments and tools to help them explain Spadel's ambitions and actions in their contacts with stakeholders.

In the spring of 2019, Spadel was one of the 'Sign for my Future' ambassadors in Belgium. This initiative brings together aware citizens, NGOs and academic bodies. The aim was to support and promote their desire to undertake audacious actions to increase awareness of the environmental cause among regional, Belgian and European governments. In addition to its leading role in these external initiatives, the group launched an internal campaign based on the slogan 'a simple gesture for a world of difference'. In this context, Spadel employees made short videos to share with their colleagues all the small daily acts that they did to fight against global warming.

What's more, last year also saw the launch of a sustainable vision of mobility for Spadel. Journeys taken daily or for professional reasons are a major issue which was previously missing from the group's overall approach to sustainability.

## 2020 performance indicators

- 70%\* of the group's employees understand the meaning of sustainability as Spadel sees it;
- 70%\* of employees state that they have the skills needed to put sustainability into practice;
- These results come from the 'Great Place to Work' survey (GPTW) conducted in 2018 (see 2018 Annual Report). It should be noted that another survey is scheduled in 2020;
- Status: in line with the goals set.

# 2020 outlook

Spadel is continuing its efforts to increase understanding and implementation of CSR by working to:

- expand the commitments made as regards sustainable packaging to other departments;
- organise CSR training sessions for sites that achieved below average scores in the 2018 'Great Place to Work' (GPTW) survey;
- develop an on-line course to initiate new recruits into CSR;
- translate the vision of sustainable mobility into local action plans on the various markets.



## ONE CITIZEN DAY PER EMPLOYEE The goal

The goal is to motivate every member of staff at Spadel to devote one working day per year to the community.

Supporting the voluntary sector helps create a culture of sustainability in companies like Spadel. The aim of the 'One Citizen Day' initiative is for each member of staff to spend one working day participating in an activity that benefits society and is closely related to Spadel's core business.

#### 2019 status

Staff at the Spadel head office in Brussels took part in the 'One Citizen Day' action for the third year in a row. On this occasion, having first successfully worked together in 2018, the company again joined forces with the 'Human Business' organisation. Six new projects were selected in 2019, three of which focused on collecting rubbish. In the end, no less than 60% of the group's staff took part in the various activities on offer. This is around 5% down on 2018, bringing the success rate of the operation to 70%. The situation will therefore have to be reassessed before the fourth 'One Citizen Day' is launched in 2020. However, with an appreciation rate of 4.7/5, the participants confirmed the value of this initiative in their eyes.

The Spa Monopole and Bru sites took part in 'One Citizen Day' for the second year in 2019. Successfully, as 60%

of workers (out of plant) took part in the 'Big Spring Clean', almost doubling the 2018 participation level (32%) and exceeding the target set of 50%. Here again, the participants gave the initiative a fairly high appreciation score: 4.5/5.

'One Citizen Day' was organised in the Netherlands for the first time. Last year, the vast majority of staff (98%) took part in this initiative, helping out at Park Zuiderpoort, a centre for senior citizens in Teteringen, near Breda. As in Belgium, the participants reacted very positively to this action day.

In France, staff at Carola and Wattwiller took part in a 'Journée au vert' (Green Day) when workshops and activities were organised on the themes of nature and health. Yet again, the appreciation score clearly reflects the participants' enthusiasm: 4.5/5.

## 2020 performance indicators

- Participation in initiatives by half of Spadel staff ('out of plant') and 70% of those at the Brussels office
- Status: in line with the goals set

## 2020 outlook

In addition to the new initiatives in Belgium, the Netherlands and France, Bulgaria is planning to hold its first 'One Citizen Day' in 2020.



**of employees** participated in the One Citizen Day in the Netherlands

### "TO BE A BEST WORKPLACE" The goal

The goal is to improve the working environment for staff in order to claim the 'Great Place to Work' label for each of the group's sites.

Spadel wants all its subsidiaries to offer a pleasant workplace. To this end, the group collaborates the Great Place to Work Institute, whose reputation is based on employees' perception and employers' policy.

## 2019 status

Every two years, Spadel organises a group-wide in-depth survey to measure and analyse staff satisfaction. The most recent was conducted in 2018 and 94% of staff took part. Spadel France obtained the 'Great Place to Work' label further to this survey and the group put in place action plans for the period 2019-2020 based on the results obtained.

However, these were held up in 2019 owing to major changes in the Spadel Human Resources department. These unforeseen events unfortunately caused delays which, with the exception of France, impacted on obtaining the 'Great Place to Work' label for the group's various sites.

# 2020 performance indicators

- 'Great Place to Work' certification for all sites;
- Not in line with the goals set.

# 2020 outlook

Spadel will continue to implement its action plans. Being a model employer is an important part of the new societal sustainable development strategy until 2025.

# PROTECTING NATURE SUSTAINABLE PACKAGING The goal

The new Spadel packaging strategy until 2025 aims to develop packaging that is healthy for people and the environment but is also totally circular.

This sustainable packaging strategy is reflected in ten concrete commitments in the fields of product design, packaging production, collection and recycling, and the reduction and elimination of waste ('Reinvent, Reduce, Recycle, Restore'). This strategy, called 'Source of Change' and based on transparency and partnership, aims to speed up Spadel's transition to a circular economy.

# 2019 status

The use of packaging, and in particular plastic packaging, is no doubt one of the main challenges that Spadel will have to take up in the years to come. Like many citizens, the group is keen to preserve nature for future generations.

In June 2019, it launched 'Source of Change', setting out its sustainable packaging commitments until 2025.

# 2020 outlook

The various initiatives launched and the progress made in fulfilling the commitments made by Spadel are detailed in this report and can be consulted on the website https://sourceofchange.spadel.com.

# 80% SUSTAINABLE SUPPLIERS The goal

The goal is to make use of the possibilities offered by the logistics chain to speed up sustainability.



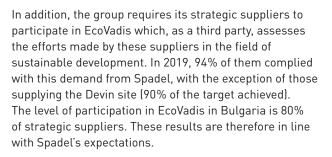
Through its purchasing policies, Spadel exerts a real influence on its suppliers. The group expects them to demonstrate the same sustainability ambitions as it does.

# 2019 status

Spadel exercises all its activities in Europe, complying with stringent laws and regulations. These apply to both the group's staff and clients. The risk of non-compliance and an infringement of human rights is far higher in the supply chain. The main risks involve child labour, forced labour, working hours and salaries, discrimination, freedom of association and health and safety.

By relying on local purchases, Spadel reduces its exposure to the risks inherent in the supply chain. In 2019, 92% of purchases (ingredients for flavoured waters and lemonades, packaging materials, etc.) were made within a radius of 500 km around the Belgian production sites (90% of the target achieved).

Spadel also asks all its suppliers to sign the Spadel Sustainable Procurement Policy (SSPP), which lists the minimum expectations regarding ethical, environmental and social efforts (child labour, discrimination, working hours, etc.).



### 2020 performance indicators

- 80% of strategic suppliers assessed by EcoVadis;
- No strategic suppliers penalised with a red indicator (= high risk) by EcoVadis;
- In line with the goals set.

## 2020 outlook

Spadel will continue its efforts to make the chain more sustainable by implementing action plans intended for existing and future strategic suppliers.

### 100% BEE-FRIENDLY The goal

The goal is to preserve biodiversity in the group's water collection areas and more widely, the regions in which it operates.

The efforts to promote biodiversity contribute toward preserving healthy and natural water collection areas. Bees are pollinating insects that safeguard the environment and their presence reflects the effectiveness of Spadel's initiatives.

#### 2019 status

Spadel has been working with the association BeeOdiversity since 2014 to measure the biodiversity and effectiveness of protection measures at its sites. Together, they have established bee colonies in the Spadel water collection areas in France and Belgium. BeeOdiversity analyses the pollen that they collect by examining 22 indicators, including the quality of biodiversity, the quantity, diversity and quality of the pollen, bee health and the quality of the environment. For this last indicator, more than 500 different parameters are checked, making it possible to detect any contamination.

In 2019, it was Bulgaria's turn to have two beehives set up near the Devin spring. This is the last of the Spadel sites to receive hives. Anecdotally, the Devin beehives stand out from the others because they are surrounded by a special fence to protect them against the bears found in the region. A total of 18 beehives have been set up on the group's sites, achieving the target for 2020.

As well as the bees, 25 black grouse were captured in Sweden in April 2019 and then released in the Belgian Hautes Fagnes. Black grouse, a species of bird also known as blackgame, live in peat bog areas characterised by a very specific biodiversity. Three years ago, Belgium recorded having just... three. By reintroducing them in its territory and thereby increasing the local population, Spadel is contributing to the natural protection of numerous other co-dependent species such as dragonflies, butterflies and plant species.

France has not been left behind. In Ribeauvillé, flowers are thriving in the vineyards around the Carola spring. For the past three years, Carola has taken part in a special seeding project intended to improve local biodiversity and in particular promote the presence of bees by increasing the number of flower- and seedbeds.

Finally, in the Netherlands Spadel concluded a threeyear partnership with IVN Natuureducatie in December 2019. By increasing awareness of the virtues of nature among young and old alike and teaching them to respect and preserve it, the association hopes to strengthen the link between people and their natural environment. Through its support, Spadel aims to stimulate awareness of the importance of nature and the environment in the Netherlands. This collaboration is to focus on biodiversity and more specifically on wild bees and the creation of tiny forests in certain iconic places.

#### 2020 performance indicators

- Installation of beehives at all sites (18 in total);
- In line with the goals set.

#### 2020 outlook

Spadel will continue its efforts with its different partners to protect and restore biodiversity.



# 'GOLD' EUROPEAN WATER STEWARDSHIP The goal

Spadel would like to obtain 'Gold' certification for its water management for all its production sites in 2020.

Spadel undertakes to rigorously protect its natural springs in order to preserve the original purity of the water and its unique qualities. The aim is for everyone to be able to benefit from this today but also, and above all, for future generations to be able to do likewise.

The EWS index (European Water Stewardship) is an indicator used by the group to assess and, if need be, improve its efforts in the field of sustainable water management.

#### 2019 status

Climate change has already had a major impact on the availability of water, its supply and its preservation at world level. In some cases because of abundant rainfall, in others owing to water shortages. This does not pose a problem in the regions where the Spadel group operates at the moment.

Spadel abstracts only a fraction of the quantity of water that falls as rain and snow in the extraction areas every

year. The water is drawn without being depleted and each site has the necessary follow-up tools. The group uses the WEI (Water Exploitation Index), which indicates the ratio between the average annual collection and the average annual quantity of water available in a given region.

The Spa, Bru and Brecon springs have a WEI lower than 4%; this figure is well below the 10% set by the European Environment Agency (EEA). Spadel also applies this principle of 'drawing without depleting' to the other springs in its network (France and Bulgaria). The group is currently working on scientific data to produce a map of the infiltration areas of these springs in order to be able to calculate their exact WEI.

The first law protecting the natural areas where mineral water is extracted dates from 1772. The protection perimeter around the Spa springs was established in 1889 - a first in Europe. Today Spadel protects a total of 21,950 hectares of nature parks (including Devin). The Spa waters protection zone alone covers 13,177 hectares (i.e. 26,000 football pitches). Moreover, 1,343 hectares of the water protection area are classified as Natura 2000 nature protection areas. The Bru springs (4,258 hectares) also fall within a water protection area, as do those of Devin (4,515 hectares). The French springs are part of protected national and regional parks (Parc naturel des Ballons des Vosges, covering a total of 292,100 hectares).

In 2019, the Spa Monopole and Devin sites underwent an audit conducted by the new 'Alliance for Water Stewardship' (AWS). The two sites received the best grade ('Core') in the AWS certification system, confirming the excellent work done by the Spadel teams to protect the natural environment.

The hygiene legislation in the food sector limits the possibilities for recycling water on the production sites. Nevertheless, in 2018, the Spadel group was able to reuse 6% of the water consumed to cool pumps and clean production lines. This represents a total volume of 57,459 m<sup>3</sup>.

# 2020 performance indicators

- 'Core' certification by the AWS for all the Spadel group production sites;
- In line with the goals set.

## 2020 outlook

The Stoumont (Bru), Riveauvillé (Carola) and Wattwiller sites will undergo an AWS audit in 2020.

# WATER USE RATIO OF 1.6 L/L

## The goal

The goal is to achieve a Water Use Ratio or WUR of 1.6 l/l.

Reducing its water footprint has long been one of Spadel's priorities. Most of the water pumped by the group is bottled immediately. However, water is also used for other purposes, such as cleaning the glass bottles, for example.



Spadel obtained the European Water Stewardship Gold certificate for the third consecutive year



In 2019, 1.56 litre of water was needed for the average production of 1 litre of mineral water and lemonade. Between 2010 et 2019, Spadel achieved to reduce the Water Use Ratio by 56% per litre.

## 2019 status

In the past few years, Spadel has worked hard to reduce its water footprint. The company measures the results using the Water Use Ratio or WUR. The situation is monitored continuously and the trend is included in the operations dashboard so that steps can be taken quickly should a divergence arise.

In 2019, the average production of a litre of mineral water and lemonade required 1.55 litres of water, giving a WUR of 1.56 l/l. Between 2010 and 2019, Spadel managed to reduce its WUR by 56% per litre.

The group has already achieved its goal: a WUR of 1.6 l/l by 2020. It should be noted that these figures were positively influenced when Devin joined the Spadel group in 2017. Without the substantial volume of mineral water provided by Devin, the WUR in 2019 would have been 1.68 l/l.

## 2020 performance indicators

• The goal has already been achieved.

#### 2020 outlook

Spadel will continue its efforts to reduce this rate.

# CARBON NEUTRALITY The goal

The goal is to be a carbon-neutral company (Scope 1, 2, 3) in 2020.

All the scientists agree: climate change is largely due to carbon emissions from human activities. One of the solutions is to significantly reduce our carbon footprint. For Spadel, this implies, in order of importance: work on packaging, transport and energy consumption.

# 2019 status

As a pioneer in sustainable development in Europe, Spadel has set itself the target of zero carbon emissions by 2050. Without any form of offsetting.

The group has achieved carbon neutrality, Scope 1 and Scope 2, for its production sites since 2015. Today, it is well on the way to achieving carbon neutrality across the entire value chain (Scope 1, 2 and 3) by the end of 2020.

Scope 1 emissions come from energy sources that are under the control of Spadel. That is the air conditioning, the gas boilers to disinfect materials and all the other equipment in its offices and at its bottling sites.

Scope 2 emissions target the electricity bought and used for the group's activities. These are therefore indirect emissions.

Finally, Scope 3 emissions cover all the other emissions upstream or downstream of Spadel's plants, from transporting materials to its sites to the distribution of bottles and their end-of-life recycling.

Taking account of the Scope 3 emissions, which account for almost 80% of the group's carbon footprint, the carbon neutrality goal presents an ambitious challenge. If everything goes as planned, Spadel should achieve this by early 2021, thanks to its local and global efforts but also, and above all, to the devotion of its teams, its suppliers and its distributors.



There are several ways of achieving carbon neutrality. At local level, the group has invested in improving packaging and in the use of renewable energy (such as solar energy ) and 100% green energy. At a global level, it is investing in projects that offset the balance of its carbon footprint, such as the rehabilitation of 41 water wells in Rwanda.

In order to adopt a clear methodology with precise action points, Spadel joined the Science Based Targets Initiative (SBTI) in 2019. The following goals have been approved for the group:

- 40% reduction in Scope 1 greenhouse gas emissions and 80% reduction in Scope 2 emissions by 2030, as well as zero greenhouse gas emissions by 2050, taking 2015 as the reference base;
- 40% reduction in Scope 3 greenhouse gas emissions by 2030 as well as zero greenhouse gas emissions by 2050, taking 2015 as the reference base.



The Science Based Targets Initiative is based on a committee of experts taking as a reference the Kyoto protocol, the Paris climate agreement and other global efforts that contribute towards keeping global warming below 1.5°C.

Spadel's carbon ambition has a major impact on its decisions and efforts with regard to packaging. The group stopped using cans and cardboard packaging in the past. Thanks to the Science Based Targets Initiative, it has been able to identify 40 action points.

## 2020 performance indicators

- To achieve carbon neutrality Scope 1, 2 and 3;
- To achieve the CO<sub>2</sub> reduction goals approved by the SBTI;
- In line with the goals set.

## 2020 outlook

On the basis of the global carbon footprint levels achieved by Spadel at the end of 2020, laid down in the audit conducted by the SBTI committee, the group will define its future steps. The reduction of its carbon footprint is in fact an ongoing process that it is taken step by step. Its ultimate aim is to achieve zero net emissions by 2050.

# HEALTHY REFRESHMENTS

## **PROMOTING HYDRATION**

#### The goal

The goal is to act as a socially responsible company and establish strategic partnerships directly linked to its core business.

When entering into partnerships, Spadel chooses to maintain the link with its core business. It has been working on hydration for a number of years now.

#### 2019 status

In collaboration with the University of Ghent, Spadel conducted a study on the hydration of (primary school) children in Belgium. According to the results of the study, most children are not sufficiently hydrated when they arrive at school.

In Bulgaria, Devin has established partnerships with the media to broadcast (brand-free) educational campaigns promoting healthy hydration. Devin also supports a three-stage school programme in secondary schools. Undertaken in partnership with Ecopack and Bcause in the form of workshops, this focuses on healthy hydration, achieving zero litter and recycling.

In Belgium, Spadel is continuing its cooperation with GoodPlanet to promote the importance of good hydration in crèches, nursery schools and secondary schools. In the Netherlands, the group works in partnership with JOGG (Jongeren Op Gezond Gewicht). In June 2019, it sponsored the 3x3 basketball world championship in Amsterdam. Given the city's sensitivity to the issues of recycling and sustainability, which are important pillars in its strategy, Spa was chosen as sponsor by the local authorities.

## 2020 outlook

The group is continuing its partnerships in the various countries.

## 100% NATURAL AND LOW-CALORIE DRINKS The goal

The goal is to be a trusted supplier of natural, low-calorie drinks.

The composition of Spadel's lemonades and flavoured waters has an impact on the health of its customers. The group therefore strives constantly to reduce the calorie intake from its drinks.

## 2019 status

The average content of Spadel flavoured waters and lemonades was less than or equal to 8.8 kcal/100 ml in 2019.

A further reduction of 23% compared with 2018.

Spadel aims to integrate 100% natural products into its entire range by 2020. As there is no legal definition of what 'natural' means, the group and its stakeholders have together drawn up a framework for natural products. The origin and processing procedure form the basis and a matrix has been developed to define what is acceptable.

### 2020 performance indicators

- The average content of Spadel flavoured waters and lemonades is less than or equal to 9.7 kcal/100 ml;
- 100% of products in accordance with the naturalness framework defined by Spadel; a goal already achieved in 2018;
- In line with the goals set.

# 2020 outlook

The group constantly continues its efforts to optimise its drinks and thus improve consumers' health.



Some pages in the "More Information" column refer to the Annual Report, available at www.spadel.com.

CSR Platform	GRI Disclosure	Subject	Unit	Data 2018	Data 2019	More information
	102-1	Organisation profile				Cf. p. 2-3
	102-2	Activities, brands, products, and services				Cf. p. 28-33; p. 34-41
	102-3	Location of headquarters				Avenue des Communautés 110 B-1200 Woluwé-Saint-Lambert
	102-4	Location of operations				Cf. p. 34-35
	102-5	Ownership and legal form				Cf. p. 65; p. 78
	102-6	Markets served				Cf. p. 34-41
	102-7	Scale of the organisation				Cf. p. 10
	102-8	Information on employees and other workers				Cf. p. 10; p. 35
	102-9	Supply chain				Cf. p. 57
	102-10	Significant changes to the organisation and its supply chain				Towards the end of 2019 Brecon Carreg was sold. Sustainability figures in this report still include Brecon Carreg data, unless stated otherwise.
	102-11	Precautionary principle or approach				Cf. p. 64 on risk management; cf. p. 43 financial report

CSR Platform	GRI Disclosure	Subject	Unit	Data 2018	Data 2019	More information
	102-12	External initiatives				<ul> <li>Global:</li> <li>Spadel signed a 3-year partnership with 'The SeaCleaners', that operates globally to clean oceans and raise awareness on marine litter.</li> <li>Spadel signed up the the 'Global Commitment of the Ellen MacArthur Foundation'. This includes a yearly reporting obligation.</li> <li>Spadel has approved 'Science Based Targets'. this includes a reporting obligation.</li> <li>Belgium:</li> <li>Spadel is partner in the European project "Life Ardennes Liégeoises" dealing with enhacing natural sites of the Hautes Ardennes.</li> <li>Spadel is a member of the Belgian Pledge, a commitment of food companies for responsible ad practices.</li> <li>Spadel est fopunding partner of Goodplanet Belgium.</li> <li>Bulgaria:</li> <li>Devin has ongoing media partnerships (unbranded campaigns) with educational content on healthy hydration. Devin also supports a three-stage school program (workshop) in high schools on healthy hydration, zero littering and recycling in partnership with Ecopack and BCause.</li> <li>The Netherlands:</li> <li>Spadel signed an agreement "Gezonde voeding op scholen", an initiative of Voedingscentrum and the JOGG organisation.</li> <li>France:</li> <li>Carola is an active member of the "Initiatives Durabels (Idée Alsace)", a network of local companies favouring sustainable development.</li> <li>Carola and Wattwiller are among the first French SMEs obtaining the label "Entrepreneurs + Engagés."</li> <li>United Kingdom - Wales:</li> <li>Brecon Mineral Water signed the Sustainable Development Charter of the Wales' government.</li> <li>Partner of Run 4 Wales and Recyle for Wales.</li> </ul>
	102-13	Membership of associations				Cf. disclosure 102-12
	102-14	Statement from senior decision-maker				Message from Chairman and CEO: vision, values, ambitions, leadership, engagements and main priorities: p. 3; p. 5-7
	102-16	Values, principles, standards, and norms o behaviour	f			The Spadel values are: agility, ownership, excellence et togetherness. Cf. www.spadel.com
	102-18	Governance structure				For the CSR part: p. 41 Annual report 2018; in general: cf. p. 67

CSR Platform	GRI Disclosure	Subject	Unit	Data 2018	Data 2019	More information
	102-40	List of stakeholder groups				As part of our regular activities numerous stakeholder contacts took place. The Source of Change commitments were launched in June 2019. This was followed by indvidual meetings with main stakeholders in all our markets (see also p. 41 CSR Report 2018). The online Source of Change platform was launched featuring regular news updates and a newsletter to stakeholders was developed. A first internal stakeholder exercise was organised around the materiality of our new CSR Strategy 2025, external stakeholders will be consulted in 2020.
	102-41	Collective bargaining agreements				Belgian employees fall under collective labour agreement
	102-42	Identifying and selecting stakeholders				Cf. disclosure 102-40
	102-43	Approach to stakeholder engagement				Cf. disclosure 102-40
	102-44	Key topics and concerns raised by stakeholders				Cf. disclosure 102-40
	102-45	Entities included in the consolidated financial statements				Cf. p. 34-35; p. 99
	102-46	Defining report content and topic boundaries				Cf. p. 43 ; p. 42-43 CSR report 2018
	102-47	List of material topics				Cf. p. 43
	102-48	Restatements of information				-
	102-49	Changes in reporting				In December 2019, Brecon Carreg has been sold. The information in this CSR report will include Brecon Carreg data, unless explicitly stated otherwise.
	102-50	Reporting period				1 January 2019-31 December 2019
	102-51	Date of most recent report				April 2019 on data 2018. This report is available on www.sustainabilityspadel.com
	102-52	Reporting cycle				Annual update of basic data; ongoing update of actions and progress during the year.
	102-53	Contact point for questions regarding the report				Ann Vandenhende CSR Manager a.vandenhende@spawater.com
	102-54	Claims of reporting in accordance with the GRI Standards				This report has been prepared in accordance with the GRI Standards: Core option
	102-55	GRI content index				Cf. p. 125

CSR Platform	GRI Disclosure	Subject	Unit	Data 2018	Data 2019	More information
	102-56	External assurance				Carbon and water data have been analysed in 2018. Awaiting the topics of the new CSR Strategy 2025, no external assurance has taken place in 2019.
	103-1 G4 DMA,a	Explanation of the material topic and its boundary				Cf. p. 42. The report explains in short why each pillar of the CSR strategy consitutes a material issue. The report explains in short why each pillar of the CSR strategy consitutes a material issue.
	103-2	The management approach and its components				Cf. p. 42. The report explains in short why each pillar of the CSR strategy consitutes a material issue.
	103-3	Evaluation of the management approach				A description of the governance of the CSR strategy can be found on p. 41 of the 2018 CSR report.
Topic specific disclosures linked to CSR Strategy						
Sustainability in everyone's job	404-2	Number of trainings on sustainability for the employees of the Group Spadel	#	7	7	Cf. p. 44
1 citizen day per employee	413-1	Number of participants from the Group Spadel to the citizen days	#	94	139	Cf. p. 45
To be a best workplace	-	Trust Index score for the Group Spadel, according to the Great Place to WorkTM questionnaire	%	64	-	Cf. p. 46
	401-1	Personnel turnover	%	15.84 (incl. Brecon Carreg)	14.88 (excl. Brecon Carreg)	Staff turnover at Spadel in 2019 was 14.88% (excl. Brecon Carreg)
	403-1 (2016)	Welfare and safety of employees	%	100	100	The well-being and safety of employees and their working environment is controlled by Spadel on Group level. This is done by the CPPT ('Committee for Prevention and Protection at Work'), which assures the well-being and safety of employees.
	403-2 (2016)	Absenteeism	%	3.63 (incl. Brecon Carreg)	3.44 (excl. Brecon Carreg)	Absenteeism across the whole Spadel Group (excl. Brecon Carreg) reached 3.44% in 2019.
	404-1	Employee trainings	hours	27 (incl. Devin)	<u> </u>	During 2018, staff were provided with an average of 27 hours of training per person. All training measures account for an € 658,638 investment.
	405-1	Distribution men/ women	%	Men: 60.8 Women: 39.2	Men: 63.1 Women: 36.9	
	406-1	Complaints concerning discrimination	#	None (incl. Devin)	None (incl. Devin)	There were no complaints concerning discrimination in 2019.

CSR Platform	GRI Disclosure	Subject	Unit	Data 2018	Data 2019	More information
	407-1					
	408-1	Ecovadis ranking of the		New edition		In our most recent evaluation (2017) Spadel obtained the highest, Gold, recognition level, with a global score of 65/100. The audit recorded no risk concerning the freedom
	409-1	Group Spadel		in 2019	-	of association, nor collective bargaining, child labour or forced labour.
	412-1					
Topic Specific disclosures not linked to CSR Strategy	204-1	Purchases within 500 km range	%	100	90	Cf. p. 46. 61 suppliers are located within a range of 500 km, on a total of 68 strategic suppliers. All suppliers are located in Western Europe within a maximum range of 1,300 km.
	308-1	Percentage of new				Cf. p. 46. In 2019, 2 strategic suppliers have been added, both linked to an investment
	414-1	strategic suppliers	%	100	100	program. Screening is ongoing at the time of publication.
	308-2	screened by Ecovadis Evaluation of strategic suppliers (Ecovadis)	%	94	96	65 strategic suppliers are screened and followed by Ecovadis. Two suppliers responded to use another sustainibility evaluation methodology (Sedex). One supplier (maintenance) is relaunched. In Bulgaria (Devin) 80% of strategic suppliers were assessed.
	308-2	Evaluation of strategic suppliers (SSPP)	%	92	88	Cf. p. 46. All strategic suppliers were requested to sign the 'Spadel Sustainable Procurement Policy' (SSPP). 7 suppliers have not returned the SSPP. SSPP Policy was signed by 100% of Devin strategic suppliers.
	407-1					
	408-1	Identified risks in the	#	0	0	Cf. p. 46. During the screeing by Ecovadis, not one single strategic supplier was rated in the last 'high risk' category.
	409-1	supply chain				
	412-1					
100 % bee-friendly	304-3	Protection of water resources	ha	30.750 (incl. Devin)	30.750 (incl. Devin)	21,950 hectares( excl. Brecon Carreg).
	304-3	Protective measures taken, partnerships (Beediversity), status Life+,	%	85% (incl. Devin)	85% (incl. Devin)	Cf. p. 47-48
"Gold" European Water Stewardship	-	Numer of sites 'Gold' rated	#	1	1	Cf. p. 48
	303-1	Water consumption	million litres	1.483	1.411	In 2019, a total of 1,411 million litres were used for the bottling process in the Group Spadel. 100 % of the water came from ground water.
	303-2	Water exploitation index	%	<10 (Spa, Bru, Brecon)	<10 (Spa, Bru, Brecon)	Cf. p. 11; p. 48
	303-3	Water reuse	million litres	57,5	51,9	Cf. p. 49

CSR Platform	GRI Disclosure	Subject	Unit	Data 2018	Data 2019	More information
	306-1	Water discharge	million litres	702,9 (incl. Devin)	634,3 (incl. Devin)	The total volume of waste water for 2019 was 634,3 million litres, of which 86% passes through a biological and physical treatment plant or a public water purification system with the same treatment. Only in Bulgaria, the public treatment is not completed. Devin = 86187 m <sup>3</sup> , Brecon = 165,453 m <sup>3</sup> , Spa = 281,352 m <sup>3</sup> , Bru = 26,729 m <sup>3</sup> , Carola = 63,725 m <sup>3</sup> , Wattwiller = 10,903 m <sup>3</sup>
	307-1	Penalties or objections to formal procedures - environment	#	None (incl. Devin)	None (incl. Devin)	Spadel respects national, European and worldwide regulations. The Group has not received any financial nor non-financial penalty in ecological, economic or social terms.
Water use ratio 1,6 l/l	303-3	Water use ratio	litre/litre	1.58	1.56	Cf. p. 49. Between 2010 and 2019, Spadel managed to reduce its Water Use Ratio by 56% per litre.
Carbon neutral - general	305-1	Direct (Scope 1) GHG emissions	tonnes CO <sub>2</sub> -eq	13,257 (excl. Devin); 11,377 *recalculation with European methodology (PEF) and (incl. Devin)	9,821 *calculation with European methodology (PEF) and (incl. Devin)	* In 2019, the European Commission defined a new methology called PEF (Product Environmental Footprint) based on 16 indicators incluidng the climate change (Carbon Footprint). All the past figures (2010) were recalculated. In 2010: 16,038
	305-2	Energy indirect (Scope 2) GHG emissions	tonnes CO <sub>2</sub> -eq	926 (excl. Devin); 6,722 *recalculation with European methodology (PEF) and (incl. Devin)	7,390 *calculation with European methodology (PEF) and (incl. Devin)	* In 2019, the European Commission defined a new methology called PEF (Product Environmental Footprint) based on 16 indicators incluidng the climate change (Carbon Footprint). All the past figures (2010) were recalculated. In 2010: 4,968
	305-3	Other indirect (Scope 3) GHG emissions	tonnes CO <sub>2</sub> -eq	91,695 (excl. Devin); 124,690 *recalculation with European methodology (PEF) and (incl. Devin)	117,177 *calculation with European methodology (PEF) and (incl. Devin)	* In 2019, the European Commissionn defined a new methology called PEF (Product Environmental Footprint) based on 16 indicators incluidng the climate change (Carbon Footprint). All the past figures (2010) were recalculated. In 2010: 114,419
	305-4	GHG emissions intensity	g CO <sub>2</sub> -eq/ litre	157 (excl. Devin); 156 *recalculation with European methodology (PEF) and (incl. Devin)	147 *calculation with European methodology (PEF) and (incl. Devin)	* In 2019, the European Commission defined a new methology called PEF (Product Environmental Footprint) based on 16 indicators incluidng the climate change (Carbon Footprint). All the past figures (2010) were recalculated. In 2010: 179

CSR Platform	GRI Disclosure	Subject	Unit	Data 2018	Data 2019	More information
	305-5	Carbon footprint reduction	%	-26 (excl. Devin); -13 *recalculation with European methodology (PEF) and (incl. Devin)	-18 *calculation with European methodology (PEF) and (incl. Devin)	* In 2019, the European Commission defined a new methology called PEF (Product Environmental Footprint) based on 16 indicators incluidng the climate change (Carbor Footprint). All the past figures (2010) were recalculated. In 2010: 179
Carbon neutral by renewable energy	302-1	Energy consumption	MWh	88,029 (excl. Devin)	72,318 (excl. Devin) 92,741 (incl. Devin)	
	302-1	Renewable energy consumption	%	42 (excl. Devin)	39 (excl. Devin) 32% (incl. Devin)	Spadel with Devin uses 32 % of renewable energy (mainly green electricity and some wood pellets in Devin).
	302-4	Energy efficiency	%	-6 (excl. Devin)	-23 (excl. Devin) *-1% (incl. Devin)	Despite the 24% rise in sales vs 2010, energy consumption decreased by 22% excl. Devin, * and with Devin the energy consumption decreased by 1%, despite the 78% rise in sales vs 2010
	302-4	Energy reduction per bottled litre	% / litre	-28 (excl. Devin)	-37 (excl. Devin) *-44% (incl. Devin)	With a consumption at 0,114 kWh per bottled litre, Spadel achieved a reduction of 37% vs 2010 (excl. Devin), * and with Devin, a reduction of 44 %
Carbon neutral by sustainable packaging	301-1	Total material use	tonnes	23,662 (excl. Devin)	21,261 (excl. Devin)	In 2019, Spadel used 21,261 tonnes of raw materials. This figure includes all primary, secondary and tertiary packaging materials (excluding reusable packaging, such as reusable pallets). The decrease compared to 2018 is due to a reduction of PET plastic use.
	301-2	Total recycled material use	%	20 (excl. Devin)	10.3 (excl. Devin)	In 2019, the fraction of recycled material in the products amounts to 10.3%. Spadel is constantly looking to innovate products and processes. This lower percentage compared to recent years is due to a changing product offer. Spadel temporarily reduced the use of recycled PET, because the availability of high quality recycled PET could not be guaranteed by the market because of increased demand. With our Source of Change commitments we aim to dramatically increase these percentages in the coming years.
Carbon neutral by green logistics	305-3	Achievements Lean and Green plan			Lean and Green 'Star' obtained by Spadel Benelux	Cf. p. 20
To promote hydration	413-1	Strategic partnerships in each market	#	4 (incl. Brecon Carreg)	3 (excl. Brecon Carreg)	Cf. p. 51

CSR Platform	GRI Disclosure	Subject	Unit	Data 2018	Data 2019	More information
100 % natural & low caloric drinks	416-1	Average calorie content of flavoured waters and lemonades	kcal/ 100 ml	11,4	8,8	Cf. p. 51
	416-1	Products according to Spadel naturality framework	%	100	100	Cf. p. 51
Topic Specific disclosures not linked to CSR Strategy						
	201-1	Turnover (before tax)	million euro			Cf. p. 10
	206-1	Legal anti-competition actions	#	0	0	In 2019, no legal action has been taken against Spadel for anti-competitive behaviour.
	415-1	Political contributions	#	0	0	Spadel gives any political support.
	416-2	Number of takebacks	#	0	0	Any takeback in 2019.
	417-1	Information on the label				Spadel follows directive (EU) 1169/2011 of the European Parliament and European Council of 25 October 2011 relating to labelling, presentation and advertising of foodstuffs. For all waters and soft drinks (non-alcoholic beverages) the ingredients are stated on the label. Information concerning disposal of the container is optional and given in 35% of the range. Our one way packaging has to be recycled: lin Belgium appears the Green Dot (Fostplus) on all the one way packaging; in the Netherlands, the waste bin; in France, we refer to the TRIMAN logo on our packaging or our websites as permitted by the current regulations. The products of Brecon Carreg respect the EU regulation 1169/2011. Devin products are not yet integrated in the Group procedures.
	417-2	Violations of label information	#	0	0	There have been no violations in 2019.
	417-3	Violations of voluntary marketing codes	#	0	0	There have been no violations in 2019.
	418-1	Violations of confidentiality of information	#	0	0	There have been no violations in 2019.
	419-1	Fines and non-monetary sanctions	#	0	0	There have been no fines in 2019.





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