

# CSR Report 2022

Spadel



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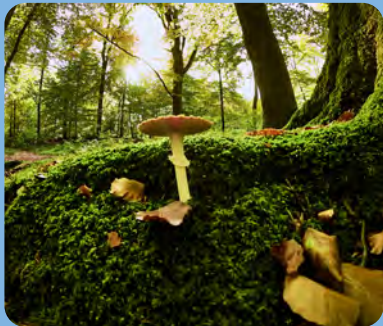


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# Non-financial figures

22,748<sup>ha</sup>

of protected nature



6.6<sup>kcal/100 ml</sup>

Average content in calories of flavored waters and lemonades (-55% vs 2017)



1.491/l

water used to bottle 1 liter of mineral water or lemonade in 2022 (-2% vs 2021)

-33%<sup>CO<sub>2</sub>/l</sup>

33% reduction of CO<sub>2</sub> emissions per liter of bottled mineral water / lemonades 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)



98.1 %

of our purchases are done within 500 km radius around our production sites (vs. 97% in 2021)

Platinum Certificate

Bru Platinum gets the Watership Alliance's Platinum certificate, the second site after Spa Monopole





# Corporate social responsibility



## 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;
- availability and price volatility of raw materials and energy;
- 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 relevant governance system. 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

A materiality analysis is repeated regularly. Spadel has been working on sustainability in a structural way since 2010, when an initial major analysis took place and targets 2015 were established. This was followed by an update of the strategy in 2015 and targets towards 2020. Next, we zoomed in on our packaging and the resulting sustainable packaging strategy was launched in 2019. In 2020 we launched our CSR Strategy 2025, called Source of Change. It revolves around four pillars: Green, Pure, Local and Together, with the ambition to become and remain a B Corp. The specific risks, actions and results are explained in this report under the respective themes.

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



## Mid-term review

Continues developments, such as in the climate/nature field around carbon net-zero, biodiversity and planetary boundary thinking requires us to continually question our sustainability approach.

Think of developments in the climate/nature field around carbon net-zero, biodiversity and planetary boundary thinking for example. CSR is also high(er) on the agenda of the regulatory (EU) and corporate world resulting in ambitious target setting. More detailed reporting requirements, transparency, and an increased focus on the social agenda are more coming to the forefront. At the same time the macro environment of 2022 put some of our CSR targets under pressure.

In this fast evolving context the question of what it means to be a leader in sustainability, Spadel's ambition needs constant reflection.

So in 2022, we focused on a 'mid-term review', questioning and challenging our CSR Strategy: adapting targets where needed, prioritizing and preparing ourselves for 2030.

Various initiatives and sources served as input for our reflection: an external sounding board (see below), research on (regulatory) trends, benchmarking of KPIs and performance, interviews and desk research with selected partners on green



developments (climate, water, biodiversity), a consumer CSR study and the B Corp framework. Conclusions, ready by end 2022, will be presented internally at the Executive Committee in Q1 2023 and later communicated to the public.

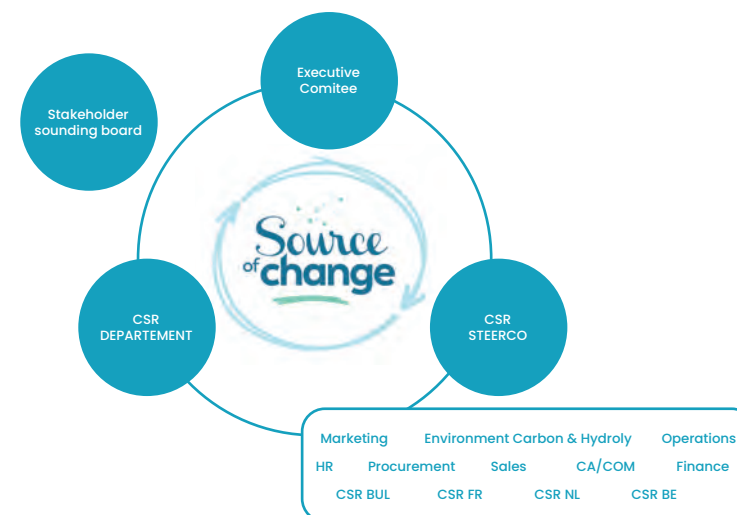
## Governance - Stakeholder board

An important step forward in our sustainability governance was the organization of our first external stakeholder board in March 2022. Eight external experts, a mix of generalist and specialist profiles reflecting the different operational markets of Spadel, were joined by the entire Executive committee of Spadel and the CSR team.

The objective was threefold:

1. focus on the short term: challenge the CSR strategy 2025, its implementation and progress;
2. focus on the long term: gain insights towards main sustainability topics 2040;
3. discuss how these will affect Spadel and what this means in relation to becoming a B Corp positive impact company.

The external stakeholder board is part of the wider CSR Governance of Spadel (as reflected below), and will continue to be organized regularly in order to challenge Spadel's sustainability journey.







## CSR strategy 2025 – progress report

### Spadel, and its brands, B Corp certified

The CSR strategy 2025 includes the ambition to become a *B Corp*. We – and our CEO stating below – are proud to say that in February 2022, Spadel became the first family-owned mineral water group to obtain the B Corp certification for all of its brands.

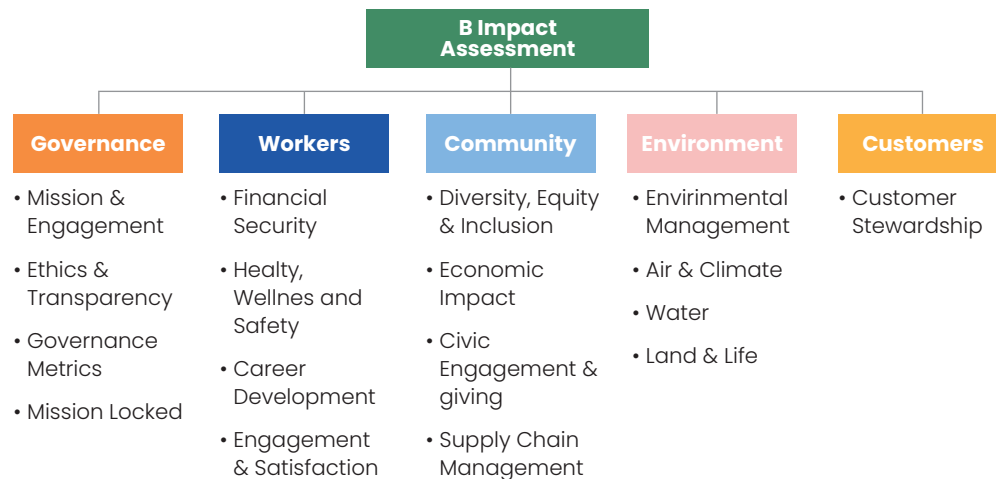
“We’re particularly happy to have obtained this *B Corp* certification as it rewards the positive path taken by all of our brands towards more sustainability and a greater local impact. But it’s just the start of the journey, as Spadel and its brands will aim higher and higher over the coming years. Today, citizens are asking companies like Spadel to set the example. This is part of our ‘every drop counts’ philosophy, which, as its name indicates, invites everyone to do their bit, whether they’re citizens, politicians, or companies. At Spadel, our objective is not merely to protect the environment

that surrounds us, but also to go a step further, by restoring and regenerating it, as we managed to show in Spa in terms of biodiversity. Over the coming years, more than ever we want to continue questioning ourselves in order to progress in our ambition to be a company with a positive impact.”

*B Corp* is an international movement of like minded companies who want to have a positive impact on the world around them. *B Corp*'s unifying goal is using business as a force for good to solve social, environmental problems while making profit.

### B Impact Score 86,7

In order to obtain *B Corp* certification a company has to demonstrate high standards of social and environmental performance, transparency and accountability. This means achieving at least 80 points in the B Impact Assessment (BIA), a rigorous set of more than 200 questions over 5 different topics.



Reflecting the different markets where Spadel is active, three different BIAs took place: Benelux, France and Bulgaria. Each individual market passed the 80 point threshold. The final Spadel score of 86,7 points is a weighted average of the underlying scores of the markets.

### Room for improvement

Proud of passing the 80 points mark, we recognize more needs to be done. The BIA showed for example we can improve our diversity, equity and Inclusivity at Spadel. We can also engage better with our suppliers, actively working with them to create a positive impact. Achieving B Corp certification is a key ambition of Source of Change, Spadel's 2025 CSR strategy. *B Corp* will continue to guide us in our efforts to be a leading sustainable company and to create a positive impact on the world around us. (More information on our B Corp Impact Score, our bottled water statement: [www.bcorporation.net](http://www.bcorporation.net)).

## Green

In our green pillar we transition towards zero carbon production, circular packaging and we restore natural habitats.

## Climate

### Objective

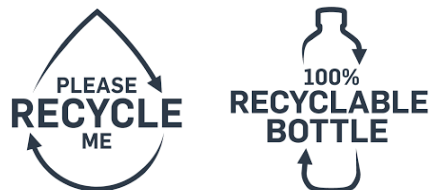
Climate change is one of the greatest challenges our world faces. With global warming gathering pace, the quest for carbon neutrality and efforts to safeguard future generations from the impact of CO<sub>2</sub> emissions are the only ways in which Spadel can fully assume its responsibility in this respect. In 2010 the Group set its goal of being fully CO<sub>2</sub> neutral (scopes 1, 2 and 3) by 2020. And it succeeded. Towards 2025:

- we will remain carbon neutral for the entire value chain (scope 1, 2 and 3);
- we set further reduction targets according to Science Based Targets (SBTi): -42% absolute reduction by 2030 (baseline 2015).

### Actions 2022

Since 2010 reducing our carbon footprint has been key for Spadel. In 2021, we were able to say that despite a volume increase of 21% since 2010, our absolute carbon footprint had decreased by 15% over the same period. In other words, we achieved decoupling our business growth and our carbon footprint.

Our absolute total CO<sub>2</sub> emissions in 2022 amounted to 122,733 tons, up from 116,610 tons in 2021. By introducing rPET, by lightweighting our bottles, by reducing our energy consumption and by revamping



our lemonade formulas for example, we managed to lower the relative footprint (g CO<sub>2</sub> eq./L) by almost 5%. This shows that we manage to reduce our product's impact every year.

However, due to the more than 10% sales volume increase in 2022 vs 2021, the absolute footprint rose by 5.3%, which takes us away from our SBTi reduction target 2030.

Our SBTi targets 2030 for scope 1 and 2 were already achieved in 2021 thanks to energy saving in all sites, green gas in Spa Monopole (cogeneration) and green electricity in all sites. The challenge lies in what happens before and after the factory (scope 3), which amounts to more than 95% of Spadel's total emissions. In this scope 3, our packaging is the largest contributor, followed by distribution and ingredients. As such, our



carbon reduction ambition is a key driver for our sustainable packaging commitments. Bringing these scope 3 emissions down in line with climate science is a main priority. That is why we started work on updating our SBTi target to align it with SBT's net-zero framework. In the second half of 2023, this will result in an updated carbon reduction roadmap and action plans.

#### Status of performance indicators 2022

- Carbon neutrality for the entire value chain (scope 1, 2 and 3): achieved.
- CO<sub>2</sub> reduction targets 2030 -42%, according to SBTi: -1%, to follow up.

### Sustainable packaging

#### Objective

Spadel is fully aware of the impact of packaging on the environment and wants to play a leading role in shaping a positive future. That's why in 2019 we launched 10 commitments focused on 4 key drivers (Reinvent, Reduce, Recycle, Restore) and aimed to accelerate our transition towards a circular economy.

#### Actions 2022

In 2022, macro-economic conditions put an enormous pressure on our business, including the cost of our raw materials and our packaging. These supply chains pressures oblige us to constantly revise our packaging roadmap on how to reach our targets.

Despite this challenging environment, we made quite some progress in 2022, putting us on track to achieve our 2025 plastic reduction goal. First, Spa Reine reduced its plastic footprint by 12% by introducing the lighter 1,5l format. In June, the new 5l Spa Reine Eco Pack was launched. This large format is a triple win: it answers a clear consumer demand, it reduces our plastic footprint, and it contributes to achieving our carbon reduction goals. The Eco Pack reduces the amount of plastic by 65% per liter of water and reduces its carbon footprint by nearly 40% per liter of water compared to a regular pack of 6 plastic bottles. It also is 100% recyclable.



#### Status of performance indicators 2022

- All the initiatives and the progress made in the context of the commitments can be consulted throughout the year on the website [www.sourceofchange.spadel.com](http://www.sourceofchange.spadel.com).
- We also report via the New Plastics Economy Global Commitment and the Plastic Pact NL.

### Biodiversity

#### Objective

The protection and restoration of nature and biodiversity are deeply embedded in Spadel's Group and brands' DNA. We commit to be biodiversity positive for all eight Spadel sites according to the Biodiversity Footprint Methodology (BFM) by 2025.





## Actions 2022

### Belgian Business Award for the Environment

In November 2021, on the occasion of the 100<sup>th</sup> anniversary of Spa Monopole and SPA Reine, a quantitative and scientific study by Arcadis showed that the company has had a net positive impact on local biodiversity thanks to the measures taken for decades to protect and restore biodiversity in the Spa mineral water protection zone. For this remarkable result Spa was awarded a Belgian Business Award for the Environment in March 2022. The Federation of Enterprises in Belgium (FEB/VBO), gives these awards every other year honoring companies that combine innovation and economic viability with environmental protection.

### Spadel's roadmap 'Towards Biodiversity Positive'

The significance of biodiversity as a key topic in the coming years was highlighted at a number of international conferences and notably the UN Biodiversity Conference (COP15).

The Global Goal for Nature commits governments to be nature positive for any impacts between today and 2030 by taking setting up a journey for nature protection and nature restoration to halt nature loss, which is today insufficient considering the



damage that has been done in the past. The global goal for nature makes a distinction between the biodiversity dynamic and static impact:

- dynamic impacts: changes to occur between today and 2030 (e.g. land use changes);
- static impact: historical yet present impact (e.g. land use by buildings yet in place).

Committed to play a leading role in biodiversity, Spadel refined its biodiversity objective in 2022. Spadel's roadmap 'Towards Biodiversity Positive' covers all sites (Belgium, France, Bulgaria) and the value chain, taking into account its dynamic and static impact. The goals are redefined as follows:

At site level:

- invest in nature restoration enabling Spadel to biodiversity positive\*;
- set goals for reaching biodiversity positive:

- 2020-2025: nature restoration for 100 % of its dynamic impact and 10 % of its static impact;
- 2025-2030: nature restoration for 100 % of its dynamic impact and 20 % of its static impact;
- implement minimum one project per country (and offset the remaining impact at corporate level in one of the operating countries) to reach these targets;

At value chain level:

- By 2025: set targets according to the Science Based Targets Network for Nature (SBTN) for it's the entire value chain;
- By 2050: restore nature for 100 % both dynamic and static impact for the entire value chain.

Improving local biodiversity has always played an important role. Between 1921 and 2021 many initiatives were introduced that led to Spa Monopole being credited as biodiversity positive for our 100<sup>th</sup> anniversary. However, in our new Biodiversity Positive roadmap, these past activities will not be included in new calculations, but will serve as our baseline from which we confidently move forward towards creating a greener, more biodiverse world.

\* Focus: on land use only – GHG covered in SBTi targets 2030; 20 % is in line with the EU Nature Restoration Law.





## Pure

In our Pure pillar we work to provide the purest water, healthy for our consumers and respectful to nature.

## Protection

### Objective

Spadel wants all sites (5) Platinum (highest level) certified according to the *Alliance for Water Stewardship* (AWS) framework. This globally-applicable framework enables major water users to understand their water use and impacts and to work collaboratively and transparently for sustainable water management within a catchment context.

### Actions 2022

After SPA Monopole two years ago, the Bru production site achieved the Platinum certificate by the AWS in 2022, having protected its water assets for decades, in close collaboration with the public authorities. It illustrates that all Bru mineral waters are managed and bottled sustainably, without overexploitation, in full transparency, and with the trust of the other local actors that use these waters.

The standard is intended to drive social, environmental, and economic benefits at the scale of a catchment. The conditions for obtaining this certificate are particularly

demanding. They are based on four key criteria:

- fully transparent collaboration with all local stakeholders (particularly the municipalities and public authorities);
- sustainable management of water resources;
- guarantee of good water quality at all times;
- protection of the environment and biodiversity close to the springs.

An important aspect of the certification is tracking water use. For many years, Spadel has been protecting its waters by applying the motto 'draw without depleting', meaning Spadel never collects more than the annual rainfall in the catchment areas. This is accomplished by:

- a hydrogeological assessment to identify the total water available for sustainable extraction;
- a pumping test to set the maximum flow rate regarding the local water resource capacity;
- monitoring the Water Exploitation Index (WEI) on an ongoing basis. The WEI indicates the ratio between the average annual abstraction and the average annual water available in a given region. The EU identifies a WEI of 20 % as 'low-stressed' and 10 % as 'non-stressed'. Spadel's standard

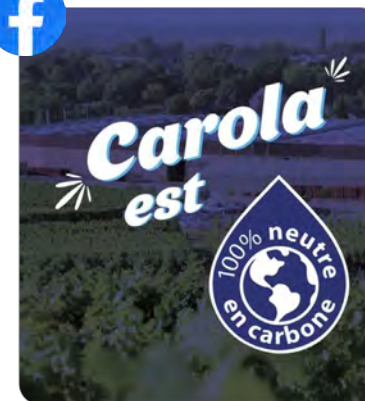


is to have a WEI < 10 % at all sites. In 2022, 4 Spadel sites had a WEI below 5 %.

The audits at the sites of Carola and Wattwiller (France) and Devin (Bulgaria) took place in late 2021 and results were received in 2022. All sites achieved the 'Core' score and are on track to reach the 2025 target.

### Status of performance indicator 2022

- 2 sites Platinum certified: on track



## Purity

### Objective

To be recognized as the 'purest' water by consumers (as per % of targets achieved).

### Actions 2022

The EU has laid down specific rules for natural mineral and spring waters, which clearly set them apart from drinking water (bottled or otherwise) and tap water.

Natural mineral water comes from a single underground source. Bottled on site, it is as pure when it reaches your dinner table as it is at the source. Naturally filtered during its journey into the ground, it is enriched with minerals from deep in the earth's crust. This means the water's purity is safeguarded from outside contaminants, and its mineral balance is stable at all times. As it is microbiologically safe at the source, it doesn't need any kind of treatment or processing. In fact, this is strictly prohibited for natural mineral water.



The EU asks that natural mineral water meets the following criteria:

- natural mineral water is 100 % underground;
- it has an original purity that comes from nature itself;
- the source is protected against any risk of contamination;
- it should not be chemically treated;
- it has a stable and unique mineral composition;
- it may claim health benefits.

For all Spadel brands this natural purity is a key component of the brand identity. Depending on the brand positioning, different KPIs and objectives have been set for the brands. These different KPIs, monitored via market research, are brought together in one score, as a % of achieving all targets.

#### Status of performance indicator 2022

- Internal KPI: on track

### Ingredients

#### Objective

All ingredients are from 100% natural origin according to the guidelines of our naturality grid.

#### Actions 2022

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 of the ingredient and how it is processed. The result is a matrix to determine what is acceptable.

#### Status of performance indicator 2022

- all recipes were in accordance to our naturalness framework: on track

### Local

In our local pillar, we continue to create and sustain a strong local anchorage in the regions where we operate. Spadel's strategy is one of strong local brands.

### Selling

#### Objective

At least 95% of our sales should be situated within the 500 km.

#### Actions 2022

Spadel wants to limit the logistic impact of its commercial activity and considers that its bottled water should not travel more than 500 km for the different sources. This is a constant point of attention and has been part of the policy for years.

#### Status of performance indicator 2022

- 98,1% sold within 500 km: on track

### Employment

#### Objective

We hire our employees no more than 500 km from the production plant, meaning at least 95% local employment.

#### Actions 2022

Often factories are located in natural areas where a large part of local employment and economic activity is linked to the factories. Conscious of its presence and possible impact, all brands work on strong local ties, not only in terms of employment, but also as being part of the local community.

#### Status of performance indicator 2022

- 98% of employees came from within the 500 km range: on track

### Buying

#### 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 have ourselves:

- 95% of our total spend should come from local suppliers, which are defined as being less than 500 km from the production plant;
- our sustainable sourcing policy is related to the sustainability approach of our strategic suppliers, which we monitor via Ecovadis. 95% of strategic suppliers should be monitored via Ecovadis.







## Actions 2022

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 labor, forced labor, working hours and wages, discrimination, freedom of association and health and safety.

Spadel limits its exposure to risk in the supply chain by focusing on local sourcing. In 2022, 98% of purchases (ingredients for the flavored waters and lemonades, packaging materials, etc.) were made within a radius of 500 km around the Belgian production sites.

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.).

The Group also requires its key suppliers to participate in EcoVadis or Sedex, which provides a third-party assessment of those suppliers' sustainability initiatives. In 2022, 89% of them had complied with this requirement.

## Status of performance indicator 2022

- 97,7% of total spend went to local suppliers: on track
- 89% of strategic suppliers took part in Ecovadis: on track

## Together

In the together pillar we work to ensure a safe, engaging workplace and on creating local impact with our partners.

## Engagement

### Objective

Spadel wants to be an attractive employer where people like to work. The Great Place to Work (GPTW) philosophy and tools guide us in this ambition. By 2025 we want to obtain the GPTW certification in all (4) sites (with trust index above 70%).

### Actions 2022

GPTW is about the level of trust employees experience in the company's leadership, the joy of working together, and job pride. The certification process looks at organizations through two lenses. The first is the 'Trust Index': a rating based on a five pillar employee survey on credibility, respect, pride, camaraderie and fairness. The second is a 'Culture brief', which screens the general HR approach.



In 2021, all four entities (Belgium, France, The Netherlands and Bulgaria) were certified for the first time. The 2022 focus was on implementing the 2021 improvement plans. A new engagement survey is scheduled in 2023.

## Status of performance indicator 2022

- Four sites GPTW certified: on track

## Safety

### Objective

Zero accidents (# LTI, Lost Time Injury).

### Actions 2022

The factories is the place where it all starts. There is a clear and firm management commitment to offer a safe and healthy work environment in our factories. By 2025 we want to reach zero accidents, an ambition we follow up via the 'Lost Time Injury' indicator.

## Status of performance indicator 2022

- Internal KPI: on track



## Partnering

### Objective

5% of net profit back to society.

### Actions 2022

To calculate what falls under the 5% we were inspired by the Business for Societal Impact Framework (B4SI). B4SI is the global standard in measuring and managing a company's social impact. B4SI primarily looks at societal/ social impacts. Building on the B4SI thinking, Spadel created its proper framework, including environmental initiatives as well. This way, we take 3 types of input into account for measuring:

- product donations;
- cash expenses: partnerships, sponsorships, memberships,...;
- Ttme: volunteering.

What matters is whether the initiatives are voluntary and if they contribute to a social or environmental purpose. Our KPI is then calculated as dividing these expenses by our net profit.

In 2022 we landed at 10,04% given back. This exceptional result is heavily influenced by the macro-economic conditions in 2022, which caused a drop in Spadel's net profit of more than 50%.

The product donations account for about 10% of our total contributions in 2022. Examples include donations made in every market to Ukraine, local food banks or to numerous local sports, social and cultural events.

Financial contributions, such as partnerships, memberships or sponsorships account for about 89% of the total amount. Examples in Belgium include support for the Domaine de Berinzenne or the environmental education center Le Fagotin. In The Netherlands we work with IVN Natuureducatie to bring people and nature closer together. In Bulgaria, Devin and NGO Blue Flag work to implement the 'Eco Schools Certification' by the Foundation for Environmental Education. Devin also supports the restauration of public fountains in municipalities all over the country. In France, Wattwiller supports biodiversity and research activities in the field of arterial hypertension and the promotion of 'low sodium' consumption.

The final area of covered contributions is 'time', which accounted for less than 1% in 2022. An example includes planting trees in areas damaged by fire in Bulgaria.

### Status of performance indicator 2022

- 10,04% of our net profit back to local partnerships and initiatives: on track

### Summary

This table summarises the initiatives taken by Spadel and indicates whether the goals set have been achieved or not yet. Green means 'on track', orange means 'to monitor'.



## Summary

	Platform	Explanation (KPI)	2021 result	2025 target
Green	Climate	Carbon neutrality for the entire value chain (scope 1, 2 and 3) - Reduction targets to Science Based Targets (-42% absolute reduction 2030 vs 2015)	Carbon neutral - ~1% SBTi	Carbon neutral - ~25% SBTi
	Packaging	See 10 commitments <a href="https://www.sourceofchange.spadel.com">www.sourceofchange.spadel.com</a>		
	Biodiversity	Biodiversity roadmap		According to Spadel Biodiversity roadmap
Pure	Protection	All production sites (5) Platinum (highest level) certified <i>Alliance for Water Stewardship</i> (AWS). AWS is a globally-applicable framework for major water users to understand their water use and impacts, and to work collaboratively and transparently for sustainable water management within a catchment context	2 (Spa Monopole - Bru)	100% of sites (5) Platinum AWS
	Purity	Be recognized as the 'purest' water by consumers (as per % of targets achieved)	Internal	100% brand targets achieved
	Ingredients	In absence of a legal definition of 'natural', Spadel developed its own matrix in close cooperation with external stakeholders, based on the origin and processing of the ingredients	100%	100% ingredients of natural origin
Local	Selling	Spadel wants to limit its logistic impact of its commercial activity and consider that the bottled water should not travel more than 500 km from the different sources	98,1%	95% distribution <500 km
	Employing	We hire our employees no more than 500 km from the production plant	98%	95% local employing
	Buying	Our sustainable sourcing policy is related to the sustainability approach of our strategic suppliers, which we monitor via Ecovadis. Our local suppliers are defined less than 500 km from the production plant	89% 97,9%	95% sustainable strategic suppliers 95% spend on local suppliers
Together	Engagement	<i>Great place to Work</i> (GPTW) certification in all sites (with trust index above 70%)	4	4
	Safety	Zero accidents (#LTI, Lost Time Injury)	Internal	0 LTI
	Partnering	5% of net profit to local partnerships	10,04%	5%





# GRI table

CSR Platform	GRI Disclosure	Subject	Unit	Data 2021	Data 2022	More information
<i>GENERAL DISCLOSURES</i>						
	102-1	Organization profile				See p 3-4
	102-2	Activities, brands, products, and services				See p. 13-26
	102-3	Location of headquarters				Avenue des Communautés 110 B-1200 Woluwé-Saint-Lambert
	102-4	Location of operations				See p 12
	102-5	Ownership and legal form				See p 59
	102-6	Markets served				See p 12-26
	102-7	Scale of the organization				See p 10
	102-8	Information on employees and other workers				See p 10-12
	102-9	Supply chain				See p 33-34
	102-10	Significant changes to the organization and its supply chain				No significant changes in 2022
	102-11	Precautionary Principle or approach				See p 44 of the annual report for Risk Management; see p 27 for Non-financial Information

Cf. p. x → The page numbers mentioned in the table refer to the Spadel Annual Report 2022, available on [www.spadel.com](http://www.spadel.com)



CSR Platform	GRI Disclosure	Subject	Unit	Data 2021	Data 2022	More information
<b>GENERAL DISCLOSURES</b>						
»						<p>All commitments are voluntary. Please see 'Our CSR approach' on <a href="https://sourceofchange.spadel.com">sourceofchange.spadel.com</a> for the frameworks that inspire and which we apply</p> <p><b>Global:</b></p> <ul style="list-style-type: none"> <li>• Spadel has 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> </ul> <p><b>Belgium:</b></p> <ul style="list-style-type: none"> <li>• Spadel is a member of the Belgian Pledge, a commitment of food companies for responsible ad practices</li> </ul> <p><b>Bulgaria:</b></p> <ul style="list-style-type: none"> <li>• Devin has ongoing media partnerships (unbranded campaigns) with educational content on healthy hydration. Devin also supports a three-stage school program in high schools on healthy hydration, zero littering and recycling in partnership with Ecopack and BCause</li> </ul> <p><b>Netherlands:</b></p> <ul style="list-style-type: none"> <li>• Spadel has a 3-year partnership with IVN Natuureducatie. Spadel and IVN 'Nature Education' will focus on the topics of biodiversity and litter</li> </ul> <p><b>France:</b></p> <ul style="list-style-type: none"> <li>• Carola is an active member of the 'Initiatives durables (Idée Alsace)', a network of local companies favoring sustainable development</li> <li>• Carola and Wattwiller are among the first French SMEs obtaining the label 'Entrepreneurs + Engagés'</li> </ul>
	102-12	External initiatives				
	102-13	Membership of associations				See indicator 102-12
	102-14	Statement from senior decision maker				Message from Chairman and CEO: p 4-7
	102-16	Values, principles, standards, and norms of behavior				Spadel values: agility, ownership, excellence and togetherness See. <a href="https://www.spadel.com">www.spadel.com</a>
	102-18	Governance structure				'Our CSR approach' on <a href="https://sourceofchange.spadel.com">sourceofchange.spadel.com</a> For Spadel: see p 28
»	102-40	List of stakeholder groups				See p 28
	102-41	Collective bargaining agreements				Belgian employees fall under collective labor agreement
	102-42	Identifying and selecting stakeholders				See indicator 102-40
	102-43	Approach to stakeholder engagement				See indicator 102-40
	102-44	Key topics and concerns raised by stakeholders				See indicator 102-40
	102-45	Entities included in the consolidated financial statements				See p 12; p. 79





CSR Platform	GRI Disclosure	Subject	Unit	Data 2021	Data 2022	More information
<b>GENERAL DISCLOSURES</b>						
	102-46	Defining report content and topic Boundaries				See p 27
	102-47	List of material topics				In 2021 Spadel launched Source of Change, its new CSR Strategy 2025. See p 27
	102-48	Restatements of information				-
	102-49	Changes in reporting				Following the launch of Source of Change, our CSR Strategy 2025, reporting in 'topic specific disclosures' follows the 4 pillars of this new strategy
	102-50	Reporting period				1 January 2022–31 December 2022
	102-51	Date of most recent report				April 2022 on data 2021. This report, and previous ones, are available on <a href="https://sourceofchange.spadel.com">sourceofchange.spadel.com</a>
	102-52	Reporting cycle				Annual update of basic data; ongoing update of actions and progress during the year via <a href="https://sourceofchange.spadel.com">sourceofchange.spadel.com</a>
	102-53	Contact point for questions regarding the report				Ann Vandenhende CSR Manager <a href="mailto:a.vandenhende@spadel.com">a.vandenhende@spadel.com</a>
	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				See p 27
	102-56	External assurance				-
	103-1 G4 DMA,a	Explanation of the material topic and its boundary				See section on Materiality and the discussion of each topic in the report
	103-2	The management approach and its components				This annual CSR report summarizes the main information regarding the material topics, targets and progress. More information can be found on <a href="https://sourceofchange.spadel.com">sourceofchange.spadel.com</a>
	103-3	Evaluation of the management approach				This annual CSR report summarizes the main information regarding the material topics, targets and progress. More information can be found on <a href="https://sourceofchange.spadel.com">sourceofchange.spadel.com</a>



CSR Platform	GRI Disclosure	Subject	Unit	Data 2021	Data 2022	More information
TOPIC SPECIFIC DISCLOSURES LINKED TO CSR STRATEGY						
Climate ⌵	305-1	Direct (Scope 1) GHG emissions	ton CO <sub>2</sub> -eq	6,307	4,833	SBTi targets for Scope 1 and 2 have been achieved in 2021 thanks to energy savings in all sites, green gas at Spa Monopole (cogeneration) and green electricity at all sites
	305-2	Energy indirect (Scope 2) GHG emissions	ton CO <sub>2</sub> -eq	307	313.7	SBTi targets for Scope 1 and 2 have been achieved in 2021 thanks to energy saving in all sites, green gas at Spa Monopole (cogeneration) and green electricity at all sites
	305-3	Other indirect (Scope 3) GHG emissions	ton CO <sub>2</sub> -eq	109,996	117,595	All reduction actions (light weighting, rPET, rfilm, less glass one way and RGB actions) are offset by volumes increase
	305-4	GHG emissions intensity	g CO <sub>2</sub> -eq/liter	132	125.6	
	305-5	Carbon footprint reduction	%	-29	-33	vs 2010 baseline 187.1
	302-1	Energy consumption	MWh	83,341	84,246	Spa: 128.32 kWh/kL for 474,019.28 kL produced => 60,828 MWh consumed Bru: 135 kWh/kL for 32,948.153 kL produced => 4,448 MWh consumed Carola: 66.13 kWh/kL for 52,620.934 kL produced => 3,479.892 MWh consumed Wattwiller: 44.45 kWh/kL for 79,571.632 kL produced => 3,536.63 MWh consumed Devin: 36 kWh/kL for 332,317.643 kL produced => 11,952.866 MWh consumed
	302-1	Renewable energy consumption	%	67	67	Spadel uses 67% renewable energy (mainly green electricity at all production sites and green gas at Spa, as well some wood pellets at Devin)
	302-4	Energy reduction per bottled litre	% / liter	-48	-52	Since 2010, the perimeter of Spadel has been changed several times (factory purchase and sale) For this KPI, we have decided to keep the original perimeter and not change it, and to compare it with the actual consumption. In 2010, the total energy consumption per liter was 0.182, in 2021 it was 0.094 and in 2022, it was 0.086
Packaging ⌵	301-1	Total material use	ton	25,618	26,899	This figure includes all primary, secondary and tertiary packaging materials
	301-2	Total recycled material use	%	24.8	20.3	This KPI can be looked at from a lot of different angles. Here we state the total recycled content in single-use packaging
Biodiversity	-	All sites biodiversity positive	#	1		In 2022 we refined our KPI, taking tatic & dynamic impacts into account, and including the entire value chain. See p 32
Protection ⌵	304-3	Protection of water resources	ha	22,748	22,748	Spadel protects with several protection status a total of 22,748 ha: • Spa: 13,177 ha (Mineral Water protection area) • Bru: 4,258 ha (Mineral Water protection area) • Wattwiller: 798 ha (Natural Area in the "Plan local d'urbanisme") • Carola: No protected area (Ongoing process) • Devin: 1,322 ha (Mineral, Spring and Table water protection area) Moreover • Spa and Bru watersheds are included in the Parc Naturel des Sources • Wattwiller and Carola watershed are included in the Parc Naturel "Les Ballons des Vosges" • Devin watershed is included in the Rodopi - Zapadni Natura 2000 Area





CSR Platform	GRI Disclosure	Subject	Unit	Data 2021	Data 2022	More information
TOPIC SPECIFIC DISCLOSURES LINKED TO CSR STRATEGY						
	-	Number of sites AWS 'Platinum' rated	#	1	2	Spa: AWS Platinum certified Bru: AWS Platinum certified Wattwiller: AWS Core certified Carola: AWS Core certified Devin: AWS Core certified
	303-1	Water consumption	million liters	1,363	1,452	Spa: 763,556 m³ Bru: 58,238 m³ Wattwiller: 91,109 m³ Carola: 81,990 m³ Devin: 457,271 m³ Spadel: 1,452,165 m³
	303-2	Water Exploitation Index	%	<10 (all sites)	<10 (all sites)	Spa: 3.3% Bru: 3.5% Wattwiller: 3.6% Carola: 4.8% Devin: NA Sustainable limitation: 10%
	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.
	303-3	Water use ratio	liter/liter	1.52	1.49	Spa: 1.61 Bru: 1.77 Wattwiller: 1.14 Carola: 1.56 Devin: 1.38 Spadel: 1.49
	416-1	Average calorie content of flavored waters and lemonades	kcal/100 ml	8.9	6.6	The average calorie content of our flavoured waters and lemonades in 2022 amounts to 6.6 kcal/100 ml This represents a reduction of 55% since 2017 Devin's functional waters are now included in the scope of calculation. Without Devin's near waters, the average kcal/100ml is 6.2
	416-1	Products according to Spadel naturality framework	%	100	100	Spadel and its stakeholders jointly developed a framework for natural products. All non-functional recipes are aligned with the Naturality concept



CSR Platform	GRI Disclosure	Subject	Unit	Data 2021	Data 2022	More information
TOPIC SPECIFIC DISCLOSURES LINKED TO CSR STRATEGY						
Local Selling	-	Minimum distribution in local and regional markets	%	97.9	98.1	We deliberately choose not to export our products further than 500km from the factories. Only Wattwiller is not sold 100 % within the 500km range as it is sold in most of France and its factory is located in the Alsace region
Local Buying ⌵	204-1	Purchases within 500 km radius	%	97	97,7	Total spend Spadel BENEFA direct and indirect is 180,754,113 EUR of which 176,628,094 EUR is spend locally
	308-1 414-1	Percentage of new strategic suppliers screened by Ecovadis	%	100	100	
	308-2	Evaluation of strategic suppliers (Ecovadis)	%	92	89	65 strategic suppliers are screened and followed by Ecovadis or Sedex out of 73 suppliers 2 have specific sustainability reports
	308-2	Evaluation of strategic suppliers (SSPP)	%	81	90	Suppliers have signed the SSPP (Spadel Sustainable Procurement Policy) or replied with their own full report OR are referring to the principles of Ecovadis/UN 7 suppliers have no formal and/or written SSPP
	407-1 408-1 409-1 412-1	Identified risks in the supply chain	#	0	0	During the screening by Ecovadis, not one single strategic supplier was rated in the last 'high risk' category
Local Employing	-	Local employment (<500 km)	%	98	98	
Engagement ⌵	404-2	Number of trainings on sustainability for the Spadel Group employees	#	7	7	Trainings in 2022 mainly focused on B Corp and carbon net zero
	413-1	Number of participants from the Spadel Group to Citizen Days	#	47	-	Following internal changes the One Citizen Day did not take place in 2022 Normally it will resume in 2023
	-	Trust Index score for the Spade Group according to the Great Place to Work™ survey	%	72	-	All Spadel sites were Great Place to Work certified for the first time in 2021 No new survey was organized in 2022
	401-1	Personnel turnover	%	13.9	18.06	Staff turnover at Spadel in 2022 was 18.06 %
	"403-2 (2016)"	Absenteeism	%	4.59	4.38	
	404-1	Employee trainings	hours		14.4	
	405-1	Distribution men/women	%	Men: 72.05 Women: 27.95	Men: 71.56 Women: 28.44	
	406-1	Complaints concerning discrimination	#	None	None	
Safety	-	Zero accident	#LTI			Internal KPI
Partnering	-	5 % of net profit to society	%	5.37	10.04	See p 35



CSR Platform	GRI Disclosure	Subject	Unit	Data 2021	Data 2022	More information
<i>TOPIC SPECIFIC DISCLOSURES NOT LINKED TO CSR STRATEGY</i>						
	201-1	Turnover (before tax)	mio euro			See p 10
	206-1	Legal anti-competition actions	#	0	0	In 2022 no legal actions were undertaken against Spadel regarding anti-competitive behavior
	415-1	Political contributions	#	0	0	Spadel does not provide any political support
	416-2	Number of recalls	#	0	0	There were no takeback in 2022
	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 our 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
	417-2	Violations of label information	#	0	0	There have been no violations in 2022
	417-3	Violations of voluntary marketing codes	#	0	2	In 2022, consumers lodged a complaint before the 'JEP' ( Jury voor ethische parktijken inzake reclame/Jury d'éthique publicitaire) against two marketing campaigns of Spadel. The first one was related to our Spa Reine Eco Pack; the second one was related to a Facebook spot dealing with our trademark 'Bru' and Spadel's CSR activities related (among other) to its partnership with BeeOdiversity. Details of advertisements concerned, grounds for the complaints, Spadel's position, and the jury's decision are available on <a href="http://www.jep.be">www.jep.be</a>
	418-1	Violations of confidentiality of information	#	0	0	There have been no violations in 2022
	419-1	Fines and non-monetary sanctions	#	0	0	There have been no fines in 2022





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