

FIT FOR FUTURE GENERATIONS OF ALPINE FARMERS

Sustainability Report 2022



Contents

The farmers and their animals	4
Our products	6
Process and operation	13
CSR and sustainability strategy	17
Stakeholder analysis	18
SDGs and materiality analysis	20
SDG Energy	26
SDG Consumption	30
SDG Climate action	36
SDG Country life	40
SDG Reduced inequalities	44
Epilogue	47

Closeness to nature, sustainability and many years' experience



The Pinzgau Milch dairy in Maishofen is situated in the heart of the Hohe Tauern National Park, one of the most beautiful areas in Austria.

We are both a traditional company as well as an innovative milk processing business which 1,000 local farmers entrust with their carefully produced milk.

Hereby, the three cornerstones of our company: closeness to nature, sustainability and experience offer the best conditions for producing the very best quality as well as popular products out of the milk.

This sustainability report is intended to offer transparency on the economic, ecological and social aspects under which our milk products are produced.

It can be seen as a review of select, already implemented measures and offers an outlook on our further goals for the future. It also highlights why our Alpine farmers represent one of the most important benchmarks in this.



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Responsible for content: Pinzgau Milch Produktions GmbH, Saalfelderstraße 2, 5751 Maishofen, Tel. +43 6542 68266, office@pinzgaumilch.at
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THE FARMERS AND THEIR ANIMALS

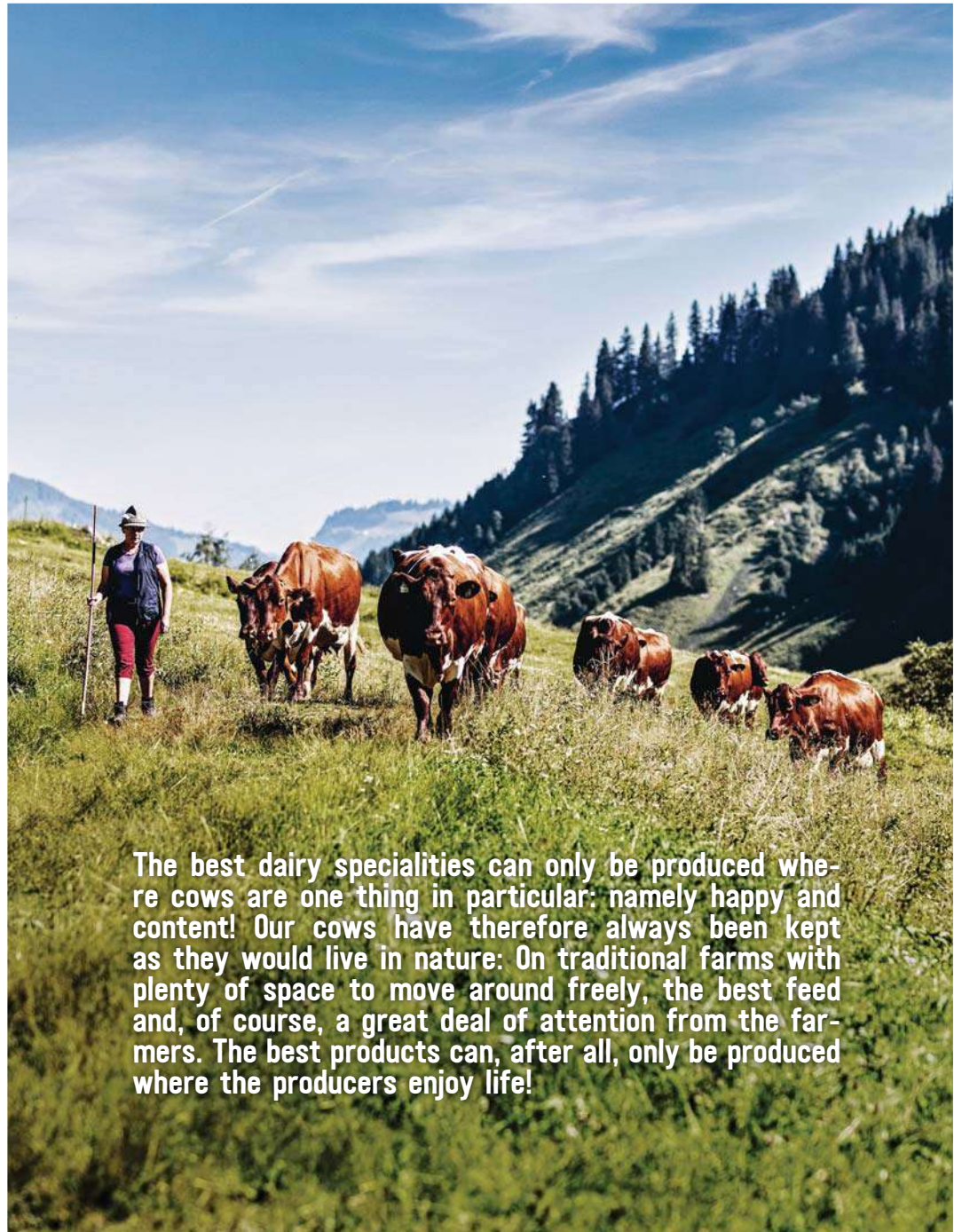
SMALL FARMS BIG DIFFERENCE

Our 1,000 Alpine farming families are at home in the Salzburg mountain regions of Pinzgau and Pongau as well as the neighbouring Kaiserwinkl in Tyrol. The farming here with its small-scale farms offers the ideal conditions for excellent standards regarding the cows' welfare.

The topography of the landscape alone ensures there is no mass production whatsoever and the cows are kept in line with their natural needs. The small farms only have 12 cows each on average and manage the special challenges faced by Alpine farmers on a daily basis. Here, every cow still has a name and is regarded as a member of the family. Special emphasis is therefore placed on the health of the animals and their welfare.

Mountain meadows and pastures, farmed in a way which is as close to nature as possible, offer the cows plenty of open space to move around and the best food which is free from genetic engineering. On the traditional farms, animal welfare also has top priority where feed and how they are kept are concerned. The animals are not seen as a number but as individuals, each with their own character who deserve care and attention.

These are the best conditions for sustainable agriculture and the very best milk quality.



The best dairy specialities can only be produced where cows are one thing in particular: namely happy and content! Our cows have therefore always been kept as they would live in nature: On traditional farms with plenty of space to move around freely, the best feed and, of course, a great deal of attention from the farmers. The best products can, after all, only be produced where the producers enjoy life!

OUR PRODUCTS

OUR PRODUCT SEGMENTS FOR THE MARKET OF TODAY AND TOMORROW



Alpine dairy milk and yoghurt

What makes our fresh mountain dairy milk and “fresh for longer” (“länger frisch”) milk so special? With every sip, you can taste the mountain herbs, grasses and flowers from the meadows of our Alpine farmers! Our Alpine dairy yoghurts are 100% natural products which can be enjoyed with a good conscience.



Almsenner cheese specialities



The secret of our cheese specialities is that they have nothing to hide. Our Alpine cheeses are made using solely Alpine farmers', organic and haymilk from small-scale farms. In this way, our popular Almsenner cheese specialities are made with care by hand and according to an old tradition.



Ready-to-Drink



Internationally in particular, Pinzgau Milch is successful with its ready-to-drink products in baby food, the medical sector as well as diet and sports food. These products, too, are made using the best Alpine milk. The products are packaged in 100% recyclable HDPE bottles and, if stored at room temperature, have a shelf life of up to 15 months. This also saves resources.

OUR PRODUCTS

UP TO 130 MILLION LITRES OF MILK FROM 24 FARMERS

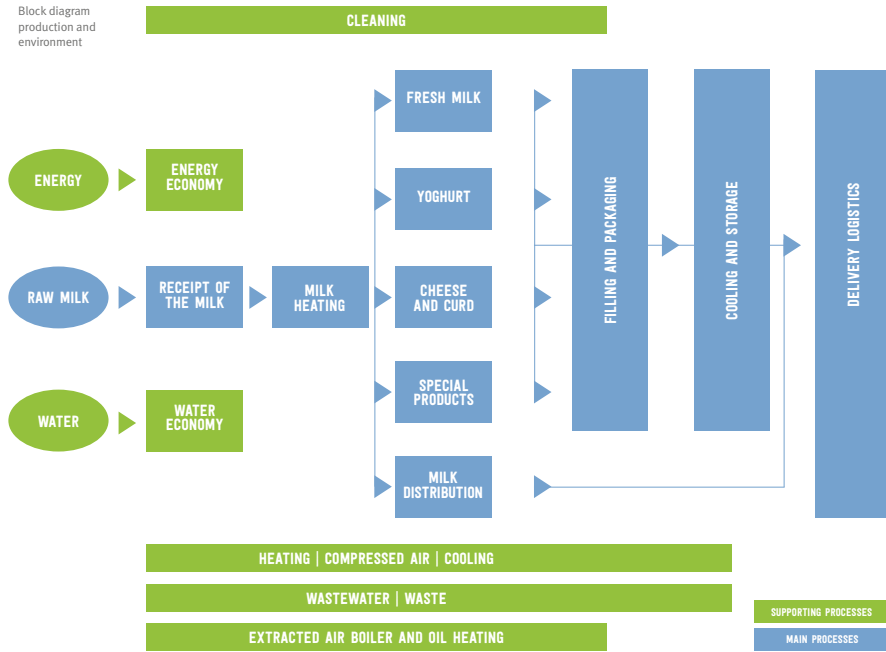
The Saalfelden und Zell am See cooperatives were established in the 30s and joined forces in 1958 to form the Pinzgau Molkerei Genossenschaft (Pinzgau Dairy Co-operative). Pinzgau Milch Produktions GmbH developed from this and today processes 130 million litres of milk annually.

The block diagram depicts the main processes and supporting processes of a modern dairy as well as its influence on the environment. The quality of the products and processes is proven by various certifications.



Opening of the dairy in Maishofen

Block diagram production and environment



130 m.
litres of milk are processed annually

58 %
of the milk supplied is organic
23 %
of which is organic haymilk

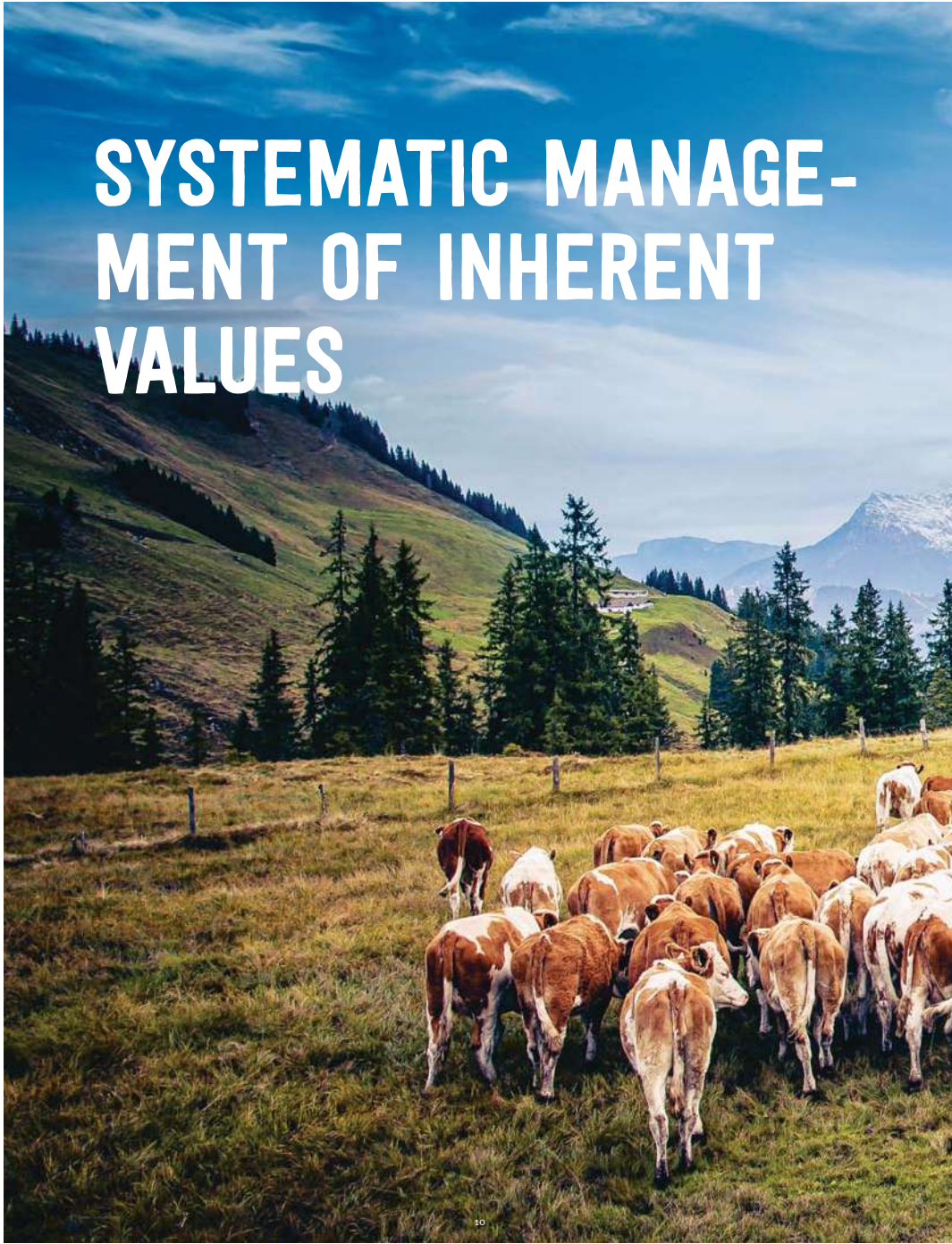
45 %
is exported

12
The small-scale family-run farms have an average of 12 cows each

Approximately **1,000**
1,000 farmers entrust Pinzgau Milch with their milk

Certifications:
IFS · AMA quality seal
AMA organic seal · Bio (organic) ·
GVO · Kosher · Halal · GM-free ·
Haymilk · ARA climate certified

SYSTEMATIC MANAGEMENT OF INHERENT VALUES



At Pinzgau Milch, environmental protection, animal welfare and good cooperation between everyone in the business have always been important to us. In 2021, we started to systematically analyse and manage our CSR agendas and activities for greater sustainability and to set clear goals for further optimisation based on this.

PROCESS AND OPERATION

FROM NATURAL TO SYSTEMATIC

The team

A work group of management, controlling, operational supervisors, works council, quality management and marketing has assumed the agendas for sustainability management and CSR in association with external experts.

Environment and team representative: Rupert Machreich

The environment team:
Production: Thomas Käfel
Logistics: Walter Primus
Buying: Martina Deutsch
Administration: Christofer Mayr

The first visible outcome is this Sustainability Report 2022, with which Pinzgau Milch is launching a regular annual publication of its sustainability-related topics.

Sustainable Development Goals

In the first phase, the work group dedicated itself to the Sustainable Development Goals (SDGs). After an examination of the 17 #GlobalGoals for sustainable development of the international community of states, these were prioritised for Pinzgau Milch. In particular, this involved clearly understanding the significance of the goals for the company, defining relevant goals and then setting and optimising corresponding measures.

Stakeholder matrix

The stakeholder mapping began with a comprehensive analysis of the stakeholders. The requirements and demands of all interested parties, i.e. owners, employees, customers, milk producers, suppliers, competitors, investors, authorities, municipalities and neighbours – were analysed and brought into association with the implemented measures. The findings are reflected in the stakeholder mapping, which presents the influence and interests of the relevant stakeholders.

Materiality analysis of GRI topics

The Global Reporting Initiative (GRI) has established itself as a standard for the compilation of sustainability reports, particularly in small and medium-sized enterprises. Pinzgau Milch therefore compiled a ranking, from its point of view as a company, of the “key topics” of the GRI and evaluated their relevance. With an internal practice study, Pinzgau Milch was also able to establish, for an initial survey, the influence of the relevant topics on the assessments and decisions of the stakeholders.

Materiality matrix


After defining all the relevant SDGs and compiling the key GRI topics from a company’s and stakeholder’s point of view, a materiality matrix could be developed. Hereby ecology, social questions and the economy were established as overriding topics for this and future sustainability reports.

CSR and sustainability strategy

The challenge of bringing together these components in a long-term orientated CSR and sustainability strategy was taken on by the work group and company management. The aspects of sustainability and CSR were also added to the company vision and the Pinzgau Milch corporate guidelines were revised accordingly.

This sustainability report now presents the concrete goals, key figures and measures. However, with all the facts and figures, dates and modern management methods, it is important to emphasise that the spirit of good cooperation, responsibility and a long-term outlook is and remains the basis of everything at Pinzgau Milch.





Pinzgau Milch is one of the leading producers of organic and Alpine dairy milk products. We maintain a good partnership with our dairy farmers and value the special characteristics of Alpine agriculture as a guarantee for the best raw milk quality. The quality of our products and our work secures our market position, our economic success and valuable jobs in our region.

CSR AND SUSTAINABILITY STRATEGY

OUR GUIDELINES: FIT FOR FUTURE GENERATIONS OF ALPINE FARMERS

Employees

Fairness as well as a cooperative and open work culture are a priority for our company, as we are well aware that our employees are our most valuable asset. Employee recruitment occurs fully independently of age, gender, skin colour, nationality, religion or disability. Motivated, self-reliant and well-trained employees ensure the quality of our products which is why we place special importance on continuous training and further education. We have good reason to be very proud of our team!

Customer orientation

The needs of our customers are at the foreground of our philosophy and activities. In this respect, we focus on the freshness and quality of our products as well as flexibility, an adherence to deadlines and delivery dates, innovative packaging and the latest technologies. We respond promptly to changing customer requirements and nutrition and market trends.

Suppliers

We enjoy good partnerships with our suppliers, who all know and support our quality standards. We evaluate them according to objective criteria and only work with select companies.

Stable and long-lasting relationships

We do not view our business relationships with our customers and suppliers as short term or as a one-off occurrence. Instead, we strive for good partnerships defined by continuity and the highest degree of competence. Through mutual respect as well as trust and reliability on all levels, we develop stable and long-lasting relationships.

Internal and external communication

We inform all employees, business partners, shareholders, the media and the public on developments in our company as openly and as transparently as possible. Our basis for this is a uniform and coordinated communication policy.

Product quality, product safety and product legality

High certified production standards guarantee the quality and safety of our products and we place special importance on the continuous improvement of hygiene, food safety and quality standards of all our foods.

Environment and sustainability

A respect for nature and our environment as well as the careful use of resources define our work and decisions. With our organic and Alpine farmers' products we support agriculture in unison with nature as well as animal welfare, and have consciously decided against the use of any genetically modified organisms.

High ethical standards

As a producer of high-quality foods, we also have a responsibility to adhere to high ethical standards. We place special importance on the adherence to all work regulations in our company as well as at our suppliers. Our social commitment, meanwhile, is reflected in our support of various social welfare institutions.

Fair competition

We pledge to engage in free and fair competition. Any impairment of this through agreements or other measures is not permitted for our employees and will be penalised. We assume that our customers, suppliers and competitors also adhere to these principles.

Certification and quality

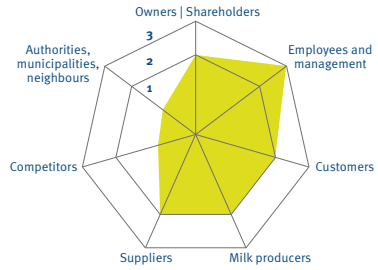
We endorse pluralism in our society and also embody this in our company. People's needs with view to foods are as diverse as the people themselves. We therefore place special importance on being able to offer transparent quality with a view to numerous different standards through certification. Halal products are produced and handled carefully in accordance with all regulations. Likewise, we also strictly follow all standards relating to the AMA, Bio (organic), Ohne Gentechnik (GM-free) and Heumilch g.t.S. (haymilk) labels as well as all private standards.

STAKEHOLDER ANALYSIS

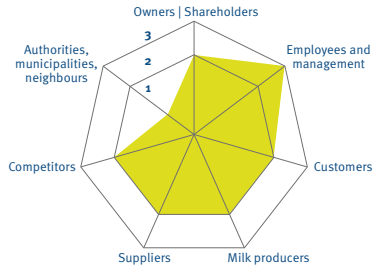
OUR STAKEHOLDERS AND HOW THEY INFLUENCE OUR GOALS

Our stakeholder analysis evaluated the needs and interests of all stakeholders. The influence and interest of the stakeholders relating to the Pinzgau Milch corporate goals are illustrated in the following diagrams:

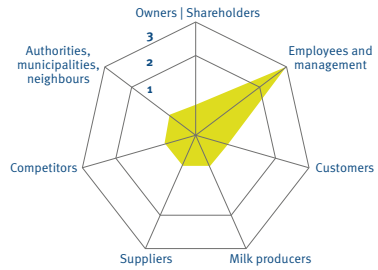
IMPROVE PRODUCT QUALITY



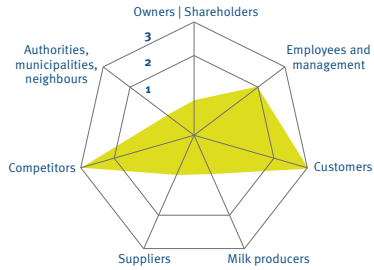
DEVELOP NEW PRODUCTS



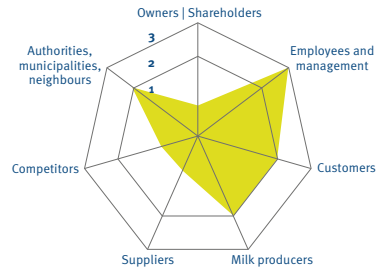
REDUCE PRODUCTION COSTS



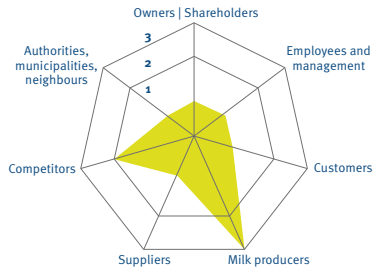
INCREASE MARKET SHARES



EFFICIENCY AND SUSTAINABILITY



SECURE RAW MATERIALS



SDGS AND MATERIALITY ANALYSIS

AGENDA 2030 / SDGs

The United Nations' Agenda 2030 is the global plan for the promotion of peace, prosperity, and the protection of our planet. The agenda incorporates 17 Sustainable Development Goals or SDGs. Since 2016, all countries of the United Nations have been working on the realisation of these goals. With the SDGs, the world has developed a joint vision for development plans which not least also serve to help end poverty and reduce inequality.

Similar to Pinzgau Milch, many other companies have also recognised that the United Nations' Sustainable Development Goals form an important structure for their own commitment in terms of the bigger picture. Pinzgau Milch, and all of us, are part of the answer to global problems such as climate change.

Pinzgau Milch recognises its responsibility and firmly believes that every change in our behaviour will have a positive effect.

It is in the nature of things that a worldwide agenda will not be applied and followed equally everywhere. As a dairy business in a highly economically developed country, Pinzgau Milch has a clear task and its own framework in which it can develop sustainably. In this spirit, we choose goals in which we can achieve as much as possible in terms of sustainable development.



Humanity has set itself goals to stop climate change, reduce poverty and prevent inequality and injustice throughout the world.

Pinzgau Milch acknowledges these goals and is proud to be able to contribute to this within the limits of its possibilities. We want our company to develop sustainably and, in doing so, make a contribution to the common good.

SDGS AND MATERIALITY ANALYSIS

FUNDAMENTAL TOPICS FOR MORE SUSTAINABILITY

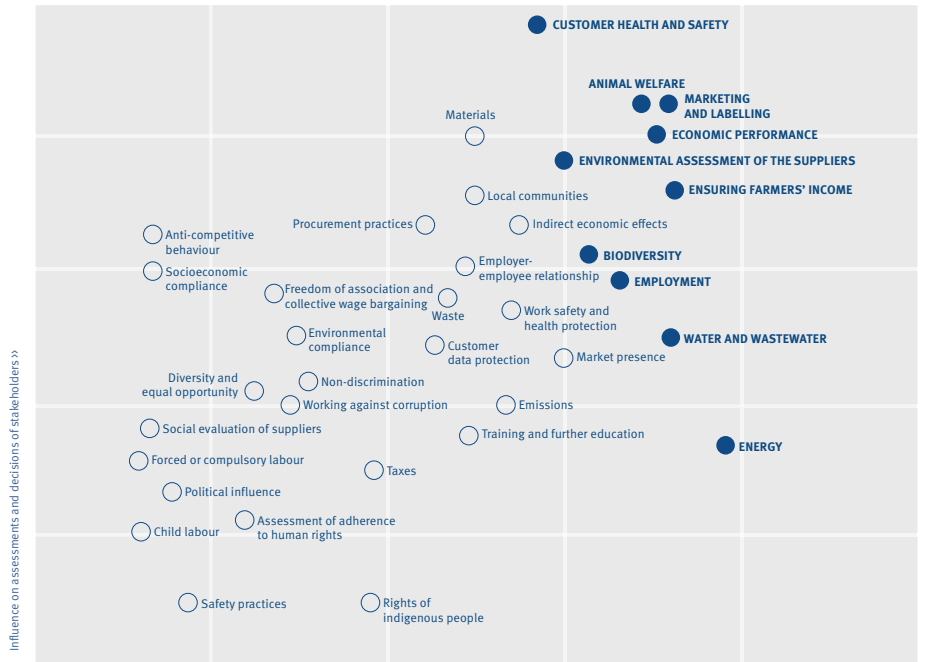
Analysis of the fundamental GRI topics

Die Global Reporting Initiative (GRI) corresponds to the current standard for suitability reports for small and medium-sized enterprises.

Pinzgau Milch evaluated the key GRI topics from a company perspective and compiled a ranking according to the significance of the economic, ecological and social effects of the organisation as well as the influence on the assessments and decisions of the stakeholders.

Top ten

- CUSTOMER HEALTH AND SAFETY
- ANIMAL WELFARE
- MARKETING AND LABELLING
- ECONOMIC PERFORMANCE
- ENVIRONMENTAL ASSESSMENT OF THE SUPPLIERS
- ENSURING FARMERS' INCOME
- BIODIVERSITY
- EMPLOYMENT
- WATER AND WASTEWATER
- ENERGY



Significance of economic, ecological and social effects of the organisation >>

SDGS AND MATERIALITY ANALYSIS

KEY TOPICS FOR PINZGAU MILCH

Pinzgau Milch is focussing on those goals for sustainable development for which it is able to make a significant contribution. The examples given offer an outlook as to how these goals could be achieved.



- Create safe and decent jobs
- Strengthen disadvantaged groups
- Guarantee decent working conditions
- Create goods and services which improve lives
- Procure foods and other products from small regional enterprises to support local added value
- Procure raw materials from sustainable and fair trade
- Fair pay for all employees at all sites
- Ensure fair pay and decent working conditions amongst suppliers
- Create products and services which are suited to the needs of disadvantaged groups and improve their lives



- Support small-scale sustainable agriculture
- Improve food systems to end hunger
- Eliminate food waste
- Create long term delivery contracts and fair pay for small agricultural businesses
- Reduction of food waste by donating leftover food from production or canteen
- Passing on of expertise to (small) agricultural businesses



- Aim for a fair distribution of economic value
- Support measures which secure social security
- Promote equal opportunities
- Promote diversity, inclusion and integration in recruitment
- Ensure wage equality within the company
- Fair business relations along the supply chain
- Employ people with disabilities
- Guarantee that there is no child labour along the supply chain
- Ensure compliance with minimum wage provisions and establish secure working conditions along the supply chain



- Develop and adopt a circular economy model
- Close material and energy cycles
- Promote minimal use of resources and reduced waste generation in the (product) portfolio
- Sustainability reporting
- Production and provision of organic products (in the works canteen)
- Use and production of foods with low sugar content
- Incorporate eco design rules in product development
- Use of recycled materials
- Extend useful life of products
- Observe animal welfare in the procurement of animal products
- Reduce packaging waste and use reusable packaging solutions
- Organic and eco products as Christmas presents



- Develop and introduce holistically orientated water strategies
- Protect water-based ecosystems
- Ensure access to water and sanitary facilities
- Substitution of harmful chemicals which could enter the wastewater
- Not use foods in the company canteen which require a lot of water in production, e.g. avocados



- Increase energy efficiency and the use of renewable energy sources
- Develop products to improve energy efficiency
- Get energy from renewable sources
- Convert to LED lighting
- Deactivate loads when not in use
- Energy-efficient use of air conditioning systems and use of blinds or awning instead
- Avoid standby operation of devices when not in use/business closed (e.g. at night and weekends)
- Inform employees about energy saving – at work and at home



- Support development of sustainable infrastructure
- Promote integrative and sustainable industry globally
- Create innovative systems for sustainable development
- Upgrade and refurbish infrastructure
- Conduct research to find innovative solutions for the closure of material and nutrient cycles
- Modernisation of processes and systems to increase efficiency
- Support public cultural institutions to enable people's access to knowledge and culture
- Introduction of employee contests on innovative ideas for business



- Ensure climate resilience
- Reduce operational emissions
- Develop products with insignificant emission levels
- Promote climate-conscious behaviour
- No unnecessary business travel
- Use rail instead of car and planes on business trips
- Convert freezing agents to reduce greenhouse gas potential
- Convert vehicle fleet to alternative drives
- Exchange oil heating
- Thermal modernisation of company buildings
- Reduce energy consumption through efficient production processes
- Define a climate strategy
- Make a public commitment by joining a climate initiative
- Compensate for unavoidable emissions



- Protect natural ecosystems
- Prevent soil degradation of natural ecosystems
- Finance protection of natural ecosystems
- Evaluate and respect natural capital
- Protect rivers and lakes through the reduction of chemical or biologically contaminated wastewater
- Certification in accordance with ISO 14001 or EMAS
- Use loose chippings instead of salt on the company grounds
- Support biological agriculture
- Development of products and services which decouple economic growth from the exploitation of natural resources

7 AFFORDABLE & CLEAN ENERGY



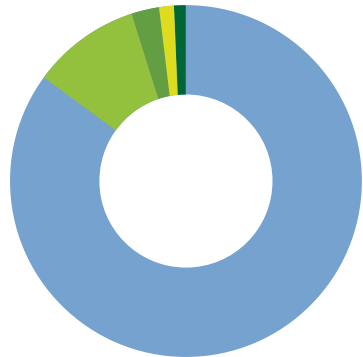
ENERGY AS CLEAN AS OUR MOUNTAIN LAKES



SDG ENERGY
CLEAN ENERGY

Considerable reduction of energy consumption

In the coming years, we will considerably reduce our energy consumption, among other things, with the implementation of an environmental management system according to ISO 14001. Not only our electricity but all our energy will originate from renewable energy sources, if possible. As official partner of the Salzburg 2050 Climate and Energy Strategy, we have taken this course already. Find out more on this under "Climate Protection".



ENERGY SOURCES	SUPPLIER MIX IN %
HYDROPOWER	85,09
WIND ENERGY	10,17
SOLID OR LIQUID BIOMASS	2,57
SOLAR ENERGY	1,23
OTHER ECO ENERGY SOURCES	0,94
RENEWABLE ENERGY SOURCES	100,00

THE FOLLOWING ENVIRONMENTAL IMPACT OCCURED DURING GENERATION

CO ₂ emissions	0,00 (g/kWh)
Radioactive waste	0,0000000 mg/kWh



Optimisation of energy efficiency

When purchasing or improving operational machinery, a decisive criterion is an increase in energy efficiency. We attempt to use waste heat as well as new, energy-saving technologies wherever, and as quickly as, possible.



Conversion to LED lighting

All light sources at all sites at Pinzgau Milch are gradually being converted to electricity-saving LED lighting. Existing lighting systems are being analysed as a whole and replaced once their service life ends.

With the conversion to LED lighting, electricity consumption by our lighting will be reduced by up to 70 %. And, as we are using particularly high-quality LED lights, we will achieve, with over 100,000 hours, double the lifespan of conventional LED lights. The reduced electricity consumption of the LED lighting significantly reduces power consumption. The thermal load is also reduced which is ideal especially for the cooling areas.

In 2021/2022, 123 bulbs were replaced in the milk delivery area. Electrical power was reduced to 7,443 watts despite the higher lighting quality.

12 RESPONSIBLE
CONSUMPTION
& PRODUCTION



SUSTAINABLE TASTES BEST



SDG CONSUMPTION

ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS

To fulfil the population's growing demand for high-quality milk products, it is important to ensure sustainable consumption and production patterns. Pinzgau Milch wants to use resources – from the delivered Alpine farmers' milk and any additional ingredients to the packaging materials – as sustainably efficiently as possible and avoid waste.

One of the major ways we address this is in milk buying where we compensate our farmers for their efforts in natural farming and a high degree of animal welfare with overpayment and, in doing so, secure this in the long term. With the ingredients for our yoghurts, we have also succeeded in reducing the sugar content by 15 % per yoghurt.

There has also been significant progress in packaging with the reduction in weight of our HDPE bottles as well as other measures.



Haymilk is a natural and traditional form of milk production. Its high quality is based on the biodiversity of the meadows which provides the feed basis of the dairy cows. And the greater the biodiversity, the higher the aroma and the quality of the raw milk.



An organic product can also carry the AMA organic seal which denotes excellent organic quality, as the requirements for this are stricter than the law for organic products. The red and white represents the Austrian origins of the organic agricultural raw materials. With a black AMA organic seal, the origin of the organic raw materials is not restricted to one region in particular.



This logo was developed by "Ja! Natürlich" and guarantees good standards of animal welfare and ensures that animals are allowed outdoors every day of the year.



The EU organic logo gives all organic products produced in the EU a uniform visual identity. Only products which have been certified – by an authorised inspection body – as having been organically produced are permitted to carry the label. This means that they must fulfil strict requirements in production, processing, transport and storage.

Since not all milk is the same

In 2021, 130 million kg of milk (of which 75 million kg were organic) was delivered. Hereby, we differentiate between the following varieties:

- conventional milk
- conventional haymilk
- Zurück zum Ursprung organic haymilk
- organic milk
- organic haymilk
- organic free-range milk
- organic Gold Standard milk

The complex management form of our small-scale regional farming enterprises and special efforts taken with regard to animal welfare are compensated by the milk price.

15 % less sugar

By reducing the sugar in our yoghurts, we have saved 7.95 t of sugar (2021). This corresponds to about 2 g or 15 % less sugar per yoghurt.

New shrink wrap saves material and CO₂

By using a new shrink wrap, we have saved 20 % in materials (16 t a year) and 41 % in CO₂ (93.12 t/year). The new shrink wrap is made in a closed material cycle out of recycled old wrap. What's more, the wrap is thinner and yet still offers the same quality.

Saving primary raw materials saving

In association with ARA Altstoff Recycling Austria, we have implemented measures to save primary raw materials and energy resources and to prevent harmful emissions.

Audits

In 2021, there were 30 audit days at Pinzgau Milch.

WEIGHT REDUCTION OF THE 330 ML HDPE-BOTTLE FROM 28.1 AUF 25.8 GRAMS

This weight reduction saves 41,400 kg of CO₂ annually which corresponds to the amount converted by 2,000 trees.

560,275 MICROBIOLOGICAL EXAMINATIONS A YEAR

87,600 PHYSICO-CHEMICAL EXAMINATIONS A YEAR

7.95 TONS OF SUGAR SAVED PER YEAR IN OUR YOGHURTS

STRUCTURE OF THE HDPE BOTTLE

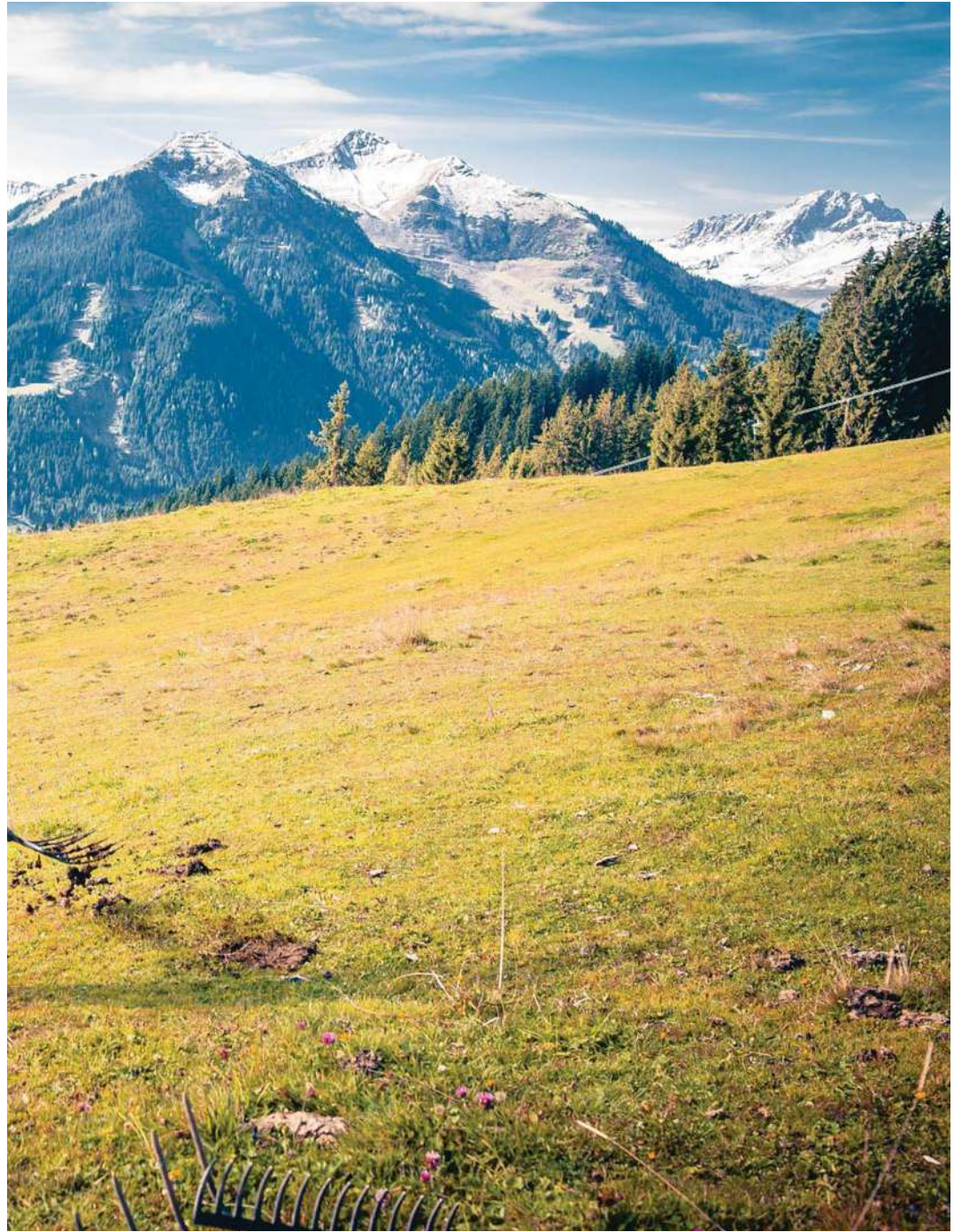
- outer layer
- adhesive layer
- barrier layer
- adhesive layer
- reclaim layer
- inner layer

02 HDPE

13 CLIMATE ACTION



CLIMATE PROTECTION REQUIRES COMMITMENT IN ALL WEATHERS



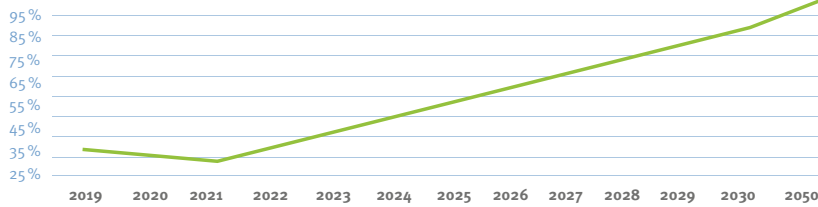
SDG 13 CLIMATE ACTION
CLIMATE PROTECTION



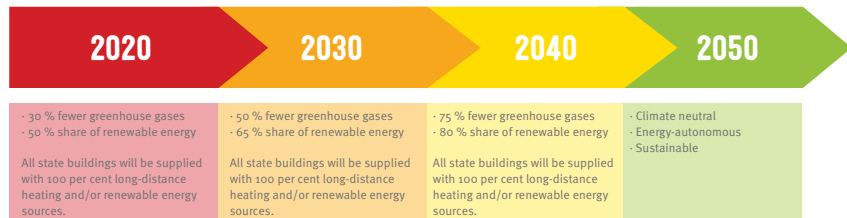
The state of Salzburg has launched its own climate programme. Since 2021, Pinzgau Milch has been an official partner of the Salzburg 2050 Climate and Energy Strategy. Pinzgau Milch wants to assume a pioneering role and take a climate and energy-conscious course together with the state of Salzburg. Hereby, we have set ourselves ambitious yet realistic goals. By 2030, we want to halve our energy consumption (basis value 2018): Next, it is planned that all

our energy will originate 100 % from renewable sources. We will achieve this by identifying the major emission points in the company and reducing their emissions. It is intended that more efficient production processes will also contribute to a reduction of energy consumption. The introduction of the ISO 14001 environmental management system creates an important basis for this.

Salzburg climate strategy
 100 % renewable energy by 2050



annual increase in the use of renewable energy: 7.15 %
 more renewable energy used: annually in x kWh: 120,921



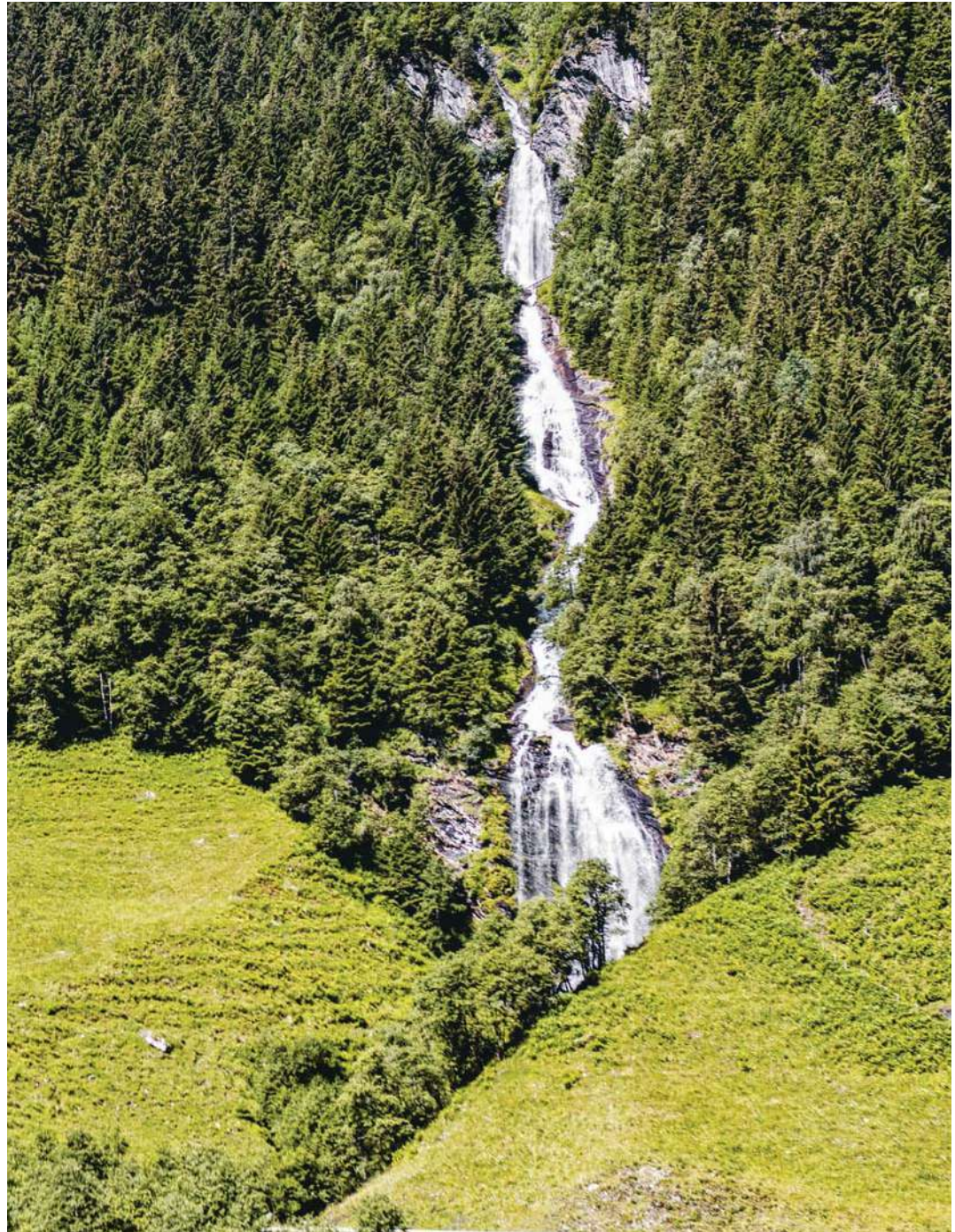
These goals refer to annual balances. The year of reference for the greenhouse gas reduction is 2005 and corresponds to the year of reference of the EU-2020 guidelines. Renewable energy sources are defined in accordance with EU guidelines as in the energy source classification of the energy balances (Statistik Austria). The greenhouse gases correspond to those of the second commitment period of the Kyoto Protocol (Source: Salzburg 2050)

*Plan of measures of the state of Salzburg





**WE ARE
PRIVILEGED
TO LIVE IN A
PARADISE THAT
WE MUST PROTECT**



SDG 15 COUNTRY LIFE

WE ARE LIVING THE COUNTRY LIFE DREAM

Every day up to 150 plant and animal species disappear from the earth for good. Hereby, global agriculture is responsible for around 80 % of the loss of biodiversity. Pinzgau Milch is therefore very pleased to be able to maintain an agricultural model with its Alpine farmers which protects and conserves species diversity. The traditional hay farming of the Alpine farmers conserves terrestrial ecosystems for grasses, herbs, flowers, insects, birds and other animals which are essential for survival.

We also try to protect the environment as best as possible in the operation of our dairy systems. With our environmental management, we strive for an annual improvement in our environmental balance. We succeeded in taking a big step in this with the building of a new cooling facility in Maishofen which, with its closed cycle, protects the water protection area of our local region from thermally contaminated wastewater.



Reduction of thermally contaminated wastewater

The Pinzgau Milch company premises are located in the heart of a water protection area. The building of our new cooling facility with closed ammonia cycle was therefore all the more important. It replaces our old well water cooling system, which required 800,000 litres of groundwater a day. As the cooling cycle is now closed, thermally contaminated wastewater will not enter the water cycle of Maishofen.



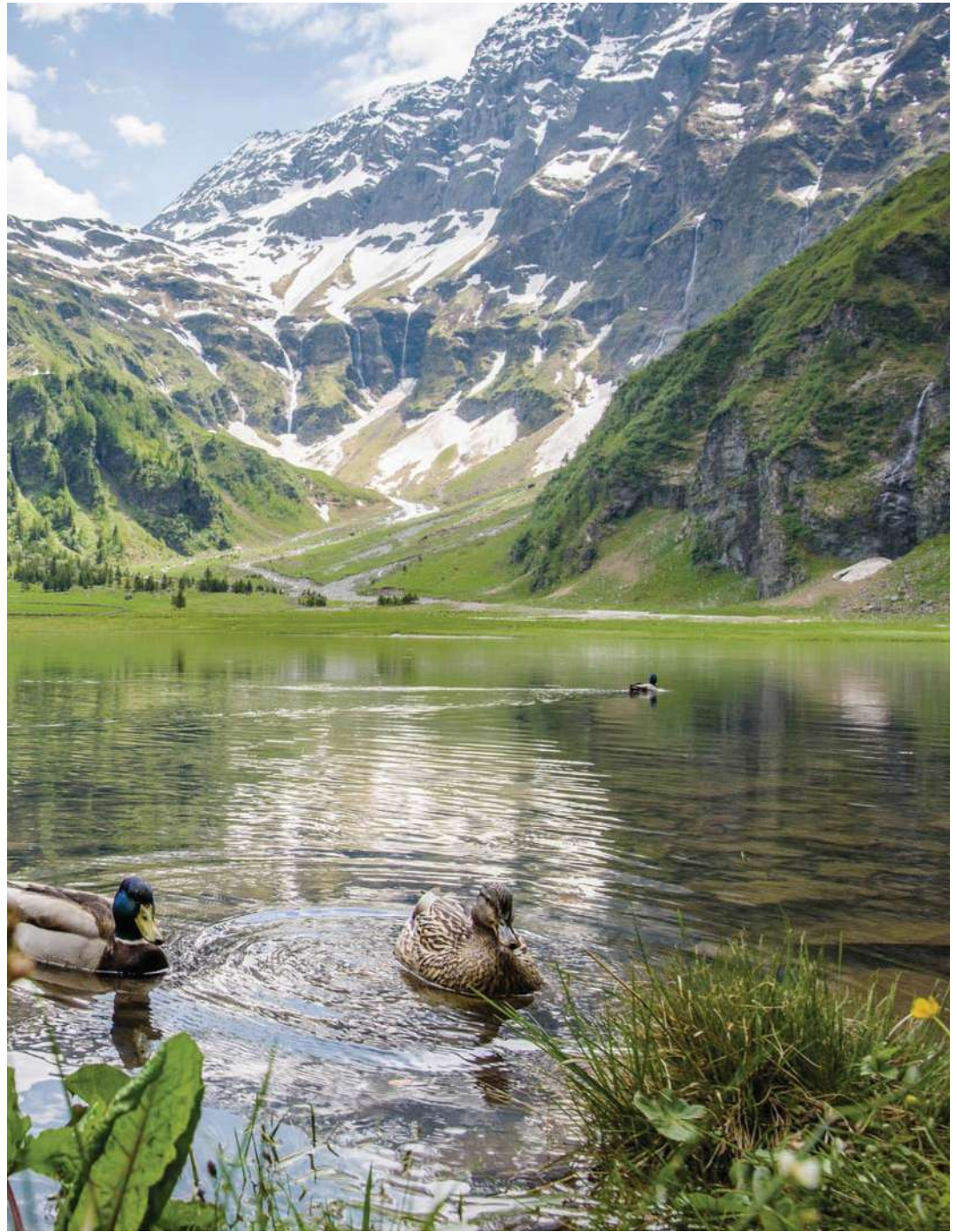
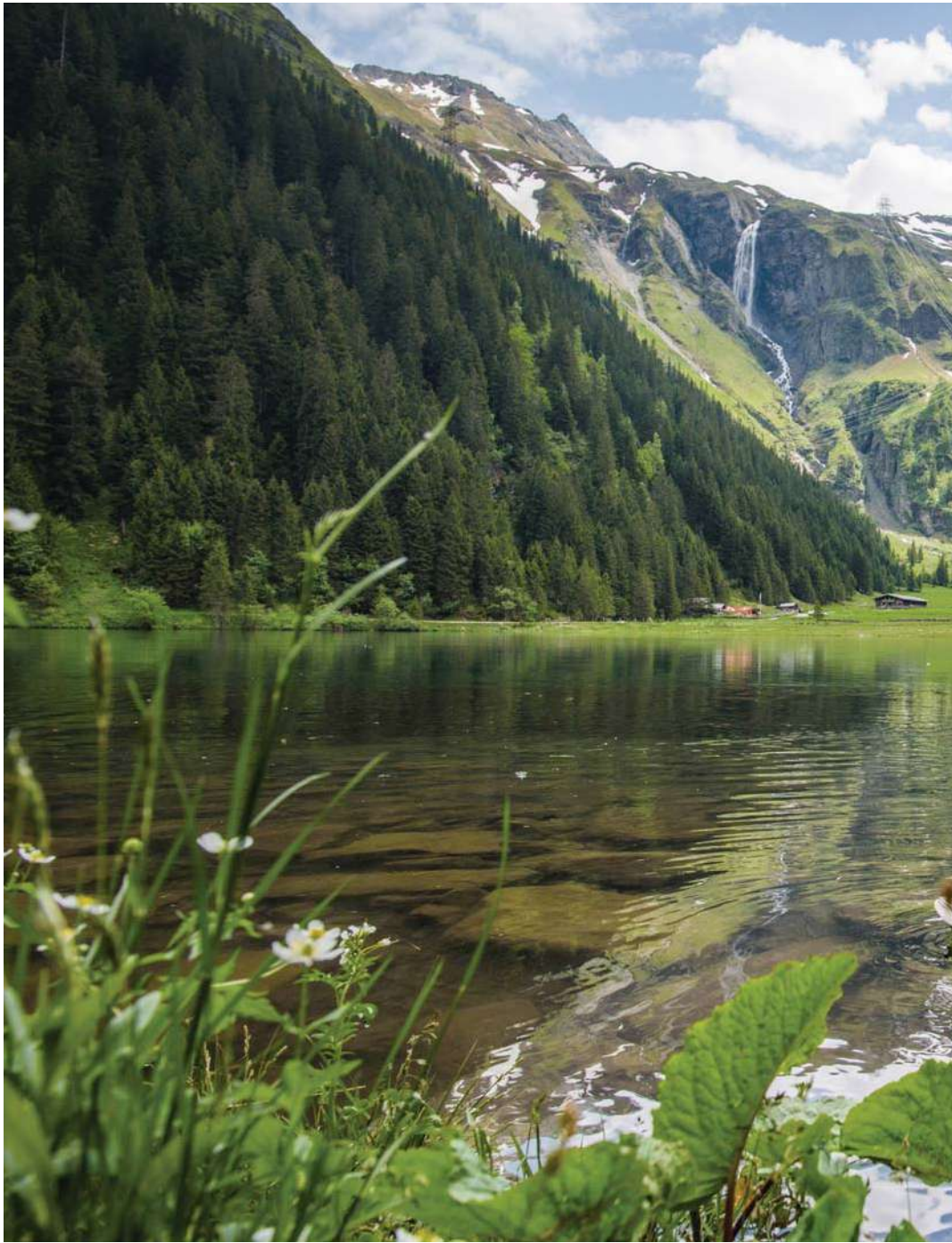
Conserving biological diversity

Hay farming as carried out by the Pinzgau Milch Alpine farmers is the most traditional and sustainable form of milk production. Over the centuries, unique cultural landscapes have developed with up to 50 types of grass, herbs and legumes, which are also a home to bees, butterflies, insects, small animals and small game. Our farmers only mow many areas once the plants have flowered and are distributing their seeds. Areas which are unproductive and typical for mountain regions such as rough pastures, dry grassland and wet meadows offer a particular wealth of biodiversity and can only be conserved with traditional hay farming.



Environmental management system in accordance with ISO 14001

ISO 14001, a worldwide recognised norm, outlines the requirements for an environmental management system – including at Pinzgau Milch. With our environmental management, we set out key indicators and measures to help us improve our environmental protection every year. In accordance with ISO 14001, we understand environment to mean the entire environmental surroundings in which Pinzgau Milch operates, including air, water, soil, natural resources, flora and fauna as well as humans and their reciprocal relationships.



10 REDUCED INEQUALITIES



**THOSE WHO VALUE
DIVERSITY PROMOTE
EQUAL OPPORTUNITIES**

SDG 10 REDUCED INEQUALITIES

PROMOTE EQUAL OPPORTUNITIES

The promotion of equal opportunities, fair distribution and fair conditions for all people is a very important development goal for Pinzgau Milch. We promote diversity and inclusion in the recruitment process, ensure wage equality in the company and acknowledge a responsibility to fair business relationships along the entire supply chain. Despite equal opportunity standards being very high in Austria, we are very conscious that there is still a great deal to be done.



Supporting internal equal opportunities

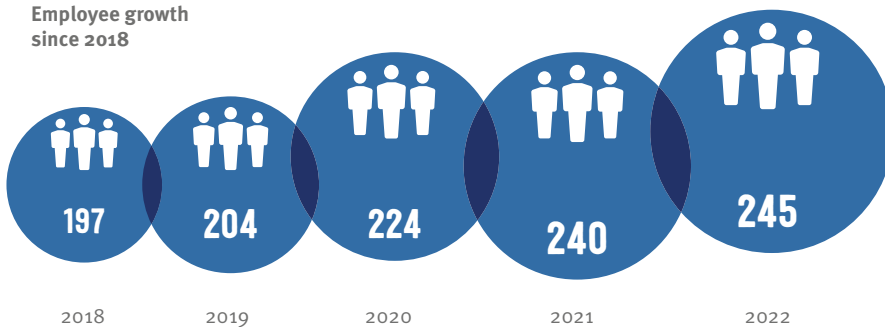
At Pinzgau Milch, our goal is to create equal opportunities for all. In this respect, we are very conscious that we – in both the positive as well as negative sense – reflect our country's sociological conditions. There remains a great deal to be done in ensuring that everyone is offered equal opportunities absolutely everywhere irrespective of their gender and origin. We therefore raise awareness of this subject amongst our teams. In terms of how we are doing in this respect, management positions at Pinzgau Milch are occupied by both men and women and the many nationalities amongst our employees is great evidence that the performance is much more important for us than someone's origins.



Ensuring wage equality in our company

Alongside fundamental equal opportunities, we also ensure that this is reflected in fair pay at Pinzgau Milch. The basis for this is the collective bargaining agreement of the dairy cooperatives. In addition, all employees receive benefits such as a 40-euro shopping voucher every month and special discounts in the deli store.

Employee growth since 2018



Fair business relationships along the supply chain

The founding of Pinzgau Milch goes back to the joining together of dedicated farmers who all fought for fair prices for their products. Our company continuously strives on all levels to keep the buying prices for our dairy farmers high. It is also very important that we represent our dairy farmers' interests in negotiations with our business partners in trade.



INSTEAD OF A FOREWORD AN EPILOGUE ON OUR NEXT GOALS



The agricultural and dairy industry in the Alpine region is characterised by sustainability. The Alpine farmers here have always had to deal with often scarce resources and think far beyond the current generation.

Pinzgau Milch has also been shaped by this spirit. Now, we are starting to manage our sustainability efforts with professional methods and have presented our first sustainability report.

This shows that Pinzgau Milch is able to build on a great deal in terms of sustainability. At the same time, we are using this opportunity to commit even more to our goals.

In these turbulent times, in particular, with the uncertainties on the energy and raw materials markets, a reduction in energy consumption and a gradual conversion to renewable energy sources represents an immense challenge. However, at the same time, the political and climate-related developments also show how important the move away from fossil fuels is.

We will, of course, maintain our efforts also with our further goals for sustainable development which we haven't explained in detail this time: Biodiversity and species protection, resource-saving production and raw material cycles, the path to climate neutrality, protection of our habitats and the well-being of our employees are all topics which occupy us on a daily basis.

With the very best intentions of taking a step forward with this every day, we already look forward to presenting the next Pinzgau Milch sustainability report very soon.

Hannes Wilhelmstätter
Managing Director

Markus Buchmayr
Managing Director



Pinzgau Milch Produktions GmbH · Saalfeldnerstraße 2 · 5751 Maishofen · Austria · www.pinzgaumilch.at