

Alfred Ritter GmbH & Co. KG Progress Report 2021/2022

With reference to the Leadership Declaration for the 'Biodiversity in Good Company' initiative

The Leadership Declaration:

The signatories recognise and support the three objectives of the international 'Convention on Biological Diversity':

- conservation of biological diversity;
- sustainable use of its components;
- fair and equitable sharing of the benefits arising out of the utilisation of genetic resources;

and commit to:

1. analysing the impact of corporate activities on biological diversity as well as any operational reliance on biological diversity;
2. including the conservation of biological diversity, the sustainable use of its components and the fair and equitable sharing of the benefits arising out of such use – the three objectives of the Convention on Biological Diversity (CBD) – in the company sustainability management system;
3. appointing an individual to firmly establish awareness of the issue within the company;
4. defining verifiable and realistic objectives for increasing conservation for biological diversity and its sustainable use that are reviewed and adjusted every two to three years, as well as identifying any challenges;
5. publishing activities and achievements in the biodiversity sector in the company's Annual, Environmental or Sustainability Report;
6. informing suppliers about the company's biodiversity objectives and gradually involving them;
7. exploring the potential for cooperation with partners such as nature conservation organisations and scientific or governmental institutions with the aim of deepening specialist knowledge through dialogue and continuously improving the management system.

To demonstrate their ongoing commitment, member companies will provide the initiative with a progress report every two years.



Alfred Ritter GmbH & Co.KG Progress Report 2021/2022

Alfred Ritter GmbH & Co.KG in Waldenbuch near Stuttgart has a workforce of approx. 1750 employees and generated sales of around EUR 505 million in 2021.

The well-known square chocolate mould, still in use today, was developed by Clara Ritter in 1932. It was only in autumn 2020 that the distinctive shape of the chocolate bar was ruled to be Ritter Sport's unique selling point by the German Federal Court of Justice. In excess of 3 million chocolate bars in colourful packaging leave the Waldenbuch factory in southern Germany every day, and are exported to more than 100 countries around the world. With its Ritter Sport brand, Alfred Ritter GmbH & Co. KG is currently one of the most successful German chocolate bar manufacturers. The Ritter Sport brand is well liked and trusted by consumers. As the 'chocolate concept with a difference', Ritter Sport differentiates itself from market competitors with its clear brand profile. The company uses high-grade ingredients to consistently ensure that top-quality products.

Alfred T. Ritter, his sister Marli Hoppe-Ritter, and their respective children – who represent the fourth generation – are closely involved in the company as shareholders and members of the advisory board that determines the course of action for all strategic issues. In spite of the successful growth over the past few years, the company has retained its family feel, something that is also sensed by the approx. 1000 employees at the Waldenbuch production site. The company considers the conservation of the natural environment to be one of the most important priorities of our time.

“Our actions are characterised by respect and appreciation for mankind and the environment,” – a quote from Alfred T. Ritter, describing Alfred Ritter GmbH & Co.KG's corporate philosophy.

The company's mission is therefore to produce delicious chocolate that makes the world a slightly better place. For the Ritter Sport brand, this means making high-quality, top-class, sustainable and affordable chocolate.

1. Analysis of the impact of corporate activities on biological diversity as well as any industrial reliance on biological diversity

The use of natural resources forms the basis for all business activities. Human behaviour often results in a loss of diversity within animal and plant species. As a manufacturer of high-quality chocolate, Alfred Ritter GmbH & Co. KG is committed to ensuring that the environment remains intact and therefore to utilising resources in a responsible manner.

There has been no 'internal company sustainability road map' since 2018. All Alfred Ritter GmbH projects have been integrated into the new project flow management (NPFM), which has proven to be an excellent management tool. This is based on the strategic corporate goals of "Schokolade 2025" (Chocolate 2025) and the "4 Gewinn" (Connect 4) projects. All projects that contribute to sustainability are stored there. By specifying ambitious but realistic objectives, Alfred Ritter GmbH & Co. KG has made it its aim to contribute to reconciling environmental and economic concerns, while also adopting a socially responsible stance.

With regard to its contribution to biodiversity, in 2015, the company set itself the objective of analysing all its corporate activities in terms of their impact on biodiversity and determining potential measures that could be taken. The next stage is to specify clear objectives that will foster continuous progress in this area. Alfred Ritter GmbH & Co. KG will use the 'Biodiversity in Good Company e.V.' handbook as the basis for recommendations and measures.

By further expanding the previous hotspot analysis (for more information, see the 2022 Sustainability Report) to a target system created by interdisciplinary groups for the main raw materials, such as cocoa, oils and fats, nuts, milk and packaging materials, the sustainability aspects – which include biodiversity – have been integrated in even more detail and milestones have been identified.

This provides a more in-depth look than before at the ecological, social and economic impact of raw material procurement.

The target system is a qualitative evaluation tool that analyses critical elements in complex value creation chains with a particular focus on sustainability, in a quick and life-cycle specific manner. This is achieved, for example, by observing land consumption and land use, the balance of natural ecosystems and ascertaining the presence of monocultures. This applies to 55% of purchased raw materials. For a further 43% of the raw materials, the previous hot spot analysis (HSA) is being replaced by the MVO Risk Check Element analysis. In order to look at all raw materials in different categories and incorporate them in the procurement processes, an HSA process was developed internally and stored in the document management system in order to ensure they are continuously integrated in the required company processes (see page 8 for the illustration of the HSA process).

This analysis is used to identify critical aspects and relevant measures aimed at environmental and social improvements within the value creation chain.

These processes and their target systems are to be reviewed by the research project BioVal from 2022 to the end of 2024 to assess their impact on biodiversity and any possibilities for optimisation are to be worked out. Ritter assists here as an active laboratory in order to assess and further develop research approaches in the real supply chain so as to make a real impact on improving biodiversity. The BioVal project is supported by a Bachelor's thesis, which examines the effects on biodiversity for the bar "61% Fine from Nicaragua" bar from the cocoa class.

For Alfred Ritter GmbH & Co. KG, the critical analysis of its raw material procurement process is not the only important contribution to conserving biodiversity; it also focuses on the environmentally-friendly disposal of product packaging. For these reasons, in cooperation with the EPEA (Environmental Protection Encouragement Agency), it has investigated the ecotoxicological and the toxicological effects of the primary foils (for the 100g varieties) on humans and the environment. All of them have been certified according to Cradle to Cradle since the end of 2020.

Alfred Ritter GmbH & Co. KG has also set itself clear objectives for developing packaging. Ritter Sport packaging should be recyclable, kept to a minimum and use sustainable raw materials where possible. The current, fully recyclable polypropylene

foil is produced using fossil raw materials and replacing this with packaging from sustainable raw materials in the long term poses many challenges. Combined with the demand to keep packaging in circulation as recyclable materials, the current focus of development is on paper-based solutions. As a foodstuff, it is critical that maximum product protection and safety are ensured. However, as a brand product, it is important to meet the demand for sustainable packaging that conveys the image of a high-quality product. In addition to developing solutions for primary packaging, paper-based secondary packaging was introduced for the first time back in 2021. The company aims to produce 70 % of all Ritter Sport packaging using sustainable raw materials by the end of 2027. This means that raw materials can be procured in such a way as to strengthen biodiversity instead of reducing it.

To analyse how the corporate actions of Alfred Ritter GmbH & Co. KG impact the environment, a study was carried out as early as 2009 in cooperation with the company Soil & More International to investigate the potential generation of CO₂ certificates for the company's own cocoa plantation, El Cacao. With regard to the medium and long-term monitoring of biodiversity development, Alfred Ritter GmbH & Co. KG has been working with an institute that has provided the company with high-resolution satellite images.

2. Inclusion of the conservation of biological diversity, the sustainable use of its components and the fair and equitable sharing of the benefits arising out of such use – the three objectives of the Convention on Biological Diversity (CBD) – in the company's sustainability management system

In order to ensure that the conservation of biodiversity is guaranteed not only within the company, but also by business partners, it is an integral part of Alfred Ritter GmbH & Co. KG's Code of Conduct

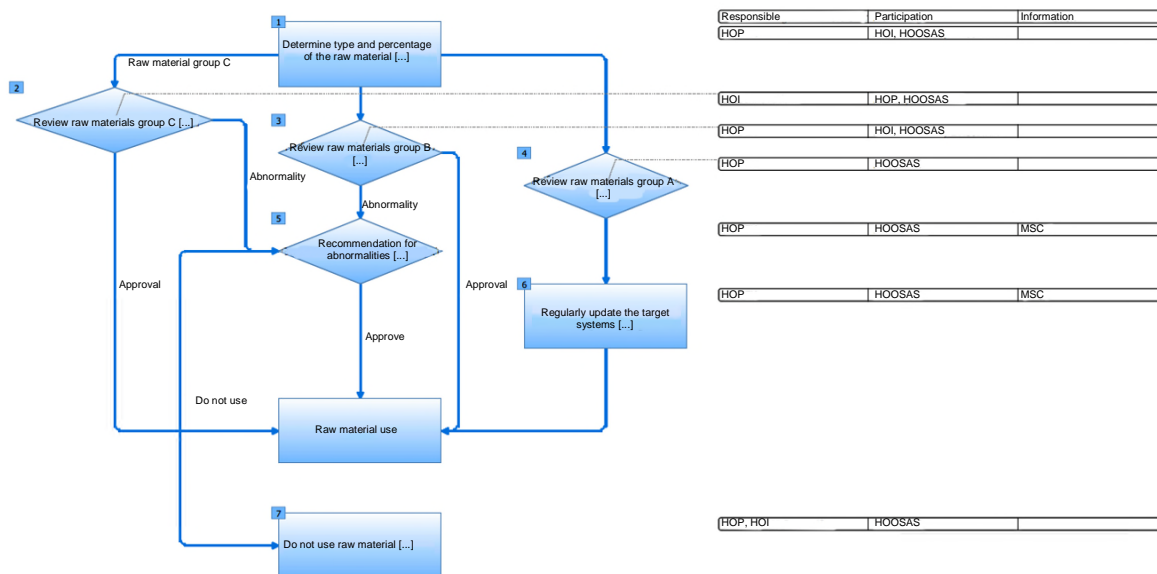
(http://www.rittersport.de/export/sites/default/de/familienunternehmen/nachhaltigkeit/Ritter_Sport_Lieferanten_Code_of_Conduct.pdf).

Using the handbook for biodiversity mentioned above, various areas of the company have been analysed to determine their impact on biodiversity. The first surveys and workshops for the BioVal research project have already been conducted and the Bachelor's thesis has been started.

The target system mentioned under point 1 is being continuously developed and updated in the interdisciplinary groups (see image below). The defined process is shown after this image. A “Raw Material Group B” team was formed, which completed its analyses and gave recommendations to the Steering Committee.



Sustainability: Hot spot analyses	 QM-System
Process, revision No .0, valid from: 15/09/2021 14:25	



HOP - Head of Purchasing
 HOI - Head of Innovation
 HOOSAS - Head of Occupational Safety and Sustainability
 MSC - Management Supply Chain

The method for evaluating new raw materials to be tested in development by the innovation department are also shown in the HSA process above.

Cocoa cultivation on El Cacao is carried out in a diversified agroforestry system with integrated compost cultivation. Planting cocoa alongside indigenous tree species, compost production to reduce the use of fertiliser and CO₂ storage in the ground and plants have successfully generated emission-reducing effects and allowed CO₂ to be bound over the long term.

This system of CO₂ binding was verified and validated in 2016 in cooperation with the Gold Standard. The Gold Standard (<https://www.goldstandard.org/>) is used to accelerate the achievement of the goals of the Paris Agreement and to implement the SDGs. The project has been officially recognised by the Gold Standard since 2020 and

can therefore contribute to generating CO₂ certificates by removing CO₂ from the atmosphere.

It offers the company a wide range of projects and programmes to quantify, certify and maximise their effects. Thanks in particular to compost cultivation, the CO₂-binding system also forms a basis for optimal water and nutrient management. The abundance of trace elements and nutrients, as well as a high degree of biological activity, promote good soil health and the natural suppression of disease.

The decomposition of the continually accruing organic material from the cocoa tree and other species of trees creates a particularly nutrient-rich humus. Regular checks are carried out and recorded in order to track and measure the positive effects on the ecosystem and biodiversity. To this end, a first seminal inventory of the biodiversity of the flora and fauna on the El Cacao plantation was undertaken in July 2014 in cooperation with the National Agrarian University of Nicaragua (as described in the current progress report of 2022.)

This also established that there is a wide variety of native plants and animals in the forests and wetlands. This initial position will allow follow-up studies on biodiversity to be carried out in future and also enable the observation of project-related developments.

Furthermore, saving resources was one of the highest priorities during the construction of the now completed new company building. Instead of increasing usable space, the focus here was on consolidating space that is already used. Details on this can be found in chapter 8.

Since 2009, the company has obtained satellite images of the El Cacao plantation in Nicaragua every one to two years in order to document progress. The latest images were obtained at the start of 2022.

The high-resolution images should make it possible to differentiate subplots visually and determine the degree to which biodiversity has been maintained or increased in these areas. Soil studies can then ascertain whether there is a correlation between site use and location with actual biodiversity.

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These images also have a monitoring and control function with regard to the areas and their quality. They show the replanting of former pastures with cocoa and a large number of local shade trees as well as forest areas that have been retained.

The Code of Conduct requires business partners to make a contribution to conserving the natural variety of animal and plant species in their sphere of activity. To this end, the Code of Conduct was presented to all business partners in the spring of 2013 and was expanded in 2016 to include animal welfare. Audits are carried out at least once every four years, more often for suppliers from critical regions. Find out more about the implementation of the Code of Conduct under point 6.

The trainees at Alfred Ritter GmbH & Co. KG were given extensive training on biodiversity in 2021/2022. In addition to the hotspot analysis for raw materials, a similar analysis is currently being developed for promotional items. While the range of products is comparatively small, the production of large quantities of these products has a significant impact on the environment and therefore on biodiversity. This was first conducted for clothing. With the assistance of a partner, the entire value chain was examined, including all aspects of sustainability. This further deepened the knowledge about the value chain and its impacts for the new collection in 2021.

Another topic impacting biodiversity is packaging. Alfred Ritter GmbH's main concern is developing sustainable packaging solutions and making them transparent throughout the entire procurement and manufacturing process. The origin, components and the reuse of materials play a key role in this.

Thus, since the start of 2018, the company has only bought FSC-certified products for fibre-based packaging such as carton or corrugated cardboard. This allows the company to ensure that the materials come from responsible and verified forest management.

For the foil packaging, the company uses the Cradle to Cradle® concept, which works in cycles: which raw materials are needed to make the foil and what is the best way to recycle them afterwards?

More detailed information can be found at:

<https://www.c2ccertified.org/products/mhcertificate/rittersport-chocolate-wrapping>

Furthermore, we support the sustainable cultivation of palm oil through our memberships of the Roundtable on Sustainable Palm Oil (RSPO) and the Forum for Sustainable Palm Oil “FONAP”, as well as successively pursuing the switch from “book and claim” to “mass balance”. We have also held full “Segregate” status in raw material procurement since 2020. The company has also been a member of the FONAP since 2020 so it can demand that its suppliers comply with the extended criteria, such as on deforestation.

3. Appointing an individual to firmly establish awareness of the issue within the company

Reconciling economics, environment and corporate social responsibility is enshrined in the Alfred Ritter GmbH & Co. KG mission statement.

Mr Georg Hoffmann has officially been the company’s sustainability manager since 2011. He coordinates all ecological and environmental conservation projects, brings together ideas and launches new projects. The sustainability manager also delivers reports directly to the management. The sustainability manager is supported in the initiation and implementation of projects by a team of sustainability officers from the different departments. This also includes the Ranking Committee and the Steering Committee for sustainable packaging and raw materials.

Within this framework, the Sustainability Team discusses Alfred Ritter GmbH & Co. KG's current sustainability activities as well as environmental, economic and social developments relevant to the company. Another task of the sustainability officers is to disseminate information about the company’s new sustainability activities to the individual departments. In order to continually optimise sustainability management, the Ritter mission statement has been used as the basis for the new project flow management and the organigram since 2015.

This means that sustainability objectives, individuals responsible for specific issues and patrons can be assigned to one of the four cornerstones of the company mission statement. This improves the management, implementation and communication of the projects. The company has thus developed its own approach, moving away from the three-pillar model of sustainability to a sustainability structure of its own, without neglecting the inherent requirements of the three-pillar model.

It has successfully achieved its goal of integrating the sustainability roadmap in the process flow management. All of the company's projects will thus be coordinated by one system. The advantage is that sustainability is now part of the daily work of every employee.

4. Stating and defining verifiable and realistic objectives for increasing conservation for biological diversity and its sustainable use that are reviewed and adjusted every two to three years, as well as identifying any challenges

On the basis of the study conducted in 2009 by Soil & More, the company set itself the aim of achieving carbon neutrality at the Waldenbuch site, as much as possible by its own means, by establishing projects to reduce emissions within its value creation chain at El Cacao.

The climate neutrality strategy has been discussed and adopted by the company's Advisory Board. It aims to achieve full climate neutrality by 2025.

Goal: 100% climate neutrality in scope 3 by 2025

KPI title	Description	Value	Traffic light	Definition
Carbon neutrality	100% climate neutral in scope 3 based on the defined phased model from own supply chain			

Year	2018	2019	2020	2021	2022	2023	2024	2025
Scope 1/2*	20%	100%	100%	100%	100%	100%	100%	100%
Scope 3e**	0%	0%	100%	100%	100%	100%	100%	100%
Scope 3f***	0%	0%	0%	10%	20%	50%	75%	100%

Communication Climate-neutral production Climate-neutral company

*Scope 1/2: From own supply chain and certificates
 **Scope 3e: Own scope 3 emissions and supplier emissions that are not from strategic suppliers
 ***Scope 3f: Procurement from strategic suppliers who also deliver carbon neutral.

In 2019, scope 1 and 2 emissions were offset (climate-neutral production). In 2020, scope 1, 2 and the parts of scope 3 emissions that the company can influence have been offset (climate-neutral company) in order to gradually offset all scope 3 emissions by 2025 in collaboration with strategic partners.

Since 2020, all packaging foil for the chocolate bars has been certified according to the Cradle to Cradle® concept, which ensures transparency about the foil components and their recyclability.

Our packaging objectives:

- By 2027, 70% of our packaging will be made using renewable raw materials.
- By 2025, ALL Ritter Sport packaging will be fully recyclable.
- Our plastic chocolate wrapping as well as almost all the pouch packaging are already fully recyclable.
- The paper and cardboard materials we use are fully recyclable.
- Since 2018, we have purchased exclusively FSC-certified fibres to make our packaging, and thus made a positive contribution to the conservation of forests.
- All of our chocolate wrappers (primary packaging) have been certified according to Cradle to Cradle since 2020.
- We are working on new packaging concepts in development partnerships with long-term suppliers.

5. Publishing all activities and achievements in the biodiversity sector in the company's Annual, Environmental or Sustainability Report

At the start of 2021, Alfred Ritter GmbH & Co. KG published its fourth Sustainability Report. The Sustainability Report gives an overview of the environmental, economic and socially responsible activities carried out by the company and also gives readers information about future objectives, measures and projects.

Alfred Ritter GmbH & Co. KG's fifth Sustainability Report is set to be published at the start of 2023.

All Sustainability Reports are available to download from the company website and are freely accessible to all.

6. Informing suppliers about and gradually involving them in Alfred Ritter GmbH & Co. KG's biodiversity objectives

Biodiversity is an integral part of Alfred Ritter GmbH & Co. KG's Code of Conduct. Business partners are made aware of the importance ascribed by the company to the conservation of species and ecosystem diversity. By implementing the Code of Conduct successfully, business partners agree to make a contribution in this respect. Regular audits help the company ascertain to what extent business partners are adhering to their agreed responsibilities.

Activities that promote the conservation of biodiversity are an important component of the audit and form the basis for good and trusting cooperation with suppliers. For example, the application and correct usage of pesticides is monitored and evaluated.

We hope that the BioVal research project will provide us with more information on how we can better integrate suppliers in this goal.

7. Exploring the potential for cooperation with partners, such as nature conservation organisations and scientific or governmental institutions, with the aim of deepening specialist knowledge through dialogue, exploring cooperation and further developing the corporate management system

Constantly developing internal knowledge about sustainability and environmental conservation in cooperation with external expert partners and integrating this knowledge into the company's own processes is an important principle for Alfred Ritter GmbH & Co. KG.

As an active member of the Centre for Sustainable Company Management (ZNU; <http://mehrwert-nachhaltigkeit.de/home.html>), the company regularly takes part in working group meetings that focus on various issues. Within this framework, the company promotes critical dialogue in collaboration with other representatives from the food industry on the issue of sustainability in raw material procurement, logistics, climate/energy and other areas.

In 2013, the company successfully obtained 'ZNU More Sustainable Business Food' standard certification. The second re-audit in 2019 went positively and there were no deviations from the standard.

A new, revised standard was published in 2018. The internal audit forms have been amended to comply with the standard. In future, internal audits and re-audits will be conducted based on the new standard. In addition to sustainable company management and economic and social aspects, the company also needs to meet requirements in terms of environmental sustainability. In the biodiversity field of activity, effects on biodiversity and the objectives and measures aimed at promoting it are explicitly observed.

In July 2020, Alfred Ritter GmbH & Co. KG became a member of the Forum for Sustainable Palm Oil (FONAP). The company hopes that this membership will allow it to have an even greater influence on the sustainable procurement of palm oil. This forum was initiated by the German Association for International Cooperation (GIZ), the REWE Group, Henkel and WWF Germany and is increasingly gaining influence on the further development of the RSPO Standard.

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As part of its membership, Alfred Ritter GmbH & Co. KG is focusing on overcoming environmental, social and development policy challenges related to the huge potential of plant-based raw materials in production countries.

Membership of the Forum nachhaltiger Kakao e. V. (Forum for Sustainable Cocoa) also helps the company to pass on and increase its internal knowledge regarding current developments in the field of sustainable cocoa cultivation, and to adopt any resulting measures that may be needed.

8. Examples of projects and activities carried out by Ritter Sport

The sustainable cultivation of cocoa has been a focal point of Ritter Sport's involvement in Nicaragua for many years. The company has supported small-scale farmers as part of the "CACAO-NICA project" since 1990. The initial support has developed into a mutual cooperation that now comprises around 20 farmer cooperatives and the company's own purchasing and drying station. Modern agroforestry cultivation methods help to protect the environment, particularly the rainforest, thus conserving biodiversity.

The agroforestry concept and the planting of various crop plants that are suited to the location, such as bananas, cocoa, corn and beans guarantee a multi-level ground cover that helps reduce the risk of erosion and also protects the soil from drying out and losing nutrients. The acreage on the El Cacao plantation has also been used in this way since 2013. The cultivation method should also have positive effects on the ecosystem here and thus also on biodiversity (see 1. Analysis of corporate activities with regard to their impact on biological diversity).

The idea of Felix Finkbeiner to get children in every country across the world to plant a million trees and thus balance out CO₂ is something that the company considered to be so exemplary that it is supporting the organisation "Plant for the Planet" on an ongoing basis as part of a collaboration to plant new trees. Alfred Ritter GmbH & Co. KG had planted a total of (figure to be clarified) 274,456 trees by the end of 2022.

At the PlantAhead Conference in 2018, Alfred T. Ritter – the owner of Alfred Ritter GmbH & Co. KG – assured the organisation that one million trees would be planted by 2028. The majority of these trees will be planted in collaboration with cocoa cooperatives in Nicaragua and West Africa, in addition to the 1.5 million cocoa trees that grow on the company's own plantation, El Cacao.

Protecting biological diversity at Waldenbuch

Conservation of biological diversity is a matter of course for Alfred Ritter GmbH & Co. KG at the Waldenbuch production site. Over the course of the year, a number of measures were agreed that contribute to conserving biological diversity.

One of these measures concerns the predominant use of cleaning materials from the Green Care range by Tana Professional at the production site in Waldenbuch, as these are particularly biodegradable and thus have a lesser impact on the environment.

The gradual switch of all office materials to sustainable products has been continually rolled out since 2009 and has now been fully implemented. The company will continue to monitor the market for new technical developments and more environmentally friendly materials, as well as check for alternatives and integrate them where relevant.

In the now completed construction of the new company building and the new site matrix construction, which started operations in 2017, new surface sealing was avoided as far as possible. The focus was generally on consolidating usable space rather than increasing it, for example, by adding a floor onto the building complex.

Green space was only required for the extension to the existing car park. A species conservation investigation was carried out by a landscape planning consultant in order to check for any negative impact on the existing range of animal species. This measure was required by the authorities, however, its scope exceeded the prescribed requirements.

The main focus here was to protect the existing animal species as much as possible and mitigate the disturbance caused. In accordance with the conditions, construction hours were limited to periods outside breeding times and activity hours, and breeding and nesting boxes were set up in the local environment. Frogs were also rehomed from a pond.

The new administration building at the Waldenbuch site was built with a focus on sustainability – from the outer façade to the floor tiles. It was constructed in collaboration with partners Drees & Sommer for energy design and building

certification and the German Sustainable Building Council (DGNB) and its building requirements for environmental, economic and sociocultural factors. The DGNB offers a unique certification system that evaluates the quality of the building, not only during construction, but also over its life cycle. Successful certification requires compliance with 47 criteria. The in-depth quality standard of the Cradle to Cradle® concept was also used for selected components and structures. This guarantees that components and materials can be recycled if the building is ever converted or demolished. Sustainability aspects were already taken into account in the planning phase. The wooden construction also means that a considerable amount of grey energy was saved during production. The interior was also designed sustainably, from the floor to the ceiling. This is reflected in the use of materials that are exclusively long-lasting, healthy and recyclable. The material health of each product was checked before it was used so as to guarantee the best indoor air quality. The efficient energy concept also creates a comfortable atmosphere through a system of thermally activated components. This innovative heating and cooling system sets the base temperature using pipes in the ceiling to carry water (it requires less energy than the KfW 55 standard). The building also features a green roof, a photovoltaic system, a façade created mainly with wood as well as a sophisticated design with layers and materials that can be recycled due to the use of separable connections, such as screws (these can also be separated and recycled). In 2022, the Gold Standard certification was successful.

The office building of the chocolate head office that was completed in 2022 was built on already sealed surfaces. No new surfaces had to be sealed.

These aspects, such as climate and resource conservation, together with creating habitats for insects, contribute to strengthening and preserving biodiversity.

The maximum practical use of renewable energies and thus the highest possible level of resource conservation was a matter of course for Alfred Ritter GmbH & Co. KG, both in the construction of the new company building and for the operation of the company site as a whole. This is supported by the construction of a new company combined heat and power unit (CHP), which was commissioned in December 2015.

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As a measure to support regional food production, the company's catering requirements for the company canteen have been covered exclusively by regional food suppliers since the start of 2014. The focus here is particularly on procuring regional and seasonal organic fruit and vegetables. The change in breakfast and dinner catering took place in spring 2013. In order to contribute to retaining equilibrium in the world's seas, only MSC-certified organic fish is procured for canteen catering, and therefore the recommendations made in the Greenpeace fish guide are also taken into account.

In 2017, a biodiversity campaign week was introduced in the canteen. Dishes with various old and traditional varieties such as parsley roots and parsnips were offered. Flyers and information cards were given to employees to teach them about the importance of biodiversity. This was repeated in calendar week 40 in 2020.

Parsnip

Turnip

The **RITTERIA** is cooking "ancient" vegetables



For 1 week, we want to inspire you again to eat the ancient types of vegetables. When the days turn colder and the selection of fresh vegetables is no longer available in our gardens and fields, we want to show you the delicious meals you can cook with our local products. We are starting on 12 October!

Purple carrot

Jerusalem artichoke

Yellow beetroot

This week's topic:
Rediscovering ancient vegetables!

Calendar week 42 from
12/10/2020 to 16/10/2020

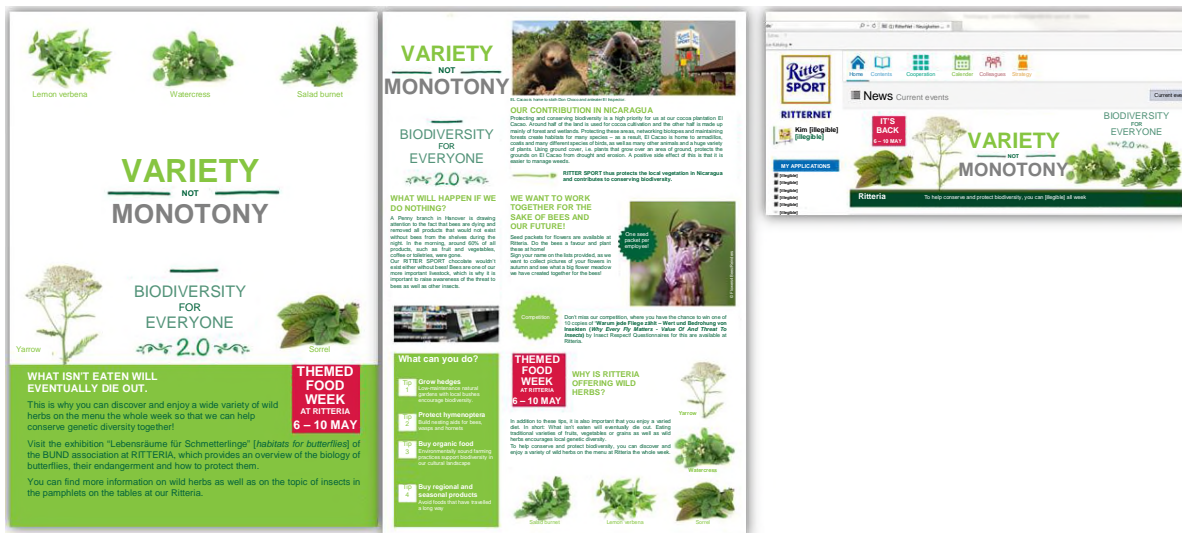


	MONDAY 12/10/2020	TUESDAY 13/10/2020	WEDNESDAY 14/10/2020	THURSDAY 15/10/2020	FRIDAY 16/10/2020
Menu 1	Pork in a creamy mushroom sauce Sides: Spaetzle Green salad	Beef tortellini with beans, tomatoes and leek Cucumber salad	Baked turkey escalope Chips Green salad	Chicken coconut curry Fragrant rice	Potato roast with beef strips and peppers Bean salad
Menu 2	Potato and parsnip gratin with a pumpkin seed and cheese crust Sides: Green salad	Yellow beetroot salad with lentils, apple and goat cheese Baguette	Stuffed pumpkin with honey-glazed root vegetables and cabbage Green salad	Spinach pancake filled with parsley root and turnip Cucumber salad	Tarte flambée with feta, purple carrots and seeds Green salad
Menu 3	Doner kebab Sides: Chips	Venison ragout with lamburger wine Butter spaetzle Braised savoy cabbage	Cod with Jerusalem artichoke crust Pumpkin mash with rutabaga	Braised beef roulade Potato dumpling Spiced red cabbage	
Desserts	Mango coconut quark	Rice pudding with raspberries	Apple quince compote with honey and almond mousse	Pear tiramisu	Cherry yoghurt cream
Allergens	A = Cereals containing gluten and products thereof AW = Wheat (gluten) AR = Rye (gluten) AD = Barley (gluten) AK = Oats (gluten) AK = Khorasan wheat (gluten) B = Cruciferous and products thereof C = Eggs and egg products D = Fish and fish products E = Peanuts and products thereof F = Soy and soy products G = Milk and milk products (including lactose)	H = Nuts and products thereof I = Celery and products thereof J = Mustard and mustard products K = Sesame and products thereof L = Sulphur dioxide and sulphites M = Lupin and products thereof N = Molluscs and products thereof P = Turkey / chicken S = Pork			

In 2019, a further campaign week was held in the canteen with the motto "Vielfalt statt Einfalt 2.0" ["Variety not monotony 2.0"] which focused on herbs and their contribution to conserving biodiversity. This project was supported by several campaigns, including handing out flower seeds (in collaboration with "Deutschland blüht auf") to the employees, who were asked to plant a flower meadow at home and calculate the square footage. A total of 210 square metres of flower meadow was planted on private grounds. As was the case two years ago for the old varieties, employees were given information cards for the herbs used. The campaign was supported by the touring exhibition "Schmetterlinge" of the BUND association as well as with information cards from Ritter about biodiversity activities at El Cacao and a poster created with Insect Respect and Netto ("Was bleibt im Markt wenn Insekten fehlen?" [What could you buy if there are no insects?]; a campaign in a retail shop in Hamburg). 10 copies of the book "Warum Jede Fliege zählt" [why every fly counts] by Dr Reckaus were raffled off among all employees who took part. In order to firmly establish awareness of this topic in society, all managers in the town of Waldenbuch and the nearby communities, the emergency services, directors of day care centres, schools and nursing homes as well as the boards of associations from the surrounding area were invited to take part in the campaign. This also included the visit to the trainees' project described below, the touring exhibition and a joint lunch with a final call to integrate the issue within the

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organisations. The campaign took place between 11 a.m. and 1 p.m. every day for a week in May 2019. 54 managers took part.





**THEMED
FOOD
WEEK
AT RITTERIA
6-10 MAY**



Yarrow



[MORE INFORMATION](#) ►

Yarrow

The botanical name for yarrow "Achillea" comes from Achilles, who, according to legend, used the medicinal plant to treat his wounds.

In addition to the healing properties, yarrow has a herb aromatic smell and tastes aromatic when young and rather bitter when it is older. The herb is therefore ideal to flavour salads or quark. It is also delicious as a component of herbal liqueurs and aperitifs.



WHAT CAN YOU DO?

Try new herbs yourself!

You can order yarrow seeds online or buy them at most garden centres. Only small amounts should be removed from nature. When you are out walking, keep your eyes open. Yarrow can often be found at the edge of the pathway, particularly at the height of summer.

In 2006, a large-scale flower meadow was planted directly behind the Ritter Museum Café to serve as a habitat for birds, bees, butterflies and organisms that live in the soil, thus fostering greater biological diversity on the company's grounds. A biotope erected within the Alfred Ritter GmbH & Co. KG company grounds also serves as a retreat for amphibians and aquatic insects, plants and microorganisms, thus helping to preserve biological equilibrium.

In order to raise awareness of the importance of biodiversity conservation among younger employees, trainees and students, the first environmental project was realised in spring 2018. The concept was developed in cooperation with the Naturschutzbund

(NABU - Nature And Biodiversity Conservation Union) and a biologist from the Insect Respect Initiative.

Insect Respect is committed to protecting insects by setting up so-called insect-friendly compensation areas, e.g. on company roofs. Over two days, our trainees and students created such an area behind the museum in order to promote biodiversity. The wetlands were enhanced by planting various shrubs and woody plants, and setting up a large pile of deadwood and a variety of nesting boxes.

The highlight of the project is the ‘living square’, comprising approx. 70 pallets, 12,000 nesting tubes and dozens of bricks, bamboo tubes, straw and pine cones as well as a variety of other materials. Measuring over 2 metres in length, there is plenty of space for an abundance of living creatures.

Ritter’s own gardeners care for this area to ensure that biodiversity is maintained.

The trainees’ project, which was originally planned for 2020, was to create a “snack garden for people and animals” at the environmental education centre Listhof e.V. in Reutlingen (a centre for environmental training, renewable energies and biological diversity in the biosphere region of the Swabian Jura; <https://www.listhof-reutlingen.de/>) and could not be carried out until 1 and 2 June 2022 due to the restrictions during the coronavirus pandemic. The trainees and students were responsible for the project – from designing and planning to implementing it 20 trainees and a DHBW student were involved in the implementation. The project started on 10/01/2022 with a kick-off meeting where the goal of the projects and the main principles for project and team work were defined. With the support of information material provided by Listhof as well as expert tips from our gardeners, small groups conducted research and made suggestions on the following topics:

- Building and filling a herb bed
- Creating two raised beds for vegetables
- Building a tepee for grape and hop vines to grow up as a resting place for visitors
- Creating a wild flower meadow
- Creating a snack corner with nutritious plants for birds and insects

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- Planting fruit trees and berry bushes
- Filling a snack tower with climbing vegetables, bee-friendly plants and a bird bath
- Creating a square bed with edible flowers
- Creating seating areas and tables from tree trunks and wooden cable drums

Some of the trainees visited the Listhof site beforehand and drew up a site plan. The individual projects for the space were defined in agreement with Listhof. This resulted in the planting draft.



In April and May, all of the plants and materials were bought based on a procurement list. Over two days, everything was planted with great enthusiasm and energy. Teams of employees across all professions were in charge of implementation in their own area of responsibility. They mowed, dug, planted, screwed, sanded and painted. A tepee was made out of wicker and a few of the trainees carried out tasks that they had never tried before.

The cooperation with the employees at Listhof and with the two trainees from Garten-Moster was very productive and harmonious. The wide variety of ideas is impressive, the project was a success and the result is extremely positive.

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Our traineeship literally bore fruit and is good for both people and animals. It is a good feeling that this campaign and enriching the green space with more than 60 types of plants has not only increased biodiversity, but has also helped to protect it.



Area before



Area after





Images from the snack garden

In order to increase awareness for this project within the company as well as to create a link between smaller and larger biodiversity projects at the company, the biodiversity project was once again presented in the canteen in calendar week 41. Information cards about the project and other company projects were created. Furthermore, the menu in the canteen included products from the snack garden in order for the staff to really taste the biodiversity.

Menu **Variety not monotony!**
Try different herbs and local vegetables in calendar week 41 from 10.10.2022 to 14.10.2022

	MONDAY 10/10/2022	TUESDAY 11/10/2022	WEDNESDAY 12/10/2022	THURSDAY 13/10/2022	FRIDAY 14/10/2022
Menu 1	Beef stew with spaetzle, potatoes and onions AW,C,I,R € 3.90	Chicken curry with rice and fresh vegetables F,P € 3.90	Lentils with 2 Vienna sausages 1,5,AW,I,J,S € 3.90	Mediterranean meatloaf with mozzarella AW,C,G,J,R,S € 3.90	Pizza with ham and peppers 1,5,AW,G,S € 3.90
Sides	Baguette AW	Carrot salad	Spaetzle AW,C	Jacket potatoes Green salad G,J	Green salad G,J
Menu 2	Stuffed courgette with tomatoes and herb feta I € 3.90	Oven-baked pumpkin on a bed of red lentils, hummus and cress and sprout salad K,J € 3.90	Parship patties on coloured carrots with rocket and radish dip C,G € 3.90	Penne Arrabiata with "cashew cheese" AW,I € 3.90	Green salad with wild herbs and baked cheese, seed oil dressing AW,C,G € 3.90
Sides	Bulgur AW	Toasted bread 	Cucumber salad G,J	Green salad J	Farmer's bread AW
Menu 3	Wok vegetables with chilli and duck breast I,R € 4.80	Doner kebab G,P € 4.80	Pollock korma with cashews, leek and mango F,K € 4.80	Chicken strips on a bed of runner beans and seed oil G,P € 4.80	
Sides	Fragrant rice AW,C	Chips	Fragrant rice	Carrot mash Green salad G,J	
Desserts	Bircher muesli with fruit AW,G,H € 0.80	Hazelnut pudding with mocha cream G € 0.80	Pumpkin oranges with white chocolate G € 0.80	Apple jelly with zabaglione G € 0.80	Berry yoghurt G € 0.80

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Menu



Variety not monotony!
Try different herbs and local vegetables in calendar week 41 from 10/10/2022 to 14/10/2022



	MONDAY 10/10/2022		TUESDAY 11/10/2022		WEDNESDAY 12/10/2022		THURSDAY 13/10/2022		FRIDAY 14/10/2022	
		Price		Price		Price		Price		Price
Menu 1	Beef stew with spaetzle, potatoes and onions	AW,C,I,R € 3.90	Chicken curry with rice and fresh vegetables	F,P € 3.90	Lentils with 2 Vienna sausages	1,5,AW,I,J,S € 3.90	Mediterranean meatloaf with mozzarella	AW,C,G,I,R,S € 3.90	Pizza with ham and peppers	1,5,AW,G,S € 3.90
Sides	Baguette	AW	Carrot salad		Spaetzle	AW,C	Jacket potatoes Green salad	G,J	Green salad	G,J
Menu 2	Stuffed courgette with tomatoes and herb feta	I € 3.90	Oven-baked pumpkin on a bed of red lentils, hummus and cress and sprout salad	K,J € 3.90	Parsnip patties on coloured carrots with rocket and radish dip	C,G € 3.90	Penne Arrabiata with "cashew cheese"	AW,I € 3.90	Green salad with wild herbs and baked cheese, seed oil dressing	AW,C,G € 3.90
Sides	Bulgur	AW	Toasted bread	J	Cucumber salad	G,J	Green salad	J	Farmer's bread	AW
Menu 3	Wok vegetables with chilli and duck breast	I,R € 4.80	Doner kebab	G,P € 4.80	Pollock korma with cashews, leek and mango	F,K € 4.80	Chicken strips on a bed of runner beans and seed oil	G,P € 4.80		
Sides	Fragrant rice	AW,C	Chips		Fragrant rice		Carrot mash Green salad	G,J		
Desserts	Bircher muesli with fruit	AW,G,H € 0.80	Hazelnut pudding with mocha cream	G € 0.80	Pumpkin oranges with white chocolate	G € 0.80	Apple jelly with zabaglione	G € 0.80	Berry yoghurt	G € 0.80

VARIETY NOT MONOTONY

BIODIVERSITY
FOR
EVERYONE
3.0



THE SNACK GARDEN Our Trainee Project 2022

WHAT IS THE TRAINEE PROJECT?

Every year, our trainees and students come together, roll up their sleeves and get stuck in to the so-called "Trainee Project".

It is usually held once a year and is the full responsibility of our trainees and students – from designing and planning to implementing it.

Topics include social projects for people living in difficult circumstances or environmental projects to preserve our nature. Trainees and students of all ages take part, in addition to projects, and team work, the aim of the project is also to gain insight into social or ecological issues.

Feel free to spread the word about how varied our traineeship is!



HOW DID THE CAMPAIGN GO?

Our trainees and students were supported by experts from the environmental training centre with their knowledge of the local animals and plants. Lüdorf is a centre for environmental training, renewable energies and biodiversity in the Lüneburger region of the German Lüne and offers an extensive programme for children, teenagers and adults. The centre's goal is to enable people to experience nature up close, provide information about different species and practice active nature conservation. Therefore, the snack garden of our trainees and students will become an addition to Lüdorf's programme in future.

"For us, the Ritter Sport trainee project 'a snack garden for animals and people' was a complete success. All of the initiatives we were given, were planned, the plants have grown well and are literally bearing fruit. It was an exciting experience working with so many great people and we had a lot of fun. We are very grateful to Ritter Sport for this wonderful and very rewarding time and, of course, for our amazing snack garden. Come by, it's worth it!"

Lüdorf

WHAT DID WE DO IN 2022?

In 2022, the team created a snack garden for people and animals at the environmental training centre Lüdorf in the Lüneburger region. They planned, moved, dug, planted, sowed, built, sowed, planted and much more.

SNACK GARDEN

- built and filled a herb bed;
- created two raised beds for vegetables;
- built a trellis for grapes and figs stems to grow up and a resting place for students;
- created a wild flower meadow;
- created a snack corner with nutritious plants for birds and insects;
- planted fruit trees and berry bushes;
- filled a snack tower with climbing vegetables, bee friendly plants and a bird bath;
- created a square bed with edible flowers;
- built seating areas with chairs made from tree trunks and tables made from wooden pallets;
- created wireless QR plaques made in the trainee workshop to identify the plants.



"I was given many challenges and learnt a lot of new things – particularly about plants, so I learnt everything about how to care for plants or what you have to be aware of. Or about the environment, that there are so many species of animals and plants and they are dying out, many because of humans. But we can do something about it – planting plants for insects or birds or moving the bins less frequently and leaving space for insects."

Mare (Kögler), trainee and project manager of this year's trainee project

VARIETY NOT MONOTONY

BIODIVERSITY
FOR
EVERYONE
3.0



EL Cacao is home to both Dan Choco and antester ITC inspector.

OUR CONTRIBUTION FROM NICARAGUA

Protecting and conserving biodiversity is a high priority for us at our cocoa plantation ITC cacao in Nicaragua.

Around half of the land there is used for cocoa cultivation and the other half is made up mainly of forest and wetlands. Protecting these areas, reforestation initiatives and maintaining forests create habitats for many species – As a result, EL Cacao is home to animals, birds and many different species of birds, as well as many other animals and a huge variety of plants. Using ground cover, i.e. plants that grow over an area of ground, also protects the grounds from drought and erosion. A positive side effect of this is that it is easier to manage weeds.

▶ RITTER SPORT thus protects the local vegetation in Nicaragua and contributes to conserving biodiversity.



SNACKING IS IMPORTANT!

Of course, we are experts when it comes to snacking, but this time, we mean a snack garden, not chocolate.

It is an absolute must for people and animals because it is a great way, for example, to introduce gardening to children in a playful way. What's more, colourful vegetables also taste and look great. And not just garden owners can grow them – the key to a good harvest is plenty of sun, nutrient-rich soil, water and the right plants.

So anyone looking for ideas for their next balcony or garden project should contact our trainees, as they become real snacking experts during their last trainee project.

Tips for your own garden

- Tip 1: Mow the lawn less frequently.**
Letting mowing your lawn every week brings new life into your garden, for example, cuckoo flowers are an important source of food for butterfly caterpillars.
- Tip 2: Put out some water.**
Ornamental banks of water with climbing aids help bees, insects and birds.
- Tip 3: Local plants.**
Are more useful than cultivated plants so insects and birds are attracted to them.
- Tip 4: Insect friendly plants.**
E.g. garden insect flowers bloom late when the flowering time of many other plants is already over and is therefore useful for insects.
- Tip 5: Berry bushes.**
Are tasty for people and animals alike. Dried berries, for example, are a healthy snack.

THEMED FOOD WEEK AT THE RITTERIA 10 - 14 OCTOBER



SHAKES ARE ALSO AVAILABLE THIS WEEK AT THE RITTERIA!

It is important that you enjoy a varied diet – our RITTERIA wants to ensure this too. And as our trainees and students have shown in this year's trainee project, we can grow this variety ourselves. Our traineeship is very fun but which is good for both people and animals.

This campaign and enriching the green space at the Lüdorf environmental centre in Rieddingen, Germany with more than 60 types of plants has not only increased biodiversity, but has also helped to protect it. We will show you how delicious this can be this week at our RITTERIA, where a variety of fresh and local vegetables, including from the list of plants of the trainee project, are on the menu.

The new construction of the administration building with an integrated canteen was planned as a zero-energy building and has been implemented as such since 2015, rendering it climate-neutral. The green roof creates an additional habitat for animals. Both measures contribute to the conservation of biodiversity in the area.

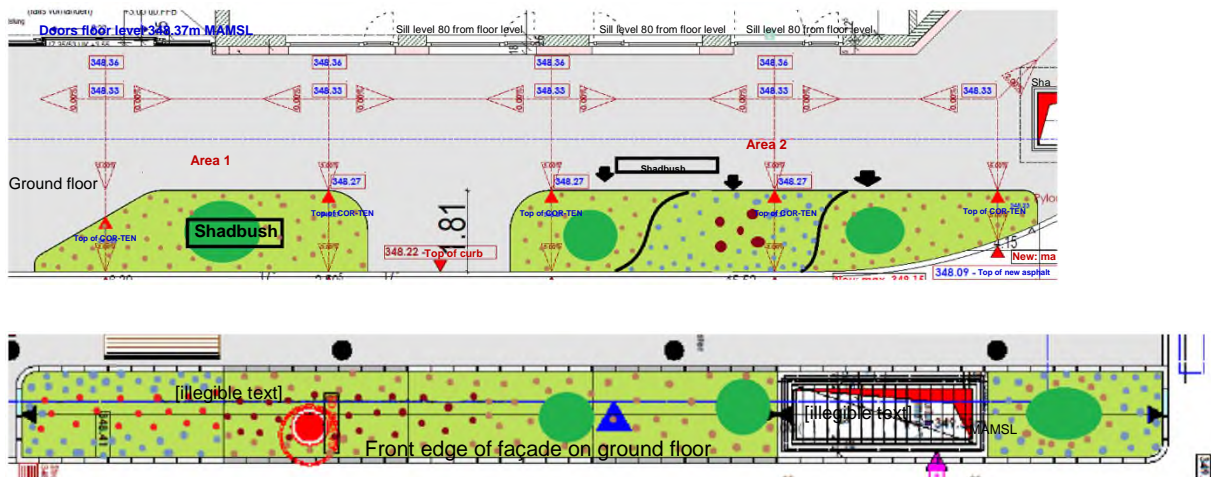
In 2019, an area that was given to the company by the Ritter family was transformed into a beautiful nature park on the initiative and under the management of Ms Hoppe-Ritter in collaboration with the landscape architects Hans Specht and Ritter Sport employees.

After the biotope at the Ritter Museum, the Schelmenbiegel nature park is the second biodiversity project at the company headquarters in Waldenbuch. Only it's much bigger: 600 metres of pathway, benches to relax and enjoy nature – the newly designed nature park is a real bonus for employees who want a breath of fresh air during their lunch break.

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Many trees and bushes were planted, nesting boxes offer a home to local varieties of birds and a newly planted meadow with wild herbs and flowers will spread and grow over time. This complex project was preceded by comprehensive assessments conducted by the town of Waldenbuch, Germany, the Forestry Office, the conservation authority and the water management authority. The water management authority also ensured that the three retention basins were renovated to protect the nearby village from flooding in the event of heavy rain.

The green areas that were created when building the new chocolate headquarters were discussed and improved with an external doctor of biology based on a plantation plan. The aim was to provide insects with a place to feed.





In cooperation with the University of Vienna (Department for Botany and Biodiversity Research; Department for Structural and Functional Botany), Alfred Ritter GmbH conducted a biodiversity project at its factory in Breitenbrunn, Austria. The aim of the project was to renature the green space on the company grounds with regional wild flowers and create natural insect and bird feeding areas. The “Thenau” conservation area was used as a reference. The Thenau-Riegel in Breitenbrunn is one of the largest dry grassland areas in Burgenland.

The project in Breitenbrunn also aims to take the first steps to protecting and conserving biodiversity. In this case, doing the right thing for nature means:

- supporting the local endangered insect fauna;
- supporting the wild plants that are also found in the region.
- This, in turn, benefits the local bird fauna, which, as we have heard in the media, has reached an all-time low.

During an assessment of the green space on the company grounds with biodiversity expert Florian Etl from the University of Vienna at the start of September, an action plan for promoting biodiversity was agreed based on the condition of the site and already existing habitats. The next step involves preparing the necessary green space for planting the regional certified seeds (wild plant seeds). At the same time, information signs with explanations and images will be created and placed along the green space of the company grounds so that anyone who is interested can find out about the project. After all the measures have been implemented, the diversity of the plants is to be documented in May 2023 so that further measures to preserve and support biodiversity can be determined.

The company's strategy to achieve CO₂ neutrality is supported by two public projects. The first is participating in the project ZNU Goes Zero, in which Alfred Ritter GmbH & Co. KG has committed to being climate neutral for scope 1 and 2 emissions by 2022, including continuing to reduce the emissions produced at the site (www.znu-goes-zero.de). The family company from Waldenbuch has already achieved this. The second is signing the Klimabündnis (Climate Alliance) Baden-Württemberg, in which Alfred Ritter GmbH & Co. has publicly committed to pursuing and successfully implementing this strategy and documenting it in reports (<https://www.nachhaltigkeitsstrategie.de/wirtschaft/klimaschutz/klimabuendnis-unternehmen>).

Since 2022, the company has dedicated itself to the Science Based Targets based on Race To Zero. This led to a much more in-depth CO₂ analysis in the CO₂ audit. We

conducted two workshops with our partner DGFE based on the data collected in order to start decarbonising business processes.

By participating in the research project “BioVal - Biodiversity Valuing & Valuation” (see page 4), Ritter is helping to define measures on how biodiversity can be integrated in company management processes and corporate communication so that this can contribute to increasing the appreciation of biodiversity throughout the whole product life cycle – from the suppliers and the company itself to retail and ultimately the final consumers. In phase I of the project, Ritter will help define the research question and take part in a questionnaire on biodiversity in management. This, in turn, forms the basis for phase II, in which Ritter will take part in case studies (supply chain, own company, tests at the point of sale). Ritter's involvement in the research project therefore contributes to ensuring that biodiversity can be integrated in the management of the company in future in a more effective and targeted manner, with the clear objective of promoting biodiversity along the value chain and preventing the loss of biodiversity.