

CSR-Report 2019

Mandatory report on community responsibility cf. The Danish Financial Statements Act §99 a

Mandatory report according to The Danish Financial Statements Act §99 b



Content

The present CSR-report is part of the management's review in the company's annual report covering the period from January 1st to December 31st, 2019.

The purpose of the CSR report is to make our CSR work visible to many of our business partners, including suppliers, customers, authorities, employees, etc.

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Taster Wine A/S

Ringager 6, 2605 Brøndby

THE FOUR UNITS IN THE GROUP



Business model

Taster Wine is one of the biggest groups in Denmark. We import high quality products from the entire world in bottles as well as in bulk. We distribute our products to all segments in the Northern European market from where the products are sold to the final consumer. Furthermore, we supply to import markets in other countries as well.

We have one of the most modern bottling plants in Northern Europe filling wine, fruit wine, liqueur, and spirits in both bottle and bag-in-box. Our tank capacity is 3 million liters and we have approximately 5 million bottles in stock.

We strongly believe in improving continuously, and we focus on quality and food safety as well as ethical, social and environmental responsibilities for the society.

We comply with all existing rulings and industrial standards. In our code of conduct we are inspired by the conventions of the International Labour Organization and United Nations Global Compact.

The company is family owned and family run. This secures a long term focus on the running of the company as well as a continuation of the commercial and ethical values.

Main elements of our CSR policy

On a general basis, we are very conscious about our responsibilities to the society and we comply with the 10 general CSR principles of the Global Compact.

Apart from these, we have chosen six areas to which we pay extra attention.

Taster Wine's six areas of extra attention

1. Environmental and climate impact
2. Social relation
3. Conditions for employees
4. Human rights
5. Anti-corruption and bribery
6. Supplier relations



Main elements of our CSR policy

Global Compact 10 general CSR-principles

Environmental and climate impact

1. Support cautious approach to environmental challenges
2. Take steps to promote environmental responsibility
3. Instigate the development and distribution of environmentally friendly technologies

Social relations and conditions for employees

4. Sustain freedom of being in a union and acknowledge the right to perform collective negotiations
5. Support eradication of any kind of forced labour
6. Support efficient eradication of child labour
7. Eradicate discrimination in working conditions and terms of employment

Human rights

8. Make sure that we do not contribute to the violation of human rights
9. Support and respect the protection of internationally declared human rights

Anti-corruption

10. Work against all kind of corruption, including extortion and bribery

Environmental and climate impact

Policy

The environmental impact of the company is not considered to be of nuisance to others.

Despite this we aim to reduce our environmental footprint by using less power and resources. We also incite our suppliers to minimize the use of energy and use of chemistry etc. See also separate section about supplier.

We continuously work to optimize our production facilities to secure a modern, efficient and flexible production. All investments in production technology or optimization of existing production facilities are made in consideration of the use of resources and the general environmental impact



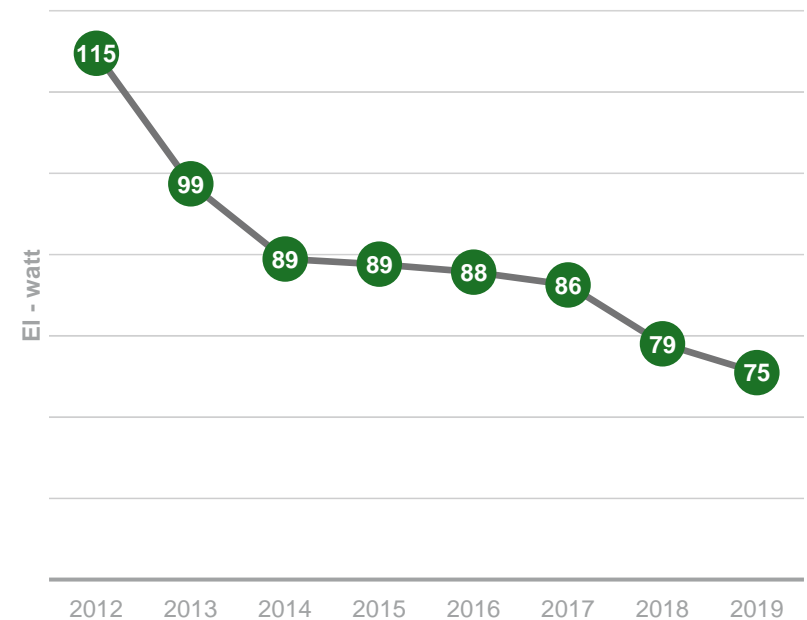
Environmental and climate impact

Electricity consumption

Since 2012 we have invested in the following initiatives: new compressors, new servers, new production equipment, phasing out of one shrink furnace and replacement of energy-saving light sources.

Through above initiatives we have succeeded in reducing our total electricity consumption from 115 to 75 watt per produced liter wine. In 2020 we aim to keep our electricity consumption at 75 watt per produced liter wine. Our energy consumption per unit is of course influenced by the number of units produced, the size of production series, etc. Our actual electricity consumption also includes the electricity consumption used on handling imported bottles, thus not only including our own bottlings.

Usage of electric power per produced litre



The calculation has been made at the company in Brøndby – Ringager no. 6 & 8.

Environmental and climate impact

Consumption of chemicals in our cleaning

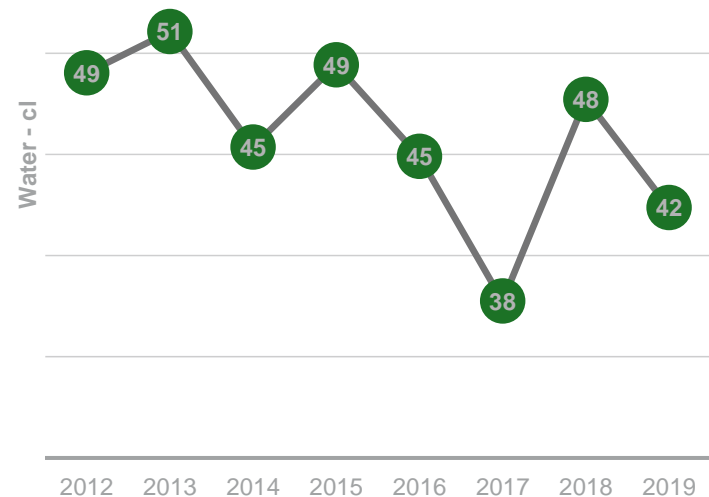
During the past years, we have replaced and minimized consumption of chemicals in our cleaning, making the products more environmentally friendly. In total, these steps have had a beneficial effect on our consumption of lye for the neutralization of waste water.

Water consumption

We continuously work on optimizing and making our cleaning, production and bottling processes more efficient, which has resulted in a reduction of our water consumption. The calculations are based on the total water consumption adjusted for the employees' sanitary water consumption according to the data of the Danish Environmental Protection Agency.

Frequent changes in our production, in particular, and the division of bottling in bottles or bag-in boxes have an influence on our water consumption. In 2019 we have reduced our total water consumption per produced liter to 42 cl. Our goal for 2020 is to maintain a maximum water consumption per produced liter of 42 cl.

Water consumption per produced liter



The calculation is made at our production facilities in Brøndby.

Environmental and climate impact

Waste

We sort our waste, including recyclable waste (glass, plastic, cardboard, paper and wood) following the regulations of the Danish environmental protection authorities and make use of or dispose of the waste through approved facilities. We mark, store and handle any dangerous waste following the regulations of the authorities for environmentally approved facilities.

Recyclable bottles

We use recyclable bottles where possible, cf. requirements for bottle type, customer demands and amount available.

New bottles

We mainly buy new bottles from two of our main suppliers, who produce the bottles in our neighbouring countries, Sweden and Germany. These suppliers produce new bottles with the following percentage of recycled glass:

Green/olive glass: 80 – 93%

White glass: 60 – 85%



Environmental and climate impact

CO2 impact

Taster Wine buys wine and spirits from all over the world both in bulk, bag-in-box and bottle and we are aware of the CO2 impact caused by the transport in this connection. During the past years, our purchases of bulk wine have increased and we aim at keeping increasing this. This way, we can reduce the impact on the environment caused by transportation to a minimum. We transport the bulk wine in flexi containers of 24.000 liters and bottle it at our facilities in Brøndby.

The CO2 impact caused by transportation of wine in bottles can be reduced by approx. 30% til 50% if the wine instead is bought in bulk. Furthermore, the CO2 impact caused by transportation of wine in bag-in-box can be reduced by approx. 15 - 35% if the wine is purchased in bulk. The reduction of the CO2 impact will differ depending on the transport distance.

[Read more about our purchases of bulk wine on our website www.taster-wine.com](http://www.taster-wine.com) CO2 eco-friendly.

Significant risks concerning environmental and climate impact

The management has not identified any area, in which we in a substantial way can aggravate the influence neither on the environment nor on the climate, including accidents that might have substantial impact on the area.

Results achieved

The management is extremely satisfied with the fact that the high focus on the environment and climate has affected the general consumption of resources positively as shown on the previous pages and thus, the beneficial influence on environment and climate that the company has been able to contribute.

At the same time, we believe that by continuing focusing on this area, we will be able to reduce our energy consumption and contribute to an active reduction of resources throughout the entire chain of values, cf. the paragraph "The future".

Social conditions

Policy

Good and constructive relations to our partners is an integrated part of our management philosophy.

Our relations are built on professionalism, open dialogue and mutual respect. Our relations to our suppliers, distributors, customers and other partners are built on agreements and contracts according to international standards.

Openness and commitment

We aim to have a good relationship to the local area and we have for several years had a partnership in Brøndby IF (Football club playing in the national league)

We attach great importance to our partnership in Brøndby IF. Brøndby IF has a large impact on the young people. The partnership also gives good experiences to the employees as well as customers.

Furthermore, we support the Danish Cancer Society and Save the Orangutans in Borneo.

Social conditions

We are aware of our social responsibility.

We are member of Dansk Industri (Confederation of Danish Industry) / Dansk Erhverv (Danish Chamber of Commerce). Taster Wine holds a seat in the board of directors of the trade association VSOD (Wine and spirits organizations in Denmark)

VSOD works for better framework conditions for the trade in Denmark with special focus on:

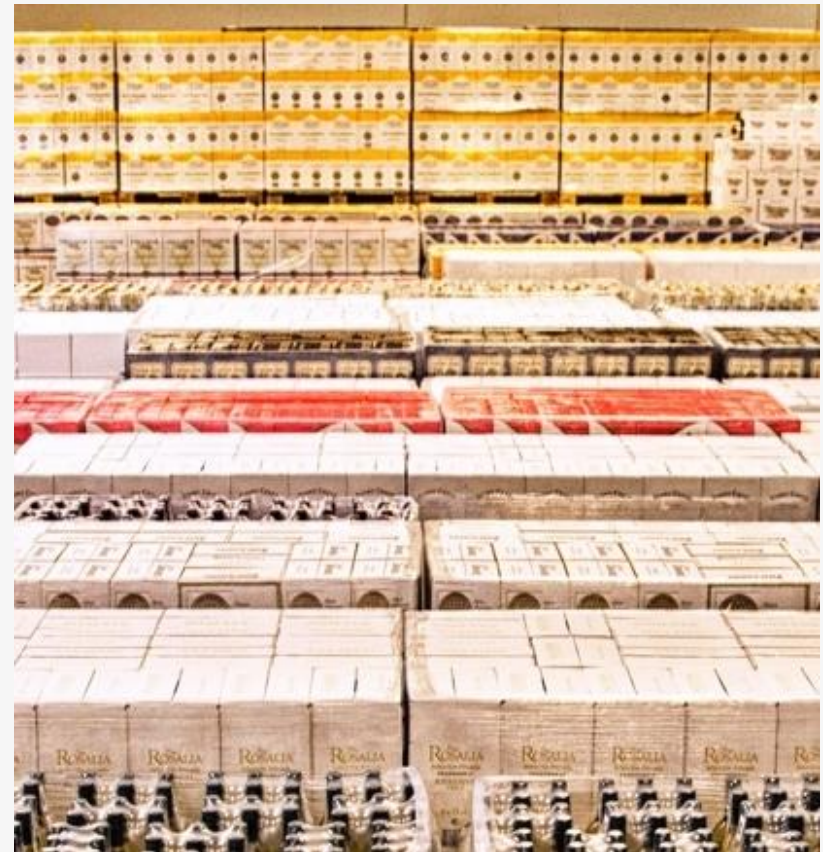
Good and healthy alcohol culture (GODA)

VSOD and the members of VSOD finance the association GODA, which serves to encourage the good alcohol culture and hence reduce abuse.

The organization has produced teaching material for school classes and youth clubs with guide lines for the use and abuse of alcohol, teenage parents, pregnant. GODA also runs campaigns against drunk driving and for a safe night life.

GODA

God Alkoholkultur



Social conditions

Marketing Act

VSOD is a member of the alcohol advertisement committee, which is run and financed by the trade. Their job is to settle complaints concerning marketing of beverages with alcohol in Denmark.

ALKOHOLREKLAMENÆVNET

Trainee- and internship

Taster Wine A/S acknowledge our responsibility towards the employment market and are open to create internships for students, etc. who wants their practice period to take place in a privately owned company like ours.

We create traineeships with an interesting course within the relevant fields of work. We focus on adapting the number of traineeships matching the growth of the company.



Social conditions

Products

As a supplier of wine and spirits, quality and food safety are essential factors in our business. Therefore, Taster Wine aim to meet the highest standards set for quality and food safety, thus ensuring a high, constant quality throughout the entire chain – from raw material to end product.

We have an extensive own-check program, which is subject to the Danish Veterinary and Food Administration. We are IFS certified at Higher Level and our ambition for 2020 is to keep our IFS certification at Higher Level. We perform systematic site inspections and internal audits to secure a high quality system as well as high hygiene standards. We constantly wish to fulfil new requirements and expectations through continuous quality improvements and optimizing our production facilities.



Social conditions

Fair Trade

Taster Wine is also a certified bottler of Fair for Life certified wine. By choosing Fair for Life wine you ensure that the farmers and workers have received a fair price for their goods and a bonus, making it possible for them to invest in projects beneficial to the local community.

Essential risks concerning social conditions

The management has not identified any areas where we unintentionally can deteriorate the influence on general social conditions.

Results achieved

The management is very pleased with our focus on social conditions. Even though it is not possible to make an actual measurement and report on the results, the management consider it likely that we have a positive influence, generally speaking.



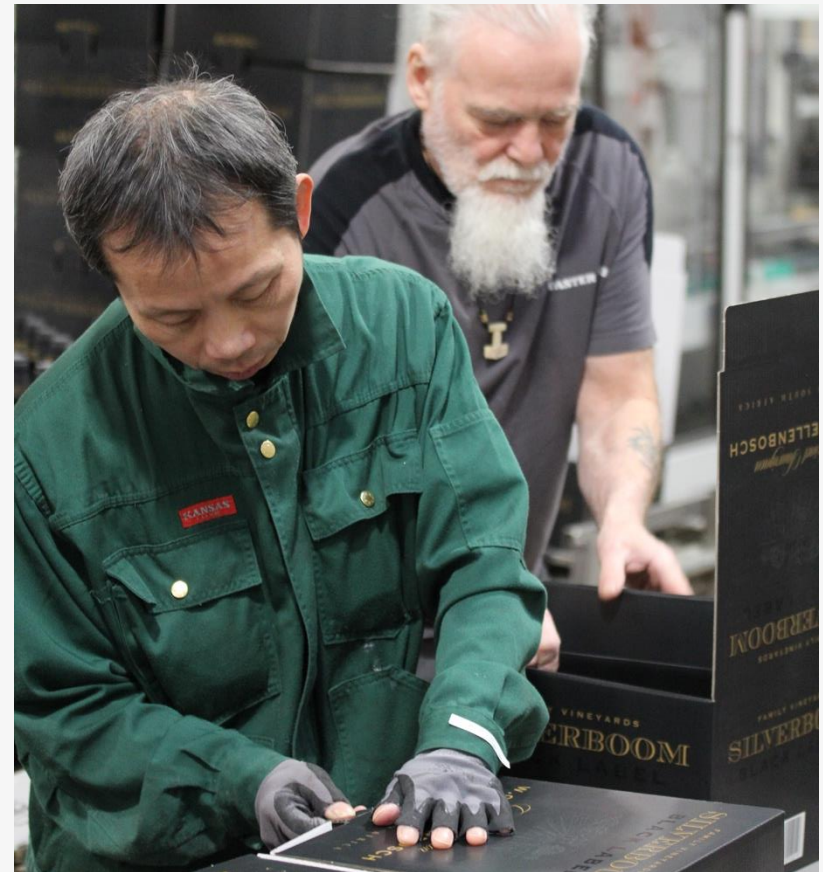
Staff Conditions

Policy on the issue

We wish to be an attractive workplace with a good and tolerant working environment, that is capable of attracting, keep and develop the talents necessary for the continuous development of the company. We must ensure that the production in all aspects is planned and carried out in a way that is completely safe both in regards to safety and health and ensure that potential risk related working processes are eliminated. We wish that our employees can start their working day knowing that they will not get injuries, neither by accident, heavy work nor by being exposed to noise or chemicals for a long period of time.

We offer pay and employment conditions according to the current contractual agreements.

We influence our suppliers so that they improve the local social and working conditions. See separate paragraph concerning supplier relations



Staff Conditions

Integration

We believe in a tolerant labour market and we know that the companies have a decisive part to play if integration is to be successful in Denmark. Our employees are of very different ethnic origin and this unique composition contributes to a good and tolerant working environment.

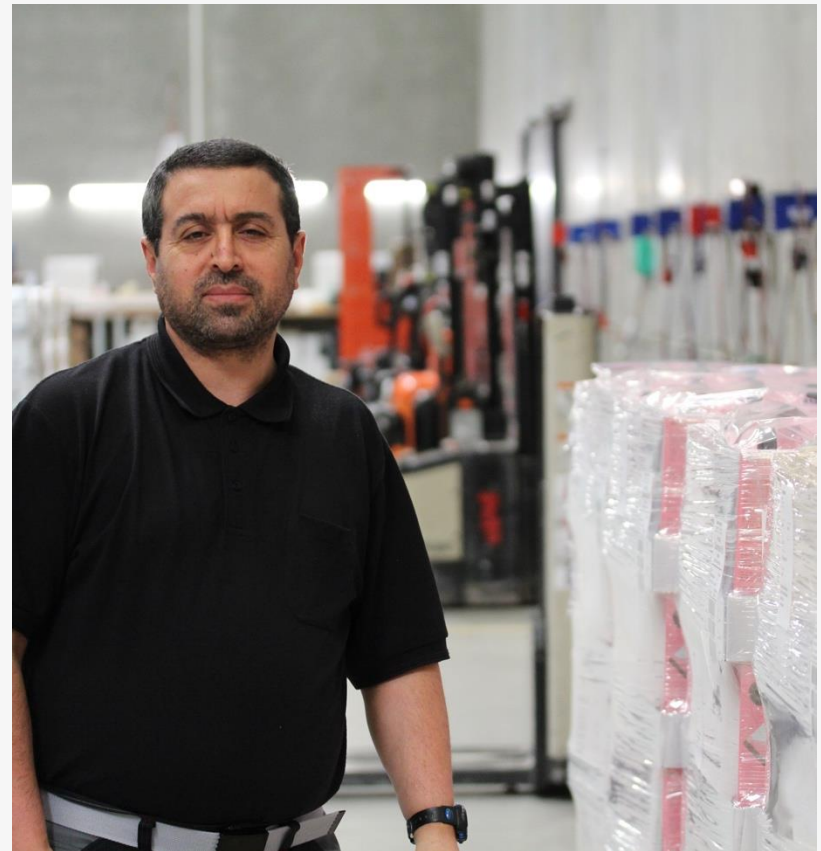


Staff Conditions

Working environment

We continuously work on improving the working environment for our employees. To keep focus on this, we have established a cooperation committee and a security committee. Workplace assessment is performed at least every 2 years or as needed. When purchasing machines and arranging facilities and buildings we concentrate on easing the physical work load of the staff and on minimizing monotonous working processes. Furthermore, we assess the issues, that the staff points out in the workplace evaluations and at the annual evaluation of safety in the company.

To minimize monotonous and monotonously straining work, we have during the past years invested in packing and palletizing robots and we have installed flow plates making the heavy tubes in our tank storage shorter.



Staff Conditions

We have measured the noise levels where relevant and we work on a continuous basis on minimizing the noise exposure of our staff. Our staff has several kinds of earmuffs at their disposal.

To avoid work related accidents, every part of the work is scheduled and planned to be performed in a responsible way as regards both safety and health. Safety at the working site and quality and food safety is an integrated part of our peer-to-peer training of new employees.

In 2019 Taster Wine experienced no work related accidents and our target for 2020 is zero.

In 2019, we had no reported near-by accidents. Our target for near-by accidents in 2020 is zero.



Staff Conditions

A good working environment is important to us and we believe that we constantly can improve. It is important to us to listen to the input we get from our staff through the workplace evaluations and not least the input we get during the year from:

- Cooperation committee meetings
- Security committee meetings
- Staff meetings
- Production meetings

In fact, an average seniority of 11,6 years is a measure for a good working environment.



Staff Conditions

The sickness absence in Taster Wine per employee – excluding long-term absence - totalled in 2019 4,4 workday. Our ambition is that the sickness absence – excluding long-term absence – does not exceed 5 workdays annually in average per full-time employee.

The sickness absence in Taster Wine per employee – in total – was in the previous financial year, 6,1 workdays in average per full-time employee per year. This is a large improvement compared to last year. Our expectations are a maximum of 6 workdays in average per full-time employee per year.

In the coming year, we will continue having focus on ensuring the good working environment.

Absence per employee per year



The calculations have been made for the group.

Staff Conditions

Significant risks related to staff conditions

The management has not identified any areas, in which we unintentionally can deteriorate substantially the influence on the staff conditions.

Results achieved

The management is very satisfied that the focus on staff conditions has had the positive effects described on the first pages of this report.

At the same time, we believe that with a continued focus on this topic, we will be able to further reduce the number of accidents and sickness absence



Human rights

Policy on the issue

We wish to ensure that we, neither directly nor indirectly, have a negative influence on the compliance with internationally agreed human rights, and in all aspects, we wish to contribute to ensuring that human rights are respected. We continuously work on expanding our and our suppliers' positive impact on human rights. For further information, kindly see separate paragraph on supplier relations.

Significant risks related to human rights

The management has not identified any areas, in which we can deteriorate the influence on human rights.

Results achieved

We believe that our focus on this topic has had a positive effect on our surroundings, even if this is not measurable.



Anti-corruption and bribery

Policy on the topic

With regards to corruption and bribery, we have a policy of zero tolerance.

We have a high standard in this regard and our actions are based on a thesis that our surroundings must not see our actions as being corrupt nor see our dispositions as attempts of giving or taking bribery.

Substantial risks related to anti-corruption and bribery

The management has not identified any areas, in which we unintentionally and to a significant degree can have an impact on anti-corruption and bribery. This will only occur due to staff's fraud. We deal with this risk by communicating clearly to the staff what our policy on this topic is. In this way, we make sure that everybody knows our position on this topic.



Anti-corruption and bribery

Results achieved

The management does not know of any situations during the past year which aroused suspicion of corruption or bribery and we find this very satisfying.



Supplier relations

We import our products from small as well as large suppliers from all over the world, and to us it is important to have a solid and constructive cooperation with our suppliers, thus improving quality and food safety and making sure that sound and well structured CSR conditions exist throughout the chain of values.

We continuously work on improving and strengthening our cooperation with our suppliers and on a yearly basis, we elaborate a supplier evaluation to be able to monitor our suppliers and make sure there is a positive development where wanted. Without exception, our suppliers of raw material and finished goods are subject to well defined guidelines, which they have to follow. This includes that they have to fill in and sign our Code of Conduct. With this, our suppliers have confirmed that they work under the same CSR guidelines as Taster Wine.



The future

Working with CSR is also a future project and an important point of orientation in our daily work, culture and our self-understanding.

Our CSR team follows our ambitions closely and ensures progress and specific results. We will continuously expand and adjust our CSR work as changes are implemented in the area.



The future

AMBITION FOR 2019	RESULT FOR 2019
To keep our IFS certification at Higher Level	We received a score of 99,4%, thus keeping our certification at Higher Level.
To keep our electricity consumption per produced liter to 77 watt	In 2019 we used 75 watt per produced liter.
To minimize our water consumption per produced liter to 56 cl.	To get a more accurate picture of our water consumption related to the production, Taster Wine has removed the water consumption per employee and water used for the product in our calculations for 2019, giving a result not directly comparable with 2018. Yet, we see a reduction of the consumption compared to 2018.
To keep the annual level of maximum 5 days absent (excluding long term absence) per employee	In 2019 the number of days absent was 4,4 per employee
To keep the number of work related accidents at zero in 2019	In 2019 Taster Wine had no work related accidents.
To focus on the consumption of plastic when packaging new items	All new items are packed in cardboard boxes
Replacement of white, neutral cartons of 6 bottles by brown cartons made from new / recycled carton	We no longer buy white cartons
To replace the light bulbs using LED lighting in our finished product storage	We have installed LED lighting in our finished product storage

The future

AMBITION FOR 2020

- To keep our IFS certification at Higher Level $\geq 95\%$
- To keep our electricity consumption per produced liter at 75 watt
- To keep our water consumption per produced liter at 42 cl
- To keep the absence (excluding long-term absence) to a maximum of 5 working days in average per full-time employee per year
- To keep the total absence to a maximum of 6 working days in average per full-time employee per year
- 0 work related accidents in 2020
- To switch to GREEN electricity in our production
- To switch to eco-friendly bags in Skjold Burne
- To reduce the number of trays and shrink wrap to a bare minimum

Report cf. The Danish Financial Statements Act §99 B

Gender composition

We continuously work on ensuring that the best qualified persons hold the positions matching their qualifications, thus fulfilling the company's demand for goal achievement. It is the company's ambition to have an equal representation of both genders in the organisation.

Gender composition in the top management body

The company has a goal that the composition in the board at the latest in 2021 shall reflect a gender ratio of approximately 60/40, provided that we can attract the right expertise.

The board has today 4 members – 3 men and 1 woman, i.e. a gender ratio of 75/25.

Gender composition in other management levels

The company has a goal that the composition in other management levels at the latest in 2021 shall reflect a gender ratio of approximately 60/40, provided that we can attract the right expertise.

Today, the other management levels consist of 5 men and 2 women, i.e. a gender ratio of 70/30.

