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**ATRIA**

*Good food – better mood.*

Corporate Responsibility Report

2017

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## Atria – Finnish with international presence

Atria is one of the leading meat and food companies in the Nordic countries, Russia and Estonia. The company is 115 years old and is respected by its customers, personnel and owners. Our company's development and growth are based on excellent commercial expertise, efficient operations and a way of work that respects consistent, sustainable success.

Our main product, Good Food, leads to a better mood and sustainable value for all of our stakeholders. Our good food is responsibly and ethically produced, nutritious and safe.

In 2017, our net sales was EUR 1.44 billion and we employed approximately 4 500 meat and food experts in Finland, Sweden, Denmark, Russia and Estonia. Atria Plc's shares have been listed on Nasdaq Helsinki Ltd since 1991.



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## Atria's corporate responsibility covers the entire chain from field to table

Atria's corporate responsibility is visible throughout our chain, from primary production via the operations in our own plants to customers and consumers. Atria engages in continuous interaction with its stakeholders – listening to them is one of the main pillars of corporate responsibility for Atria.

The principles, practices and results of Atria's responsible operations have been brought together in Atria's Handprint programme. Its corporate responsibility is developed and measured in terms of economic, social and environmental responsibility.

The transparency and openness of operations, as well as interaction, are an integral part of Atria's corporate responsibility policy.

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## Good food and good deeds

Atria's operations are guided by a globally changing environment and the expectations and requirements related to this environment. As a food company, our operations are also fundamentally related to people's daily lives. When creating the future, we must keep both of these aspects in mind.

Food is a necessity, but everyone's relationship with food varies. Our relationship with food also depends on the situation and time. There is a difference between daily life and special occasions, and a family with children eats differently than a student or a 50-year-old couple.

But there are also similarities: good taste, aroma, appearance. Food must be safe and sustainably produced and prepared. This is expected of us, and these expectations are guiding us.

In terms of sustainability, 2017 was a good year for Atria.

At the beginning of the year, we received export licences to China – which had been in the works for years. China represents 50 per cent of the global pork consumption with around 54 billion kilos of pork consumption per year. Pork is perhaps the most important ingredient in Chinese cuisine. Chinese customers appreciate pure, safe meat that has been produced sustainably without unnecessary antibiotics.

In the spring, we introduced a new minced meat package in Finland. It has won several awards, having been selected as the sustainability effort of the year and the best package in the world, among other accolades. The package enables us to reduce plastic waste by around 150,000 kilos per year.

Food preparation is our core business, but we also lead the way in the energy sector. Last year, we began the construction of one of the largest solar power parks in the Nordic countries, next to our Nurmo production plant. Solar power is a sustainable choice, and it supports the controlled use of natural resources while also creating more favourable conditions for the future.

Over the past few years, we have worked to reduce production waste even more effectively than before. The

results have been delightfully good and have largely been based on creating smarter ways of working. New technologies and investments are needed as well, and we are also investing from this perspective.

We also made good progress in traceability and transparency. In Finland, the name of the farm and its location have been indicated on the labels of meat products since 2012. Today, the label also indicates whether antibiotics have been used in the rearing of the animals. We introduced antibiotic-free chicken products in August.

Antibiotic-free beef and pork products have become available in early 2018.

Sustainability is part of Atria's business operations. It is not just slogans and labels – sustainability creates added value. Sustainability is an integral part of our operations on the contract production farms and in animal transport, the manufacture of products in our plants, product development, transparent marketing and communications, sales and management - in everything.

**Juha Gröhn**  
CEO, Atria Group



### Atria Group's year 2017 in brief

- Net sales EUR 1,436.2 million (1,351.8 million in 2016)
  - EBIT EUR 40.9 million (31.8 million in 2016)
  - Atria Finland signed an agreement on delivering the first batch of meat to China.
  - Atria is building Finland's largest solar power park at the Nurmo production plant.
  - Atria introduced antibiotic-free chicken meat.
  - Atria chose to centralise the slaughtering and cutting of pigs from Jyväskylä to the Nurmo plant. Beef will continue to be processed in Jyväskylä.
  - The construction of new production facilities for the poultry plant in Sweden has progressed in line with the investment programme.
  - Atria Group decided to change its operational structure and financial reporting as of the beginning of 2018.
- » Atria's Healthy Growth strategy is presented in the company's annual report for 2017 at [www.atria.fi/en/group/investors/financial-information/annual-reports/](http://www.atria.fi/en/group/investors/financial-information/annual-reports/)

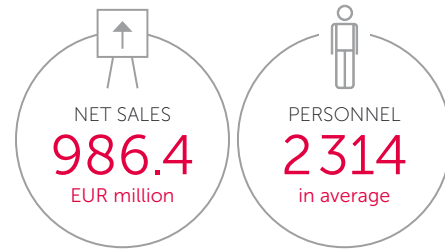
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# Responsibility at all levels

Atria's focus areas in corporate responsibility vary from one business area to the next, depending on the operating environment and stakeholder demands. The table illustrates the responsibility focus areas in various business areas.

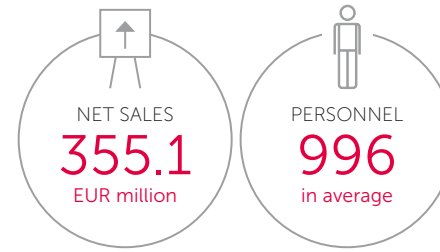
Group-level commitments	Economic responsibility	Environmental responsibility	Social responsibility	Focus points in business areas			
				Finland	Scandinavia	Russia	Baltic
<b>Group-level commitments</b>	<ul style="list-style-type: none"> <li>• Meeting financial targets in a manner that enables the company to generate long-term added value for its shareholders and other stakeholders and increase well-being in its local communities and in society.</li> <li>• Operational risk management and healthy business principles.</li> </ul>	<ul style="list-style-type: none"> <li>• An environmentally sound food chain based on the sustainable use of natural resources and the fulfilment of statutory obligations.</li> </ul>	<ul style="list-style-type: none"> <li>• An open, transparent production chain.</li> <li>• Safe, healthy, nutritious food for various consumer needs.</li> <li>• Inspired and skilled people build success.</li> </ul>				
<b>Focus areas</b>							
Profitability	●			●	●	●	●
Risk management	●			●	●	●	●
Environmental protection		●		●	●	●	●
Energy efficiency	●	●		●	●		
Sustainable use of natural resources	●	●		●	●	●	●
Safe, healthy products	●	●		●	●	●	●
Responsible primary production	●	●		●	●		●
Employee well-being	●			●	●	●	●
Social impact	●			●	●		

# Responsibility results in 2017



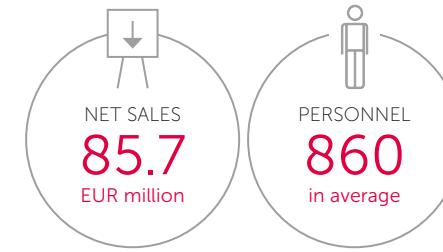
### Atria Finland

- In January, Atria Finland made an agreement on delivering the first batch of meat to China. During 2017, Atria delivered three million kilos of pork products to China.
- Atria Finland introduced a new minced meat package that reduces the amount of plastic waste generated by the company by 150,000 kilos annually. The compact package also improves the shelf life of the meat. During the year, the package won several awards in Finland and abroad for its eco-friendliness.
- In August, Atria Finland introduced antibiotic-free chicken meat. The marking "antibiotic-free" on the consumer packaging indicates that no antibiotics have been used in the rearing of the chickens.
- Atria Finland's operating system was certified in accordance with the ISO 50001 energy management standard. The certification covers Atria Finland's industrial operations in all of its locations.
- Atria Finland started the construction of Finland's largest solar power park, in cooperation with Nurmon Aurinko, alongside the Nurmo production plant. The solar power park will be completed in August 2018, and the energy generated by the park will cover around 5 per cent of the Nurmo plant's annual need for electricity.
- The Group-wide Atria Way of Leading programme started in early 2017. It aims to develop leadership skills extensively at the individual and workplace community levels.



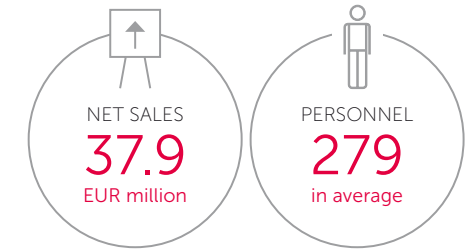
### Atria Scandinavia

- Atria Scandinavia won the CSR competition "Utmaningen", arranged by the customer Martin & Servera.
- Climate emissions in production were reduced with 50 per cent since 2014.
- Energy surveys were completed in all factories in Sweden to identify the environmental impact of each factory.
- Atria Scandinavia supported the company Innoscentia to develop smart packaging solutions to reduce food wastage.
- 48 per cent of the products have a salt content that fulfills the Keyhole target.
- Atria Scandinavia continued the co-operation with the organization BRIS, with the mission to support children's health. Atria conducted campaigns in stores and school canteens.
- 181 managers have attended to one or more of our five Atria Way of Leading training modules.
- Atria Scandinavia continued the major investments in upgrading and extending the poultry production in Norjeby. New facilities and a new slaughtering process were installed during 2017.



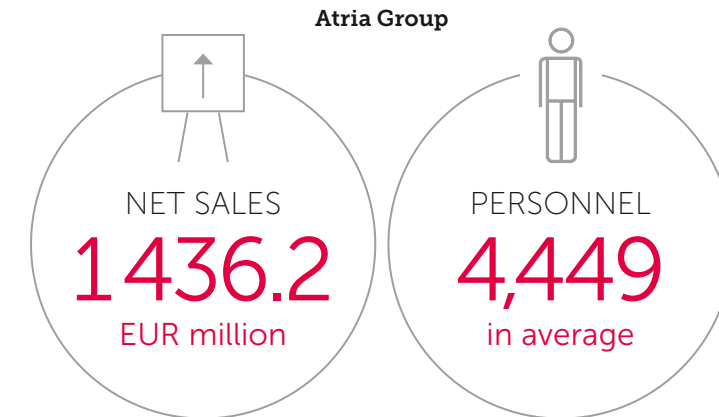
### Atria Russia

- 120 supervisors participated in 3 Way of Leading training modules.
- Sinyavino production site obtained certification in accordance with FSSC 22000 food safety standard and Serrano Ham was issued the TSG Certification.



### Atria Baltic

- The measures taken to prevent the spread of African swine fever have been effective. African swine fever has not been detected in piggeries owned by Atria or in the production chain.
- Atria Baltic provided unit supervisors with training as part of the Atria Way of Leading programme.



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## Stakeholders are important to Atria

Atria's corporate responsibility policy is embodied in the day-to-day work with stakeholders. Atria uses various studies, surveys and analyses, as well as personal interaction with stakeholders to gain extensive knowledge of their expectations. Consumers, customers, personnel, meat producers and shareholders are strategically important stakeholders to Atria.

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## Atria's responsible operations are guided by interaction with its stakeholders

Atria's good food chain consists of primary production, industrial production, customers and consumers. Stakeholders are strongly present in the food chain, all the way from raw material procurement to the finished products and their use. Listening to stakeholders is one of the main pillars of corporate responsibility for Atria.

Consumers, customers, personnel, meat producers and shareholders are strategically important stakeholders to Atria. Other stakeholders include raw material and material suppliers, the authorities, financial institutions, educational institutions, local decision makers and the media.

### Atria meets its stakeholders' expectations

Atria is continuously developing its operations in close cooperation with stakeholders. Stakeholder surveys help the company identify needs and expectations and evaluate its level of success. The most recent extensive stakeholder survey was carried out through open dialogue on the Internet in 2015. Atria's operations were evaluated by more than 3,000 respondents from various stakeholder groups.

Product development and marketing at Atria are guided by insights into consumer needs gained from research on consumer behaviour. Consumer preferences and wishes ultimately determine the product groups and products that Atria supplies to retailers and other customers.

Finnish origin, traceability and animal welfare are significant for customers and consumers. Investors and financiers are interested in the company's contribution to fighting climate change and other aspects, in addition to profitability and competitiveness.

### Reliability is important for partners

Partnership with customers means long-term cooperation in which both parties listen to and understand each other's needs, wishes and opportunities with regard to responsibility and other aspects.

Atria only deals with primary producers, subcontractors, customers and other business partners who are known to



be trustworthy and honest. The company favours partners who, in addition to offering a reasonable price and high quality, are able to prove that they operate in line with high ethical standards. For example, one of Atria's selection criteria for material and raw material suppliers is the quality of their environmental management system.



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Stakeholder	Stakeholder's expectations	Atria's expectations	Interaction channels	
Customers, including export customers	<ul style="list-style-type: none"> <li>• competitive prices</li> <li>• safety and quality</li> <li>• customer-oriented service</li> <li>• reliability in deliveries and in other activities</li> </ul>	<ul style="list-style-type: none"> <li>• common operating models</li> <li>• implementation of the agreed actions</li> <li>• forecasts</li> </ul>	<ul style="list-style-type: none"> <li>• personal interaction</li> <li>• marketing communications</li> <li>• online services</li> <li>• social media</li> <li>• newsletters</li> </ul>	<ul style="list-style-type: none"> <li>• mass media</li> <li>• product launches</li> <li>• campaigns</li> <li>• visits</li> <li>• customer magazines</li> </ul>
Consumers	<ul style="list-style-type: none"> <li>• products for consumer needs</li> <li>• affordable prices</li> <li>• safety and quality</li> <li>• reliability</li> <li>• ethically sound products</li> </ul>	<ul style="list-style-type: none"> <li>• selecting Atria's products</li> <li>• confidence in and willingness to pay for the Atria brand</li> </ul>	<ul style="list-style-type: none"> <li>• marketing communications</li> <li>• online services</li> <li>• social media</li> </ul>	<ul style="list-style-type: none"> <li>• mass media</li> <li>• product launches</li> <li>• campaigns</li> </ul>
Personnel	<ul style="list-style-type: none"> <li>• pay</li> <li>• continuity of employment</li> <li>• social security benefits</li> <li>• comfortable and safe working conditions</li> <li>• opportunities for career advancement</li> </ul>	<ul style="list-style-type: none"> <li>• work contribution</li> <li>• innovation</li> </ul>	<ul style="list-style-type: none"> <li>• personal interaction</li> <li>• online services</li> <li>• mass media</li> <li>• appraisals</li> <li>• personnel surveys</li> </ul>	<ul style="list-style-type: none"> <li>• training</li> <li>• seminars and events</li> <li>• personnel magazines</li> <li>• units' own communication channels</li> <li>• intranet</li> </ul>
Producers	<ul style="list-style-type: none"> <li>• reliable and long-term business partner</li> <li>• expert advice</li> <li>• competitive producer prices</li> </ul>	<ul style="list-style-type: none"> <li>• commitment</li> <li>• raw material that meets the quality criteria</li> <li>• reliable and long-term cooperation</li> </ul>	<ul style="list-style-type: none"> <li>• personal interaction</li> <li>• online services</li> <li>• social media</li> </ul>	<ul style="list-style-type: none"> <li>• producer magazines</li> <li>• seminars and other events</li> <li>• newsletters</li> </ul>
Shareholders, investors	<ul style="list-style-type: none"> <li>• return on investment</li> <li>• continuation of business operations</li> <li>• decision-making power</li> <li>• returns of capital</li> </ul>	<ul style="list-style-type: none"> <li>• carrying the risk in the form of capital</li> </ul>	<ul style="list-style-type: none"> <li>• personal interaction</li> <li>• annual report</li> <li>• online services</li> <li>• mass communication</li> </ul>	<ul style="list-style-type: none"> <li>• General Meeting</li> <li>• Capital Markets Day</li> <li>• press and stock exchange releases</li> </ul>
Financiers	<ul style="list-style-type: none"> <li>• solvency</li> <li>• reliability</li> <li>• continuity</li> <li>• debt-carrying capacity</li> </ul>	<ul style="list-style-type: none"> <li>• availability of financing on competitive terms</li> </ul>	<ul style="list-style-type: none"> <li>• annual report</li> <li>• online services</li> <li>• mass communication</li> <li>• press and stock exchange releases</li> </ul>	<ul style="list-style-type: none"> <li>• personal interaction</li> </ul>
Authorities	<ul style="list-style-type: none"> <li>• fulfilment of statutory obligations</li> <li>• employment</li> <li>• international competitiveness</li> <li>• investments</li> <li>• openness</li> <li>• cooperation</li> </ul>	<ul style="list-style-type: none"> <li>• legislation</li> <li>• public services such as hygiene monitoring and financing</li> </ul>	<ul style="list-style-type: none"> <li>• personal interaction</li> <li>• annual report</li> <li>• online services</li> <li>• mass communication</li> <li>• stakeholder survey</li> </ul>	<ul style="list-style-type: none"> <li>• seminars and events</li> <li>• cooperation with authorities</li> <li>• press and stock exchange releases</li> </ul>
Subcontractors, material and raw material providers and other partners	<ul style="list-style-type: none"> <li>• reliable payment of invoices</li> <li>• long-term customer relationship</li> <li>• predictability and growing demand</li> </ul>	<ul style="list-style-type: none"> <li>• delivery of factors of production such as raw materials, services and finished products of the agreed quality and in accordance with the agreed delivery terms</li> </ul>	<ul style="list-style-type: none"> <li>• personal interaction</li> <li>• marketing communications</li> <li>• annual report</li> <li>• online services</li> <li>• mass media</li> <li>• stakeholder surveys</li> </ul>	<ul style="list-style-type: none"> <li>• product launches</li> <li>• campaigns</li> <li>• seminars and events</li> <li>• research and development project</li> </ul>
Opinion leaders and media	<ul style="list-style-type: none"> <li>• transparency</li> <li>• industry expertise</li> </ul>	<ul style="list-style-type: none"> <li>• influencing general opinion</li> </ul>	<ul style="list-style-type: none"> <li>• personal interaction</li> <li>• marketing communications</li> <li>• annual report</li> <li>• online services</li> <li>• social media</li> </ul>	<ul style="list-style-type: none"> <li>• customer magazines</li> <li>• press and stock exchange releases</li> <li>• media cooperation</li> </ul>
Local communities and educational institutes	<ul style="list-style-type: none"> <li>• employment</li> <li>• cooperation</li> <li>• taking care of the environment</li> <li>• trainee positions</li> </ul>	<ul style="list-style-type: none"> <li>• skilled and motivated potential employees</li> <li>• public services such as training</li> <li>• infra technology</li> </ul>	<ul style="list-style-type: none"> <li>• personal interaction</li> <li>• online services</li> <li>• mass media</li> <li>• seminars and meetings</li> </ul>	<ul style="list-style-type: none"> <li>• visits</li> <li>• trainee positions and thesis positions</li> <li>• research and development projects</li> </ul>
Research	<ul style="list-style-type: none"> <li>• partner</li> <li>• research needs</li> <li>• industry expertise</li> </ul>	<ul style="list-style-type: none"> <li>• reliable partner</li> <li>• specialist</li> <li>• research quality</li> </ul>	<ul style="list-style-type: none"> <li>• personal interaction</li> <li>• seminars and meetings</li> </ul>	<ul style="list-style-type: none"> <li>• visits</li> <li>• research and development projects</li> </ul>

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# Safe, healthy and nutritious food

Atria understands its responsibility towards consumers and public health. This is reflected in the safety, healthiness and ease of use of its products. Its product development and marketing departments ensure that its products meet consumers' and customers' wishes in real time. Atria has deepened its expertise in product safety through research cooperation with universities, among other ways.

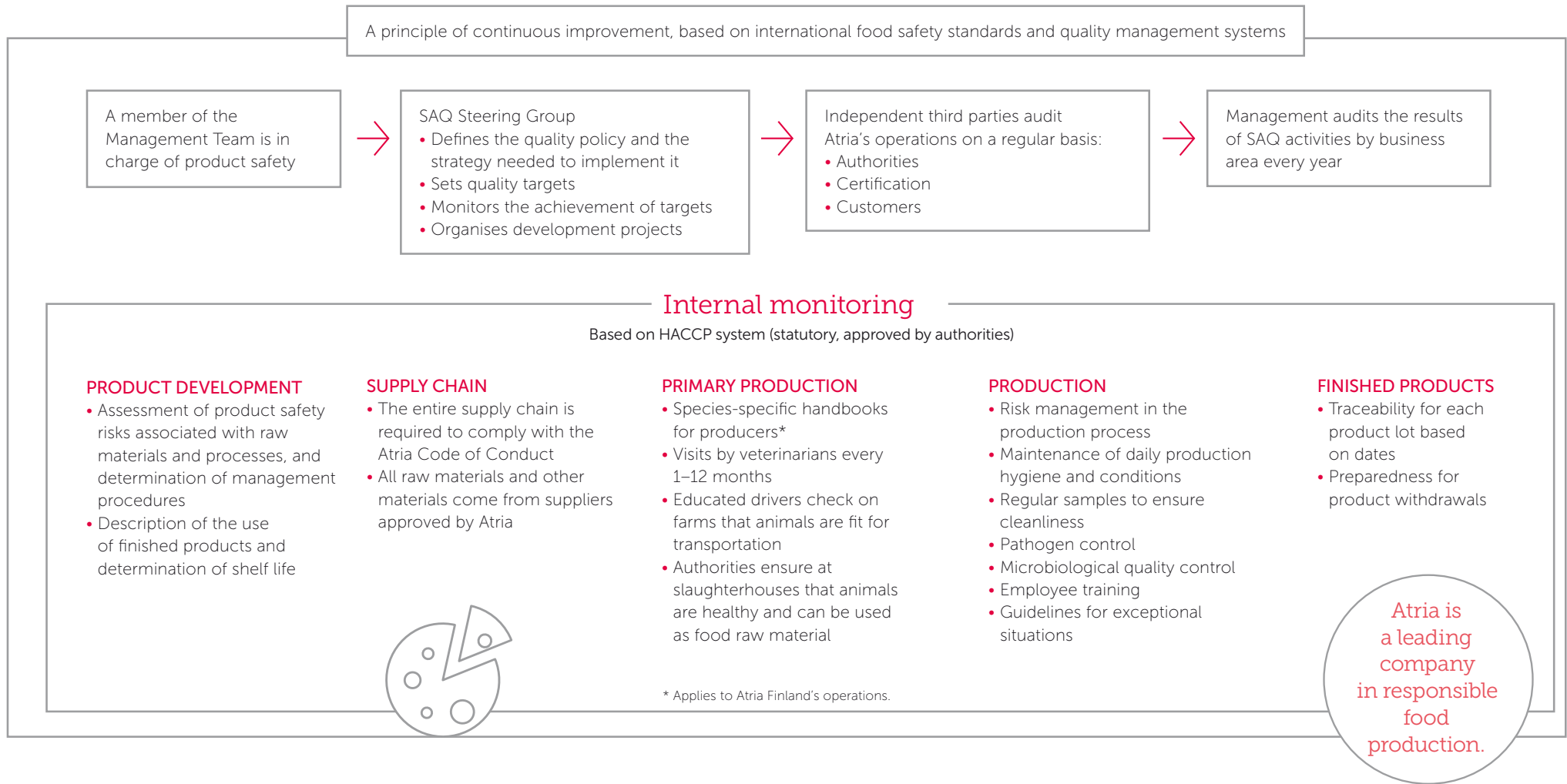
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# Atria ensures product safety

Quality improvement at Atria is guided by the Safe Atria Quality steering group, which consists of experts in quality, primary production, production and product development. The group is tasked with creating a quality policy and the strategies required to implement the policy, setting quality

objectives, monitoring quality trends and organising development projects. The management team reviews the results of SAQ activities annually.

## SAFE ATRIA QUALITY MANAGEMENT



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## Certified, monitored production

All of the product safety management systems at Atria's production plants are certified. Certified systems prove that the company has a preventive approach to quality assurance, product safety and other statutory and standard requirements.

Product safety management systems serve as operational development tools. Certification provides Atria's partners with independent, third-party proof that the company has systematic operating methods in place for the management of food product safety.

Business Area	Standard	System	Production Plant
Atria Finland	ISO 9001:2015	Quality system	Forssa, Helsinki (sales), Jyväskylä, Kauhajoki, Nurmo, Sahalahti, Seinäjoki (sales)
	ISO 14001:2015	Environmental system	Forssa, Helsinki (sales), Jyväskylä, Kauhajoki, Nurmo, Sahalahti, Seinäjoki (sales)
	ISO 50001:2011	Energy management system	Forssa, Helsinki (sales), Jyväskylä, Kauhajoki, Nurmo, Sahalahti, Seinäjoki (sales)
	FSSC 22000	Food safety management system	Jyväskylä, Sahalahti, Forssa, Kauhajoki, Nurmo
	ISO/IEC 17025:2005	Laboratory accreditation	Nurmo and Kauhajoki laboratories
	Laatuvastuu	National quality system	Nurmo, Jyväskylä
Atria Scandinavia	ISO 9001:2008	Quality system	Horsens
	ISO 14001:2004	Environmental system	Sköllersta
	FSSC 22000	Food safety management system	Borås, Malmö, Skene, Moheda, Sköllersta, Horsens, Norjeby, Tranås
	IKEA IWAY	Product safety system	Borås, Sköllersta
		Organic production (EC) No 834/2012	Sköllersta, Tranås, Moheda, Borås, Horsens, Malmö, Skene
Atria Baltic	ISO 22000:2005	Product safety system	Valga
	ISO/IEC 17025:2005	Laboratory accreditation	Valga
Atria Russia	FSSC 22000	Product safety system	Gorelovo, Sinyavino
	IKEA WAY	Product safety system	Gorelovo
	TSG SPECIFICATION: SERRANO HAM	Certificate of Conformity of Product	Sinyavino, Gorelovo

### Extensive self-monitoring

The purpose of self-monitoring is to ensure that processes are functioning correctly and that products are safe for consumers.

Atria's self-monitoring system is based on the Hazard Analysis Critical Control Points (HACCP) system and supporting systems. Atria's self-monitoring system comprises a self-monitoring plan and process-specific HACCP plans. The self-monitoring plan describes matters that are common to all units. The support system consists of statutory and standardised procedures for ensuring good hygiene practices (GHP) and good manufacturing practices (GMP) and monitoring their implementation.

1. In line with the HACCP principles, any potential hazards in the production process that could pose a risk to consumer health are identified and their severity and probability are assessed. The assessment is conducted by the SAQ team nominated for the specific process and advice is provided by official veterinarians.
2. The documented control points of the HACCP system, as well as aspects to be controlled through special support programmes and critical control points, are determined based on a risk assessment, and guidelines are provided for operations under normal and exceptional circumstances.
3. Supervisors are responsible for everyday self-monitoring.
4. The effectiveness of the self-monitoring process is monitored using tests to control the microbiological and sensory quality of the products, along with monitoring of the quality of cleaning and internal audits.
5. Process functionality is evaluated by the SAQ groups four times per year based on the aforementioned monitoring results and internal and external feedback. Additionally, the authorities constantly monitor Atria's self-monitoring in the plants themselves.

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## Support for safe, healthy and nutritious choices

Atria's food production is based on the taste, healthiness, safety, usability and sustainability of raw materials and processed products.

Atria understands its responsibility towards consumers and public health, and this is also considered in our product development. All product development work is based on finding an optimal balance between consumer preferences and nutritional recommendations and developing cooking solutions that make consumers' daily lives easier. The starting point for all product development work is the provision of sufficient product information to support consumer choices.

Atria has systematically developed the food chain from the field to the table over the long term. In 2017, the company launched the antibiotic-free Atria Family Farm poultry products. Atria has increasingly launched foods with a high vegetable content in response to consumer needs.

### Raw materials

Special attention is paid to the quality of the raw materials used in the products. Raw materials are purchased from approved suppliers. The quality, safety and purity of the raw materials, as well as their suitability for production, are always ensured in the product development stage and before use in production.

Atria does not use irradiated or genetically modified raw materials. These requirements are presented to potential suppliers when sourcing opportunities are being identified for a new raw material.

### Only necessary additives

The need for additives is assessed in terms of consumer health and product safety. Only important additives necessary for product safety are used – and only if they all have a proven safety record.

Additives are listed under their group names on packaging. This indicates the purpose of the additive in the product.

The name or E number of the additive is also listed. E numbers mean that the substance has been approved for use in the European Union.

The statutory restrictions concerning the use of additives are followed closely. Necessary additives are assessed on a case-by-case basis.

Atria actively monitors legislation and recommendations related to additives.

### Moderate use of salt

Salt is an essential ingredient in all meat and cold cut products. It is used to improve flavour, texture and shelf life, among other qualities.

In many Western countries, people consume unhealthy levels of salt. Atria complies with national recommendations on sodium content and aims to actively develop low-sodium products, without compromising on the taste.

### A high level of commitment

To support safe, healthy and highly nutritious choices, Atria is committed to replacing the salt in its products with iodised salt by the end of 2018, in accordance with the recommendations of the Finnish National Institute for Health and Welfare. This concerns more than 80 per cent of Atria's products that contain salt.

In Atria Food Service products, the company is committed to increasing the number of Heart Label products by 50 per cent from the beginning of 2016, when the number of such products was 37. This will be achieved by paying more attention to the amount and quality of fat.

At the end of 2017, Atria's range of products included 120 Heart Label products. The company's range of Heart Label products will be expanded further through choices of raw materials.

### Only Finnish meat in Finland

Atria Finland is committed to using Finnish meat in Atria products. This commitment is a strong corner stone of corporate responsibility. Finns are proud of the tasty, high-quality meat produced in Finland. For this reason, the protein content of products is not artificially increased by adding meat protein, or dried meat powder, nor is monosodium glutamate used in the products.

Atria offers superior traceability of meat raw materials. In 2017, the company launched more products with labels showing their origin all the way back to the farm.

### Naturally free of antibiotics

The excessive use of antibiotics on production animals is a significant threat to public health. According to the World Health Organization, the spread of super bacteria is a global health threat. In Europe, as many as 25,000 incidents of death annually are related to antibiotic-resistant bacteria.

Atria Finland's antibiotic-free products are based on good animal care, the feeding of piglets, long-term healthcare and the traceability of products back to the originating farm. Atria does not use preventive medication in its production chain. Animals are medicated individually in the event of illness and only according to need, under controlled conditions and in line with withdrawal periods. Family Farm products with the "Antibiotic-free" label are 100% pure products, free of antibiotics.

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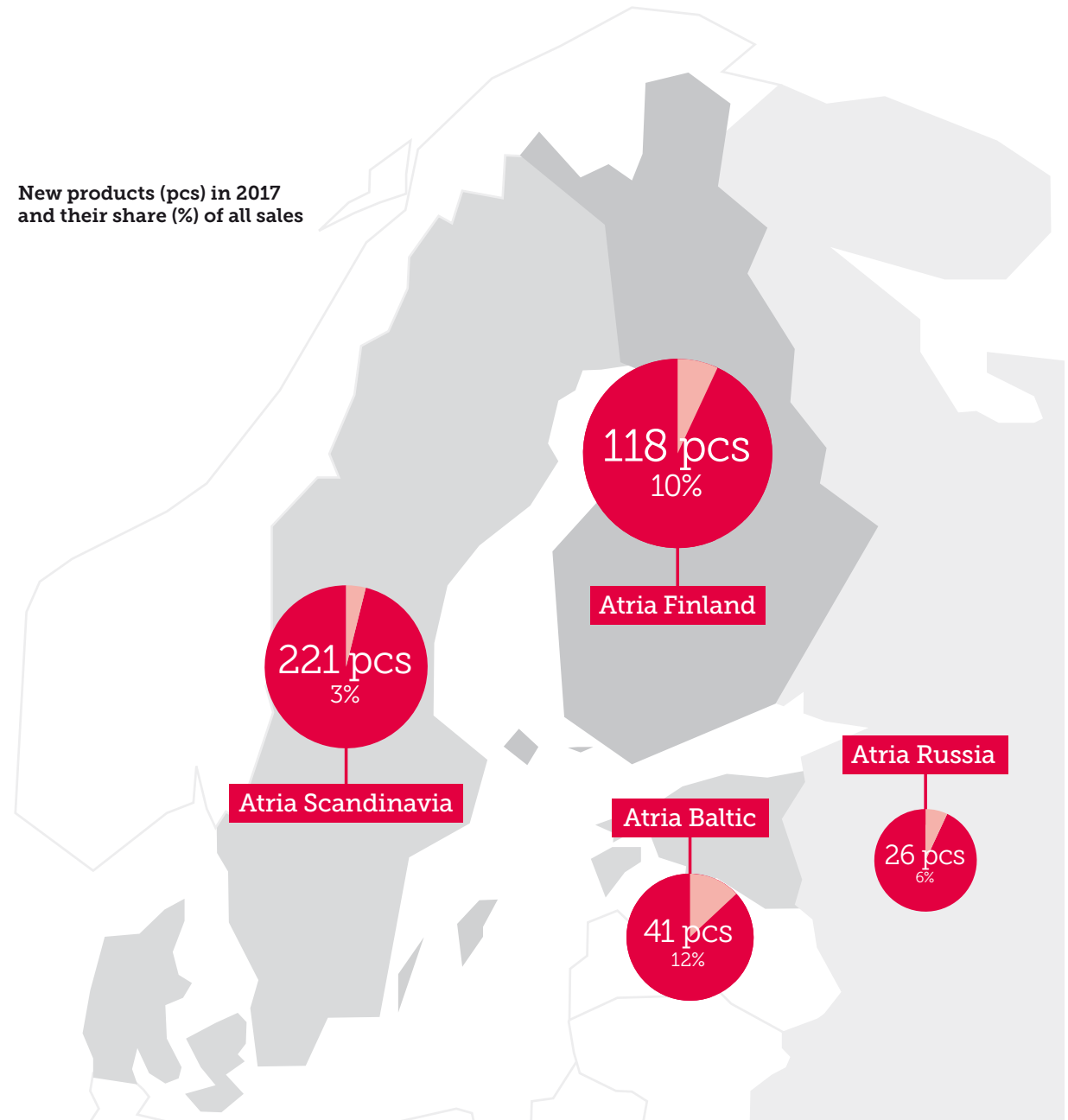
## Customers' and consumers' needs guide product development

Atria's main product groups are fresh and consumer packed meat, meat products, such as sausages and cold cuts, as well as convenience foods and poultry products.

Atria Group serves its stakeholders by making effective and innovative use of R&D in its operations. Product development considers the safety, healthiness and flavour of products, as well as the market need. Our product development work includes the further development of existing products and the development and implementation of completely new products.

Atria also participates in applied research in the fields of product and packaging technology and food science.

New products (pcs) in 2017 and their share (%) of all sales



# Safe, healthy and nutritious food

Atria is committed to producing safe, healthy, nutritious food for various consumer needs. With regard to this commitment, the table presents the key targets for 2020 and the results achieved in 2017.

ATRIA'S TARGETS 2020	RESULTS 2017				
	Group:	Finland:	Scandinavia:	Russia:	Baltic:
<b>SAFE PRODUCTS</b> <ul style="list-style-type: none"> <li>All production plants have certified product safe management systems</li> <li>Harmonization of product safety risk management systems</li> <li>No serious instances of non-compliance were detected during audits.</li> <li>No compulsory measures were imposed by the authorities.</li> <li>No product withdrawals.</li> </ul>	<ul style="list-style-type: none"> <li>No operating methods that compromise food safety and no need for sanctions or compulsory measures were detected during regular safety assessments (Oiva in Finland) conducted by the authorities.</li> </ul>	<ul style="list-style-type: none"> <li>Kauhajoki: Orders from the official veterinarian to prioritise dairy cows in slaughtering. Dairy cows must be milked if they are not slaughtered within 12 hours of their arrival at the slaughterhouse.</li> <li>One public product withdrawal. The withdrawal was due to contamination by allergens, as some of the products included a wrong marinade.</li> </ul>	<ul style="list-style-type: none"> <li>Norjebý: Remark from the authorities concerning animal welfare due to unclear routines in the slaughtering and due to insufficient cover of waste products from the slaughtering process.</li> <li>Two withdrawals. The withdrawals were due to possible contamination by allergens and the lack of nitrite in the product.</li> </ul>	<ul style="list-style-type: none"> <li>No product withdrawals.</li> </ul>	<ul style="list-style-type: none"> <li>No product withdrawals.</li> </ul>
<b>HEALTHY AND NUTRITIOUS FOOD</b> <ul style="list-style-type: none"> <li>Harmonisation of risk management practices in product safety</li> <li><b>Finland:</b> To minimise the number of products with a high salt content in the product range</li> <li><b>Scandinavia:</b> All processed meat products fulfill the Keyhole criteria for salt. All categories have products with the Keyhole label.</li> </ul>		<ul style="list-style-type: none"> <li>Atria Finland has 58 Heart Label products for the food service industry and 62 for retail (120 in total).</li> <li>Iodised salt is used in around 50 per cent of Atria Finland's products.</li> </ul>	<ul style="list-style-type: none"> <li>At the end of 2017, 48% of the products had a salt content that fulfills the Keyhole target. Target for the year 2017 was 40 per cent.</li> </ul>		

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## Ongoing efforts to promote animal welfare

Animal health and good output primarily depend on the professionalism of producers, the right kind of animal material, good care of animals, systematic feeding and sound management of conditions. Atria actively supports producers in the development of animal welfare, and openly communicates these issues to its stakeholders. Well-kept animals are also healthy and do not require medication.



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# Treating animals well is the key to profitable production

At Atria Finland, the monitoring and development of animal welfare are based on contract production and traceability: we know where each animal comes from, when it was raised, what it was fed and how it was treated.

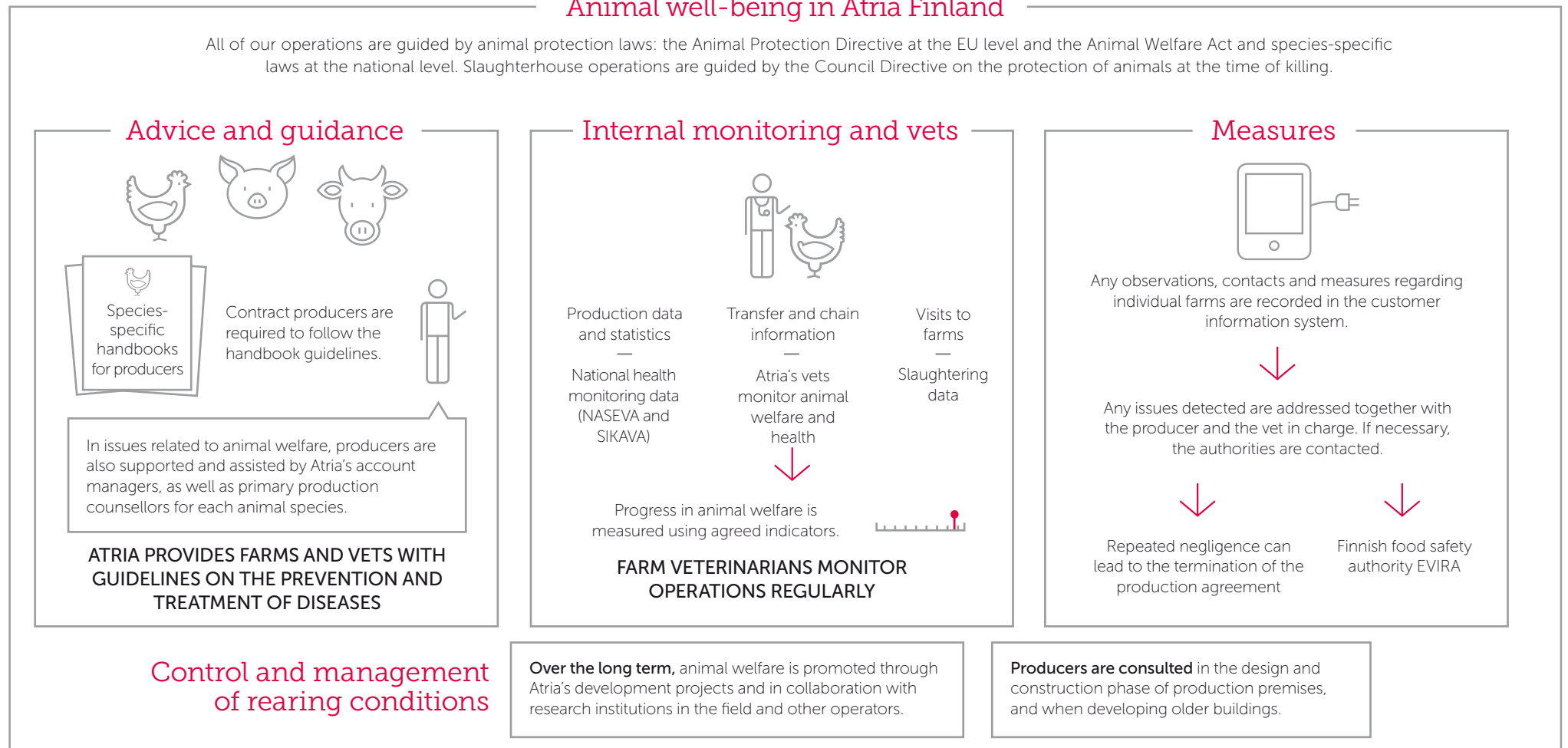
Animal health and good output primarily depend on the

professionalism of producers, good care of animals, systematic feeding and sound management of conditions. Atria ensures that animals are treated well in its chain by means of quality requirements included in its production contracts and the terms and conditions of animal purchases and sales.

When animal health and welfare are ensured, antibiotics are not needed. However, if an animal falls ill, it is treated with drugs prescribed by a veterinarian, when necessary.

## Animal well-being in Atria Finland

All of our operations are guided by animal protection laws: the Animal Protection Directive at the EU level and the Animal Welfare Act and species-specific laws at the national level. Slaughterhouse operations are guided by the Council Directive on the protection of animals at the time of killing.



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## Appropriate pain relief

In the Atria meat chain, animals are not subjected to any unnecessary painful physical alterations. They do not have their tails docked, and chickens are not debeaked, nor are bull calves castrated.

For the time being, procedures considered necessary include male pig castration (to stave off boar taint) and calf de-horning.

Male pigs are surgically castrated within five days of birth using pain analgesia. We are actively exploring alternative solutions to eliminate castration in the chain.

Calves are reared in freely roaming groups, and sharp horns pose a physical risk for other animals and a safety risk for carers. The Atria bovine service pays extra to have calves de-horned by a veterinary officer using analgesia in group rearing facilities. More than 80 per cent of the Atria farms that are included in the national cattle health care database Naseva receive the subsidy.

## Safe from animal diseases

A good disease status and first-class animal welfare are among the greatest assets of Finnish meat production. Healthy and well-kept animals are the foundation for efficient, economical and safe domestic food production.

Infectious animal diseases are systematically resisted in line with resistance programmes prepared in collaboration with Animal Welfare (ETT). Atria's preventive health care work has been effective. As a result of decades of systematic work, we have completely eliminated porcine enzootic pneumonia, mange and dysentery from our pig chain.

Salmonella has been identified extremely rarely in Atria's animal production chain, and any deviations are addressed immediately. All identified infections of salmonella are eliminated.

### Safe meat contains no antibiotics

In Finland, production animals receive very little medication by international comparison – particularly antibiotics – and the occurrence of drug residues in food is extremely rare.

Antibiotics are not used for preventive treatment in Finland. Instead, diseased animals are treated with appropriate care, avoiding unnecessary medication. Drug dosages are determined by a veterinary officer who also oversees the pharmaceutical records and drug use at farms. The prudent use of antibiotics also reduces the emergence of strains of bacteria resistant to antibiotics.



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## Feed production makes use of local raw materials and food industry side streams

Feed production is highly significant for animal husbandry, in both financial and environmental terms. Attention must be paid to feeding animals methodically and procuring feed raw materials. Atria is able to play a part in boosting the environmental efficiency of animal husbandry through its own feed production and nutritional advice.

Atria Finland Ltd owns a feed company named A-Rehu Oy. It, for example, uses energy feeds and protein feeds produced as by-products of the food industry to feed domesticated animals.

### Local feed

On farms, production animals are mainly fed local feed – grain that is grown on the farm or nearby. Pigs are fed barley and broilers are fed oats, while cattle are fed grass from the same farm. Supplementary protein, vitamins and minerals are also needed, as they are essential for animal growth and welfare.

In Finland, production animals eat less soy on average than animals in other European countries. Soy is problematic in terms of its environmental effects. A-Rehu's component solutions favour local Finnish feeds and the use of protein in feeding. Atria is continuously working to reduce the consumption of foreign soy.

Since 2017, A-Rehu has added Finnish broad beans to chicken feeds, in addition to Finnish feed peas, to reduce the level of their foreign soy and wheat content. The cultivation of feed peas and broad beans improves the structure and nitrogen economy of the field while also reducing the need for nitrogen fertilisation. They are also good ways to improve crop rotation.

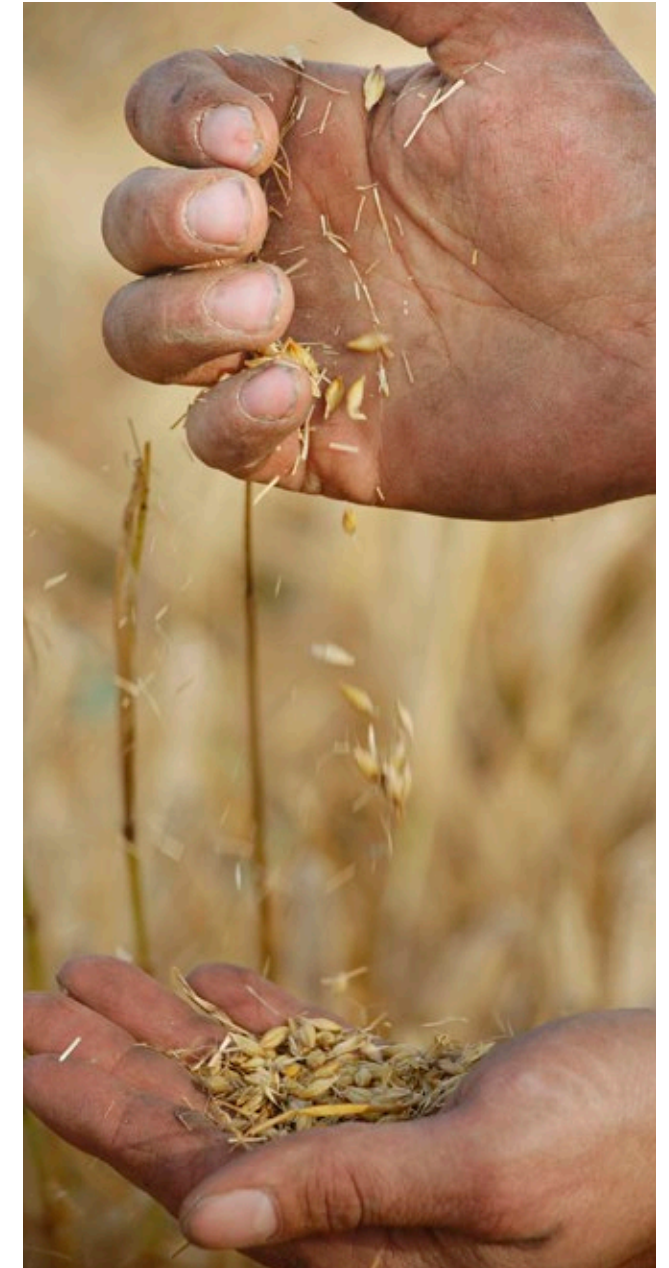
Pig farms will be able to replace soy feed with Finnish broad beans in the future. However, barley protein feed from the ethanol industry is the most significant way to replace soya on pig farms.

Cattle receive supplementary protein from Finnish rapeseed extract or European colza. A-Rehu has not used ground soya in beef cattle feeds since autumn 2017.

### Responsible soy

A-Rehu uses always Pro Terra certified, or certified by equivalent standards, responsibly produced ground soya in its products. A-Rehu uses both GM-free ground soya and GM-soya. Most of the feed that Atria's production animals eat is GM-free.

More than 80 per cent of global soya production is based on genetically modified plants, and the global availability of GM-free ground soya is constantly decreasing. Since the availability and the cost of GM-free protein supplements is uncontrollable, Finnish meat producers cannot currently be required to commit to using 100 per cent GM-free protein supplements. Atria currently does not distinguish between meatproducing farms on the basis of whether their animals are fed on feeds containing genetically modified raw materials.



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# Developing sustainable primary production in Finland

Atria is committed to maintaining and developing a sustainable, open, transparent production chain. With regard to this commitment, the table presents the key targets for 2020 and the results achieved in 2017.

TARGETS 2020	RESULTS 2017			
	All production sectors	Poultry	Pork	Beef
<b>ANIMAL DISEASE RISK MANAGEMENT</b> <ul style="list-style-type: none"> <li>• The development work is focused on logistics and primary production facilities.</li> </ul>		<ul style="list-style-type: none"> <li>• The continuous management of disease risks related to the import of chicks. The voluntary quarantine practice concerning the industry was continued. Chicks are imported through quarantine and examined to eliminate disease risks.</li> <li>• Preparedness plans were updated with regard to easily spreadable diseases.</li> </ul>	<ul style="list-style-type: none"> <li>• Changes to loading facilities were implemented at fattening piggeries.</li> <li>• Preparedness plans were updated with regard to easily spreadable diseases.</li> </ul>	<ul style="list-style-type: none"> <li>• Compliance with national ground rules for animal trading.</li> <li>• The Naseva cattle health database can be used to manage exceptional situations.</li> <li>• Up-to-date preparedness with regard to easily spreadable diseases.</li> </ul>
<b>PROMOTING ANIMAL WELFARE</b> <ul style="list-style-type: none"> <li>• 100% Sikava coverage.</li> <li>• The improvement of Naseva coverage.</li> </ul>		<ul style="list-style-type: none"> <li>• The effectiveness of hatchery quality control was improved, and measures were taken to improve egg hygiene.</li> </ul>	<ul style="list-style-type: none"> <li>• All production facilities are included in Sikava, a health and welfare register for swineherds in Finland.</li> <li>• Participation in the University of Helsinki free-farrowing project by means of funding and expert resources. Pilot free-range pigsties are under construction.</li> </ul>	<ul style="list-style-type: none"> <li>• Naseva summaries related to the use of medication and chain-level monitoring of mortality will be developed.</li> <li>• Industry-wide training events have been organised to prevent respiratory infections.</li> <li>• Farm operations have been developed actively through renovations that support animal welfare, for example.</li> <li>• The importance of calf separation has been stressed, and the effects of farm-specific measures have been monitored.</li> <li>• A welfare bonus has been introduced for bulls that have soft sleeping areas.</li> </ul>
<b>SUPPORTING PRODUCT DEVELOPMENT THAT MAKES USE OF RESPONSIBLE OPERATING METHODS IN PRIMARY PRODUCTION</b> <ul style="list-style-type: none"> <li>• Making use of animal welfare information based on healthcare visits in primary production to create added value in the production chain.</li> </ul>	<ul style="list-style-type: none"> <li>• The number of Family Farm products that can be traced all the way back to the farm is currently over 70.</li> </ul>	<ul style="list-style-type: none"> <li>• Chickens have not been medicated during the rearing period.</li> </ul>	<ul style="list-style-type: none"> <li>• The first version of the welfare index under the Sikava/ National quality system LaatuVastuu was completed in January 2018. The next development steps will be to gain approval from the authorities and the validation and implementation of the index.</li> <li>• The renewed Family Farm products (antibiotic-free production method) were put into production in January 2018, and the Family Farm product portfolio (antibiotic-free production method) is expected to grow significantly during 2018. The LaatuVastuu label can be used for pork products.</li> <li>• The Quality Responsibility System label can be used for pork products.</li> </ul>	<ul style="list-style-type: none"> <li>• Medication information for each animal is transferred to the slaughterhouse through an interface from Naseva.</li> <li>• Separate farm-specific reports are available. The determination of industry-specific reports has started in Naseva. Farm-specific reports have been created. The definition of common Naseva reports has started.</li> </ul>
<b>SUSTAINABLE FEEDING SOLUTIONS</b> <ul style="list-style-type: none"> <li>• Ensuring overall economic efficiency and environmentally friendly operations through development work.</li> </ul>	<ul style="list-style-type: none"> <li>• Atria participated in several projects by means of funding and expert resources. These projects focused on the development of sustainable feed production and feeding solutions. They will continue according to their specific schedules.</li> </ul>	<ul style="list-style-type: none"> <li>• Atria's own feed company A-Rehu adds Finnish feed peas to chicken feed to reduce the level of their foreign soy and wheat content.</li> </ul>	<ul style="list-style-type: none"> <li>• The development of soy-free feeding solutions for fattening pigs has started and has progressed well.</li> <li>• The development of soy-free feeding solutions for sows and piglets has started.</li> </ul>	<ul style="list-style-type: none"> <li>• The beef chain has five projects in progress.</li> </ul>

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## Competence, fairness and transparency

**Social responsibility at Atria covers product safety and animal welfare, as well as employee well-being, competence development and fair remuneration. Smooth and open interaction with the company's stakeholders is part of Atria employees' dailywork, which is why cooperation is based on values defined by the employees.**

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## A job that puts you in a better mood

Atria is a growing, international food industry company based in Finland that operates across the entire food chain – all the way from the field to the table. Atria has around 2,300 highly competent employees in Finland, 1,000 in Scandinavia, 860 in Russia and 280 in the Baltic countries.

All of our employees share the Atria Way of Work, which was defined by the employees themselves. It is the guiding principle of our day-to-day work.

Introduced in 2017, the Atria Way of Leading programme for supervisors ensures consistent ways of working and a common understanding of supervisory work.

Atria significantly invests in its employees' well-being, beginning on their first day of employment – and it shows: our employees in Finland retire more than two years later than Finns on average. Exercise, a healthy lifestyle and safety at work create a strong culture that supports coping at work and long careers with Atria.

The quality of the company's operations and products depends on its employees' knowledge and skills. Employees' well-being is also a key factor in terms of Atria's sustainable growth. Only satisfied, healthy employees can create a work atmosphere and employer image that make it possible to recruit highly skilled and motivated personnel.

### EMPLOYEE WELL-BEING AT ATRIA



Employee's skills and well-being form the basis for the quality of Atria's activities and products.

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## Competence development

Atria provides its employees with training and also encourages them to attend training outside work. In addition, job rotation is used to develop competence and insight. A large company offers multifaceted career opportunities.

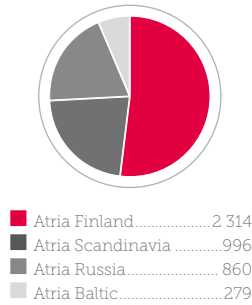
### How does Atria develop its employees' skills?

- Competence development is based on needs identified in business operations.
- Atria's own experts are responsible for competence development planning and for providing its employees with training.
- A training plan concerning all employees is prepared annually.
- The Oskari competence survey is used to develop the knowledge and skills of employees as part of their performance and development appraisals.
- Every production employee has a work guidance card, which is reviewed during their induction training and later at every occupational well-being meeting.
- Personnel development focuses on learning at work.



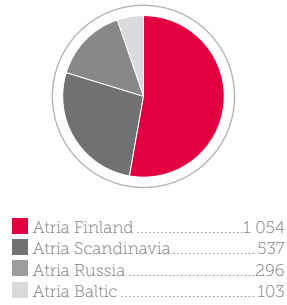
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Atria Group employed on average 4,449 people\*



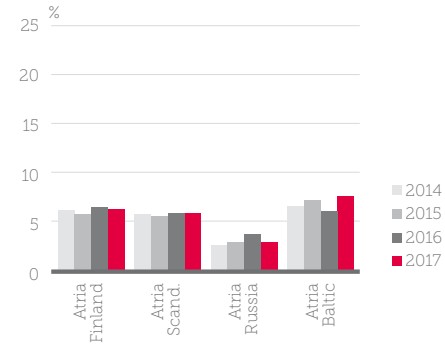
\* Employed on average.

Total number of new employees 1,990\*

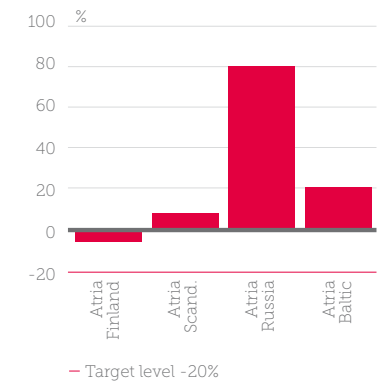


\* Including seasonal workers.

Sickness absences of regular working time

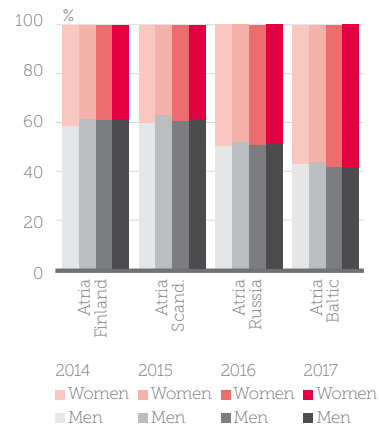


Accident frequency rate

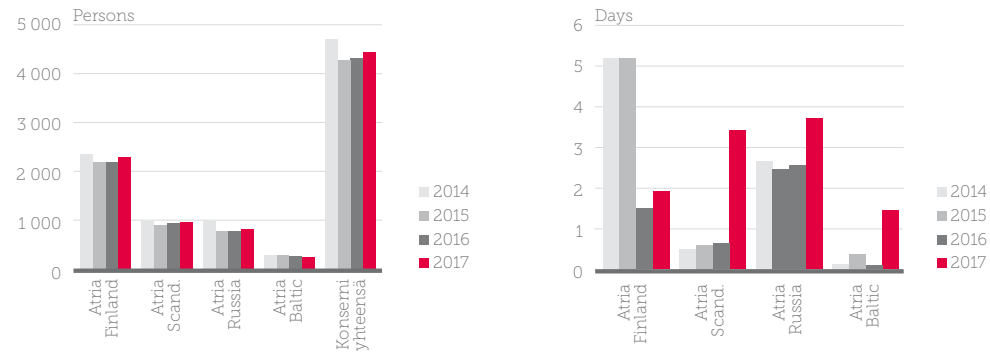


Reducing the lost-time injury frequency rate by 20 per cent in comparison with the previous year. The change in the accident frequency rate in Russia seems to be large in terms of the percentage, as the comparison rate was low. The target for 2017 was not achieved.

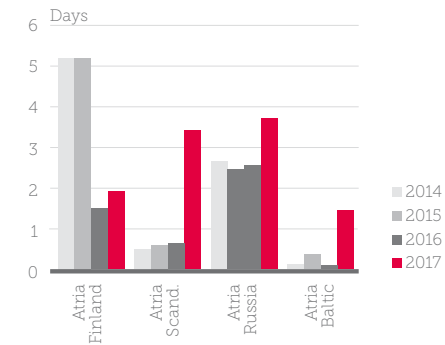
Proportion of women/men



Average number of personnel (FTE)



Average training days per employee\*

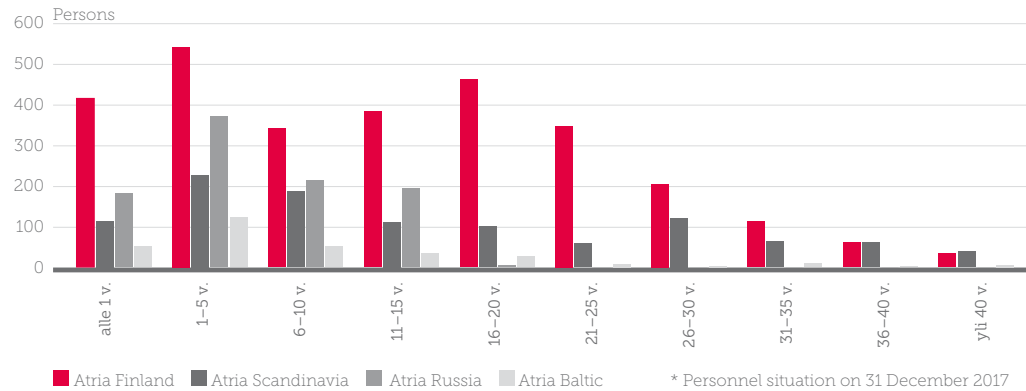


\* There are differences in the method of calculation by business area. The method of calculation in Atria Finland has been changed in 2016.

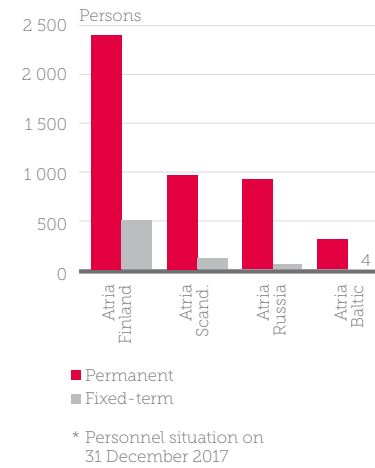


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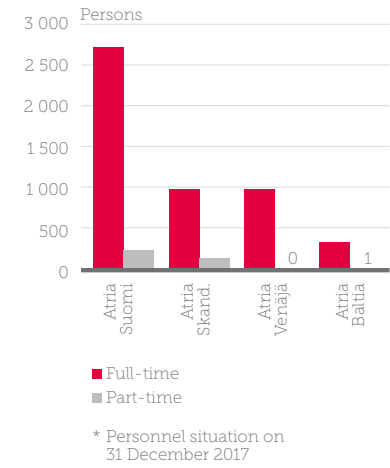
Service structure\*



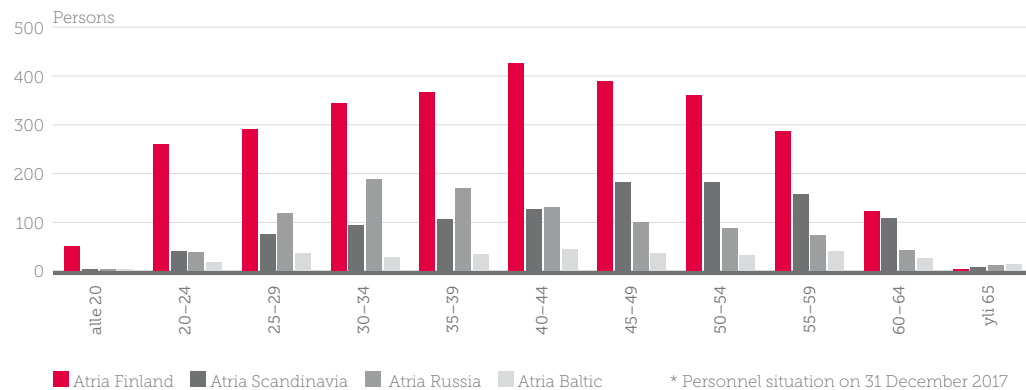
Total number of employees by employment contract\*



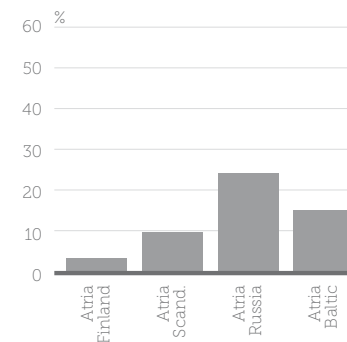
Total number employees by employment type\*



Age structure in Atria Group\*



Rate of full-time employee turnover



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# Employee well-being in Atria

Inspired and skilled people build success. The table below indicates personnel responsibilities of the key targets for 2020 and the results in 2017.

ATRIA'S TARGETS 2020	RESULTS 2017				
	Group:	Finland:	Scandinavia:	Russia:	Baltic:
<p><b>HEALTH &amp; SAFETY</b></p> <ul style="list-style-type: none"> <li>• Introduce common practices, metrics and measures</li> <li>• Reduce sickness rate from 5.7% to 4.7%</li> <li>• Reduce the number of Lost Time Accidents by 50% during strategic period.</li> </ul>	<p>Common metrics &amp; definitions have been introduced and common group safety principles have been agreed. Bi-annual group safety meetings have been started and a reporting system for all serious accidents throughout the whole group has been introduced. The number of Lost-Time-Accidents has improved slightly. The sickness rate has improved slightly to 5.6%.</p>	<ul style="list-style-type: none"> <li>• Both accident frequency and sickness rate lowered from last year. Focus on safety program started in autumn.</li> <li>• Atria Finland introduced a self-reporting sick leave and smart-clothing information technology in well-being development.</li> </ul>	<ul style="list-style-type: none"> <li>• The resources behind safety has been significantly increased: from one to five full time employees. Processes, reporting systems, action planning and meeting structures have been improved. The importance of safety has also been communicated in many ways internally. However, the number of LTA accidents has increased from 36 to 46. The sick leave number has stayed below 6% (5,9%).</li> </ul>	<ul style="list-style-type: none"> <li>• 3 serious accidents happened this year. 2 at commuting to work and 1 at production. Sick leave rate improved from 3.6% to 2.8%.</li> </ul>	<ul style="list-style-type: none"> <li>• In 2017, the procedure description of the company occupational health and safety management system was confirmed. Working environment specialists have been nominated. Working environment representatives were elected by the employees. Regular check-ups on production sites were done. New safety equipment were introduced. In 2017 we had six slight occupational accidents, and there was one serious occupational accident. The total sick leave rate was 7,5% in 2017.</li> </ul>
<p><b>TALENT MANAGEMENT</b></p> <ul style="list-style-type: none"> <li>• Increase the international mobility and experience of our top talents.</li> <li>• Promote internal promotions vs external recruitment.</li> </ul> <p><b>PERFORMANCE MANAGEMENT, TRAINING &amp; DEVELOPMENT</b></p> <ul style="list-style-type: none"> <li>• Introduce more international cross-group training programs.</li> <li>• All supervisors will attend the Way of Leading training modules.</li> </ul>	<ul style="list-style-type: none"> <li>• There is some international movement among senior management, but on lower organizational levels the number could be higher. The international leadership program Take the Lead is intended to have a long term positive effect in this respect.</li> <li>• A 10 day cross group training programme for middle management talents "Take the Lead" has been started. Sales Excellence training for top level sales people has been started. All supervisors started the Atria Way of Leading training that will continue with training modules during 2018 and 2019.</li> </ul>	<ul style="list-style-type: none"> <li>• Talent management process was improved and taken into consideration in internal promotions.</li> <li>• Five major training programmes were held according strategy initiatives. These covered almost 500 participants.</li> </ul>	<ul style="list-style-type: none"> <li>• The number of internal recruits has increased from 31% to 43%.</li> <li>• 4 managers attended the Take the Lead programme, 16 sales people attended the Sales Excellence training. 181 supervisors have attended one or more of our five Atria Way of Leading training modules.</li> </ul>	<ul style="list-style-type: none"> <li>• The process has been taken into use, some key promotions are done based on it.</li> <li>• 4 managers took part in Take the Lead program, 7 participate in Sales Excellence training, 120 supervisors and team leaders have attended 3 out of 5 Atria Way of Leading training modules.</li> </ul>	<ul style="list-style-type: none"> <li>• Atria Baltic supervisors took part in the Way of Leading programme.</li> <li>• The Way of Work principles have been updated to clearly include the safety at work aspect and communicated in the organization. One Atria Baltic sales person has been attending the Atria Group Leadership program.</li> </ul>

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ATRIA'S TARGETS 2020	RESULTS 2017				
	Group:	Finland:	Scandinavia:	Russia:	Baltic:
<p><b>ORGANIZATIONAL DEVELOPMENT</b></p> <ul style="list-style-type: none"> <li>• Increase international co-operation and exchange of best practice.</li> </ul> <p><b>ORGANIZATIONAL CULTURE</b></p> <ul style="list-style-type: none"> <li>• Build a common Atria culture using our Way of Work principles.</li> <li>• Harmonize leadership behavior by using our Way of Leading principles.</li> </ul>	<ul style="list-style-type: none"> <li>• The international co-operation increased through common projects within our seven strategic focus areas.</li> <li>• The Way of Work principles have been continuously communicated and they are included in HR processes such as performance evaluation and employee surveys. The Way of Work principles have been updated to clearly include the safety at work aspect. The Way of Leading training programme is running across the whole group.</li> </ul>	<ul style="list-style-type: none"> <li>• Atria Finland increased international co-operation through common group level projects. Organization has been restructured with internal rotations.</li> <li>• Atria Finland started to build new safety culture. WoW principles are in place and integrated in processes and The Way of Leading training programme is running according to plans.</li> </ul>	<ul style="list-style-type: none"> <li>• The Way of Work principles have been communicated continuously. Way of Work tools are being used in different training programs and meetings.</li> </ul>	<ul style="list-style-type: none"> <li>• WoW principles are communicated in various ways, based on best practices within the company.</li> </ul>	
<p><b>EMPLOYER BRANDING &amp; RECRUITMENT</b></p> <ul style="list-style-type: none"> <li>• Strengthen our employer brand to significantly improve our position as an attractive employer.</li> <li>• Improve equality in management: women, culture, geography.</li> </ul> <p><b>COMPENSATION &amp; REWARDS</b></p> <ul style="list-style-type: none"> <li>• Make sure our reward systems are competitive, understandable, consistent, transparent, fair, nondiscriminating and modern.</li> <li>• Make sure top performance is well rewarded.</li> </ul>	<ul style="list-style-type: none"> <li>• Atria uses LinkedIn as a common group communication channel. The followers increased with 17% during 2017.</li> <li>• A new, improved senior management incentive programme has been agreed for introduction in 2018.</li> </ul>	<ul style="list-style-type: none"> <li>• Atria Finland increased collaboration with relevant partners and continued strong employer image communication with several platforms. Summer workers' feedback concerning employer brand continued to be excellent. All employees are treated as individuals regardless of age, race, gender or nationality.</li> </ul>	<ul style="list-style-type: none"> <li>• Atria Scandinavia has intensified the work to increase the awareness of Atria and strengthen the company's image as an attractive employer. During 2017, Atria Scandinavia launched a career site and a new communication concept towards students.</li> <li>• Further increased the number of women in managerial positions from 24% to 26%.</li> </ul>	<ul style="list-style-type: none"> <li>• Atria Russia is present at Russia's biggest e-recruitment site. Atria Russia's representatives take actively part as experts and guest-speakers in HR conferes to share company's best practices.</li> <li>• Atria Russia continues to use performance-based pay on all organizational levels: company, cross-fucntional and individual KPIs system is aimed to increase motivation and improve performance.</li> </ul>	<ul style="list-style-type: none"> <li>• Atria Baltic's goal is to recruit people with the perspectives of a long career in Atria and to add value to the business of the BA. Strenghten employer brand to attract stronger candidatas.</li> </ul>

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# Environmental responsibility

**Respecting the environment and using natural resources sustainably in all phases of food production and consumption is the responsibility of all of us – including food producers, industry, customers and consumers.**

**Atria continuously works to protect the environment. At Atria, we consider it important to reduce our own direct environmental impact and Atria is most able to make a difference in terms of its energy and water consumption, while also preventing material and food waste.**

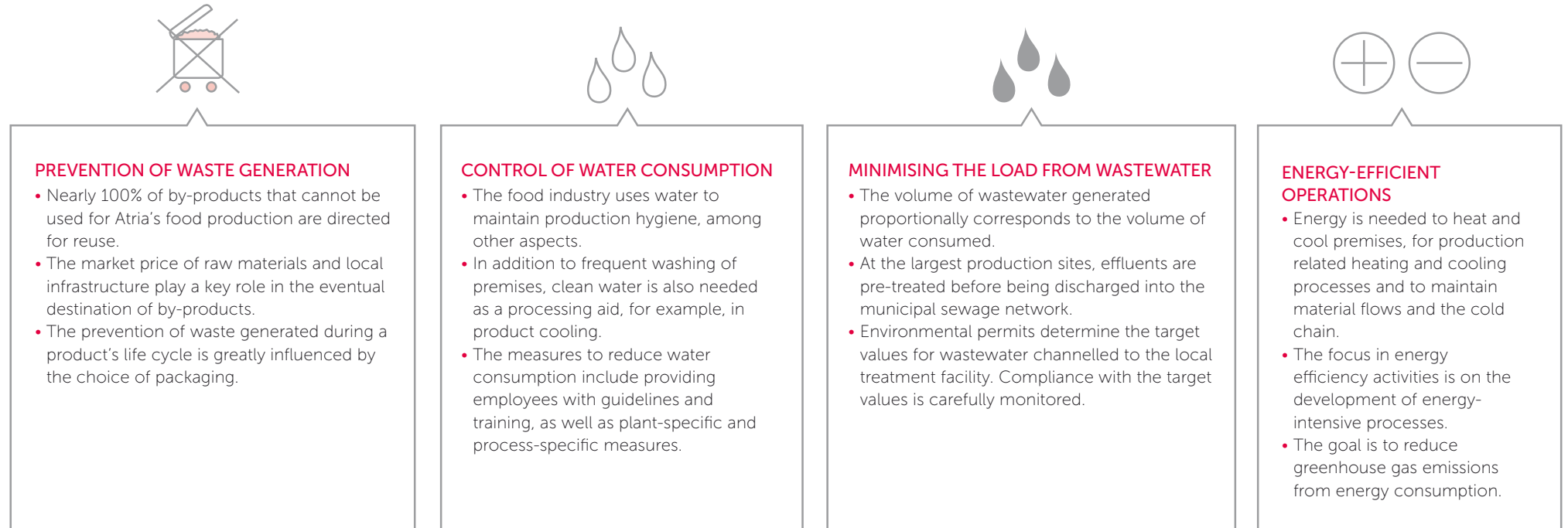
**Atria promotes the development of new technologies and seeks to use renewable energy, in addition to seeking new, more efficient ways to make use of side streams.**

**We also require our partners to operate in an environmentally responsible way.**

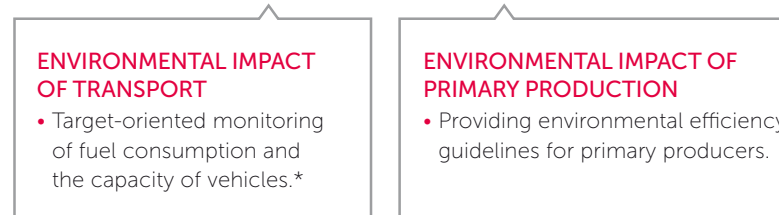
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# Atria Group's Environmental Responsibility

Reducing the direct environmental impact of practical operations



## Identifying indirect environmental impacts at various stages of the operating chain



\* Tuoretie Oy, a company partly owned by Atria, is responsible for Atria's transport.

Taking environmental responsibility into consideration at all operational levels.

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# A healthy environment

The key goal for the environmental strategy period is to support business operations through the controlled use of natural resources. The goals have been adjusted to changes in the business environment, with the most important ones being the further improvement of energy efficiency, water efficiency and waste prevention.

Climate change is a global threat, and Atria invests in fighting climate change throughout the production chain. Atria has included carbon footprint accounting in its indicators for mitigating climate change. Through carbon footprint accounting, Atria seeks to identify opportunities to reduce and manage greenhouse gas emissions in its production chain.

Atria Group's carbon dioxide emissions have decreased by around 11 per cent since 2016.

## Energy consumption

Atria uses district heat, peat, renewable wood-based fuels, natural gas and heating oil to produce the heat and steam it consumes. In electricity consumption, the ratio between renewable and non-renewable sources of energy depends on the market situation and is determined using statistics of Enegia Ltd.

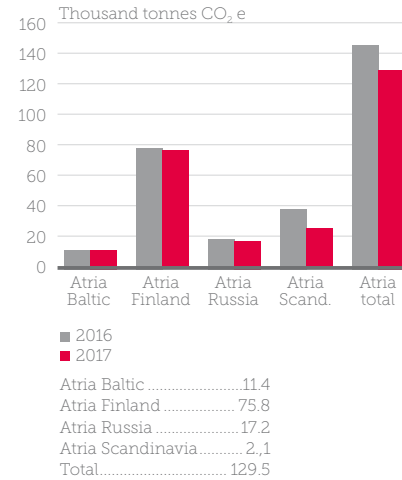
Energy consumption remained stable during the review period. The Atria Group's total energy consumption increased by 3,2 per cent and its consumption per kilo produced increased by 3 per cent. Through the energy efficiency agreement for 2017–2025, Atria is committed to reducing energy consumption by 7.5 per cent in comparison with 2015.

In 2017, Atria Finland was issued with energy management system certification in accordance with the ISO 50001:2011 standard.

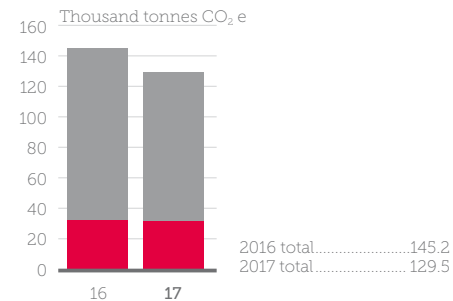
## Water consumption

Clean water is necessary for Atria's processes and the cleaning of its production facilities. The origin of water does not have a major environmental impact in Atria's operating environment, but water quality, adequate water supply and pumping capacity are critical for Atria's operations. For this reason, the company aims

Carbon footprint by business area

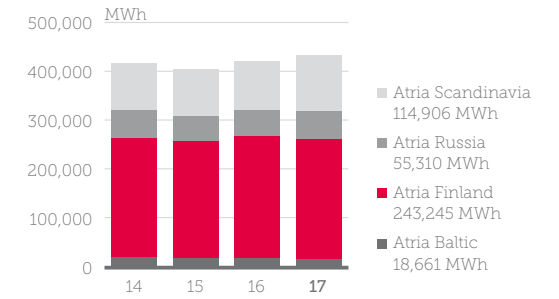


Atria Group's carbon footprint

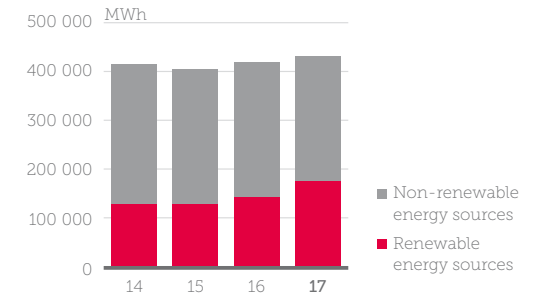


Scope 1 (red colour) covers the direct emissions of the energy sources owned by and under the control of the reporting company used for heating and production. Scope 2 (grey) covers emissions from indirect purchased electricity, steam and heat production, and cooling. Scope 2 reporting is based on a cost-based calculation method and employs the emission values of known energy sources or the national residual mix. In terms of the IEA's emission values and the national residual mix, the calculation uses the carbon dioxide emission values of 2016, since the values for 2017 are not yet available. With regard to Russia, the calculation employs the location-based CO<sub>2</sub> emission value reported by the International Energy Agency (IEA).

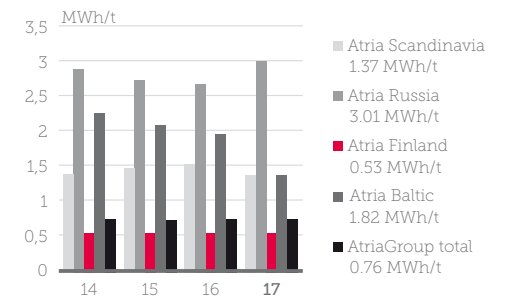
Energy consumption by business area



Direct energy consumption by sources



Energy efficiency in Atria Group



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to continuously improve water efficiency and work with local operators to ensure uninterrupted water supply.

Atria Finland has the highest water consumption within the Group, and its absolute water consumption increased by 4 per cent in the review period. However, compared to other operators in the sector, Atria Finland uses water efficiently, and utilises less than 4 cubic metres per tonne of food produced.

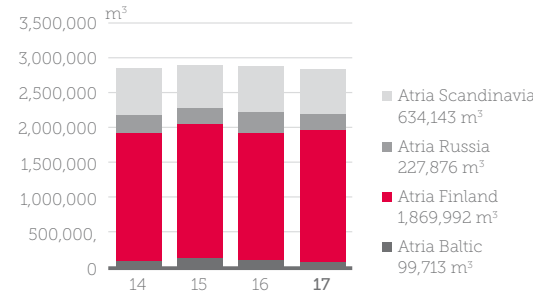
**Wastewater**

The wastewater generated by Atria is led to municipal sewage networks and wastewater treatment plants. Plant-specific environmental permits determine the threshold values for wastewater quality. At Atria's largest production plants, the wastewater is pre-processed, and compliance with the threshold values is monitored closely. A predictable, stable organic load in wastewater is important for the operation of wastewater treatment plants and for environmental load management.

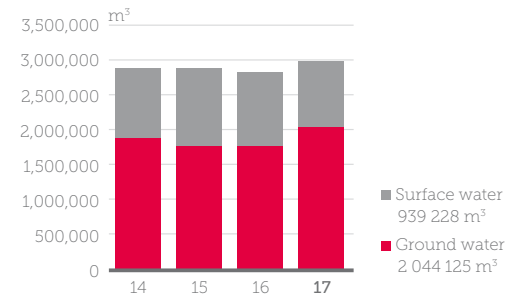
During the review period, the BOD7 load\* and wastewater quality met statutory requirements, and no repeated deviations were detected during measurements. The reported BOD7 value is the product of the total wastewater volume and the average of the BOD7 contents measured during the year. At some of the Group's plants, the reported load is not based on measurement data. For reporting purposes, their load has been estimated based on loads generated by similar facilities.

\* The BOD7 value indicates the amount of oxygen consumed by the organic matter in wastewater in microbiological oxidation over a period of seven days.

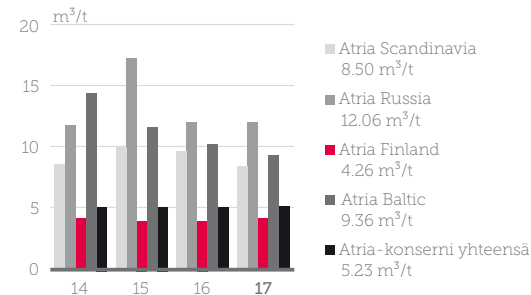
Total water consumption by business area



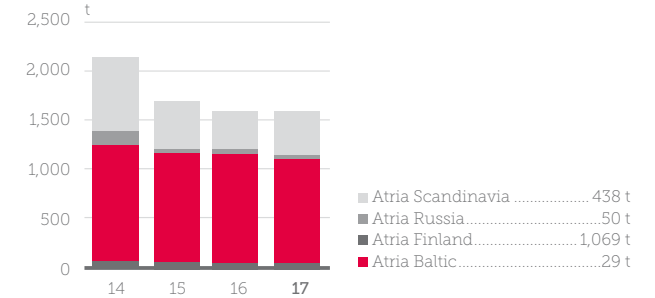
Total water consumption by source



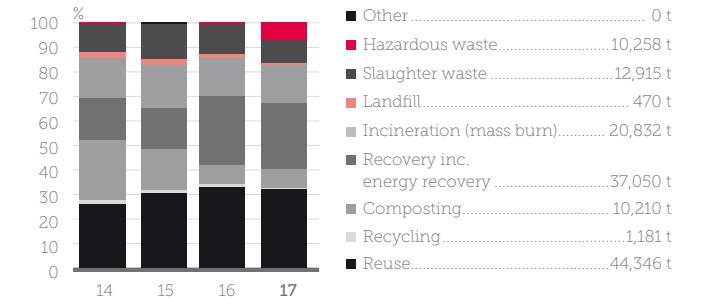
Water consumption by production



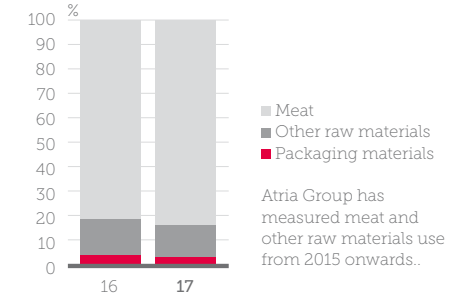
BOD7 load total



Total amount of waste by type and disposal method



Used raw materials and packaging material

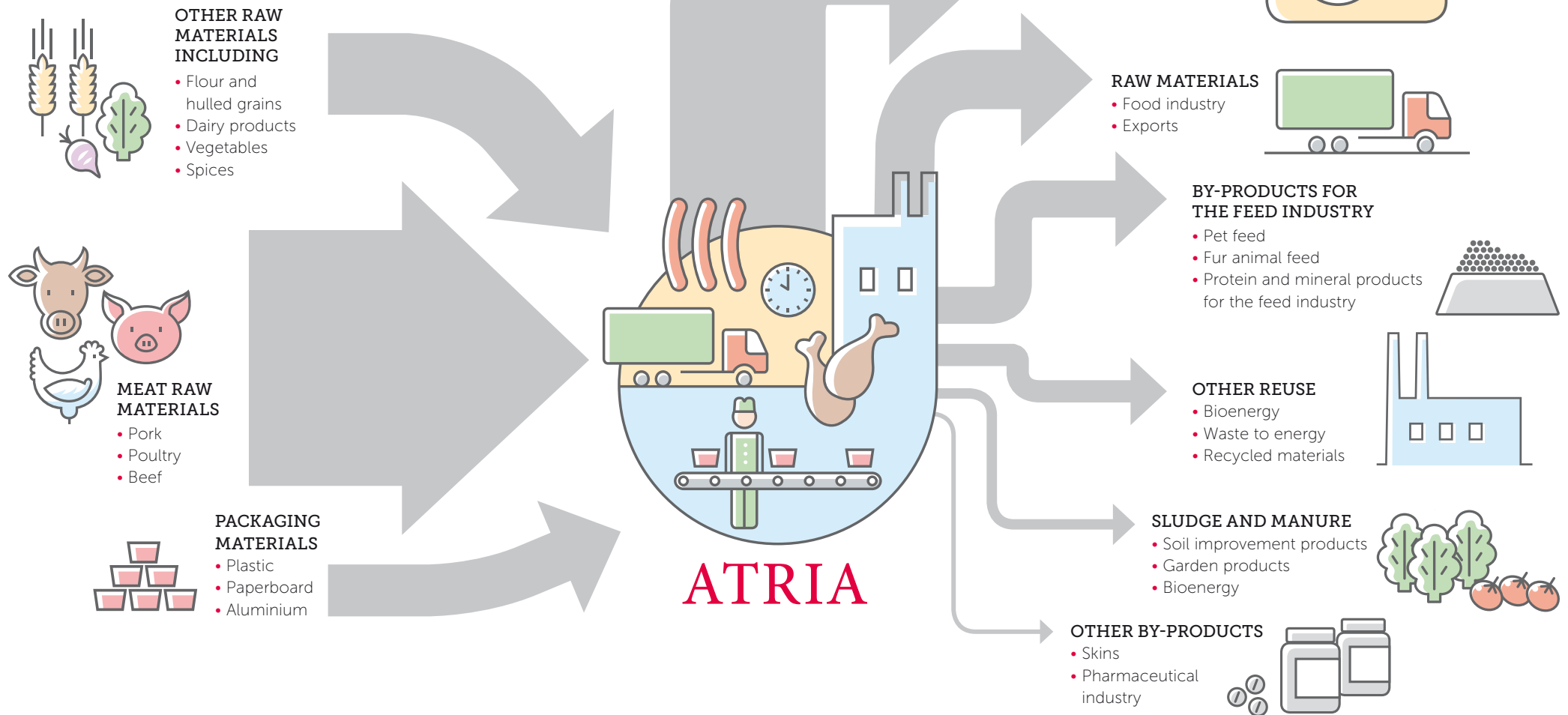


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# Material efficiency in food production

Atria uses nearly 100 per cent of its incoming raw materials. Raw materials and other materials that are not used in the food products are forwarded to the feed industry or for other reuse.

Of all incoming materials, only around one per mille end up as landfill or hazardous waste for which there is no use.



Dimension of the inputs and outputs are approximate.



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## What are the environmental effects of Atria's products?

Food production and its environmental effects constitute a complex whole. Atria has general information about the magnitude of the environmental impact of various primary production methods and product groups.

Atria continuously and interactively communicates the total environmental effects of its products, and how we can manage such effects through our operations, via our website and social media channels.

Atria minimises the environmental impacts of its products by acquiring Finnish meat raw material, which is processed as resource-efficiently as possible, while also ensuring that the production lines are energy-efficient.

In 2017, Atria Finland began the construction of Finland's largest solar power park. Emerging next to the Nurmo plant, the solar power park is the first power park project in connection with an industrial park in Finland. Once completed, the solar power park will save natural resources and produce around 5 per cent of the Nurmo plant's annual need for electricity.

In Sweden, Atria transferred to renewable hydropower in April 2017.

The environmental efficiency of Atria's production lines is monitored continuously. In the industry, the highest quantity of energy and water is consumed by highly processed products, such as pre-cooked meat products. However, processing raw materials so that they meet different consumer needs and situations reduces overall raw material waste, as well as the environmental impact of the products. Atria strives to reduce food waste in every stage of the food chain.



### Environmentally sound packaging

Atria chooses its packaging solutions in line with a waste hierarchy that aims to prevent waste from being produced.

- The primary function of packaging is to protect the product and prevent food waste by informing the consumer about product qualities.
- Packaging must be material-efficient. We constantly seek the most technically and economically functional solution using the minimum possible amount of packaging material without compromising on the primary function of the packaging.
- The third most important factor is to look for environmentally friendly packaging materials, such as recyclable materials, for use in packaging solutions.
- All of Atria's packaging can either be recycled or used to generate energy.
- Our packaging has been designed to fill cold rooms as effectively as possible, during transportation and in the refrigerators of customers and consumers.
- Atria Finland's innovative minced meat package, an easy-to-open vacuum pack, is an excellent example of combining environmental aspects with usability in food packaging. It significantly reduces packaging waste and the need for space in transport and storage. It also improves the shelf life of the minced meat.

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# Key targets and results for environmental responsibility

Atria is committed to maintaining and developing an environmentally sound food chain based on the sustainable use of natural resources and the fulfilment of statutory obligations. With regard to this commitment, the table presents the key targets for 2020 and the results achieved in 2017.

ATRIA'S TARGETS 2020	RESULTS 2017		
	Group:	Finland:	Scandinavia:
<b>Management of direct environmental impacts.</b>	<ul style="list-style-type: none"> <li>• The results are presented in conjunction with the environmental indicators on pages 28-29.</li> </ul>	<ul style="list-style-type: none"> <li>• The construction of the solar power park has progressed as planned.</li> </ul>	<ul style="list-style-type: none"> <li>• Certificate for renewable energy for all the factories in Sweden, to reduce the CO<sub>2</sub> footprint. Atria transferred to hydropower in Sweden at the beginning of April.</li> </ul>
<b>Identification of environmental impacts throughout the production chain and promotion of eco-efficiency.</b>	<ul style="list-style-type: none"> <li>• Carbon footprint accounting has been started.</li> </ul>	<ul style="list-style-type: none"> <li>• The energy efficiency agreement has been continued. During 2017, energy consumption was reduced by 2.4 per cent, which represents a decrease of nearly 6 GWh on 2016.</li> </ul>	<ul style="list-style-type: none"> <li>• Energy survey completed in all factories in Sweden to identify the environmental impact of each factory</li> </ul>
<b>Operational compliance – no warnings issued by the authorities.</b>	<ul style="list-style-type: none"> <li>• No leaks were reported, no warnings were issued by the authorities and no compulsory measures were imposed in the reporting period. There were no repeated deviations from the wastewater limit values stated on the environmental permit in any business area.</li> </ul>	<ul style="list-style-type: none"> <li>• No warnings issued by the authorities.</li> </ul>	<ul style="list-style-type: none"> <li>• No warnings issued by the authorities.</li> </ul>
<b>Adjusting operations to comply with the requirements of the Energy Efficiency Directive.</b>	<ul style="list-style-type: none"> <li>• The Atria Group's common energy management goals and energy efficiency policy were adopted.</li> </ul>	<ul style="list-style-type: none"> <li>• ISO 50001 certification issued, no deviations detected in the audit in November 2017.</li> </ul>	<ul style="list-style-type: none"> <li>• 6 factories out of 7 have been through the certification process for ISO 50001. All production plants in Sweden will be issued with ISO 50001 certificates during the first quarter of 2018. Location-specific reviews have started.</li> </ul>

The completion of the Atria Sun solar power park in 2018 will reduce emissions from the Nurmo plant.

The current energy efficiency agreement period runs from 2017 to the end of 2025. It is a continuation of the previous agreement period, from 2008 to 2016. The current agreement period involves more than 500 Finnish companies and organisations.

Energy efficiency is key in fighting climate change. Sustainable, efficient energy use reduces carbon dioxide emissions, which facilitate climate change.

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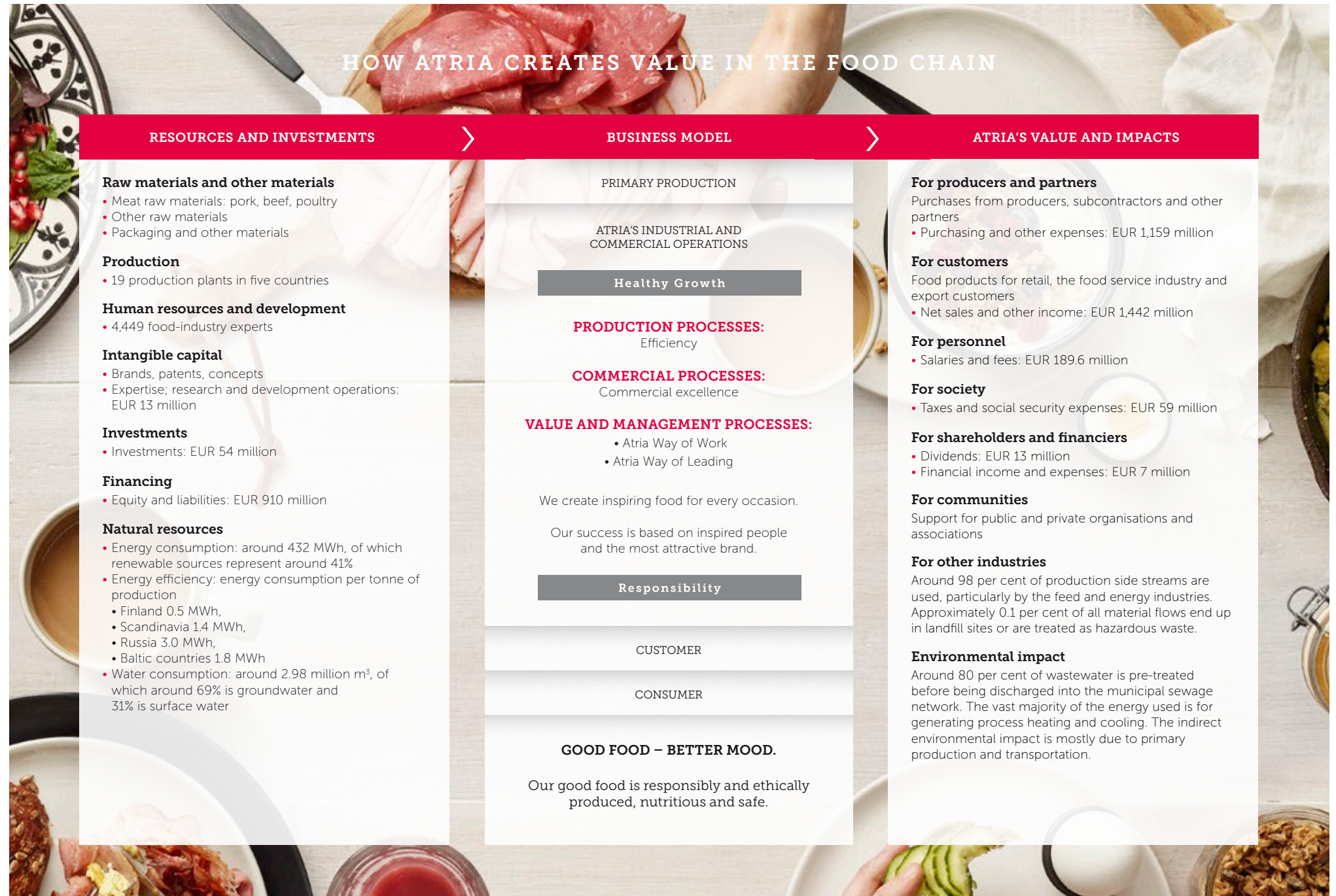


# Added value to stakeholders

By economic responsibility, Atria refers to meeting its financial targets in such a way that it can generate added value to its owners and other stakeholders over the long term, and increase the well-being of local communities and society.

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## HOW ATRIA CREATES VALUE IN THE FOOD CHAIN



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## Memberships in organisations

Atria Plc is a member

- **in Finland:** of the Finnish Food and Drink Industries' Federation (ETL), the International Chamber of Commerce, the Norden Association promoting official and unofficial cooperation in the Nordic region, as well as the Pellervo Confederation of Finnish Cooperatives.
- **in Sweden:** of the food industry employers' association Livsmedelsföretagen, Kött och Charkföretagen (the Swedish Meat Industry Association), Djupfrysingsbyrån (Swedish Frozen Food Institute), Dagligvaruleverantörers förbund (Grocery Manufacturers of Sweden), Institutet för livsmedel och bioteknik (the Swedish Institute for Food and Biotechnology), Ideon Agrofood and Innovation Pioneers.
- **in Russia:** of the St Petersburg and Leningrad oblast meat association and food industry association and East Office, which promotes excellence in Russia.
- **in Estonia:** of the Estonian Association for Personnel Development PARE, the Estonian Chamber of Commerce and Industry, GS1 Estonia MTÜ and the Association of Estonian Food Industry.

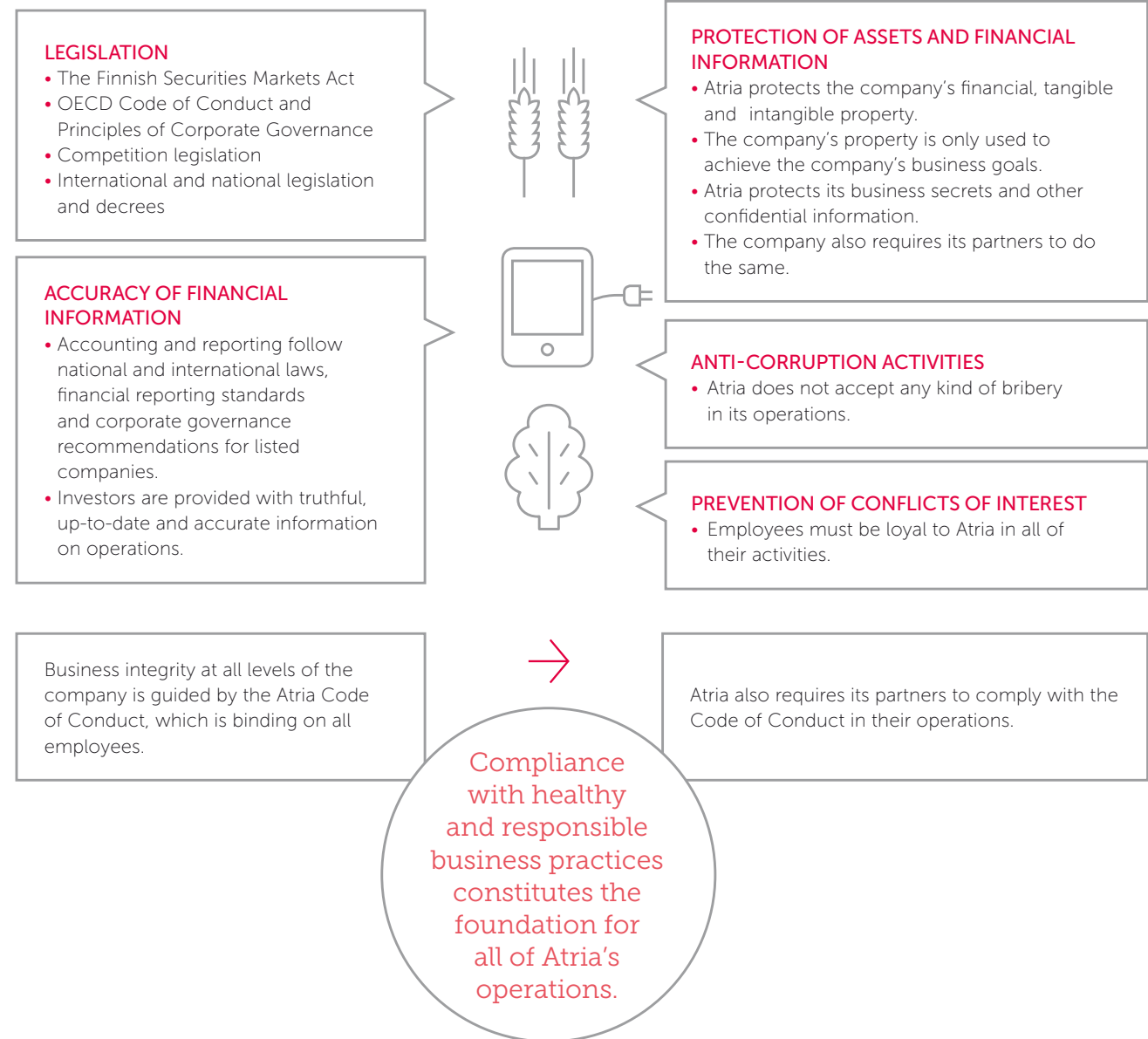
### Financial results are reported in annual report

The aspects related to Atria's business operations and financial responsibility are reported comprehensively in the company's annual report.

Report on the Non-Financial Information focuses on corporate responsibility issues in particular.

Read more on: <https://www.atria.fi/en/group/news/publications/annual-report-2017/>

## ECONOMIC RESPONSIBILITY AT ATRIA GROUP



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# Responsibility at all levels

**Corporate responsibility is integrated into all levels of our operations, from strategies to day-to-day work. This day-to-day work to ensure our corporate responsibility is based on values determined by the employees. These values also lay the foundation for Atria's Code of Conduct, our ethical guidelines for day-to-day operations.**

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## Responsibility is an integral part of Atria's corporate culture

Corporate responsibility is an integral part of Atria's corporate culture, and we recognise our responsibility towards all of our stakeholders. Corporate responsibility is integrated into all levels of our operations: targets, values, operating strategies, management and day-to-day work.

Through responsible operations, we aim to ensure favourable conditions for our current and future operations. In accordance with the principles of sustainable development, we consider the economic, social and environmental aspects of our operations in all of our business areas.

We see the satisfaction and trust of consumers and customers as the key precondition for our operations and success. Other preconditions for sustainable business include

the profitability and competitiveness of operations, responsible management and highly competent and committed employees, as well as the continuous improvement in all areas of operation.

The Atria Group Management Team approved these general principles for corporate responsibility at its meeting on 22 January 2009.

### Corporate responsibility is managed at the Group and local levels

Atria's corporate responsibility policy is managed at two levels. Group-level activities include determining shared corporate responsibility principles and ensuring compliance, as well as

designing joint development programmes for all business areas. Atria's annual corporate responsibility reporting is also implemented at Group level.

Responsibility is promoted as part of day-to-day operational management across Atria's business areas. The steering groups of the business areas analyse the operating environment and key stakeholders' expectations with regard to responsibility, and also integrate the implementation of the necessary development measures into their business plans.



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# Atria Code of Conduct

Atria's operating principles are ethical guidelines for the day-to-day operations of Atria employees. The operating principles concern all Atria employees in all business areas. Employees are trained to comply with the Code of Conduct in line with a training plan.

The operating principles reflect the Atria Way of Work values defined by the company's employees: We focus on consumers and customers, we deliver quality, we are hungry for success and we enjoy our work. By working in line with these values, Atria can guide its practical operations towards sustainable development and success by following harmonised operating principles.

Atria's Code of Conduct is based on the laws and collective labour agreements of the country of operation and international agreements and recommendations related to responsible operations. Atria Plc's Board of Directors approved Atria's operating principles at its meeting on 26 October 2016.

Atria is committed to the following international agreements and recommendations:

- UN Universal Declaration of Human Rights and Convention on Rights of the Child
- Agreement of the International Labour Organisation (ILO) on basic rights at work
- UN Global Compact initiative for the promotion of human rights, rights at work and environmental protection and the prevention of corruption
- OECD code of practice for multinational companies
- Business Charter for Sustainable Development of the International Chamber of Commerce (ICC) and ICC instructions against bribery and corruption
- Business Social Compliance Initiative (BSCI) purchasing principles

## Safe Atria Quality

Atria's production plants and food processing processes follow international hygiene requirements and standards. High-quality raw materials, efficient manufacturing and delivery processes and an uninterrupted cold chain guarantee that Atria's products are safe to consume.

## Environment

Atria's environmental management aims to ensure that all operations are in full compliance with local environmental legislation. At the same time, Atria continuously strives to further improve its environmental performance and is committed to monitoring the environmental effects of its operations, products and services and to identifying the significance of the environmental impacts of each stage of the operating chain.

## Stakeholders

Atria's corporate responsibility policy is embodied in the day-to-day work with our stakeholders. The company uses studies, surveys and analyses, as well as personal interaction with stakeholders, to gain extensive knowledge of their expectations. Consumers, customers, personnel, meat producers and shareholders are strategically important stakeholders to Atria. Other stakeholders include raw material and material suppliers, the authorities, financial institutions, educational institutions and the media.

## Personnel

Atria respects and supports internationally recognised human rights principles and promotes their implementation in all of its business areas. Compliance with local legislation and the key conventions of the International Labour Organisation (ILO) lays the foundation for Atria's HR principles.

Promoting employees' well-being and developing their skills are key aspects of Atria's social responsibility. The quality of Atria's operations and products and the achievement of future growth and profitability targets depend on these factors.

## Business integrity

Compliance with healthy and responsible business practices is the foundation for all of Atria's operations.

- » Read more about Atria's Code of Conduct: [www.atria.fi/en/group/news/publications/atria-code-of-conduct/](http://www.atria.fi/en/group/news/publications/atria-code-of-conduct/)



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## The Handprint programme guides sustainability work

Atria's corporate responsibility development programme is known as Atria's Handprint. The programme brings together the principles, practices, projects and results of Atria's responsible operations and provides comprehensive updates on their progress.

The annual achievements and future targets of Atria's Handprint programme are reported upon every year in the corporate responsibility report.



## Corporate responsibility reporting

This report describes the impact Atria has on its operating environment and, through its numerous important stakeholders, on society as a whole. The report gives an account of the key events, results and effects in 2017 from the perspective of corporate responsibility, and illustrates how Atria takes corporate responsibility into account in its current and future operations.

In applying its general principles of corporate responsibility, Atria complies with good practice in all of its business areas, while also respecting the various views of its stakeholders with regard to corporate responsibility and ethical business. The company's operations may not, however, be in conflict with local or international legislation, Group management principles or Atria's values.

As the basis for its reporting, Atria uses the international Global Reporting Initiative (GRI) G4 guidelines, in which corporate responsibility is viewed from the perspective of economic, social and environmental responsibility. Atria reports on its corporate responsibility in line with the Core level of the GRI standards. Atria has selected from the GRI guidelines the measurements and indicators that are essential for its operations and stakeholders. The essential areas have been defined on the basis of stakeholder surveys and various studies that have focused on determining what the essential areas are.

This Atria Corporate Responsibility Report has not been certified independently. The text and other presentations in the report do not follow the order or headings recommended by the GRI for the key indicators. However, the GRI content table (see pages 40-44) contains a comparison of the report's coverage in relation to the GRI G4 recommendations.

The report covers the company's operations mainly during the financial period 1 January to 31 December 2017. As a rule, Atria's Corporate Responsibility Report, published annually, covers the entire Group. It is an independent report of Atria's

corporate responsibility. The report does not include a governance section, which can be found in Atria's 2017 Annual Report, available on the Group's website.

The indicators used to measure corporate responsibility vary greatly across Atria's various business areas. This is because of the different nature of the operations in these countries. From the point of view of reporting, the most comprehensive set of key indicators is provided for Atria Finland.

The transparency and openness of operations are an integral part of Atria's corporate responsibility policy. Accordingly, Atria communicates on its corporate responsibility activities to its internal and external stakeholders actively and in a comprehensive and systematic manner. The Safe Atria Quality team is responsible for monitoring and developing Atria's corporate responsibility.

Atria's first Corporate Responsibility Report was published in 2009.

**For enquiries about Atria's corporate responsibility, please contact:**

Vice president, Quality

**Seija Pihlajaviita**

seija.pihlajaviita@atria.com

Tel. +358 40 662 5882

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### Comparison of content with the recommendations of the GRI guidelines

Atria reports relevant key information and indicators of its corporate responsibility. The calculation principles set out in the GRI guidelines have been observed in reporting to the extent applicable to Atria's operations.

Atria also reports Specific Standard Disclosures for the Food Processing Sector (FPSS indicators), which supplement the G4 Standard Disclosures.

Reported  
Partly reported



GRI index	Included in	Page	Additional information
<b>Strategy and analysis</b>			
G4-1	CEO's review	2	
G4-2	The organisation's key impacts, risks and opportunities		Reported in Annual Report 2017.
<b>Description of the organisation</b>			
G4-3	Name of the organisation	Content page	
G4-4	Primary brands, products and services		Reported in Annual Report 2017.
G4-5	Location of the organisation's head office		Reported in Annual Report 2017.
G4-6	Geographical location of the operations	Content page	
G4-7	The organisation's ownership structure and legal form		Reported in Annual Report 2017.
G4-8	Market areas		Reported in Annual Report 2017.
G4-9	The reporting organisation's size	Content page	
G4-10	Number of employees by employment type, employment contract, region and gender	22-23	With regard to employment relationships and contracts, information about gender distribution is not available.
G4-12	The organisation's supply chain		Reported in Annual Report 2017.
G4-13	Significant changes in the organisation's size, structure, ownership or supply chain during the reporting period	2	As of the beginning of 2018, Atria Group's business areas are Atria Finland, Atria Sweden, Atria Russia and Atria Denmark & Estonia. Atria Finland started exporting pork to China in 2017. During the year, more than three million kilos of pork products were exported to China. The investment in the Nurmo pig-cutting plant was nearly completed. The slaughter and cutting of pigs was centralised from the Jyväskylä plant to Nurmo. The construction of the new poultry plant has progressed as planned in Sweden. Read more about these events in Annual Report 2017.
G4-14	Application of the precautionary approach		Reported in Annual Report 2017 (Non-Financial Statement).
G4-15	Principles and initiatives of external parties approved or endorsed by the organisation	38	More information is provided in Atria's Code of Conduct.
G4-16	Memberships in associations and advocacy organisations	35	
<b>Identified material aspects and boundaries</b>			
G4-17	Group boundaries	39	
G4-18	Definition of report content	39	
G4-19	Material aspects	39	
G4-22	Changes in information provided in previous reports		Any deviations from and restrictions to the boundaries are reported in conjunction with the relevant key figures. If previously reported key figures, their comprehensiveness, restrictions or measuring techniques have changed, those changes are reported in conjunction with the relevant key figures.
G4-23	Significant changes in the scope of the report and aspect boundaries		In Finland, pig slaughter and cutting operations were centralised in the Nurmo plant. Atria Group reports its greenhouse gas emissions for 2017, in comparison with 2016. Read more about these events in Annual Report 2017.

- » You can find Atria's Annual Report 2017: [www.atria.fi/en/group/investors/financial-information/annual-reports/](http://www.atria.fi/en/group/investors/financial-information/annual-reports/)
- » You can find Atria Code of Conduct: [www.atria.fi/en/group/news/publications/atria-code-of-conduct/](http://www.atria.fi/en/group/news/publications/atria-code-of-conduct/)



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<b>Stakeholder engagement</b>			
G4-24	List of the organisation's stakeholders	7	
G4-25	Identification and selection criteria for stakeholders	6	
G4-26	Principles of stakeholder engagement	6, 38	More information is provided in Atria's Code of Conduct.
G4-27	Key topics and concerns raised by stakeholders	6, 7	
<b>Report profile</b>			
G4-28	Reporting period	39	
G4-29	Date of the previous report		Corporate Responsibility Report 2016 was published on 28 March 2017.
G4-30	Reporting cycle	39	
G4-31	Contact details for ordering the report and requesting additional information	39	
G4-32	GRI content index	40-44	
G4-33	Policy on external assurance	39	
<b>Administration</b>			
G4-34- G4-47	Governance structure, role in setting values and strategy, evaluation of competencies and performance, risk management		Reported in Annual Report 2017.
G4-48	Approval of the Corporate Responsibility Report	39	
G4-49- G4-55	The Board of Directors' role in evaluating performance, remuneration and incentives		Reported in Annual Report 2017.
<b>Ethics and integrity</b>			
G4-56	Values and Code of Conduct	38	More information is provided Annual Report 2017 and Atria's Code of Conduct.
G4-57	Advising related to the ethical and legal compliance of operations.		Reported in Annual Report 2017 (Non-Financial Statement).
<b>Description of management</b>			
	<b>Description of management</b>	37, 38	The management of sustainability aspects has been integrated into business operations and is described in the context of each area of corporate responsibility.
<b>Financial responsibility</b>			
<b>Economic performance</b>			
G4-EC1	Direct economic value generated and distributed	34	Read more about these events in Annual Report 2017.
G4-EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change		Any risks and opportunities arising from climate change are taken into account in business development and risk assessment, as part of the review of changes in the business environment. Read more about these events in Annual Report 2017.
G4-EC3	Coverage of the organisation's defined-benefit plan obligations		Reported in Annual Report 2017.
G4-EC4	Financial assistance received from the government		Reported in Annual Report 2017.

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<b>Environmental responsibility</b>			
<b>Materials</b>			
G4-EN 1	Materials used	29, 30	
<b>Energy</b>			
G4-EN 3	Energy consumption within the organisation	28	
G4-EN 5	Energy intensity	28	
G4-EN6	Reduction of energy consumption	28	
<b>Water</b>			
G4-EN 8	Total water withdrawal by source	29	
<b>Emissions</b>			
G4-EN15	Direct greenhouse gas emissions (Scope 1)	28	
G4-EN16	Indirect greenhouse gas emissions (Scope 2)	28	
<b>Effluents and waste</b>			
G4-EN22	Total water discharge by quality and destination	29	
G4-EN23	Total weight of waste by type and disposal method	29, 30	
G4-EN24	Total number and volume of significant spills		No spills during the reporting period
<b>Products and services</b>			
<b>Compliance</b>			
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations		No breaches in the reporting period.
<b>Supplier environmental assessment</b>			
G4-EN32	Percentage of new suppliers that were screened using environmental criteria		Atria Finland: All new suppliers are audited. The auditing criteria, which focus on product safety, also include environmental aspects. No data available for other business areas.
<b>Social responsibility</b>			
<b>Labour practices and decent work</b>			
<b>Employment</b>			
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	22-23	Turnover by age group and gender is not reported, no data available.
G4-LA 2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation		Benefits exceeding the statutory level are not reported in detail, since the practices vary by business area.
<b>Labour/management relations</b>			
G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements		Activities are in compliance with applicable legislation in each business area.
<b>Occupational health and safety</b>			
G4-LA6	Types of injury, rates of injury, occupational diseases, lost days, absenteeism, total number of work-related fatalities by region and gender	22	Reported change in the accident frequency rate and sickness absences. Breakdown by gender is not available.

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Reported   
Partly reported 

GRI index	Included in	Page	Additional information	
<b>Education</b>				
G4-LA9	Average hours of training per year per employee by gender and by employee category		22	Not reported by gender and by employee category, no data available.
G4-LA10	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings		21, 24-25	Atria Finland has in place a training and development plan that applies to all functions and personnel groups. It is discussed with all personnel groups, and its implementation is monitored annually. Business-driven training plans are drawn up in all of the Group's business areas.
<b>Human rights</b>				
G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained			Atria's Code of Conduct contains guidelines for the equal treatment of employees and the ban on forced and child labour. All new employees are familiarised with the Code of Conduct as part of Atria's new employee orientation programme.
<b>Society</b>				
<b>Anti-corruption</b>				
G4-SO4	Communication and training on anti-corruption policies and procedures			Reported in Annual Report 2017. Atria's Code of Conduct also discusses policies related to the acceptance of gifts and hospitality, for example. All new employees are familiarised with the Code of Conduct as part of Atria's new employee orientation programme.
<b>Anti-competitive behaviour</b>				
G4-SO7	Total number of legal actions for anti-competitive behaviour, anti-trust and monopoly practices and their outcomes			In January 2017, the Danish Competition and Consumer Authority announced that it had completed the investigation related to Atria Danmark A/S, an Atria Scandinavia subsidiary. The investigation was based on a complaint alleging that Atria Danmark A/S had attempted to influence its retail customer in a manner that would have caused it to increase its sales prices. The authorities found no grounds for continuing the investigation.
<b>Compliance</b>				
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations			No breaches in the reporting period.
<b>Product responsibility</b>				
<b>Customer health and safety</b>				
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement		13	The health and safety impacts of products are constantly assessed and improved as part of product development. Percentages are not reported. No data available.
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes		13	In the reporting period, there were no legal actions or fines concerning the health and safety impacts of products.

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<b>Product and service labelling</b>			
G4-PR3	Type of product and service information required by the organisation's procedures for product and service information and labelling, and percentage of significant product and service categories subject to such information requirements		Atria complies with statutory obligations in labelling. Depending on the product, packaging may also contain information that exceeds the requirements of legislation, such as information on the domestic origin and information on the farm of origin for meat.
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes	13	No breaches in the reporting period.
<b>Marketing communications</b>			
G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion and sponsorship, by type of outcomes	13	No breaches in the reporting period.
<b>Customer privacy</b>			
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data		No breaches in the reporting period.
<b>Compliance</b>			
FSSS G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services		There were no violations leading to fines or reprimands during the reporting period.
FSSS G4-FP5	Kilograms of product produced at certified plants	10	All of Atria's products are manufactured in production plants that have product safety certification.
FSSS G4-FP6	Percentage of the total sales volume of products with a low salt, fat and/or added sugar content.	11, 13	The percentage of total production of these products is not calculated separately. The amount of salt and fat in products is subject to attention in all markets.
FSSS G4-FP7	Percentage of the total sales volume of products with health impacts		Atria does not use official, EU-approved health claims in its products.
<b>Animal welfare</b>			
			Animal welfare indicators are reported only for Atria Finland because of strategic differences in meat procurement in the various business areas. The assessment and measurement of animal welfare at Atria relies on continuous monitoring and analysis of production, transfer and chain information, slaughterhouse data and national health monitoring data. There are not yet any internationally approved and harmonised animal welfare indicators. The Global Reporting Initiative guidelines require that organisations processing production animals report the number of animals passing through, as well as policies regarding medication and physical alterations. Atria reports on the progress of animal welfare through its own development projects and indicators, in addition to the GRI indicators.
FSSS G4-FP9	Volume of animals processed by species		All animals processed by Atria Finland are acquired directly from contract producers. Volumes of animals processed at Atria Finland's production plants in the reporting period: pork 75 Mkg, poultry 54.5 Mkg and beef 42 Mkg.
FSSS G4-FP10	Replacement of routine procedures which cause pain, and pain analgesia by species	16	
FSSS G4-FP12	Animal medication practices and the use of growth promoters by species	16	
FSSS G4-FP13	Fines imposed for violations of animal transport, treatment and slaughter regulations and voluntary good operating practices observed by the organisation in animal transport, handling and slaughter.		No fines were imposed on Atria for violations of the legislation concerning animal transport, handling or slaughter during the reporting period. Tuoretie Oy is responsible for Atria's animal transport operations.

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*Good food – better mood.*