



CSK Report 2020

Spadel



SPA
NATURAL SINCE 1889

BRU

DEVIN

Carola

WATTWILLER

Contents



5	NON-FINANCIAL INFORMATION
5	MATERIALITY 2020 AND 2025
8	PERFORMANCE REVIEW 2020
8	ACTING TOGETHER
8	Sustainability in everyone's job
8	One citizen day
8	To be a best workplace
9	PROTECTING NATURE
9	Sustainable packaging
10	80% sustainable suppliers
11	100 % bee-friendly
12	'Gold' European Water Stewardship (EWS)
12	Water-use ratio 1.6l/l
13	Carbon neutrality
14	HEALTHY REFRESHMENTS
14	Promote hydration
14	100% natural & low caloric drinks
15	Summary of initiatives
16	GRI TABLES
24	CONTACTS

Spadel CSR policy



NON-FINANCIAL INFORMATION

The chapters 'Internal Control and Risk Management' and 'Risk Factors' describe Spadel's exposure to risks and the management systems it applies.

These include the following risks in particular:

- 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 trend in the fees payable on the various types of packaging.

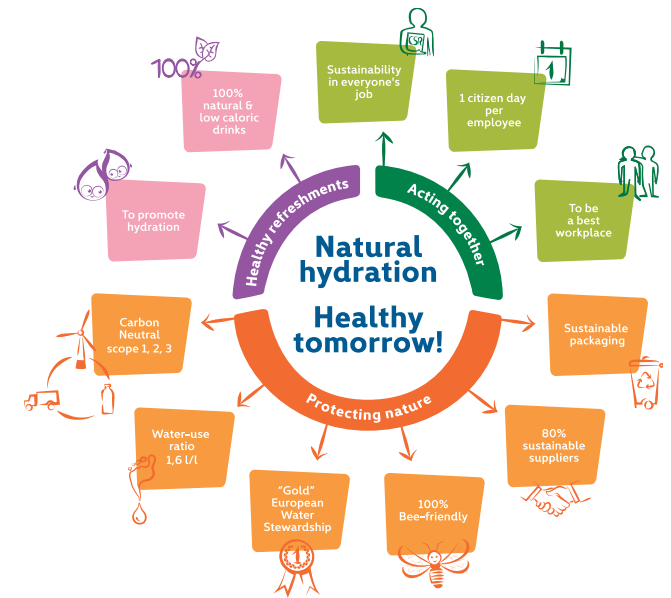
In the specific context of non-financial information, Spadel applies the GRI standards (Global Reporting Initiative). The main risks and themes concerning Spadel relate to the social, ethical and environmental aspects of its activities and are determined on the basis of the materiality analysis. These risks are then integrated into the corporate social responsibility strategy (CSR) and the resultant governance systems (see the 2018 CSR report for a detailed description). These themes apply to the company's entire value chain, including suppliers and partners as well as the various clients (mass retail, out-of-home consumption, etc.) and end consumers.

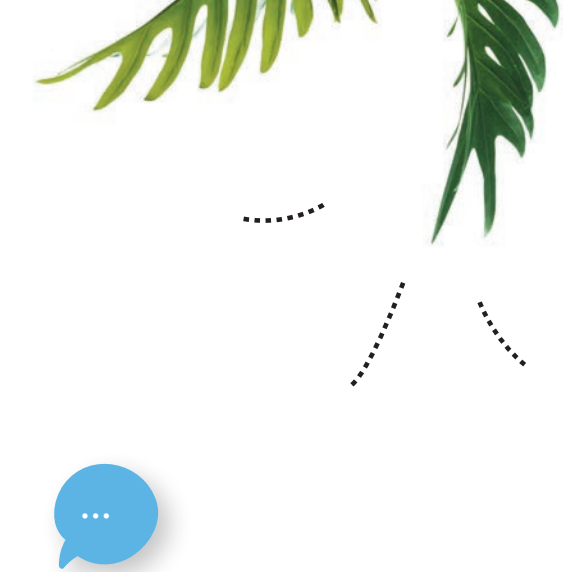
MATERIALITY

This materiality exercise is repeated regularly. An initial major analysis took place in 2010, followed by an update in 2015. The 2015-2020 CSR strategy revolves around the central goal of 'Natural hydration for a healthy tomorrow' and is based on three pillars: Acting Together, Protecting Nature and Healthy Refreshments. The specific risks, actions and results are explained in this report under the respective themes. The product packaging challenges have been transposed into a separate strategy, called 'Source of Change', which was launched in June 2019 with goals set for 2025.

The sustainable development goals (SDG) were officially adopted by the General Assembly of the United Nations in September 2015, with the 2030 Agenda for Sustainable Development. Through its ambitious CSR strategy, Spadel contributes towards achieving several of these goals.

SUSTAINABILITY SPADEL 2020





B CORP IS MORE THAN A CERTIFICATION. IT BRINGS TOGETHER COMPANIES THAT HAVE COMMITTED TO A REAL DESIRE TO DO GOOD AROUND THEM AND HAVE A POSITIVE IMPACT IN THE WORLD.

2025 CSR STRATEGY

In 2019, a new analysis outlined the CSR themes and goals for 2025. It was based on several sources:

- a documentary study to identify the main themes and challenges;
- individual discussions with ten sustainability experts scattered across our markets and internationally recognised specialists in this field;
- the involvement of 40 internal staff, including members of the CSR Steerco, the management team and the Executive Committee;
- consultation with 45 external stakeholders to draw up an initial strategy proposal on our various markets, paying particular attention to supermarkets, on-the-go consumers, NGOs, universities, federations, food and health experts, suppliers and others.

The strategy revolves around four central pillars: Green, Pure, Local and Together.

Our efforts focus on achieving our ambition to become a certified B Corp company.

B Corp is more than a certification. It brings together companies that have committed to a real desire to do good around them and have a positive impact in the world.

This is Spadel's 'pole star' on which we focus and which will constitute a major framework for the continued progress of sustainability in the years to come.

Non-financial figures

78.289

MWh

energy used (of which 35% renewable) i.e. a reduction of 50% per liter since 2010



100%

of packaging is recyclable

22,748

HA

of protected nature



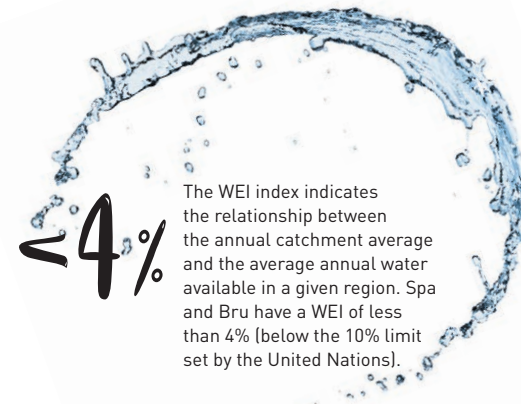
1.54l/l

water used to bottle 1 litre of mineral water or lemonade (-56% vs 2010)



-19%
CO₂/L

19% reduction in CO₂ emissions per liter of bottled mineral water/lemonade vs 2010 (incl. Devin)



<4%

The WEI index indicates the relationship between the annual catchment average and the average annual water available in a given region. Spa and Bru have a WEI of less than 4% (below the 10% limit set by the United Nations).



83%

of suppliers have signed the Spadel Sustainable Procurement Policy



Platinum Certificate

European Water Stewardship Gold certificate for Spa in 2019 for the third time

Performance review 2020

ACTING TOGETHER

SUSTAINABILITY IN EVERYONE'S JOB

Objective

To create a culture of sustainability, we want to ensure that all our employees understand what sustainability means for Spadel and for their own individual positions.

Actions 2020

The impact of Covid-19 on this ambition was clear. At the start of the year, an important objective was to organise CSR training at those sites scoring below average in terms of sustainability knowledge and application. Physical activities did not take place, with such actions temporarily put on hold.

As with many companies, Covid-19 did prompt an acceleration of the switch to digital, also with regard to training. CSR training for new colleagues during onboarding was updated and experimented with, for example.

In addition, we've already made a start with the internal distribution and presentation of the new CSR Strategy 2025.

Status of performance indicators 2020

The achievement of this objective is followed up in the two-yearly Great Place to Work survey (see Annual Report 2018). Originally scheduled for 2020, this was postponed to 2021, meaning that definitive conclusions cannot yet be drawn.

Nevertheless, we can infer from the 2018 results that the target was achieved at the majority of Spadel sites. Translating sustainability into the production environment will continue to require extra attention in the future.

ONE CITIZEN DAY PER EMPLOYEE

Objective

Supporting volunteer work helps foster a culture of sustainability at Spadel. The goal of 'One Citizen Day' is for every employee to take part in one working day per year in an activity that benefits society and is also closely aligned with Spadel's core activities.

Actions 2020

Volunteering takes us away from our daily tasks and lets us connect with people inside and outside the organisation in new and often surprising ways. Since introducing the One Citizen Day at Spadel Belgium in 2017 for the first time, we have been able to gain first-hand experience of the many benefits of volunteering on numerous occasions. Something like a global pandemic could not stop our teams, even if it meant a slightly different approach.

Instead of organising a large group activity as in previous years, small bubbles in Belgium tackled the area around our headquarters in Brussels, with our Dutch colleagues working their way around conquering Made. All this was linked to World Cleanup Day. By taking photos of the litter collected and tagging their location with the Litterati app, our volunteers also supported scientific research.

Status of performance indicators 2020

- Participation in the initiatives by half of Spadel's employees ('outside factories')
- and by 70% at the Brussels headquarters

Unfortunately, the impact of Covid-19 in France, Bulgaria, Spa and Stoumont meant that the activities planned there had to be cancelled. However, the results of recent years paint One Citizen Day in a positive light. The level of participation envisaged for colleagues was achieved, and even more important was the enthusiasm that was displayed and the high appreciation score given by the participants.

TO BE A BEST WORKPLACE

Objective

Spadel wants to be a company with a pleasant working environment. To strengthen our workplace culture, we partner with the globally active Great Place to Work organisation. This recognition is based on employee perceptions and employer policies.

Actions 2020

Every two years, Spadel organises a comprehensive group-wide survey to measure, analyse and improve staff satisfaction. The last one took place in 2018. Spadel France passed with flying colours and obtained the 'Great Place to Work' label.

The other sites developed action plans for the 2019–20 period. However, these were delayed by changes in Spadel's Human Resources department in 2019 and the impact of Covid-19 a year later. These unexpected circumstances unfortunately affected the achievement of the target. The anticipated 2020 GPTW survey was pushed back to 2021.

Status of performance indicators 2020

- Certification of each Spadel site as a 'Great Place To Work'.

This target was only achieved for Spadel France in 2018 and not for the other sites. The 2020 survey was postponed because of Covid-19. However, being an attractive employer remains one of Spadel's main objectives. The Great Place to Work ambition is therefore part of the new CSR Strategy 2025.



Protecting nature



SUSTAINABLE PACKAGING

Objective

In 2019, Spadel listed ten sustainable packaging commitments to be fulfilled by 2025. The aim is to design packaging that is good for both man and the environment, adopting a circular approach. The strategy devised by Spadel revolves around four pillars (Reinvent, Reduce, Recycle, Restore), and focuses on innovation, reflected in the packaging and the sales models, on reducing the use of resources (materials, etc.), on the priority given to the use of recycled materials and to limiting and collecting waste.

Actions 2020

2020 saw the first results of the strategy put in place the previous year

In the 'Reduce' pillar, the significant progress made in reducing Spadel's plastic footprint is impressive. All the Group's brands are now close to achieving the goal set for 2022 and are well on the way to reaching the 2025 targets.

In the 'Recycle' pillar, the Group has built a solid base enabling to reinforce the integration of recycled materials. Starting 2021, the percentage of recycled products in packagings will steadily increase. The intermediate objective announced for 2022 to reach an average of about 30% recycled products is on the right track.

As part of the 'Restore' pillar, major partnerships were formed:

- the collaborations and the action taken together with The SeaCleaners, the communes of Spa and Stoumont and the Community of Communes (ComCom) of the Ribeaupvillé region are all tokens of Spadel's determination to prevent and reduce litter;
- besides Bru, which has already taken action in this respect by placing the 'Recycle Together' logo on its bottles and packaging in 2019, the other brands are also putting out a 'zero waste' message;
- initiatives such as the New Plastic Global Economy Commitment and the Plastic Pact NL not only serve as incentives to take up the challenge of reducing the use of plastic, but also convey support for fulfilling the commitments made by Spadel for 2025. While there is no miracle solution to eradicate plastic, the Group is slowly but surely making progress. All the while adopting an attitude of total transparency and openness to the questions and challenges it encounters along the way to a zero-emission economy, as enshrined in its CSR strategy.

Status of performance indicators 2020

- All the initiatives and the progress made in the context of the commitments made by Spadel can be consulted throughout the year on the website sourceofchange.spadel.com.
- Its advances and achievements are also compiled in the New Plastics Economy Global Commitment and the Plastic Pact NL.



THE SIGNIFICANT PROGRESS MADE IN REDUCING SPADEL'S PLASTIC FOOTPRINT IS IMPRESSIVE. ALL THE GROUP'S BRANDS ARE NOW CLOSE TO ACHIEVING THE GOAL SET FOR 2022.



80% SUSTAINABLE SUPPLIERS

Objective

Our procurement policy provides us with an important lever to promote and support sustainability in our supply chain. We expect our suppliers to demonstrate the same sustainability ambitions as we do ourselves.

Actions 2020

Spadel conducts 100% of its business activities in Europe, in compliance with strict laws and regulations. This applies to both employees and customers of the group. The risk of human rights violations or non-compliance is much greater in the supply chain. The main human rights risks relate to child labour, forced labour, working hours and wages, discrimination, freedom of association and health & safety.

Spadel limits its exposure to risk in the supply chain by focusing on local sourcing. In 2020, 90% of purchases (ingredients for the 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).

In addition, Spadel asks all its suppliers to sign the Spadel Sustainability Procurement Policy (SSPP). This policy contains the minimum expectations regarding ethical, environmentally related and social efforts (child labour, discrimination, working hours, etc.).



90% of purchases were made within a radius of 500 km around the Belgian production sites.

ecovadis

The Group also requires its key suppliers to participate in EcoVadis, which provides a third-party assessment of those suppliers' sustainability endeavours. By 2020, 96% of them had complied with this requirement from Spadel, with the exception of those supplying the Devin site (90% of target met). In Bulgaria, the participation rate in EcoVadis is 80% of key suppliers. These results are in line with Spadel's expectations.

Status of performance indicators 2020

- 80% of key suppliers assessed by EcoVadis
- No key supplier with the EcoVadis 'red' score (= high risk)

The objective was achieved.



SPADEL WILL CONTINUE ITS EFFORTS TO MAKE THE SUPPLY CHAIN MORE SUSTAINABLE, WITH A PARTICULAR FOCUS ON LOCAL SUPPLIERS.





100 % BEE-FRIENDLY

Objective

The objective is to preserve biodiversity in the Group's water catchment areas, in its plants and, more broadly, in the various regions where it is located. Efforts in favour of biodiversity help protect healthy and natural water catchment areas.

Actions 2020

Since 2014, Spadel has been working together with BeeOdiversity to measure biodiversity and the effectiveness of conservation measures at its sites. Together, we have established bee colonies in the Spadel water catchment areas. BeeOdiversity analyses the pollen they collect, which enables us to gain an understanding of the purity of nature in the locations of our springs. In 2019, two beehives were placed near the Devin spring in Bulgaria, the last of our locations to do so. In 2020, this initiative was rewarded with two prizes in the 'Greenest company in Bulgaria' competition.

In the Netherlands, the collaboration with IVN Natuureducatie gained momentum. Spadel wants to use this cooperation to provide an extra boost to nature and environmental education in the Netherlands. In 2020, the first Tiny Forest was planted at an inner-city primary school in Amsterdam. The children planted 600 trees in the previously paved playground in order to stimulate biodiversity and create a healthier learning environment.

.....



The projects under the European LIFE programme are continuing. The 'Parc Naturel des Sources' public-private partnerships and the 'Life-Ardenne Liégeoise project' enabled us to help restore approximately 7,600 hectares of peat bogs spread across eighteen different sites between 2012 and 2019.

In addition, the reintroduction of the black grouse, a project in collaboration with the Walloon region, the University of Liege, the Natural Science Museum in Tervuren, WWF Belgium and Pairi Daiza, continues with encouraging results.

Status of performance indicators 2020

- Placement of bee hives on all sites (18 in total)

The objective was achieved.

Protecting and restoring biodiversity will be one of the main challenges over the coming years. Spadel will continue to work on this together with its partners.



'GOLD' EUROPEAN WATER STEWARDSHIP (EWS)

Actions 2020

In 2020, the Spa Monopole site received Platinum certification from the Alliance for Water Stewardship (AWS). This is the highest level of the world's most reputed label for sustainable water management and therefore the most important international recognition in the minerals sector.

Spa Monopole is the first mineral water producer in Europe and the second in the world to receive this outstanding certification in acknowledgement of over 130 years of protection of the water and the environment of Spa.



THE GOAL IS VERY CLEAR: WE WANT ALL THE MINERAL AND SPRING WATERS SOLD BY THE SPADEL GROUP TO BE SUSTAINABLY MANAGED AND BOTTLED, THAT IS WITHOUT OVER-EXPLOITATION, IN TOTAL TRANSPARENCY AND WITH THE TRUST OF ALL THE OTHER LOCAL PLAYERS WHO USE THIS WATER.

Marc du Bois
CEO Spadel Group



THE AWS GOLD AND PLATINUM STATUSES SHOULD BE SEEN AS A MARK OF ACKNOWLEDGEMENT OF SITES WHOSE WATER MANAGEMENT PERFORMANCES PLACE THEM AMONG THE ELITE.



WATER-USE RATIO 1.6L/L

Objective

Reducing the water footprint has long been one of Spadel's priorities. Most of our water goes straight into the bottles. We also use water to clean our glass bottles, among other things.

Actions 2020

Spadel continuously monitors water consumption via the «Water Use Ratio, WUR». In 2020, the production of 1 litre of mineral waters and lemonades required an average of 1.56 litres of water, giving a Water Use Ratio of 1.56 l/l. Between 2010 and 2020, Spadel managed to reduce WUR by 56% per litre.

Status of performance indicators 2020

- WUR 1.6 l/l

The objective was achieved.



CARBON NEUTRALITY

Objective

Climate change is without doubt one of the greatest challenges facing the people of the world. With global warming gathering pace, the quest for carbon neutrality and efforts to safeguard future generations from the impact of CO₂ emissions are the only ways in which Spadel can fully assume its responsibility in this respect. Aware of what is at stake, in 2010 the group stated its goal of being fully CO₂ neutral (scopes 1, 2 and 3) by 2020. And it succeeded.

Actions 2020

Spadel attained its objective of being the first mineral group in Europe to be certified carbon neutral for all its entities and all its products.

All the group's brands are now carbon neutral throughout the life cycle of their products. When a consumer buys a bottle produced by Spadel, its carbon impact is offset.

In practical terms, this means that many initiatives have been taken since 2010 to reduce carbon emissions. Such as:

- reducing energy consumption;
- installing solar panels;
- optimising transport processes;
- reducing the weight of bottles;
- opting for local suppliers in the purchasing policy;
- using recycled materials for packaging.

In addition to the efforts made to reduce emissions, Spadel has also put in place major offsetting programmes, in partnership with organisations such as CO₂logic and Water Access Rwanda.



The project in Rwanda combines water purification with the reduction of carbon emissions. Many Rwandans have to boil water to make it drinkable. This impacts on the environment, as the wood fires and deforestation emit large quantities of greenhouse gases. The Water Access Rwanda project intends to rehabilitate 35 obsolete or contaminated wells over a ten-year period, representing a capacity of over 570 million litres of clean, safe water suitable for meeting the needs of around 25,000 people. The system, which combines manual pumps and a network of pipes, makes it possible to preserve three million trees and maintain the local biodiversity. In addition, it avoids the emission of 400,000 tonnes of CO₂. This project is also having a positive impact at other levels: health (less disease spreading), social (time saved and the elimination of some expenses which can be used for education, food, etc.), economic (job creation in the construction sector, well maintenance and surveillance).

Other actions are being implemented to reduce CO₂ emissions. Such as:

- the initiative led by the Science-Based Targets (SBT) which recommends setting targets for the reduction of emissions based on science and the Paris Agreement goals;
- in this context, Spadel undertakes to reduce its total CO₂ emissions by 42% by 2030 (compared with 2015) and to achieve net zero emissions by 2050.

Status of performance indicators 2020

- Carbon neutrality in scopes 1, 2 and 3.
- The next CO₂ reduction goals have been approved.

The objective was achieved.

Healthy refreshments

PROMOTE HYDRATION

Objective

In our partnerships, we choose to maintain the link with our core business. We've been promoting adequate and healthy hydration for a number of years now.

Actions 2020

The impact of Covid-19 was noticeable in our actions. Many of our activities are aimed at young people and schools. In addition, a number of new partnerships were entered into as part of our sustainable packaging strategy, with a focus on preventing and cleaning up litter.

Status of performance indicators 2020

- A strategic partnership on the subject of hydration in every market.

The objective was achieved.

In its new CSR strategy 2025, Spadel also focuses on partnerships and the formulation of joint responses to social challenges.



WE'VE BEEN PROMOTING ADEQUATE AND HEALTHY HYDRATION FOR A NUMBER OF YEARS NOW.

100% NATURAL & LOW CALORIC DRINKS

Objective

Spadel has an impact on the health of its customers through the composition of its lemonades and flavoured waters. We are therefore constantly working to reduce the calorie content of our drinks. We want to be a reliable provider of natural, low-calorie drinks.

Actions 2020

In 2020, the average content of Spadel's flavoured waters and lemonades was equal to or less than 9 kcal/100 ml.

Because there is no legal definition of what 'natural' means, the group and its stakeholders have worked together to draw up a framework for natural products. The basis is formed by the origin and the processing procedure, with a matrix developed to determine what is acceptable. In 2020, all recipes were adapted to our naturalness framework.

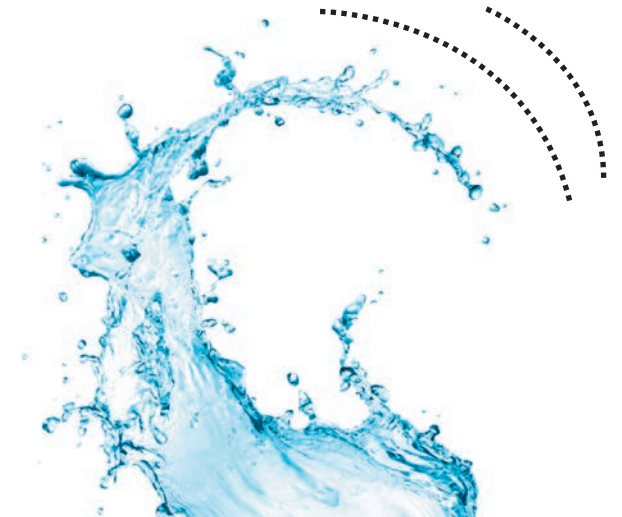
Status of performance indicators 2020

- The average content of the flavoured waters and lemonades is equal to or less than 9.7 kcal/100 ml.
- 100% of products according to the Spadel naturalness framework.

The objective was achieved.



WE ARE THEREFORE CONSTANTLY WORKING TO REDUCE THE CALORIE CONTENT OF OUR DRINKS.





This table summarises the initiatives taken by Spadel and indicates whether the goals set have been achieved or not yet. The first three columns can be processed. More in-depth explanations of these pillars can be found on sourceofchange.spadel.com.

Platform	Description	KPI 2020	Result 2020
Sustainability in everyone's job	Understanding sustainability	70%	
	Competence sustainability on the job	70%	
One Citizen Day	Participation rate white collars general	50%	
	Participation rate Brussels HQ office	70%	
To be a best workplace	Sites Great place to work certified	100%	Only Spadel France obtained the label. This ambition is again part of the CSR Strategy 2025
80% Sustainable suppliers	Strategic suppliers screened by Ecovadis	80%	
	Strategic suppliers score red (=at risk)	0%	
100% bee-friendly (biodiversity)	Beehives installed (in alle sites)	16	
EWS – replaced by AWS	Production sites 'Gold' certified	5	Due to the merger with AWS the initial ambition was abandoned and replaced
Reduced Water-use ratio	Water-use ratio	1.6 L/L	
Carbon	Carbon neutral	scope 1,2, 3	
	SBTi CO ₂ reduction targets	SBTi approved targets	
To promote hydration	Strategic partnerships	4 (1/mkt)	
100% natural and low caloric drinks	Avg calorie content of flavoured waters and lemonades (kcal/100ml)	9,7	
	Products according to Spadel naturality framework	100%	

GRI tables

The page numbers mentioned in the table refer to the Spadel Annual Report, available on www.spadel.com.



CSR Platform	GRI Disclosure	Sujet	Unit	Data 2019	Data 2020	More information
<i>General Disclosures</i>						
	102-1	Organisation profile				Cf. p. 2-3
	102-2	Activities, brands, products, and services				Cf. p. 12-25
	102-3	Location of headquarters				Avenue des Communautés 110 B-1200 Woluwé-Saint-Lambert
	102-4	Location of operations				Cf. p. 18-19
	102-5	Ownership and legal form				Cf. p. 48; p. 60
	102-6	Markets served				Cf. p. 18-25
	102-7	Scale of the organisation				Cf. p. 10
	102-8	Information on employees and other workers				Cf. p. 10; 19
	102-9	Supply chain				Cf. p. 28
	102-10	Significant changes to the organisation and its supply chain				No significant changes in 2020
	102-11	Precautionary principle or approach				Cf. p. 42 on risk management; cf. p. 27 financial report

CSR Platform	GRI Disclosure	Sujet	Unit	Data 2019	Data 2020	More information
	102-12	External initiatives				<p>Global:</p> <ul style="list-style-type: none"> • Spadel has a 3-year partnership with The SeaCleaners, that operates globally to clean oceans and raise awareness on marine litter • Spadel signed up the the Global Commitment of the Ellen MacArthur Foundation. This includes a yearly reporting obligation • Spadel has approved Science Based Targets. this includes a reporting obligation <p>Belgium:</p> <ul style="list-style-type: none"> • Spadel is partner in the European project "Life Ardennes Liégeoises" dealing with enhancing natural sites of the Hautes Ardennes • Spadel is a member of the Belgian Pledge, a commitment of food companies for responsible ad practice. • Spadel est fopunding partner of Goodplanet Belgium • Spadel has a partnership with the Cities of Spa and Stoumont to work around the topic 'zéro litter' and the importance of sorting and recycling waste <p>Bulgaria:</p> <ul style="list-style-type: none"> • Devin has ongoing media partnerships (unbranded campaigns) with related 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 <p>Netherlands:</p> <ul style="list-style-type: none"> • Spadel has a 3-year partnership with IVN Natuureducatie. Spadel and IVN 'Nature Education' will focus on the topics of biodiversity and litter • In the Netherlands Spadel participates in 'Gezonde voeding op scholen', an initiative of the Voedingscentrum and JOGG <p>France:</p> <ul style="list-style-type: none"> • Carola is an active member of the "Initiatives Durabels (Idée Alsace)", a network of local companies favouring sustainable development • Carola and Wattwiller are among the first French SMEs obtaining the label "Entrepreneurs + Engagés"
	102-13	Membership of associations				Cf. p. 83
	102-14	Statement from senior decision-maker				Message from Chairman and CEO. Cf. p. 4-7
	102-16	Values, principles, standards, and norms of behaviour				Spadel values : agility, ownership, excellence, togetherness. cf. www.spadel.com
	102-18	Governance structure				For CSR: see sourceofchange.spadel.com ; for Spadel: cf. p. 41
	102-40	List of stakeholder groups				As part of our regular activities numerous stakeholder contacts took place. The big focus in 2020 was on the development of the new CSR Strategy 2025. Almost 100 internal and external stakeholders were consulted: 10 international thought leaders on sustainability to set the scene and identify trends, 40 internal stakeholders in various rounds to discuss topics and KPI's and almost 50 external stakeholders in our different markets related to our impacts to discuss a 1st version of the strategy. See also sourceofchange.spadel.com for our main partners in each market and the frameworks we use.

CSR Platform	GRI Disclosure	Sujet	Unit	Data 2019	Data 2020	More information
	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. 18-19; 80
	102-46	Defining report content and topic boundaries				Cf. p. 27
	102-47	List of material topics				Spadel reached the end of the CSR Strategy 2020 and developed a new CSR Strategy 2025. This is launched in 2021. Both frameworks are discussed from p. 27 onwards
	102-48	Restatements of information				-
	102-49	Changes in reporting				
	102-50	Reporting period				1 January 2020 - 31 December 2020
	102-51	Date of most recent report				April 2020 on data 2019. This report, and previous ones, are available on sourceofchange.spadel.com
	102-52	Reporting cycle				Annual update of basic data; ongoing update of actions and progress during the year via sourceofchange.spadel.com
	102-53	Contact point for questions regarding the report				Ann Vandenhende CSR Manager a.vandenhende@spadel.com
	102-54	Claims of reporting in accordance with the GRI Standards				This report has been prepared in accordance with the GRI Standards
	102-55	GRI content index				Cf. p. 26
	102-56	External assurance				
	103-1 G4 DMA,a	Explanation of the material topic and its boundary				Cf. p. 26. The report explains in short why each pillar of the CSR strategy constitutes a material issue

CSR Platform	GRI Disclosure	Sujet	Unit	Data 2019	Data 2020	More information
	103-2	The management approach and its components				This annual CSR report summarises the main information regarding the material topics, targets and progress. More information can be found on sourceofchange.spadel.com , including on the governance of the CSR Strategy
	103-3	Evaluation of the management approach				This annual CSR report summarises the main information regarding the material topics, targets and progress. More information can be found on sourceofchange.spadel.com , including on the governance of the CSR Strategy
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	8	Cf. p. 33
1 citizen day per employee	413-1	Number of participants from the Group Spadel to the citizen days	#	139	98	Ernstige impact door de Covid-maatregelen.
To be a best workplace	-	Trust Index score for the Group Spadel, according to the Great Place to WorkTM questionnaire	%	-	-	Scheduled questionnaire postponed to 2021
	401-1	Personnel turnover	%	14.88 (excl. Brecon Carreg)	12.25	The staff turnover at Spadel in 2020 was 12.25%
	403-1 (2016)	Welfare and safety of employees	%	100	100	The welfare and safety of all employees and their working environment is monitored by Spadel at group level. This is done by the CPPT (Committee for Prevention and Protection at Work), which ensures the health and safety of our workforce
	403-2 (2016)	Absenteeism	%	3.44 (excl. Brecon Carreg)	5.44	Absenteeism across the whole Group Spadel reached 5.44% in 2020
	404-1	Employee trainings	hours		18	Covid-19 impacted trainings. Development of new training approach in progress
	405-1	Distribution men/women	%	men: 63.1 women: 36.9	men : 71.80 women : 28.20	
	406-1	Complaints concerning discrimination	#	none	none	There were no complaints concerning discrimination in 2020
	407-1 408-1 409-1 412-1	Ecovadis ranking of the Group Spadel		-	-	In our most recent evaluation (2017) Spadel obtained the highest, Gold, recognition level, with a global score of 65/100. In the new CSR Strategy 2025 Spadel wil aim for B Corp certification. As such a EcoVadis certification will no longer be pursued

CSR Platform	GRI Disclosure	Sujet	Unit	Data 2019	Data 2020	More information
Topic Specific disclosures not linked to CSR Strategy	204-1	Purchases within 500 km range	%	90	94	Cf. p. 32. At Group level, 98% of the number of suppliers are local, representing 94% of the spend. When including the 'national' suppliers also as 'local', but who are just outside the range of 500 km, then 97,5% of the total spend is with local/national supplier
	308-1 414-1	Percentage of new strategic suppliers screened by Ecovadis	%	100	100	Cf. p. 33. No new strategic suppliers introduced in 2020
	308-2	Evaluation of strategic suppliers (Ecovadis)	%	96	88	65 strategic suppliers are screened and followed by Ecovadis or Sedex on a total of 75 suppliers
	308-2	Evaluation of strategic suppliers (SSPP)	%	88	83	Cf. p. 33. All strategic suppliers were requested to sign the Spadel Sustainable Procurement Policy (SSPP). 8 suppliers have not returned the SSPP
	407-1 408-1 409-1 412-1	Identified risks in the supply chain	#	0	0	Cf. p. 33. During the screening by Ecovadis, not one single strategic supplier was rated in the last "high risk" category
100% bee-friendly	304-3	Protection of water resources	ha	30,750 (incl. Devin)	22,748 (excl. Brecon Carreg)	In 2020, Brecon is no longer part of the spadel group. So Spadel protects a nature reserve area covering a total of 22,748 hectares 2020: - Spa: 13.177 ha (1,343 ha Natura 2000) - Bru: 4,258 ha - Devin: 4,515 ha - Wattwiller: 798 ha (PLU Natural zone) - Carola: No protected Area but Carola et Wattwiller (France) are part of the Parc Naturel "Les Ballons des Vosges" of 292,100 ha
	304-3	Protective measures taken, partnerships (Beediversity), status Life+,...	%	85% with Devin	82% (excl. Brecon Carreg)	Cf. p. 33
"Gold" European Water Stewardship	-	Numer of sites 'Gold' rated	#	1	1	Spa Monopole : AWS Platinum certified. Other site : Certification process on going Cf. p. 30
	303-1	Water consumption	million litres	1,411	1,322	In 2020, a total of 1,322 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 (All sites)	Not one of our sources experiences a negative impact. We draw without depleting. All Spadel's sites have a WEI below 10% which is the Spadel threshold to guaranteed a long term and sustainable use of fresh ground waters. This threshold is half of the warning threshold for distinguishing a nonstressed region from a stressed one based on the Water Scarcity and Droughts redacted by the European Commission's Policy Department Economic and Scientific Policy in 2008

CSR Platform	GRI Disclosure	Sujet	Unit	Data 2019	Data 2020	More information
	303-3	Water reuse	million litres	51.9	92	The hygiene legislation in the food sector limits the possibilities of recycling water on the production sites. However in 2020 the company managed to reuse 12% at Spa Monopole only, of the water consumption to cool the pumps and wash the production lines. This represents 92,000 m3
	306-1	Water discharge	million litres	634.3 (incl. Devin)	376	The total volume of waste water for 2020 was 376 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
	307-1	Penalties or objections to formal procedures - environment	#	none	none	Spadel complies with all national, European and global legislations. No monetary or non-monetary sanctions were imposed at an ecological, economic or social level
Water use ratio 1,6 l/l	303-3	Water use ratio	litre/litre	1.55	1.54	Target from CSR strategy 2020 (1.60 litre/litre) achieved and exceeded
Carbon neutral - general	305-1	Direct (Scope 1) GHG emissions	tonnes CO ₂ -eq	9,821 *calculation with the european methodology (PEF) and Devin included	10,306.3 (excl. Brecon Carreg)	* In 2019, the european commission defined a new methodology called PEF (Product Environmental Footprint) based on 16 indicators including 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 ₂ -eq	7,390 *calculation with the european methodology (PEF) and Devin included	3,499.6 (excl. Brecon Carreg)	A big improvement in 2020 linked to the use of green electricity in Devin (from July) as all Spadel production sites * In 2019, the european commission defined a new methodology called PEF (Product > Environmental Footprint) based on 16 indicators including the climate change (carbon footprint)
	305-3	Other indirect (Scope 3) GHG emissions	tonnes CO ₂ -eq	117,177 *calculation with the european methodology (PEF) and Devin included	110,691.8 (excl. Brecon Carreg)	* In 2019, the european commission defined a new methodology called PEF (Product Environmental Footprint) based on 16 indicators including the climate change (Carbon Footprint). All the past figures (2010) were recalculated. In 2010: 114,419
	305-4	GHG emissions intensity	g CO ₂ -eq/litre	147 *calculation with the european methodology (PEF) and Devin included	144.7 (excl. Brecon Carreg)	* In 2019, the european commission defined a new methodology called PEF (Product Environmental Footprint) based on 16 indicators including the climate change (Carbon Footprint). All the past figures (2010) were recalculated. In 2010: 179

CSR Platform	GRI Disclosure	Sujet	Unit	Data 2019	Data 2020	More information
	305-5	Carbon footprint reduction	%	-18 *calculation with the european methodology (PEF) and Devin included	-19	* In 2019, the european commission defined a new methology called PEF (Product Environmental Footprint) based on 16 indicators including the climate change (Carbon Footprint). All the past figures (2010) were recalculated. In 2010: 179
Carbon neutral by renewable energy	302-1	Energy consumption	MWh	72,318 [excl. Devin] 83,276 [incl. Devin]	78,289 [excl. Brecon Carreg]	
	302-1	Renewable energy consumption	%	39% [excl. Devin] 35% [incl. Devin]	33	Spadel uses 33% of renewable energy (mainly green electricity and some wood pellets in Devin)
	302-4	Energy efficiency	%	-23% [excl. Devin] *-11% [incl. Devin]	-16	Since 2010, the perimeter of Spadel has been changed several times (factory purchase and sale). So for this KPI we decided to keep the original perimeter and to compare with the current one. In 2010, the total energy consumption was 93,606 MWh for 514 Mios litres and in 2020, it was 78,289 MWh for 843 Mios litres
	302-4	Energy reduction per bottled litre	% / litre	-37% [excl. Devin] *-50% [incl. Devin]	-49	Since 2010, the perimeter of Spadel has been changed several times (factory purchase and sale). So for this KPI we decided to keep the original perimeter and to compare with the current one. In 2010, the total energy consumption per liter was 0.182 and in 2020, it was 0.093
Carbon neutral by sustainable packaging	301-1	Total material use	tonnes	21,261 [excl. Devin]	26,430 [incl. Devin]	This figure includes all primary, secondary and tertiary packaging materials. The increase compared to 2019 is due to the inclusion of Devin in the figures
	301-2	Total recycled material use	%	10.3 [excl. Devin]	13.1 [incl. Devin]	The methodology of calculation changed versus the previous years. Devin is now included in the figure. It also includes the average recycled content in single use and reusable packaging (primary and secondary packaging)
Carbon neutral by green logistics	305-3	Achievements Lean and Green plan		Lean & Green "Star" obtained by Spadel Benelux	-	With its logistics partners Spadel participates in the Lean & Green framework. In 2019 Spadel Benelux obtains the Lean & Green « Star » for its efforts to improve energy efficiency and reduce the carbon footprint in transport and logistics. Efforts are ongoing
To promote hydration	413-1	Strategic partnerships in each market	#	3 [excl. Brecon Carreg]	3	Spadel Strategic partnerships in BE, NL, & BUL
100% natural & low caloric drinks	416-1	Average calorie content of flavoured waters and lemonades	kcal/100 ml	8.8	9.1	The average calorie content of our flavoured waters and lemonades in 2020 amounts to 9.1 kcal/100 ml. This represents a reduction of 39% since 2017

CSR Platform	GRI Disclosure	Sujet	Unit	Data 2019	Data 2020	More information
	416-1	Products according to Spadel naturality framework	%	100	100	Spadel and its stakeholders jointly developed a framework for natural products. All recipes were aligned with the Naturality concept
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 2020 no legal actions were undertaken against Spadel regarding anti-competitive behaviour
	415-1	Political contributions	#	0	0	Spadel does not provide any political support
	416-2	Number of takebacks	#	0	0	No takebacks were necessary in 2020
	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, so the Green Dot (Fostplus) appears on all the one way packaging for Belgium and the waste bin for the Netherlands. With regard to France, we refer to the TRIMAN logo on our packaging or our websites as permitted by the current regulations. The Brecon Carreg products follow the EU directive 1169/2011. The Devin products are not yet integrated in the Group procedures
	417-2	Violations of label information	#	0	0	There have been no violations in 2020
	417-3	Violations of voluntary marketing codes	#	0	0	There have been no violations in 2020
	418-1	Violations of confidentiality of information	#	0	0	There have been no violations in 2020
	419-1	Fines and non-monetary sanctions	#	0	0	There have been no violations in 2020

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