

EURO CATER CSR REPORT

2016/2017






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RESPECT

FOR FOOD AND PEOPLE

In this year's CSR report, we present the main points of the CSR strategy on which our corporate social responsibility is based, and report on the continued development of Euro Cater's CSR activities. We are looking to the Global Reporting Initiative (GRI) as a framework tool, and the plan is to start using this formal framework in our reporting in the coming years. In addition, Euro Cater supports the ten principles of the UN Global Compact.

Food and food concepts are enjoying increasing attention in both Denmark and Sweden. Both among consumers and, in fact, throughout the entire farmland-to-fork value chain. Euro Cater takes great pride in being part of this development, and feel great humility about our role as the supplier of the raw ingredients and solutions our customers need.

Sustainable palm oil has been one of our focus areas in the past year. We have joined the global Roundtable on

Sustainable Palm Oil (RSPO) movement. We have also increased our focus on minimising food waste, and we have launched a new webshop where we ensure that products which are nearing their expiry date get more attention and are thus increasingly sold and used to prepare food.

As a trading company, we have a natural focus on responsible trading, and we would like to work more for responsible trading through our membership of the Danish Ethical Trading Initiative (DIEH).

We look forward to continuing our CSR journey together with our employees, customers and suppliers.

We hope you enjoy reading our CSR report!

Steen D. Pedersen
CEO, Euro Cater/Dansk Cater

Henrik Ellegaard
CFO, Euro Cater

Lars Carlsson
CEO, Svensk Cater



ABOUT THE COMPANY

Euro Cater is active in the food-service market in Denmark and Sweden. From our 36 sites, we sell foods, beverages and non-food articles for all types of professional kitchens, restaurants, cafés, canteens, nursing home kitchens, inns, hospitals, bakeries, butchers and cafeterias in both the private and public sectors. From the smallest hot-dog stand to the largest kitchens.

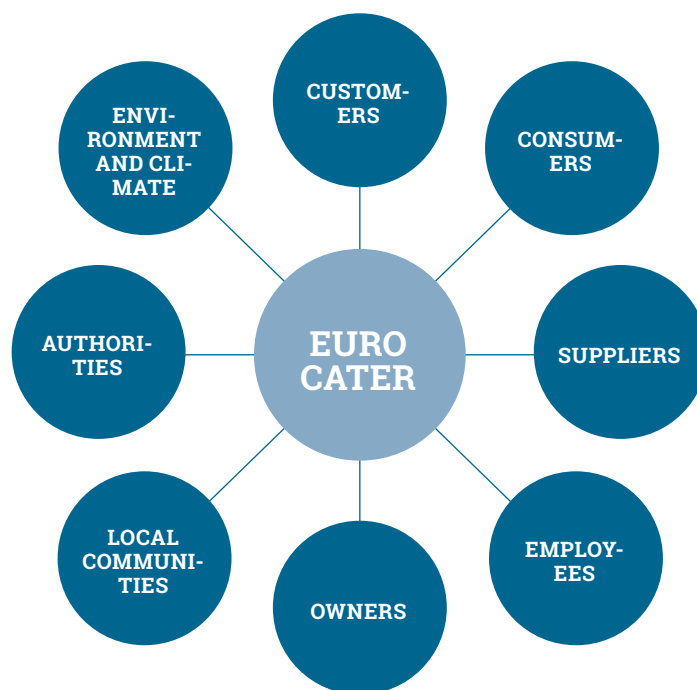
Our mission

We make it easy for our customers to serve healthy, inspiring and responsibly produced food.

CORPORATE SOCIAL RESPONSIBILITY

Every day, several hundred trucks deliver food from our refrigeration and cold storage facilities to Danish and Swedish kitchens. We are well aware that this is not possible without impacting the world around us.

Through targeted efforts for individual groups of stakeholders, we seek to minimise any negative consequences of our activities.



OUR CERTIFICATIONS

We want to offer peace of mind for our customers when they do business with us. We are therefore working at all times to professionalise our processes and control procedures in accordance with acknowledged standards.

Food safety is at the core of everything we do, and all our sites in Denmark and Sweden are therefore certified according to the ISO 22000 standard, with the exception of two sites which are expected to be certified in the course of 2017/2018.

In order to be able to offer all customers fish and shellfish from sustainable fishing operations, in 2016/2017, we obtained the last certifications so that all sites in the group are now MSC/ASC-certified.

The group is now certified as follows:

ENVIRONMENT ISO 14001

All sites in Denmark and Sweden* are certified. New sites are continuously certified.

* A newly acquired site is expected to be certified in 2017/2018.

FOOD SAFETY ISO 22000

All sites in Denmark and Sweden* are certified. New sites are continuously certified.

* Two sites are expected to be certified in 2017/2018.

FISH AND SHELLFISH MSC/ASC

All sites in Denmark and Sweden are certified. New sites are continuously certified.

ORGANICS AND ENVIRONMENTAL REQUIREMENTS

All Swedish sites are certified in accordance with the Swedish organics and environmental label KRAV.



FINANCES



Revenue:

8,784

million DKK

EBITDA:

609

million DKK

Equity:

1,403

million DKK (end of year).

EMPLOYEES

2,191

full-time positions.



1,479

in Denmark.

712

in Sweden.

SITES

- 33 distribution sites
- 3 inco cash and carry sites

TRUCKS

Number of own trucks:
Approx.

400

Denmark:
Approx.

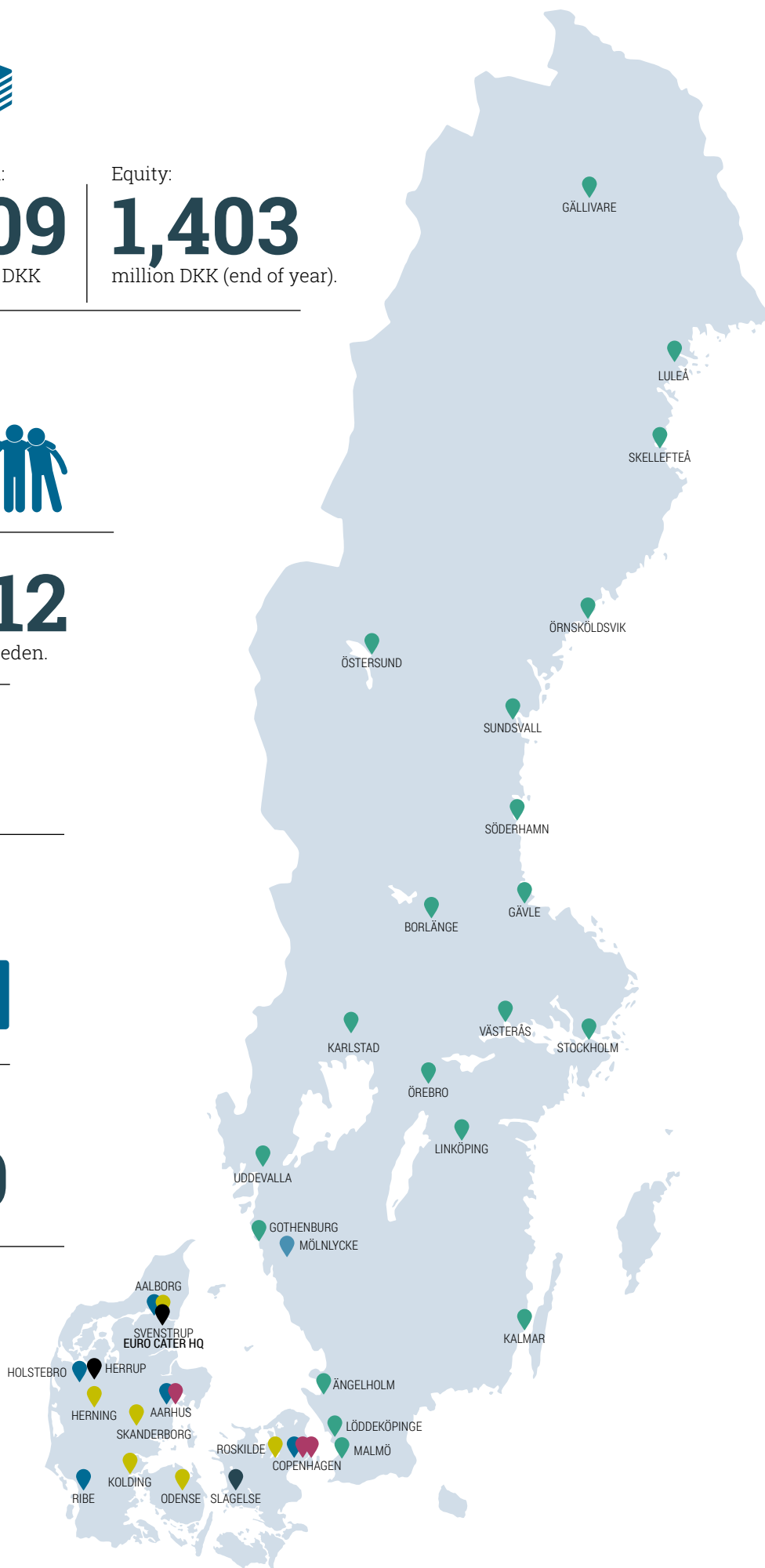
300

Sweden:
Approx.

100

COMPANIES

- AB Catering
- BC Catering
- Inco
- Cater Grønt
- Cater Food
- Svensk Cater
- Nordsjöfisk



OUR

CSR STRATEGY AND PRIORITIES

The title of our CSR strategy is 'Respect for Food and People'. Because we want to conduct our business with respect and care for food as a resource – and for the people involved in the entire farmland-to-fork value chain.

Our CSR strategy is the result of a dynamic process of desk research, discussions and prioritisations by the managements and the boards of directors of Dansk Cater and Svensk Cater, followed by its consideration and approval by Euro Cater's steering committee for CSR.

As part of the strategy process, we have carried out a number of analyses, including a risk analysis of the areas in which we leave – or risk leaving – a negative footprint on the world. We see it as our responsibility to try to minimise these negative footprints. Through regular follow-up, we ensure that we exercise due diligence, and thereby minimise or completely eliminate these risks and any consequences associated with them.

Based on all the analyses, including the risk analysis, we have summarised the results in a materiality assessment which identifies the CSR issues that are of the greatest importance to both Euro Cater and our external environment. In other words, the areas which we should prioritise in our CSR strategy.

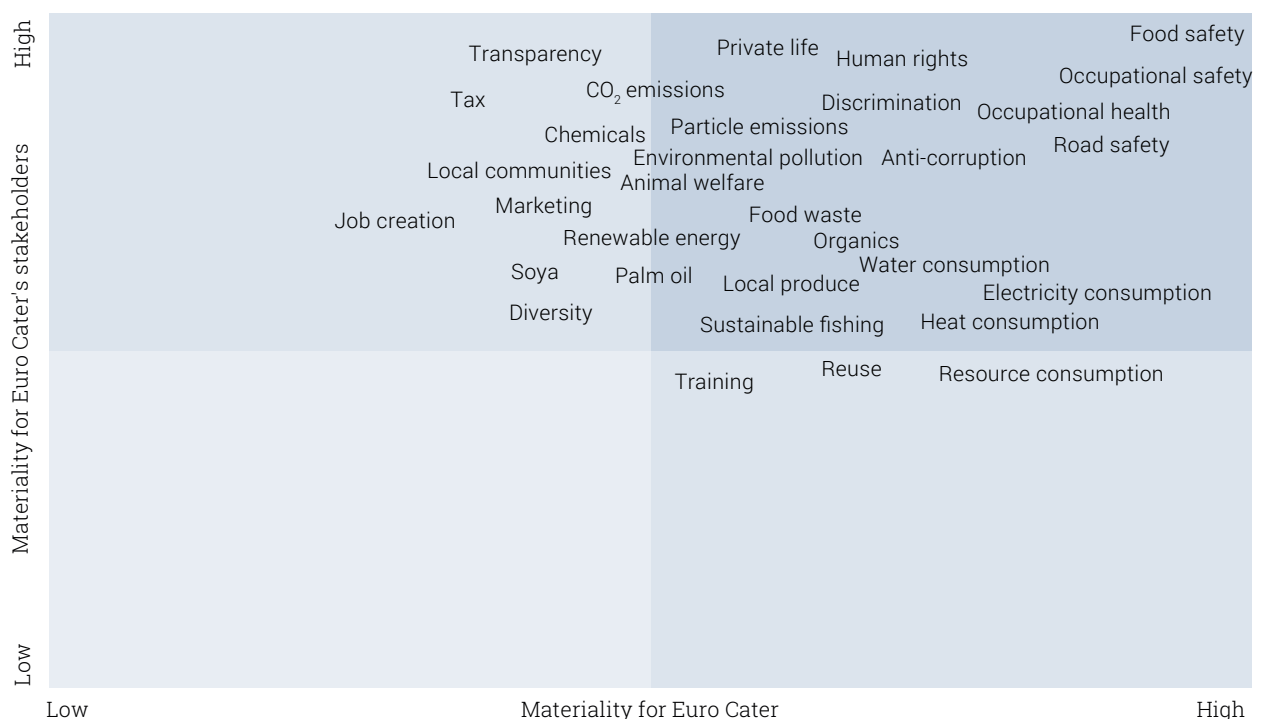
As can be seen from the figure below, the most important CSR areas for Euro Cater and for our stakeholders are food safety, supply chain management, sustainable product assortment, energy, transport, waste and food waste, sense of community, health and safety, and skills.

These areas are translated into three focus areas:

- › Sustainable trading
- › Sustainable operations
- › Good workplace

as illustrated in our CSR strategy house.

MATERIALITY ANALYSIS



RISK ANALYSIS

	AGRICULTURE AND RAW MATERIALS	PRODUCTION AND INDUSTRY	TRANSPORT	EURO CATER	CUSTOMERS
ENVIRON- MENT	<ul style="list-style-type: none"> › Chemicals › Water consumption › Waste water › Waste and recycling › Raw material use › Pollution › Animal welfare › Production methods › Palm oil › Soya › Coffee › Environmental accidents › Food waste 	<ul style="list-style-type: none"> › Chemicals › Water consumption › Waste water › Waste and recycling › Raw material use › Pollution › Animal welfare › Production methods › Palm oil › Soya › Coffee › Environmental accidents › Food waste 	<ul style="list-style-type: none"> › Air pollution › Animal welfare › Waste and shrinkage 	<ul style="list-style-type: none"> › Electricity consumption › Environmentally harmful products › Food waste › Waste and recycling › Composition of product assortment › Packaging 	<ul style="list-style-type: none"> › Returnable packaging › Food waste and waste
CLIMATE	<ul style="list-style-type: none"> › CO₂ emissions › Fossil fuels 	<ul style="list-style-type: none"> › CO₂ emissions › Fossil fuels 	<ul style="list-style-type: none"> › CO₂ emissions › Fossil fuels 	<ul style="list-style-type: none"> › CO₂ emissions › Fossil fuels 	
HUMAN RIGHTS	<ul style="list-style-type: none"> › Employment arrangements › Child/forced labour › Pay › Food safety › Local communities 	<ul style="list-style-type: none"> › Employment arrangements › Forced labour › Pay › Food safety › Local communities 	<ul style="list-style-type: none"> › Employment arrangements › Forced labour › Pay › Road safety › Food safety 	<ul style="list-style-type: none"> › Employment arrangements › Road safety › Marketing › Food safety 	<ul style="list-style-type: none"> › Food safety › Health
LABOUR RIGHTS	<ul style="list-style-type: none"> › Occupational safety › Health 	<ul style="list-style-type: none"> › Occupational safety › Health 	<ul style="list-style-type: none"> › Occupational safety › Health 	<ul style="list-style-type: none"> › Occupational safety › Health 	
ANTI- CORRUPTION	<ul style="list-style-type: none"> › Bribery › Corruption › Transparency 	<ul style="list-style-type: none"> › Bribery › Gifts 	<ul style="list-style-type: none"> › Bribery › Gifts 	<ul style="list-style-type: none"> › Bribery › Gifts › Transparency 	<ul style="list-style-type: none"> › Gifts

STRATEGY HOUSE



We have carefully studied the 17 Sustainable Development Goals and associated sub-goals defined by the UN. Given our role in the value chain, we believe that we have the chance to proactively inspire responsible consumption among our customers and to promote sustainable principles in the supply chain. Moreover, we can contribute actively to reducing waste and food waste throughout the value chain. All this is part of Sustainable Development Goal 12, which is therefore the central Sustainable Development Goal in our CSR work.



SUSTAINABLE

TRADING

We have chosen the following three main tracks to ensure the structured development of sustainable trading: food safety, supply chain management and sustainable product assortment.

Dansk Cater is a member of the Danish Ethical Trading Initiative (DIEH)

DIEH is a Danish organisation, the purpose of which is to promote ethical international trading. This entails a

sharp focus on respect for human and labour rights, the environment and the climate, as well as ethical corporate governance, including anti-corruption, discrimination and governance.

www.dieh.dk



FOOD SAFETY

The basis for everything we do for our customers is an uncompromising approach to food safety. Customers must feel safe and secure working with all our local sites, and the whole company is therefore certified according to the ISO 22000 standard (two sites preparing for certification).

In the past year, our sites have been re-certified in accordance with the ISO 22000 standard. Re-certification takes

place every three years, and this time included a revision of our food safety policy.

As part of our certification in accordance with the ISO 22000 food safety standard, in the past year, we have conducted internal audits of all sites as well as external and independent third-party audits of all sites.



Number of elite smileys

All sites in Denmark have elite smiley status (September 2017).

There is no similar system in Sweden.



SUPPLY CHAIN MANAGEMENT

About 80% of the company's procurement is made from large, well-known suppliers of branded goods, with whom we have been working for many years. The last about 20% of our procurement is made from a very wide group of partners. We therefore focus strongly on ensuring a high level of CSR responsibility among our suppliers. We do so through our supply chain management.

Human rights and anti-corruption

In our trading, especially with our foreign suppliers, there is an indirect risk that human rights are not respected throughout the value chain. We have therefore drawn up a policy on human rights, which is based on the principles of the UN Global Compact. Moreover, we have drawn up an anti-corruption policy, which applies to both ourselves and our suppliers.

These policies are implemented in dialogue with suppliers, and are subject to

regular follow-up procedures. The main tool is our Supplier Code of Conduct, which we intend to gradually ask all our suppliers to accept. In Denmark, suppliers representing 38% of our procurement have so far signed our Supplier Code of Conduct, and in Sweden the share is 15%. In total, suppliers representing 30% of our procurement have signed our Supplier Code of Conduct.

Supply chain management has been systematised

We make formal requirements for responsible conduct on the part of our suppliers and work systematically with registration, control, follow-up and the continued development of our individual partnerships. We have therefore developed a system for risk assessment of the individual suppliers. In Denmark, we have assessed suppliers representing 90% of our total procurement volumes, and in Sweden we have assessed 15%. Overall, we have

assessed suppliers representing 63% of our procurement volumes. We assess all new suppliers, and the long-term aim is to ensure that all suppliers have been assessed.

Training of procurement staff

In Dansk Cater, we have held an internal introduction programme for our procurement staff with focus on responsible procurement. This two-day course focuses on our general corporate social responsibility, our procurement policies, our Supplier Code of Conduct, product assortment and how we can ensure increasingly better and more responsible supplier relations. All senior procurement officers from the 13 distribution sites have completed this course. A similar set-up is expected to be developed for our Swedish procurement staff.

SUSTAINABLE PRODUCT ASSORTMENT

We want to spearhead the development of products and solutions that make it easy for customers to make sustainable choices. For our customers, it must still be possible to get exactly the products they want. But we will do what we can to make it easy and attractive for our customers to make sustainable choices. We believe that this is the right

approach to changing consumer habits in the food industry in both the short and the long term.

Requirements for products and product assortment

Our product policy covers areas such as organics, animal welfare, fish and shellfish, local produce and palm oil.

It helps us to address and handle ethical and environmental issues in our everyday working lives and serves as a guideline for our procurement staff. We want to include more themes in our product policy as we go along.



One of our focus areas is palm oil, which has a major impact on the environment, the climate and biodiversity. One of our locations uses palm oil in production, and only RSPO-certified oil is used.

Ensuring sustainable fish stocks is also a focus area. With this in mind, all our sites in Denmark and Sweden

are certified according to both the MSC (sustainable wild-caught fish) and the ASC (sustainable aquaculture fish) standards. Consequently, we can offer guaranteed sustainable fish caught using gentle fishing methods throughout the company. As part of our MSC/ASC certifications, in the past year, we have carried out internal audits

on all our sites as well as external and independent third-party audits.

Both internal and external audits have been carried out at all our Swedish sites in accordance with the Swedish organic KRAV labelling scheme, which ensures high standards for animal welfare, health and social responsibility as well as climate impact.

RESULTS FOR THE YEAR 2016/2017

FOCUS AREA	GOALS	ACTION	RESULT
FOOD SAFETY POLICY › Food safety	› All sites are ISO 22000-certified › Ongoing focus on possible improvements	› ISO 22000 certification process in Inco Glostrup and two sites in SC (to be completed next year) › Internal audit process › External audit process › Mapping of own production in relation to food safety › Evaluation process of food safety policy	› Inco Glostrup ISO 22000-certified › All other sites (except two) ISO 22000-re-certified › 36 internal ISO 22000 audits carried out › 35 external ISO 22000 audits carried out › Overview of food safety in own production (in connection with re-certification) › Food safety policy revised › Elite smiley for all Danish sites
SUPPLY CHAIN MANAGEMENT POLICY › Human rights › Labour rights › Anti-corruption	› 20% of suppliers (by volume) have accepted Code of Conduct › 75% of the suppliers (by volume) risk-assessed › Objectives and KPIs for policies	› Code of Conduct has been translated into Swedish › Code of Conduct has been sent out to selected suppliers › Risk assessment of existing suppliers › Training of procurement staff in supply chain management	› 30% of suppliers (by volume) have accepted Code of Conduct › 63% of the suppliers (by volume) risk-assessed › 13 procurement staff trained in supply chain management
SUSTAINABLE PRODUCT ASSORTMENT POLICY › Product policy	› Promote the sale of sustainable products › All sites MSC/ASC-certified › Objectives and KPIs for product policies	› Launch of new webshop with promotion of, for example, organic products › MSC/ASC certification process › Mapping of palm oil content in own production › Training of procurement staff in the development of sustainable product assortment › Training of sales staff in sustainable selling	› Sustainable products promoted in new webshop › MSC/ASC certification of all sites › Overview of palm oil use in own production, as well as phase-out of non-certified palm oil › 13 procurement staff trained in the development of sustainable product assortments › 104 sales staff trained in sustainable selling

Advisory services, selling and marketing sustainability

We are aware that as a wholesaler we have a joint responsibility for inspiring our customers to make sustainable choices.

In our catalogues, we focus on creating more campaigns for sustainable products, and in the past year, we have also launched a new version of our webshop with a stronger focus on campaigns for sustainable goods, as well as the sale of products nearing their expiry date, which could otherwise end up as food waste.

To support these initiatives, we have increased our focus on ensuring that our product database contains all relevant information on sustainability.

Training and education

With a view to introducing more sustainable products to the market, we are continuously training our employees. As mentioned above, we have held a two-day course for our procurement staff in order to ensure a more sustainable product assortment.

Also, we have arranged a course for more than 100 of our Danish sales consultants, the purpose of which was to create a framework for better advisory services, selling and marketing of sustainable products. A similar course programme is being developed for our Swedish sales consultants.

Roundtable on Sustainable Palm Oil (RSPO)

RSPO is a global organisation that works with all parts of the value chain to advance the use of sustainable palm oil. The RSPO has developed a set of guidelines to ensure that the certified palm oil has been produced sustainably. The RSPO has more than 3,000 members worldwide – including Euro Cater.

OBJECTIVES

2017/2018

FOCUS AREA	GOALS	PLANNED ACTIONS
FOOD SAFETY POLICY › Food safety	› Two sites in Sweden ISO 22000-certified › Internal audits of all sites carried out › External audits of all sites carried out › Elite smiley for all Danish sites	› ISO 22000 certification process for two Swedish sites › Carry out external ISO 22000 audits of all locations › Carry out internal ISO 22000 audits of all locations
SUPPLY CHAIN MANAGEMENT POLICY › Human rights › Labour rights › Anti-corruption	› 40% of suppliers (by volume) have accepted Code of Conduct › 70% of the suppliers (by volume) risk-assessed › Continued training of procurement staff in supply chain management › Self-evaluation developed	› Code of Conduct has been sent out to selected suppliers › Risk assessment of existing and new suppliers › Training of more procurement staff in supply chain management › Develop self-evaluation
SUSTAINABLE PRODUCT ASSORTMENT POLICY › Product policy	› Organic products promoted in our webshop › Content of MSC/ASC-certified products in own production mapped › Continue to train procurement staff in the development of sustainable product assortment › Continue to train sales staff in sustainable selling	› Promotion of, for example, organic products in webshop › Mapping of content of MSC/ASC-certified goods in own production › Training of procurement staff in the development of sustainable product assortment › Training of sales staff in sustainable selling



SUSTAINABLE

OPERATIONS

Euro Cater serves customers from the northernmost tip of Sweden to the southern parts of Denmark. We operate locally from our 36 sites and deliver extensive and flexible service to our customers. We have identified three areas in which our activities impact our surroundings, and which we have therefore prioritised in our CSR strategy: energy, transport, and waste and food waste.

ISO 14001

All sites are certified according to the ISO 14001 standard with the exception of a newly acquired site, which is in the process of being certified. We have carried out internal and external audits of all our sites in the course of the year.

Environmental and climate policy

During the year, we have developed a climate policy, the objective of which is to continuously reduce our impact on the climate, among other things through a special focus on waste minimisation, energy optimisation and a number of other initiatives in the daily operations of the company.

We have also revised our environmental policy. The purpose of this policy is to reduce our environmental impact through, among other things, less food waste, the reuse of resources where possible and many other initiatives, the idea being that many small steps can have a relatively large positive effect.

ENERGY

Euro Cater was first certified according to the ISO 14001 standard in 2003, and the standard has since been implemented throughout the entire group. In this way, we work with renewable environmental and energy improvements, including a focus on reducing energy consumption. The environmental and climate impact of our own operations primarily pertains to our transport activities and the

operation of our refrigeration and cold storage facilities.

Electricity

The food-service sector is generally characterised by relatively high levels of electricity consumption as a lot of products must be stored either refrigerated or frozen. Since 2003, we have set emission reduction targets

for the individual sites and reduced consumption.

In the past year, one of our sites has introduced CO₂ cooling, which reduces the negative climate impact. Also, a number of sites have introduced LED lighting in the course of the year.

As a result, we have seen an 11% fall in electricity consumption per DKK of revenue in the past four years.

ELECTRICITY CONSUMPTION

Total consumption 37.2 million kWh.



Consumption in kWh per DKKm of revenue.



TRANSPORT

Euro Cater's own vehicles cover a total of 12.9 million kilometres a year on the road, on top of which comes the transport handled by external hauliers. In Svensk Cater, approximately 50% of the flow of goods is distributed to customers via external hauliers. Transport is therefore an important CSR theme for us – both in our own core business and from a value chain perspective. We work with responsible transport based on three aspects: road safety, the environment and climate.

Transport policy and road safety

We have just developed a new transport policy, which is to help us contribute to increasing road safety and reducing the environmental impact of our activities as much as possible.

Sending hundreds of trucks onto the roads and streets every day, we are very much aware of our responsibility for minimising the risk of road traffic accidents. Our drivers receive road safety training, and as part of our transport policy, we work with rules and good practice as well as examples of excellence among our drivers.

We continuously invest in new technical solutions for preventing accidents, and continuously monitor advances in the field of equipment and systems which can contribute to increased safety and reduced environmental impacts.



“ We want to work for sustainability and road safety in our transport activities, for example by introducing new and better solutions as they become available.

HELPING TO INCREASE ROAD SAFETY FOR CHILDREN AND YOUNG PEOPLE

Euro Cater has approximately 400 trucks, which each year cover many kilometres on the road distributing our products. Transport is therefore an important CSR theme for Euro Cater. We want to help make the roads safer. In Denmark, we therefore make donations to the Danish Road Safety Council as well as school crossing patrol schemes in Denmark.

We hope that our donations help strengthen the work of the school crossing patrols in Denmark, who make a huge effort every day to reduce the number road traffic accidents involving children and young people, says Hanne Frøkjær from Euro Cater.

The result of this year's school crossing patrol campaign attracted a lot of attention from users on Facebook. The competition and the message were shared by many. On Facebook, we reached nearly 10,000 people, more than 500 of whom chose to respond to the post in one way or another.

Rådet for
Sikker Trafik



Climate and the environment

Diesel trucks emit a number of unhealthy particles, and we are constantly seeking to minimise particle emissions. We do so, among other things, by stipulating environmental friendliness/euronorm standards when buying new vehicles and installing particle filters on older trucks.

We train our drivers in environmentally friendly driving, and on several of our sites we have invested in monitoring systems in the trucks to help and guide the drivers and ensure that their driving is as environmentally friendly as possible in the circumstances. The preliminary results show improvements in the form of, for example, less idling

and reduced fuel consumption in general. The driving optimisation systems will be rolled out to more sites in the coming years.

DRIVING AND FUEL

In 2016/2017, Euro Cater covered 12.9 million kilometres in our own vehicles. This equates to 323 times round the world.



Driving efficiency (km per litre of diesel).

WASTE AND FOOD WASTE

Receiving, transporting and distributing tonnes of food products on a daily basis involves quite a lot of packaging. Also, a strong focus on food safety invariably leads to some food waste. Such waste of resources is high on our agenda. Minimising waste and food waste calls for targeted strategies and solutions throughout the value chain.

Waste

As the picking of products to order is an important core activity for us, our operations give rise to relatively large volumes of especially cardboard and plastic waste.

Where possible, we want to increase the use of circular waste methods, allowing us to reuse as many types of waste as possible in the long term. At the same time, we have initiated an analysis of the types of waste fractions we handle, and how they are defined and treated by the refuse collection services. This analysis will continue in 2017/2018.

Food waste

Food waste is a global challenge which must largely be addressed locally. We are ready to accept our joint responsibility for contributing to

reducing food waste within the realm of our influence. We have focused on food waste internally in our own operations and by helping our customers to reduce food waste in their part of the value chain.

In the past year, we have opened a new webshop where products which are nearing their sell-by date are promoted. In the coming years, we expect this initiative to ensure that a certain volume of products which would otherwise risk ending up as food waste will be sold and put to good use by our customers.

WASTE

Waste (tonnes)

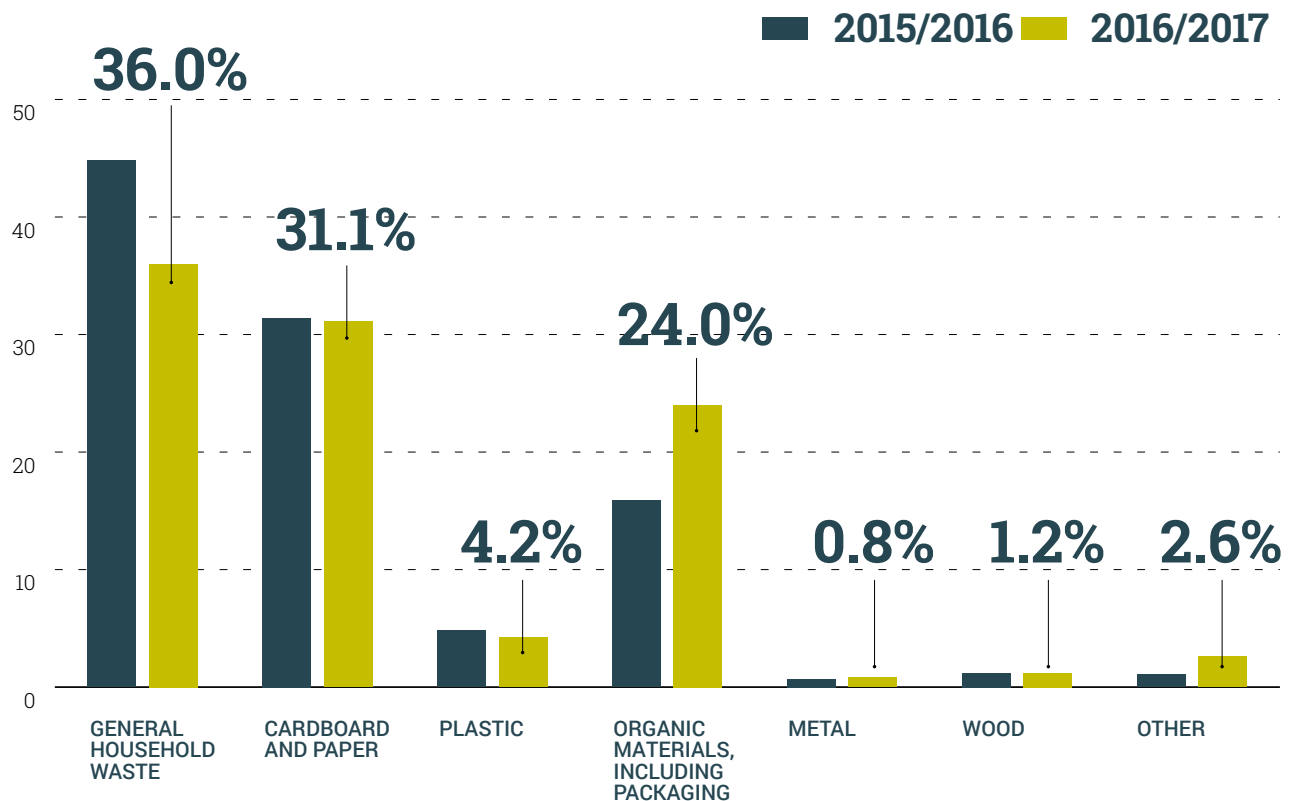


Waste in kg (per DKKm of revenue)



The increasing amount of waste in the period may be affected by the fact that the level of detail and the procedures for registering waste has continually become more refined.

WASTE DIVIDED INTO FRACTIONS



MATAKUTEN – REDUCE FOOD WASTE TO FEED MORE MOUTHS

MATAKUTEN
mot hunger, för hållbarhet

In Gävle, our local site works with the Swedish organisation Matakuten. When we have food products which are nearing their use-by date, we call Matakuten. They will then collect

the food and hand it out to local people who are having difficulties making ends meet. This means less food waste, and fewer people who go hungry.

RESULTS FOR THE YEAR

2016/2017

FOCUS AREA	GOALS	ACTION	RESULT
ENERGY <hr/> POLICY › Climate policy	› Reduce electricity consumption and increase share of renewable energy	› Invested in CO ₂ systems › Invested in LED lighting	› Resulted in a decrease in electricity consumption
TRANSPORT <hr/> POLICY › Environmental policy › Climate policy › Transport policy	› Increase driving and fuel efficiency	› Prepared recommendation on procurement of trucks	› Recommendation on procurement of trucks developed › Drivers trained in driving behaviour › Transport policy developed › App/IT system for optimised driving tested on several sites
WASTE AND FOOD WASTE <hr/> POLICY › Environmental policy › Climate policy	› Increased reuse of possible waste fractions and organic waste	› Promotion of sell-by date products in new webshop › Review of waste fractions for the individual sites	› Overview of current and potential fractions for individual sites and refuse collection services.

OBJECTIVES

2017/2018

FOCUS AREA	GOALS	PLANNED ACTIONS
ENERGY <hr/> POLICY › Climate policy	› Continue to reduce electricity consumption by investing in more energy-efficient systems and LED lighting › Carried out internal and external ISO 14001 audits of all locations	› Local improvements in energy consumption › Energy consumption analysis on all Danish sites › Carry out internal and external ISO 14001 audits of all locations
TRANSPORT <hr/> POLICY › Environmental policy › Climate policy › Transport policy	› Environmental impact from transport analysed › Road safety increased	› Review of environmental impact from transport › Training of drivers › Procurement of safer trucks
WASTE AND FOOD WASTE <hr/> POLICY › Environmental policy › Climate policy	› Increase awareness of the webshop for sell-by date products › Fractionation of waste optimised	› Continue promotion of sell-by date products › Further fractionation of waste locally



GOOD

WORKPLACE

We want to continuously develop Euro Cater as a good, healthy and stimulating workplace which creates economic and sustainable value for customers, employees and suppliers. We do this by focusing on creating a sense of community, on skills and on being a safe and healthy workplace.

Sense of community

Euro Cater is a decentralised organisation with a high degree of autonomy for the individual subsidiaries and sites. This ensures a strong sense of commitment among local managers and employees, which is reflected, among other things, in a large number of initiatives at the individual workplaces. Many of the sites are involved in sport, weight loss schemes, stop-smoking courses and support for local initiatives.

Skills

In a company where personal relations and a very high level of professionalism are absolutely essential, there will be a strong focus on constantly developing the skills of your employees.

As our CSR strategy is relatively new, in the past year, we have focused mainly on training our employees in a general

understanding of corporate social responsibility, in our policies, and what it means for each individual's working life.

In 2016/2017, 24 Danish site managers attended a CSR course over three days. Thirteen procurement staff attended a two-day CSR course. And just over 100 sales consultants were given an introduction to CSR and selling a sustainable product assortment. Going forward, we will continue to train and educate our employees – both in Denmark and Sweden.

Health and safety

Our 2,200 employees put a great deal of time and energy into their job. We therefore owe them to ensure a safe and healthy workplace where they do not risk being injured, worn out or becoming stressed.

It is natural for all the group's sites to safeguard the working environment, to prevent accidents at work and to prevent employees from being worn out. Some work functions involve heavy lifting and pushing-around of products which need distributing around the storage facilities or to customers, and some of our employees also work at refrigeration and cold storage facilities. We are therefore continuously investing in modern aids which can relieve the physical work as much as possible.

Menus for 80 confirmation parties

In the course of the year, our site in Aarhus has worked with the charitable organisation Børn & Unges Mærkesager which organises festive confirmation menus for financially stretched families.

For eighty families and a total of 2,000 guests, the delicious food helped turn the celebrations into an unforgettable day.

Anti-corruption

Corruption is a criminal offence and damaging for society. Euro Cater fights corruption where we can, and has prepared an anti-corruption policy. In addition, we plan to incorporate anti-corruption in a future Employee Code of Conduct, and to train our employees, primarily in procurement and sales. Anti-corruption is also integrated into our Supplier Code of Conduct and has therefore been incorporated as a focus area in our supplier relations.

Food Coordinator training programme

Copenhagen Hospitality College has developed the programme, which provides participants with concrete tools for addressing problems to do with food waste in professional kitchens and productions throughout the value chain. All Dansk Cater's sales consultants have completed the programme with a view to being able to advise our customers in the fight against food waste.

ASSESSMENT OF WORKING ENVIRONMENT (DENMARK)



16 SITES

The assessment is based on the screening by the Danish Working Environment Authority of 16 sites in the Danish organisation. Two sites have not been screened (September 2017).

Staff survey of the working environment

This year, we are focusing on working more actively with the psychosocial working environment in Svensk Cater. All employees have been invited to take part in a survey, in which they can anonymously state their views on the working environment in the company.

The responses will provide us with knowledge of how the employees in Svensk Cater feel and how they view their workplace, and we will be able to use this knowledge in our continued efforts to further improve the psychosocial working environment.

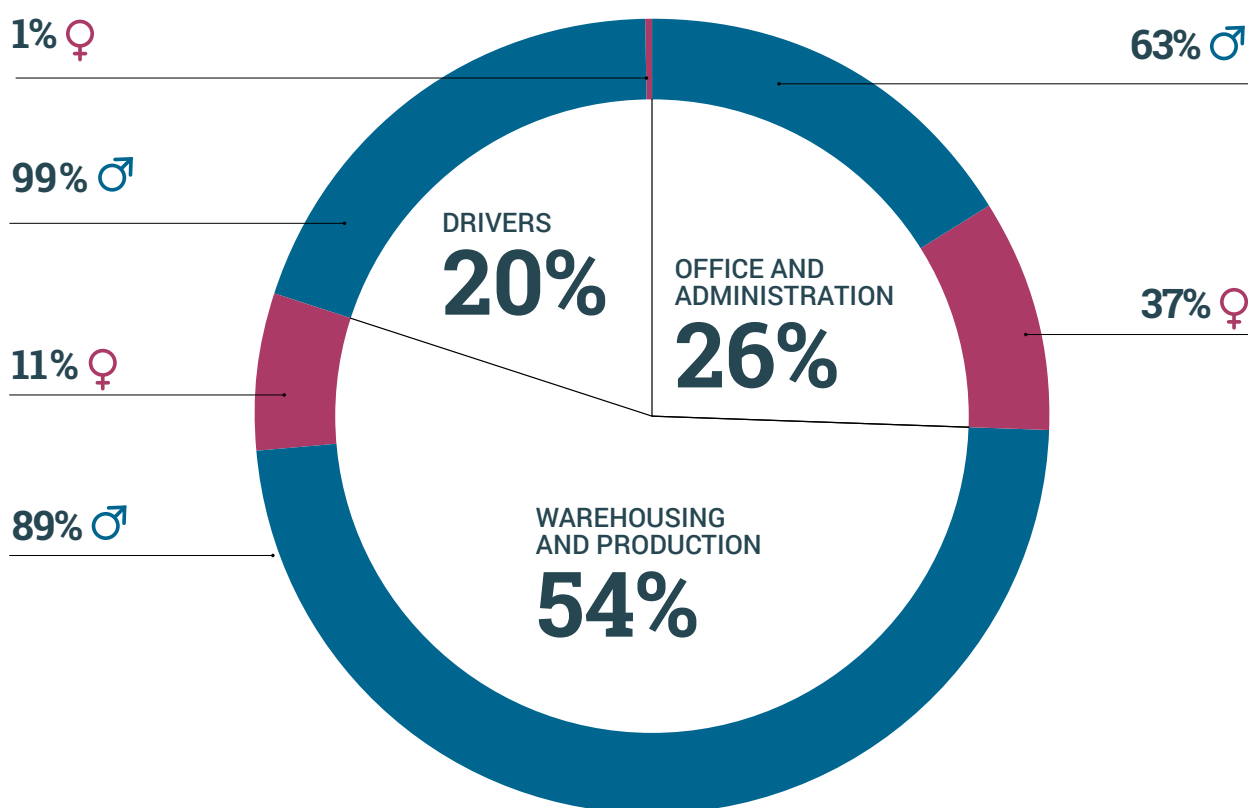


BREAKDOWN BY FUNCTION

Euro Cater has a long tradition for primarily internal recruitment for management positions. It is therefore natural that the number of women in

management positions roughly reflects the general gender distribution in the group. As a wholesaler, most of our job functions relate to warehousing

and distribution, which traditionally attract more male applicants. This is also reflected in the gender distribution among the company's employees.



NUMBER OF
EMPLOYEES

2,191



GENDER
DISTRIBUTION

MEN 84 % ♂

♀ WOMEN 16 %



Targets and policies for the underrepresented gender

Our target is for at least one of the members of our Board of Directors elected by the general meeting in the group's parent company to be a woman by the end of the 2017/2018 financial year. At present, our Board of Directors counts six members elected by the general meeting, but no women. In 2016/2017, we thus did not come any closer to increasing the proportion of female board members. The reason for this is that the existing Board of Directors is deemed to have the right skills and composition in view of our strategic challenges and plans. The target of having at least one woman on the Board of Directors will be fulfilled either through the replacement of board members or by increasing the number of seats on the Board of Directors to include one or more female members. Such a replacement or increase will take place when the most qualified candidate for the board is a woman, and when it is deemed appropriate to replace a board member or increase the number of seats on the Board of Directors.

In the group's senior management teams, 12 out of 120 managers are women, corresponding to 10%.

It is company policy that both genders must be represented in the company management. All management positions are filled on the basis of the group's general principle of employing the best-qualified person for the position, irrespective of gender. We seek to ensure that both genders are represented in the last round of the recruitment process, where this is possible given the field of applicants. The group generally stresses the importance of equal opportunities for all, regardless of gender, ethnicity, religion or disability.

RESULTS FOR THE YEAR

2016/2017

FOCUS AREA	GOALS	ACTION	RESULT
SENSE OF COMMUNITY <hr/> POLICIES › Working conditions	› Cross-organisational cooperation on CSR	› Local initiatives	› Completed local initiatives
SKILLS <hr/> POLICIES › Working conditions	› CSR is integrated into relevant work functions › Development and implementation of an Employee Code of Conduct	› Training of sales staff › Training of procurement staff › Training of managers	› 104 sales staff trained in sustainable product assortments › 13 procurement staff trained in the development of sustainable product assortments › 69 managers trained in CSR
HEALTH AND SAFETY <hr/> POLICIES › Working conditions	› Green working environment smiley for all sites in Denmark	› Review of working environment on all locations	› Green environmental smiley on all Danish locations

OBJECTIVES

2017/2018

FOCUS AREA	GOALS	PLANNED ACTIONS
SENSE OF COMMUNITY <hr/> POLICIES › Working conditions	› Cross-organisational cooperation on CSR › Local initiatives	› Cross-organisational cooperation on CSR › Local initiatives
SKILLS <hr/> POLICIES › Working conditions	› Employee Code of Conduct developed	› Development of Employee Code of Conduct
HEALTH AND SAFETY <hr/> POLICIES › Working conditions	› Green working environment smiley for all sites in Denmark › Inspirational catalogue on occupational safety › Inspirational catalogue on absence due to illness	› Preparation of inspirational catalogue on occupational safety › Preparation of inspirational catalogue on absence due to illness

COMPANY PROFILE

ORGANISATION

› Company's name	Euro Cater Holding A/S
› Web address	Euro-cater.com
› Head office	Vidalsvej 6, 9230 Svenstrup J, Denmark.
› Primary brands	AB Catering, BC Catering, inco, Cater Food, Cater Grønt, Dansk Cater, Svensk Cater, Nordsjöfisk
› Ownership	Manny A/S owns 65%, and ICG EFV Luxembourg S.a.r.l. owns 35% of the group.
› Number of employees	2,191 FTEs.

REPORT

› Reporting period	1 October 2016 – 30 September 2017
› Reporting procedure	We have reported in accordance with the Danish Financial Statements Act, sections 99a and 99b.
› Companies covered into the report	Comprises all companies in the Euro Cater group.

GOVERNANCE

› Enquiries concerning the report and overall responsibility for the CSR report	Henrik Ellegaard, CFO
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**EURO CATER
HOLDING A/S**
Vidalsvej 6
9230 Svenstrup
Denmark
Tel: +45 9637 2020

