

ATRIA

Good food – better mood.

CORPORATE RESPONSIBILITY REPORT

2019

▶ Front page
Introduction

RESPONSIBLE BUSINESS OPERATIONS

Sustainability
tools

Stakeholders

Reporting
principles

PLANET

Carbon-neutral
food chain

Industrial
operations

Packaging

Primary
production

PRODUCT

Animal welfare

Product safety
and quality

PEOPLE

Personnel

Consumers

Content
comparison

ATRIA IS BUILDING A GOOD TOMORROW



Atria is one of the leading meat and food companies in the Nordic countries, Estonia and Russia in the St. Petersburg area. We are a company established in 1903 and valued by our customers, personnel and owners. We have been producing food for more than 100 years, and we want to continue to do so. That is why Atria operates with respect for the planet, products and people.

Atria's renewal and growth are based on commercial excellence and an efficient and responsible way of working. Our main product, good food, creates a better mood and sustainable value for all our stakeholders. In 2019, our net sales were around EUR 1.45 billion, and Atria had around 4.450 employees in Finland, Sweden, Denmark, Estonia and Russia. Atria Plc's shares have been listed on the Nasdaq Helsinki since 1991.

Tasty, pure and carbon neutral – food that gives you a better mood

We are a one of the leading companies in sustainable food production in the Nordic countries. We want to ensure people's well-being and pure food production. A carbon-neutral food chain is our main goal.

Sustainability has become a major topic of public discussion, and for a good reason. Global challenges that need resolving include global warming, energy consumption, food security and human rights. Atria's comprehensive sustainability programme addresses these challenges.

The Group's sustainability work is centred around three key themes: planet, product and people. Our sustainable business operations are founded on Atria's mission, vision, strategy and stakeholder cooperation.

Towards a carbon-neutral Atria

Most of the carbon dioxide emissions that facilitate global warming arise from fossil fuels. Nevertheless, we are responsible for contributing to the fight against climate change by further developing our operations. A carbon-neutral food chain is one of our main goals, and we are working to achieve this goal across the chain.

Atria is investing resources in developing sustainable food production and animal husbandry. Through this investment, we can have an extensive impact across our production chain. This concerns global warming in particular, but also food security and availability over the long term, as well as biodiversity and energy efficiency.

We are also cooperating closely with universities, research institutes and companies to achieve a carbon-neutral food chain.

A transparent food chain

The risk of animal diseases and harmful pathogens has increased clearly in recent years. Atria's product safety is based on in-depth expertise in pathogen management, product safety management systems, systematic risk assessment and risk prevention. Sustainability and product safety are closely linked at Atria.

The company has made major investments in product safety at many levels. Atria appreciates its employees' knowledge, provides high-quality training for its quality and product safety experts and builds strong cooperation with universities. These efforts aim for Safe Atria Quality.

The good animal disease situation and healthy animals have enabled Atria to create a transparent chain and develop antibiotic-free products.

A good life

All meals are valuable moments, which is why we want consumers to be able to enjoy good, safe, high-quality



"Sustainably produced
meat can be enjoyed
with a good conscience."

food, regardless of time and circumstances. We are focusing strongly on developing products that make people's daily lives easier.

We also want consumers to know that sustainably produced meat can be enjoyed with a good conscience – in terms of both nutrition and the environment.

Merja Leino

EVP, Sustainability
Atria Plc

We always operate sustainably

Atria is one of the leading companies in sustainable food production in the Nordic countries. Sustainability is managed and developed systematically and consistently across Atria Group, and this is reflected in our operations at all levels. Common operating principles are determined at Group level. Operations are aligned with these principles, and common development projects are determined for all business areas. The management teams in the business areas analyse their stakeholders' expectations and initiate necessary development programmes.



RESPONSIBLE BUSINESS OPERATIONS

- Front page
- Introduction
- RESPONSIBLE BUSINESS OPERATIONS**
- Sustainability tools
- Stakeholders
- Reporting principles
- PLANET**
- Carbon-neutral food chain
- Industrial operations
- Packaging
- Primary production
- PRODUCT**
- Animal welfare
- Product safety and quality
- PEOPLE**
- Personnel
- Consumers
- Content comparison

**RESPONSIBLE
BUSINESS
OPERATIONS**

Sustainability
tools

Stakeholders

Reporting
principles

PLANET

Carbon-neutral
food chain

Industrial
operations

Packaging

Primary
production

PRODUCT

Animal welfare

Product safety
and quality

PEOPLE

Personnel

Consumers

Content
comparison



RESPONSIBLE BUSINESS OPERATIONS

We are committed to responsible business operations and to meeting the requirements of our operating environment and stakeholders. We are guided by profitable growth, ethical principles and value-creating partnerships.



We operate in tune with our operating environment and stakeholders

We create added value for all stakeholders through healthy and responsible business operations.

Through responsible operations, Atria aims to secure its current and future operating conditions. In line with the principles of sustainable development, Atria considers the economic, social and environmental aspects of operations in all business areas. The Atria chain plays a significant role in food security and in the Finnish business area also in terms of security of supply*. With a profitable food chain, Atria bears its social responsibility and contributes to ensuring that people have access to safe and nutritious food.

Responsibility covers all levels of Atria's operations: targets, values, management and day-to-day work. Atria develops its responsibility in cooperation with its business partners, who are committed to complying with similar principles of responsibility.

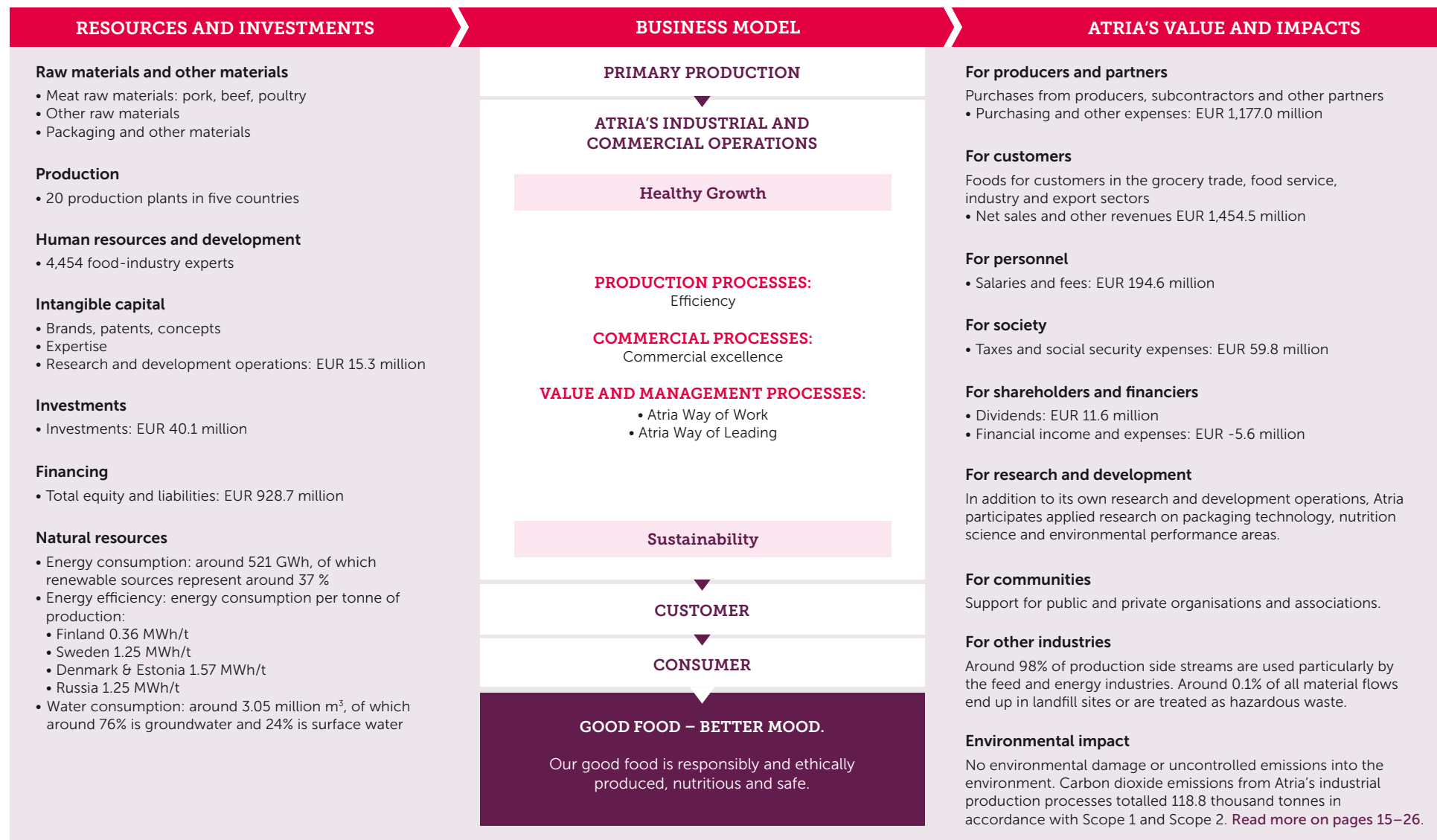
With financial responsibility, Atria refers to the achievement of its financial targets to ensure that the company has the resources to develop its business operations in line with stakeholders' expectations. The aspects related to Atria's business operations and financial responsibility indicators are comprehensively reported in the Annual Report.

* Under the Act on Security of Supply (1390/1992), the Finnish Government sets general objectives for the security of supply. Currently available targets were confirmed on December 5, 2013 (857/2013). Food security has been identified as a vital function to society which must be secured in all circumstances.







► Read more on Annual Report 2019.



How Atria creates value throughout the food chain



ATRIA'S SUSTAINABILITY TOOLS:

| | |
|---|--|
|  <p>Code of Conduct and the company policies</p> | <p>Compliance with internationally recognised healthy and responsible business practices lays the foundation for all of Atria's operations. The Atria Code of Conduct is a set of ethical principles concerning business operations, stakeholder relations and environmental responsibility, approved by Atria Plc's Board of Directors. The Code of Conduct is supported by internal policies and guidelines, which define and guide operating methods in our employees' day-to-day work. The Code of Conduct concerns all Atria employees in all business areas. Employees are provided with training to comply with the Code of Conduct in line with a training plan. More information on the background of the Code of Conduct on page 9. Atria Code of Conduct is published and available on Atria's website.</p> |
|  <p>Legal compliance</p> | <p>Atria's operations are governed by laws in each area of sustainability. Based on these laws, Atria has determined internal responsibilities and operating models to ensure that any changes to regulatory obligations are taken into account and can be anticipated. Read more on page 9.</p> |
|  <p>Corporate citizenship</p> | <p>Atria monitors and impacts regulation in society to manage changes and risks related to its operating environment. Due diligence refers to principles related to sustainable business governance and their reporting. Atria actively seeks to make an impact on society through trade associations. For example, the company serves as an expert in regulations related to its industry and in developing good practices. Read more on page 9.</p> |
|  <p>Management of corporate responsibility</p> | <p>Atria's corporate responsibility is managed at two levels while guided by international indicators and recommendations. The shared Code of Conduct is determined at the Group level. The Group also determines common focus areas of CSR and determines the development projects and target state for all business areas. The annual reporting related to Atria's corporate responsibility is also implemented at Group level. All the Group level activities are approved and reviewed annually by the Board of Directors. The realisation and continuous improvement of Atria's responsibility are part of day-to-day operational management across the business areas. Read more on page 12 and 46.</p> |
|  <p>Responsibility in the supply chain</p> | <p>Atria expects its business partners to comply with the Atria Supplier Code of Conduct. In addition, procurement contracts obligate Atria's partners to meet the company's requirements for product quality, operating methods and the supply chain, for example. Atria assesses the compliance of its contractual partners' operations before undertaking a partnership and on a regular basis during the partnership. In addition to the experience gained during the business relationship, the assessment takes into account risk factors related to financial, environmental and social responsibility. Atria reserves the right to audit its contractual partners' operations, if necessary. The audits pay attention to food safety, as well as environmental and social responsibility, such as human rights and the implementation of anti-corruption and anti-bribery measures, for example.</p> |
|  <p>Truthful, open and interactive communication</p> | <p>Sustainable communication is transparent and interactive. In practice, this means listening to stakeholders and considering their needs in Atria's operations and disclosures, for example. Read more on page 10.</p> |

Our business operations are based on international recommendations

The Atria Code of Conduct and the company policies are based on the laws and collective agreements of Atria's countries of operation and on international agreements and recommendations regulating responsible operations in terms of human rights and anti-corruption, for example.

Through its Code of Conduct and the policies that support the Code, Atria is committed to the following international agreements and recommendations:

- UN Universal Declaration of Human Rights and Convention on the Rights of the Child
- UN Global Compact initiative for the promotion of universal principles in the areas of human rights, labour rights, environmental protection and anti-corruption
- ILO Declaration on Fundamental Principles and Rights at Work
- OECD Guidelines for Multinational Enterprises
- ICC Business Charter for Sustainable Development and ICC Rules on Combating Corruption
- Responsible sourcing principles of the Amfori BSCI initiative

Atria participates and makes a difference

Atria is a member of the following organisations, among others:

Finland:

Finnish Food and Drink Industries' Federation (ETL), International Chamber of Commerce, Pellervo Confederation of Finnish Cooperatives, Confederation of Finnish Industries (EK), East Office of Finnish Industries, Animal Health ETT.

Sweden:

Swedish Food Federation (LI), Swedish Meat Industry Association (KCF), Swedish Frozen Food Institute, Grocery Manufacturers of Sweden (DLF), Skåne Food Innovation Network, Industry Organization Swedish Bird.

Russia:

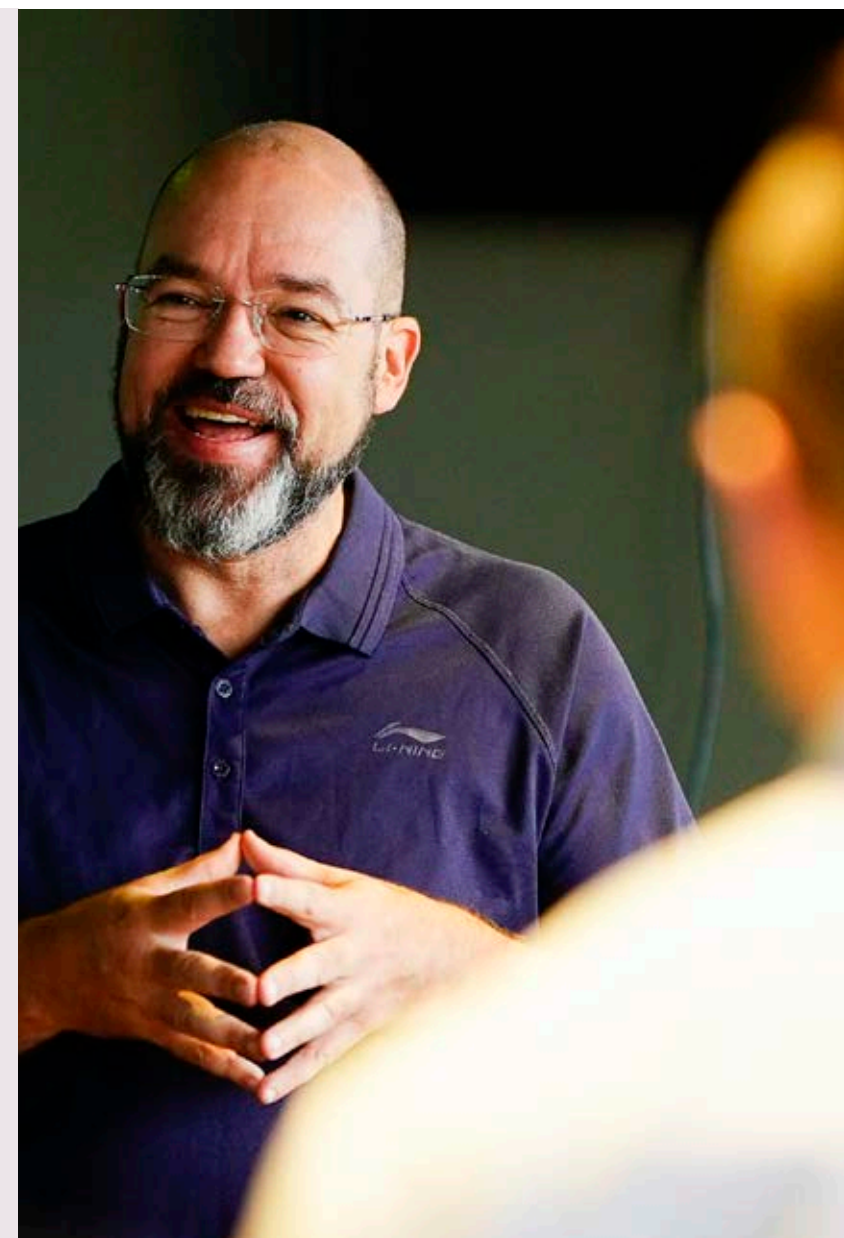
St. Petersburg and Leningrad oblast meat association and food industry association, St. Petersburg International Business Association SPIBA.

Estonia:

Estonian Human Resource Management Association (PARE), Estonian Chamber of Commerce and Industry, GS1 Estonia, Estonian Food Industry Association, Estonian Pig Breeders Union.

Denmark:

The Danish Food and Drink Federation.



Our operations are guided by interaction with our stakeholders

Atria develops its responsible operations through interaction with its stakeholders.

Atria's chain of good food consists of primary production, industrial production, customers and consumers. Stakeholders are strongly present in the food chain, all the way from the procurement of raw materials to the finished products and their use.

Securing a sustainable food chain is essential to Atria. The food chain takes into account value creation and distribution at the various stages of production, the environmental impact and the social impact related to the food chain and the products.

Being attuned to stakeholders' needs and wishes is one of the cornerstones of corporate responsibility at Atria. Atria develops its operations through open and close interaction with stakeholders.



Open and
interactive
communication



| Stakeholder | Expectations of the stakeholder group | Atria's expectations | Level of interaction | Interaction in 2019 | |
|---|---|--|----------------------|---|--|
| Customers, including export customers | <ul style="list-style-type: none"> Competitive prices Safety and quality Customer-focused service Reliability in deliveries and other operations | <ul style="list-style-type: none"> Joint operating models Implementation of agreed issues Forecasts | *** | <ul style="list-style-type: none"> Business negotiations Audits Customer magazine Newsletters Visits | <ul style="list-style-type: none"> Product launches and campaigns Online services Social media Marketing communications The media |
| Consumers | <ul style="list-style-type: none"> Products that meet consumers' needs Affordable price Safety and quality Reliability Ethically manufactured products | <ul style="list-style-type: none"> Choosing Atria's products Confidence in and willingness to pay for the Atria brand | ** | <ul style="list-style-type: none"> Social media Consumer research, consumer services Marketing communications | <ul style="list-style-type: none"> The media Product launches and campaigns Online services |
| Personnel | <ul style="list-style-type: none"> Salaries Job security Social security benefits Pleasant, comfortable and safe working conditions Career development opportunities | <ul style="list-style-type: none"> Work contribution Innovativeness | *** | <ul style="list-style-type: none"> Supervisory work Cooperation negotiations Intranet Personnel magazine Newsletters | <ul style="list-style-type: none"> Performance appraisals Personnel surveys Training Seminars and events Unit-specific communication channels Social media |
| Producers | <ul style="list-style-type: none"> Reliable and consistent long-term partner Expert advice Competitive producer prices | <ul style="list-style-type: none"> Commitment Raw materials that meet quality requirements Reliable and consistent long-term cooperation | *** | <ul style="list-style-type: none"> Services for producers Events for producers Primary production development teams Farm-specific key account managers, farm visits | <ul style="list-style-type: none"> Stakeholder magazine Seminars and other events Online services Social media Newsletters |
| Owners and investors | <ul style="list-style-type: none"> Return on investment Continuity of business operations Decision-making power Returns of capital | <ul style="list-style-type: none"> Carrying the risk in the form of capital | *** | <ul style="list-style-type: none"> Board and Supervisory Board work Capital Markets Day Stock exchange and press releases Annual General Meeting | <ul style="list-style-type: none"> Annual report Online services The media |
| Financiers | <ul style="list-style-type: none"> Solvency Reliability Continuity Debt-carrying capacity | <ul style="list-style-type: none"> Availability of financing on competitive terms | ** | <ul style="list-style-type: none"> Financing negotiations Annual report Stock exchange and press releases Online services | <ul style="list-style-type: none"> The media |
| The authorities | <ul style="list-style-type: none"> Fulfillment of statutory obligations Tax revenue Employment Investments Openness Cooperation | <ul style="list-style-type: none"> Legislation Public services, such as hygiene monitoring and financing International competitiveness | ** | <ul style="list-style-type: none"> Interaction related to supervisory measures (review of results) and cooperation in expert forums Cooperation with the authorities Annual report Stock exchange and press releases Seminars and events | <ul style="list-style-type: none"> Online services The media Stakeholder surveys |
| Supply chain partners | <ul style="list-style-type: none"> Reliable payment of invoices Long-term customer relationships Predictability and increasing demand | <ul style="list-style-type: none"> 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 | *** | <ul style="list-style-type: none"> Business negotiations Audits Marketing communications Annual report Online services | <ul style="list-style-type: none"> The media Stakeholder surveys Product launches and campaigns Seminars and events Research and development projects |
| Influencers and the media | <ul style="list-style-type: none"> Transparency Industry expertise | <ul style="list-style-type: none"> Influencing general opinion | ** | <ul style="list-style-type: none"> Cooperation with the media Marketing communications Stock exchange and press releases Newsletters | <ul style="list-style-type: none"> Social media Annual report Customer magazines |
| Local communities and educational institutions | <ul style="list-style-type: none"> Employment Cooperation Taking care of the environment Internships | <ul style="list-style-type: none"> Highly competent and motivated potential employees Public services, such as training Infrastructure technology | * | <ul style="list-style-type: none"> Cooperation Online services Seminars and meetings Social media | <ul style="list-style-type: none"> Visits Internships and thesis projects Research and development projects The media |
| Research | <ul style="list-style-type: none"> Partner Research needs Industry expertise | <ul style="list-style-type: none"> Reliable partner Expert Quality of research | * | <ul style="list-style-type: none"> Seminars and meetings Visits | <ul style="list-style-type: none"> Research and development projects |

*** Strategic partner. Regular and systematic interaction.

** Strategically important stakeholder group. The stakeholder group's expectations are studied regularly and systematically with the help of public and/or purchased research data, or their expectations are communicated through legislation or standards.

* Strategically monitored stakeholder group. The stakeholder group does not have a direct influence on Atria's business operations, and the interaction is structured like a project and is based on needs.



Sustainability
management



Legal compliance

Corporate responsibility reporting

Atria's Corporate Responsibility Report describes Atria's impact on its operating environment, as well as its impact on society as a whole through its numerous important stakeholders. The report describes Atria's key events, results and effects in terms of corporate responsibility in 2019, in addition to explaining how Atria takes corporate responsibility into account in its current and future operations.

In applying the general principles for corporate responsibility in its various business areas, Atria complies with good practices while respecting the various views of its stakeholders on responsibility and ethical operations. However, these views and operations cannot be in conflict with local or international legislation, the Group's management principles or Atria's values.

As the basis for its reporting, Atria uses the international Global Reporting Initiative (GRI) standard, in which corporate responsibility is viewed from the perspective of economic, social and environmental responsibility. Atria has

selected the essential indicators material for its operations and stakeholders from the GRI standard. The concept of materiality is explained in more detail on page 13.

The content comparison of equivalence on pages 47–52 of this report compares the report's coverage with the recommendations of the GRI standard, environmental, social and governance (ESG) indicators, the UN Global Compact goals and the Sustainable Development Goals. Atria's Corporate Responsibility Report has not been verified. The themes of the Corporate Responsibility Report and their order of presentation comply with the results of Atria's materiality analysis.

The Corporate Responsibility Report primarily covers the company's operations for the period between 1 January and 31 December 2019. Atria's annual Corporate Responsibility Report generally covers the operations of the entire Group and its business areas: Atria Finland, Atria Sweden, Atria Denmark & Estonia and Atria Russia. The report supplements

Atria's Annual Report for 2019, which contains reports on the company's administration, strategy implementation and financial indicators.

The methods used to measure corporate responsibility and their weighting vary greatly across Atria's business areas. This is due to differences in the nature of business operations, market position and stakeholders' expectations between countries. In reporting, the most extensive set of key indicators concerns Atria Finland, which is the Group's most significant business area in terms of net sales.

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

Enquiries concerning Atria's corporate responsibility:
Sustainability Manager
Maria Hammarberg
maria.hammarberg@atria.com
Tel. +358 40 183 7271

Material reporting themes

The reportable corporate responsibility themes that are material to Atria have been determined by assessing their significance for Atria's business operations and their effectiveness in terms of financial, social or environmental responsibility, as well as the related stakeholder expectations. Interaction with stakeholders is an integral part of Atria's business operations and key processes: corporate responsibility is put into practice in day-to-day work with stakeholders.

For the materiality analysis, the following measures have been implemented in all business areas:

- Key processes and operations for the development of corporate responsibility themes and for the interaction with stakeholders have been identified.
- The people responsible for these processes and operations have been interviewed (3).
- Stakeholders' expectations concerning the corporate responsibility themes that are most significant for Atria's

business operations have been compared with the views of key people in Atria's business areas (2).

- The stakeholder coverage, the depth of interaction and stakeholders' expectations in terms of Atria's operations have been studied through interviews (3).
- The results of the analysis have been used in developing the corporate responsibility strategy and determining the material reporting themes (4).

Corporate responsibility at Atria is developed and reported through three material focus areas: planet, product and people. The interaction procedures that are material in identifying corporate responsibility themes and stakeholders' expectations are described in the interaction table on page 11. The reporting sections include sub-themes that further specify the scope of the responsibility aspect in question. The social impact and significance of each reporting theme are explained in more detail in the relevant reporting section.

Materiality analysis process:



Source: Atria's management system, 2018

Source: Management interviews, KPMG 2018. The frameworks include ISO 26000, Nasdaq ESG Reporting Guide, SDG.

Source: Interviews of people in charge of key processes and operations, Anne Hirvelä 2018

PLANET

Food production is closely linked to the environment and natural resources. We have operated in an environmentally sound manner for more than a hundred years – and we want to continue to do so in the future.

We care about the environment and are committed to reducing environmental impacts at every stage of the food chain.



We are reducing our climate impact and are using natural resources sustainably

Food production is strongly linked to natural resources and climate conditions. This is why we are committed to reducing our climate impact at each stage of our business operations.

In accordance with Atria's environmental policy, Atria works systematically to minimise its environmental impact. The company is committed to reducing carbon dioxide emissions and other environmental impacts in its own production and across the food chain, from the field to the table. A carbon-neutral food chain by 2035 is Atria's main goal.

In-depth knowledge of the food chain and its environmental impacts is crucial for Atria. Atria cooperates closely with researchers in the field. In addition, the company requires all its partners to operate responsibly.

Atria manages its environmental impact in many ways: it increases the energy efficiency, uses renewable energy sources to an increasing degree, reduces waste, develops sustainable packaging solutions, and uses water and other natural resources responsibly.

In addition to ensuring that Atria's operations meet the statutory requirements, Atria promotes the development of new technologies for more efficient use of renewable energy sources and side streams, for example.

WHAT ARE OUR STAKEHOLDERS' EXPECTATIONS?

Climate change and global issues related to food production manifest themselves as both challenges and opportunities in Atria's operations. Stakeholders expect Atria to develop its industry sustainably and to apply best environmental practices to its operations. Sustainable meat production in Nordic conditions ensures the availability of nutritious and well-balanced food.

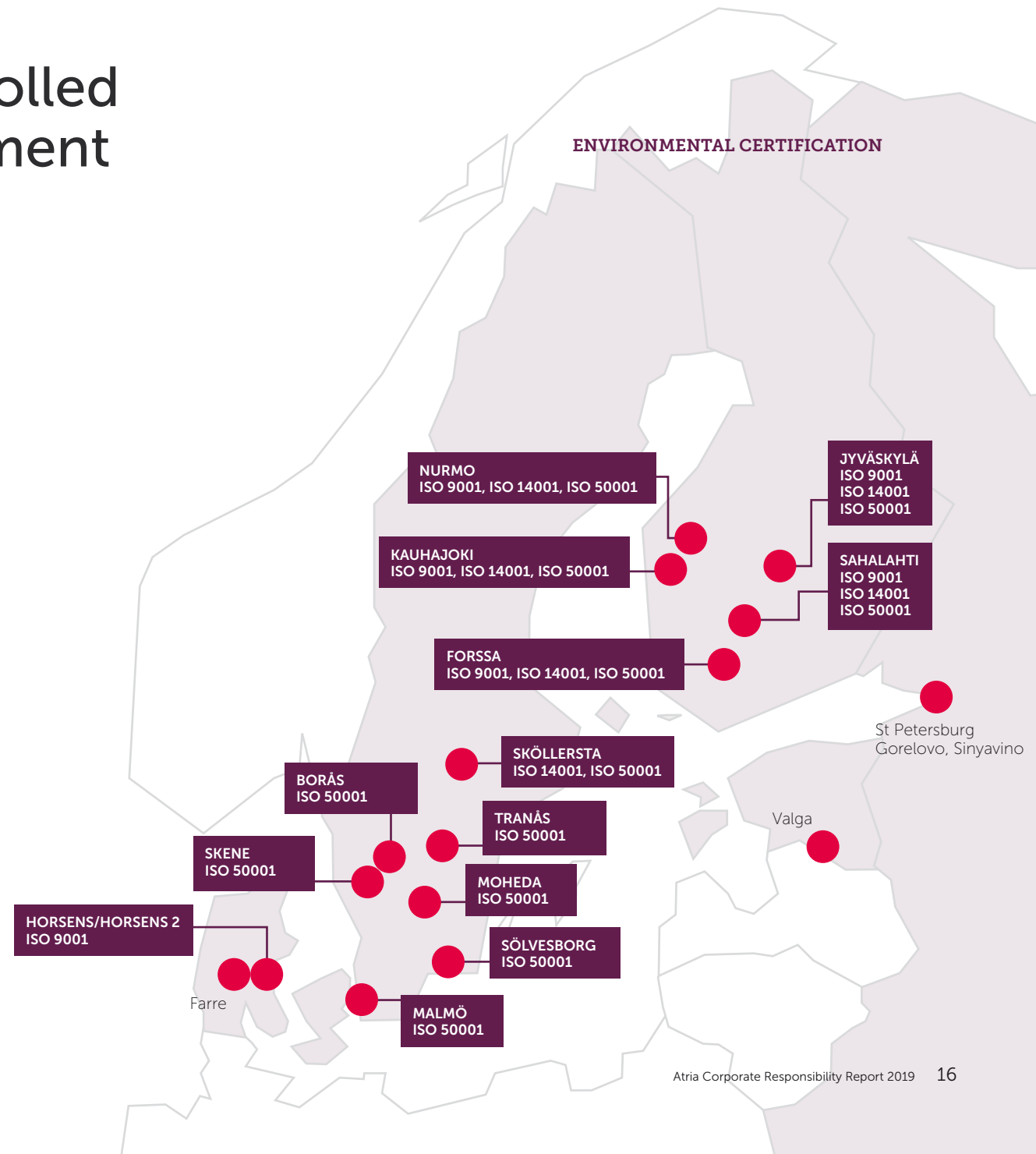


Systematic and controlled work for the environment

All Atria's production plants have a management system that complies with the requirements of the ISO 14001 standard for environmental management systems and the ISO 50001 standard for energy management systems. A certified management system provides third-party assurance of a proactive approach to environmental protection, energy efficiency and other statutory requirements, as well as stakeholders' requirements. The system is the management's tool for the systematic development of the company's own operations.

The operations of Atria's production plants are subject to environmental permits. Compliance is monitored by the environmental protection authorities in each business area's country of operation. The authorities monitor compliance with the permit conditions, such as emissions limits. For example in terms of chemicals, Atria's operations in Finland are monitored by the Finnish Safety and Chemicals Agency (Tukes), and plant safety is monitored by the fire and rescue authorities.

The environmental permits specify Atria's reporting obligations to the authorities. If a plant experiences disruption, or if short-term emissions limits are exceeded, the plant in question is obligated to submit an immediate report to the supervising authority. All plants are inspected regularly, based on a risk classification created by the supervising authority. Inspections are also conducted based on complaints made by citizens and in the event of disruptions. A public inspection report will be prepared after each inspection visit.



Towards a carbon-neutral food chain

Atria shares the general concern about climate change, which requires actions from the entire food chain. Atria wants to be part of the solution, and is actively working towards a carbon-neutral food chain by 2035. Atria's goal is to identify the carbon footprint of its products by 2021, as well as to understand profoundly how its emissions are generated, and how to reduce them.

Fossil energy sources represent around 85% of global energy consumption and cause the most significant emissions that accelerate climate change. Atria's short-term goal is therefore to reduce carbon dioxide emissions from

its own industrial production by 25% by 2025 compared with 2016.

The share of food in the carbon footprint of consumption is about 20 percent. The most significant environmental impacts of the food chain arise from primary production. Atria's other partners, as well as consumers and the retail sector, also play a part. Through operations, Atria seeks to ensure that the total climate impact of the whole chain is neutral.



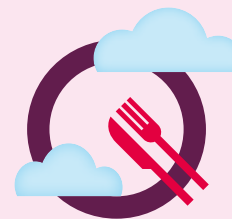
ATRIA IS EXPLORING THE OPPORTUNITIES OF SOLAR ENERGY

Atria Sun, in conjunction with Atria's plant in Nurmo, is Finland's largest industrial solar power park. It produces fully renewable, emission-free Finnish energy for the food industry.

The projects aims to facilitate technological development and the introduction of new technologies by bringing renewable energy and energy saving techniques to a industrial-scale production plant.

In addition to producing clean electricity, the solar power park serves as a platform for studying the storage of solar power and testing rotating solar panels. An electricity storage system (output 1 MW, capacity 1 MWh) was installed in connection with the power park in 2019. The system will improve the quality of electricity at the Nurmo plant and will also contribute to balancing frequency deviations in the national grid. The electricity storage system is the first integrated megawatt-scale set of batteries in a plant's electrical network, which makes a significant addition to the goal of the project.

Atria Sun is one of the 11 spearhead energy initiatives that were issued with a government grant by the Finnish Ministry of Economic Affairs and Employment in 2017. The information and experiences gained during the project will be extensively beneficial for operators, as the concept can be reproduced, expanded regionally and applied to various sectors.



A carbon-neutral
food chain by 2035
is our main goal



ATRIA'S MEANS TO ACHIEVE A CARBON-NEUTRAL FOOD CHAIN:



Ensuring the energy
and resource efficiency
of the food chain

- **Ensuring the energy efficiency of Atria's own industrial operations** while also requiring efficiency from our partners. [Read more on page 20.](#)
- **Improving the efficiency of primary production and ensuring that animals are healthy** are also ways to reduce waste. Atria's experts support producers in the development of sustainable primary production. Quality systems enable comprehensive monitoring at the farm level in financial management, feeding, condition management and animal welfare, for example. [Read more on page 31.](#)
- **Reducing food waste** is an efficient way to reduce the food chain's climate impact. New and innovative eco-friendly packaging makes daily life easier for consumers while also reducing food waste. Plastic packaging is an important part of responsible, eco-friendly food production. When used appropriately, plastic packaging reduces climate impacts, as it prevents food waste by ensuring longer shelf lives. Atria is also studying and testing alternatives to plastic packaging materials. [Read more on page 24.](#)



Collecting scientific information,
understanding the environmental
impacts of Atria's food chain and
identifying its development potential

- **Atria conducts research** in cooperation with other operators in the field to standardize carbon and environmental footprint calculation principles and to determine actual emission factors for emission sources that reflect Nordic conditions. Atria wants the environmental impact of its food chain to be examined fairly, transparently and comparably. [Read more on page 25.](#)
- **The use of calculation of carbon and environmental footprints** helps Atria to verify that the measures implemented within the chain are effective, and ensure that the development efforts take us in the right direction. Atria is developing a carbon footprint calculator that will also enable producers to take part in climate work in practice and target development measures at the farm level. [Read more on page 25.](#)



Making use of technological
innovations and sources
of renewable energy

- **Atria actively follows and supports industry's technological development** and the related research. Atria participates in developing technologies and innovations that hold business potential.
- **Use of renewable energy sources** and actively contributing to the development of renewable energy solutions are part of Atria's operations. Atria ensures the energy efficiency of its operations and replaces fossil energy sources with renewable ones in line with a systematic action plan. Atria also encourages its primary production farms to participate in these efforts. [Read more on page 19.](#)

We will reduce industrial emissions through systematic work

Actions against climate change and ensuring carbon-neutral food production are Atria's key goals. In Atria's own industrial production, this means reducing emissions by focusing on improving energy efficiency, as well as replacing fossil energy sources with renewable energy in heat production at Atria's plants. Detailed plans have been prepared for all business areas to achieve the emission reduction target.

Energy sources

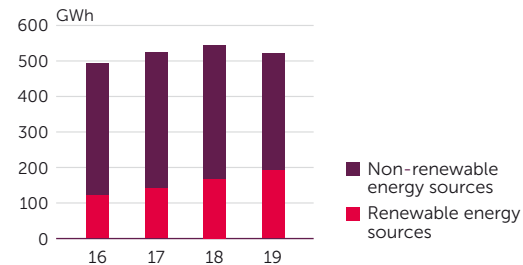
The heat and steam used at Atria is produced using district heating, solid fuel, natural gas and fuel oil. In electricity consumption, the ratio between renewable and non-renewable sources of energy depends on the market situation and is determined using national energy statistics. The electricity produced by the solar panels at the Nurmo plant is also renewable electric energy.

Atria Group's energy consumption in 2019 was 521,661 MWh. Its total energy consumption decreased by 3.3% year-on-year. Energy consumption per kilo produced decreased by 4.9% as a result of energy efficiency measures, particularly in terms of heat energy. In addition, the weather conditions were more favourable, with the need for cooling decreasing year-on-year.

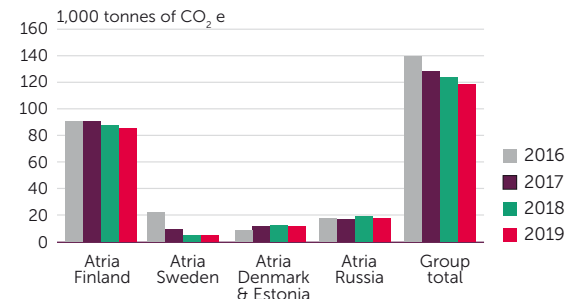
Atria's carbon footprint

Atria Group's carbon footprint has been measured since 2016 onwards. Atria Group's carbon dioxide emissions have decreased by 2.5% from the 2018 level. The decrease was due to the increased use of renewable energy sources, such as increasing the share of bio-based fuels in heat production.

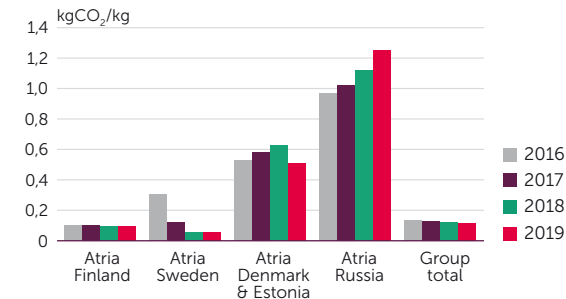
Energy consumption by primary source



Carbon footprint by business area



Carbon footprint by business area in proportion to production

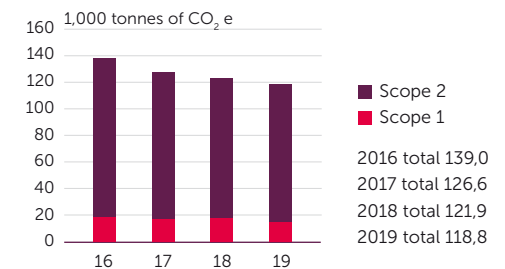


Goal is to reduce carbon dioxide emissions by **-25 %** by 2025



The goal is to increase the use of renewable energy

Atria Group's carbon footprint



The carbon footprint calculation is based on the international Green House Protocol standard. The calculation covers carbon dioxide emissions from Atria's industrial production process in companies of which Atria owns more than 50%, in line with Scope 1 and Scope 2.

Scope 1 (red) covers direct emissions from energy sources that are owned or controlled by the reporting company, and that are used for heating and production, for example.

Scope 2 (purple) covers indirect emissions from purchased electricity, steam and heat production, and from 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. For Russia, the calculation employs the location-based CO₂ emission value reported by the International Energy Agency (IEA).



KWh



The goal is to decrease energy consumption by

5%

by 2025 from the 2016 level

Energy management

Atria's energy management system is based on the ISO 50001 standard. The Group's energy management team determines Atria's common energy and environmental policy and the related goals, targets, indicators and management procedures. In addition, energy use and the effectiveness of implemented measures are analysed and best practices are shared at Group level. The business areas are responsible for preparing and implementing plant-specific action plans. The business areas report on their progress to their management teams and the Group Management Team.

In addition, voluntary agreements are a way to meet international energy efficiency obligations concerning the government. This way of working has been chosen by the government in cooperation with various industries. For example, the current energy efficiency agreement period in Finland runs from 2017 to the end of 2025. Accordingly, Atria is committed to increasing its energy efficiency by 7.5% from the 2015 level. Efficiency measures have progressed as planned.

HOW WE WORK:

Finland:

We increased the use of biofuels in heat production to 20% of the total fuel consumption. We reduced the use of hot water by 60% through optimisation at the Nurmo plant.

Sweden:

We transferred to LED lighting at several plants, and we reduced heat consumption by insulating ducts and increasing heat recovery.

Denmark:

We use waste heat from cooling compressors to heat up water and facilities with a heat pump.

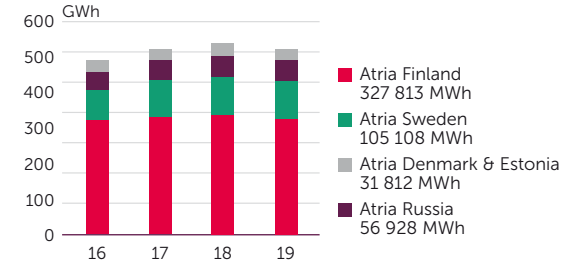
Estonia:

The heat for the Valga plant is produced almost entirely from bio-based fuel. We use reverse osmosis equipment in preparing feed water for the hot-water boiler.

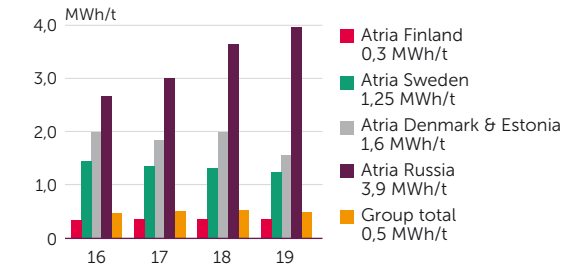
Russia:

We optimised cold compressors to improve energy efficiency, and we recover heat from waste steam to heat process water.

Energy consumption by business area



Energy efficiency in Atria Group



We use water wisely

Water

Atria needs clean water for its processes and for cleaning 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. The company therefore aims to continuously improve water efficiency and work with local operators to ensure an uninterrupted water supply.

The Group's water consumption was 3,048,193 m³ in 2019. Its total water consumption decreased by 5.2% year-on-year. Water consumption per kilo produced decreased by 6.5% as a result of water efficiency measures at Atria Finland's plants and the cooler summer compared with 2018. No leaks were reported, no warnings were issued by the authorities, and no coercive measures were imposed in the reporting period.

Atria Group has started a project to develop a joint operating model for determining the water footprint of its operations and products.

Wastewater

Around 80% of the wastewater generated by Atria is pre-treated at Atria's production plant before being led into the local wastewater network. Plant-specific environmental permits determine the threshold values for wastewater quality.

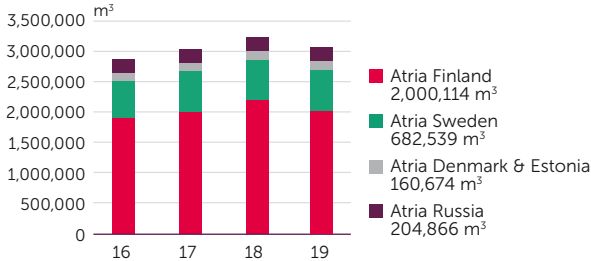
Wastewater quality is monitored in line with the plants' self-monitoring plans. All wastewater is treated at local treatment plants before being directed into natural waterways. A predictable and stable organic load in wastewater is important for the operation of wastewater treatment plants. The BOD7 load* and the quality of the wastewater met the official requirements during the review period. 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 these plants, the reported 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.

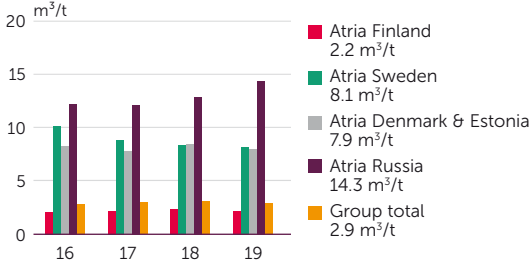


The target is to use water sustainably

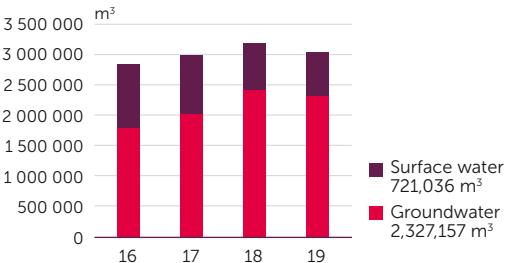
Total water consumption by business area



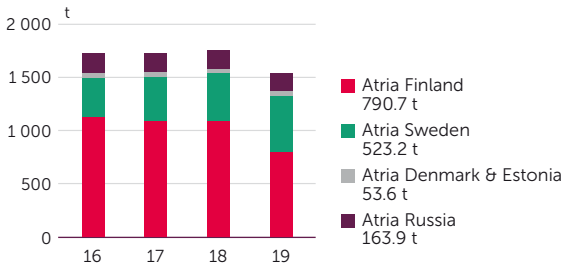
Water consumption in proportion to production



Total water consumption by source



BOD7 emissions, total



We use materials efficiently

Food production has long experience in the circular economy, where various side streams are generated in addition to the actual products. The goal is to eliminate all waste. Materials that cannot be processed into products are directed to be used in pet food or fur animal feed, or as protein and mineral products in natural cycles in line with the principles of the circular economy. Only 0.1% of all material flows are unusable and end up in landfill sites or are treated as hazardous waste. In practice, only materials related to production technology and processing aids that cannot be recycled end up as landfill waste.

Atria was among the first companies to join the material efficiency commitment of the Finnish food industry in 2019. Supporting the joint goals of the industry through the commitment, Atria has specified practical measures to further improve material efficiency in production processes, in addition to developing product and packaging solutions. The company is also committed to increasing awareness of the opportunities and means of material efficiency in the food chain and among consumers.

We are reducing waste

Atria's internal waste management aims to improve value creation for material flows suitable for food production.

During the 2017–2019 strategy period, Atria focused on reducing waste by implementing a project to create an anti-waste operating culture and a practical management model for waste management.

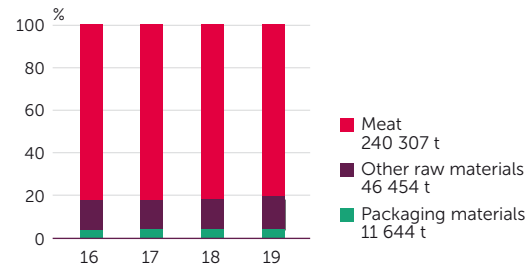
Through the project, employees were provided with training on identifying waste. In addition, a comparable set of indicators was created for monitoring waste, and resources were allocated for sharing best practices within the Group. The management model and indicators continue to be developed further as technical developments have made it possible creating more accurate loss counters.



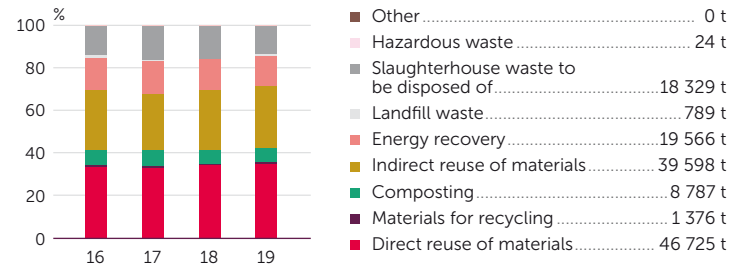
The goal is to reduce waste in all production



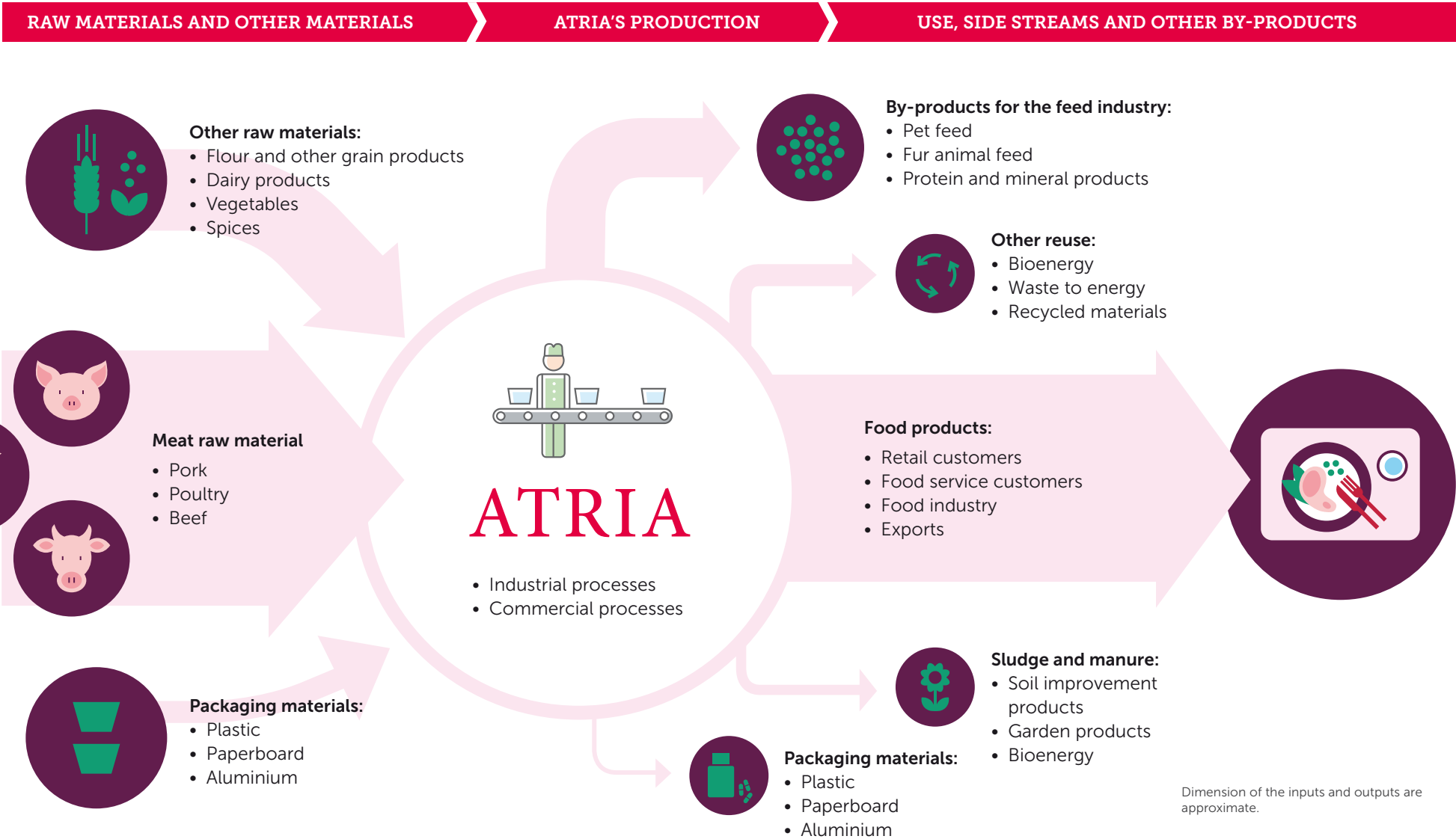
Raw materials and packaging materials used



Distribution of side streams



Material efficiency and the circular economy in food production



Dimension of the inputs and outputs are approximate.

Our packaging is safe and sustainable

In product packaging, Atria aims for overall optimal solutions, with the main focus on ensuring product safety. Packaging design aims for material efficiency, and the packaging is either recyclable or suitable for energy recovery. In addition, the packaging materials used in the food industry are subject to strict regulation by law.

Atria's corporate responsibility spans the value chain. For this reason, the environmental impact of packaging is assessed comprehensively. The use of plastic in packaging has provoked a great deal of discussion. Plastic is currently the most environmentally friendly alternative in many cases: it prevents food waste by protecting the product and improving its shelf life. The environmental impact arising from food waste is much more significant than that caused by packaging.

Atria is also seeking to reduce its use of plastic. In 2020, Atria will start a development project, Sustainable Plastic, to update guidelines and measurement methods in packaging development.

HOW WE WORK:

Finland:

Atria Finland's new minced meat package for consumers contains 50% less plastic than traditional hard packages. In addition, Atria made its plastic packages for the food service industry completely recyclable during 2019. The sustainability of packaging was further increased by improving the recyclability of plastic packaging.

Sweden:

Atria Sweden has also replaced all black plastic with transparent plastic to improve the recyclability of packaging. In addition, Atria has signed DLF Sweden's voluntary plastic commitment to promote the circular economy in the grocery trade. The goal is to ensure that plastic consumer packaging brought to the market by DLF's member companies will be recyclable by 2022.

Estonia:

New bag packaging was introduced for meat products that contains less plastic.



The goal is to develop sustainable packaging solutions

Packaging solutions guided by carbon footprint

Ensuring safety and minimising waste

The primary function of packaging is to protect the product and prevent food waste by informing the consumer about product qualities.

Reducing the use of plastic

Packaging must be material-efficient. Atria is looking for the most technically and economically functional solution, using as little packaging material as possible without compromising the primary function of packaging.

100% eligibility for the recycling system

All Atria's packaging can either be recycled or used to generate energy.

Efficient transportation

Our packaging has been designed to make use of cold rooms as effectively as possible during transportation and in the refrigerators of customers and consumers.

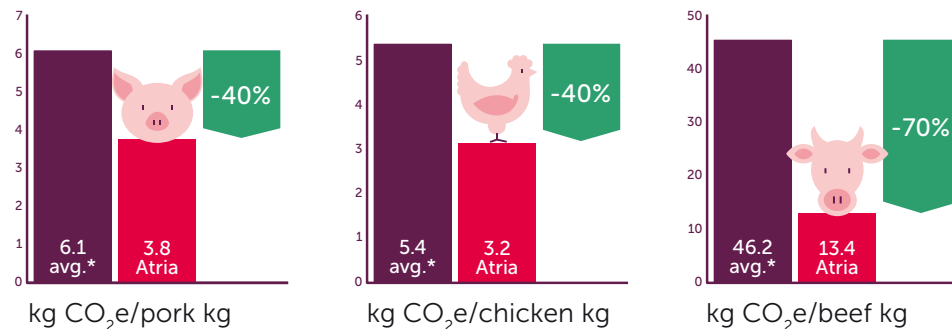
Nordic primary production is environmentally friendly

Producers play a key role in mitigating the environmental impact of primary production. At the farm level, minimising environmental impacts means farm-specific solutions based on the type of production. Resource efficiency and good input-output ratios play a key role in terms of the environment.

Atria Finland has calculated the carbon footprint of pork, beef and poultry production from the farm to the slaughterhouse. The results prove that the climate impacts of Finnish production are significantly smaller to the climate impact of meat production internationally.

According to the carbon footprint calculation completed in 2019, the carbon footprint of Atria's sample beef is around 70% lower than the international average. The carbon footprints of Atria's sample pork and poultry are around 40% below the international average.

The carbon footprint* of Atria's meat is significantly smaller than the international average



* The carbon footprint was calculated in cooperation with Envitecpolis and Atria family farms. The farms selected for the calculation represent the average in Atria's production chain. Envitecpolis uses the international Cool Farm Tool in carbon footprint calculations. The Cool Farm Tool is a special tool for calculating carbon emissions generated by primary production, and it enables the calculation of carbon footprints based on farm-specific information and operations. The calculations are based on the calculation methods of the IPCC (Intergovernmental Panel on Climate Change) and the newest scientific information in the field. The international average has been published in a report by the FAO (Food and Agricultural Organization of the United Nations) at www.fao.org/3/i3437e/i3437e.pdf.

Atria promotes research

Research cooperation plays a key role in achieving a carbon-neutral food chain. Measures implemented in primary production are the most effective way to affect the environmental impact of food production. Here are some examples of the research and studies in progress during the reporting year.

SYSTEMIC – Circular solutions for biowaste:

The project aims to find solutions to the increasing scarcity of resources by promoting a shift towards the circular economy.

Animal production for human food and its impacts on society – Future scenarios:

The goal is to produce a research-based future scenario of the role of animal husbandry in Finland.

Improving self-sufficiency and efficiency of Finnish beef production through genomic selection:

The goal is to use new methods to enhance domestic beef production based on suckler cows. The environmental impacts of Finnish beef cattle will decrease with improved productivity.

SBYM – Environmental performance of Finnish pork and broiler meat production:

The goal is to produce reliable and interpreted information about the environmental performance of Finnish pork and broiler meat production.

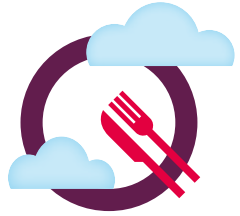
CARBO – Carbon-neutral milk chain:

The goal is to verify and implement practical measures within Atria's chain that promote carbon sequestration in grass fields and reduce the carbon footprint of animal husbandry.

Grasslands as a carbon sink:

The project aims to quantify the potential magnitude of the carbon sequestration capacity of Finnish grasslands that are used for silage grass production.

Sustainable feeding of animals



Animal welfare and the profitability of primary production can be improved, and environmental impacts can be reduced significantly through alternative feeds for animals. In addition, ethical questions related to soy and other raw materials used contribute to the direction of feed production and development work. The development of feeds towards protein self-sufficiency is a long and demanding process that calls for systematic and smooth cooperation between farmers, feed production and primary production.

The feeding of production animals on Finnish farms is mainly based on farm-produced grains – that is, grain grown on a farmer’s own or a local farm: barley for pigs, oats for chicken and grass from the producers’ own farm for cows. Supplementary protein, vitamins and minerals are also needed, as they are essential for animal growth and welfare.

Atria continuously works to reduce the consumption of

foreign soybean meal even further. Examples of alternatives that can replace imported soy and wheat in chicken feed include domestic dehusked oats, field peas and broad beans. The cultivation of field peas and broad beans improves the texture and nitrogen economy of the field while also reducing the need for nitrogen fertilisation. It is also a good way to improve crop rotation.

The most important replacement for soy at pig farms is barley protein feed produced by the ethanol industry. The use of domestic broad beans is also increasing.

Cows get the majority of the protein and other nutrients they need from farm-grown green forage. The protein supplement given to cows consists of a Finnish rapeseed extract or European coarse colza meal. A-Rehu has not used soybean meal in beef cattle feeds since the autumn of 2017.

Sustainable soy

Atria seeks to reduce the use of soybean meal within its chain. A-Rehu uses only responsibly produced soy that meets the requirements of the Pro Terra or RTRS standard. The soybean meal used as a protein supplement by A-Rehu is either GM-free soy or GM soy, depending on availability. All other raw materials in Atria’s pork and chicken feeds are GM-free. Cattle feeds are entirely soy-free.

More than 80% of the soy produced globally is already genetically modified, and the availability of GM-free soybean meal is decreasing. Due to the poor availability of GM-free soybean meal and the poor predictability of its price, Finnish meat producers cannot currently be required to make an absolute commitment to the use of a GM-free protein supplement. Thus far, Atria has not categorised meat production farms based on feed choices.



-28%

soybean meal
in the feeding of broilers.
The proportion has decreased
to 11.1% from 15.4% from the
2016 level.

0%

Proportion of soybean meal
in in cows feed and
finishing feed for pigs on
Atria Family Farms.

**RESPONSIBLE
BUSINESS
OPERATIONS**

PLANET

PRODUCT

PEOPLE

PRODUCT

We are proud of the food we produce.
Traceability enables us to prove that
the meat produced by Atria comes
from healthy, well-kept farm animals.

Pure and safe food
through ethical
production.



We ensure animal welfare

Animal welfare is ensured and proven across Atria's food chain. The journey of our products from the field to the table is completely transparent.

Atria invests in sustainable primary production by further improving animal welfare and feeding solutions, as well as improving the management of animal disease risks, in cooperation with meat producers, industry experts and researchers.

Atria Finland's subsidiary, A-Farmers Ltd, is responsible for meat sourcing, animal trading and the development of animal husbandry for Atria Finland. The meat raw material of products sold under the Atria brand is 100% Finnish meat from Atria's own production chain. Atria has a broiler-rearing facility and slaughterhouse in Sweden, as well as piggeries and pig slaughtering operations in Estonia. Atria Group also sources meat locally from its business areas, and small volumes from international markets.

Animal health is ensured by further improving animal conditions and through the management of animal disease risks. This affects not only the profitability of the industry, but also public health. For example, the number of food poisoning cases caused by salmonella has decreased to a minimum through the effective management of animal diseases. Animal diseases are a significant financial threat to Atria and its primary production chain. An uncontrollable animal disease outbreak would cause substantial losses to the entire industry. It would lead to restrictions in the trade and export of animals, meat and animal-based products.

The industry engages in close cooperation to manage the risk of animal diseases. From the food safety perspective, animal disease risk management is one of the strengths of Atria's chain, and the related financial risks, such as the prevention of African swine fever, have also been taken into account in Atria's primary production.

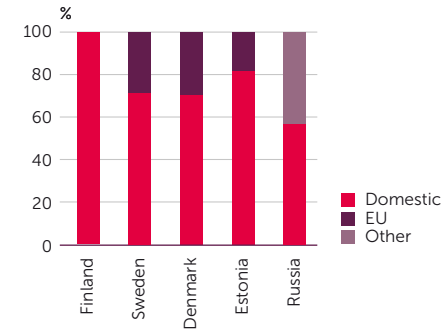
Feeding choices have a significant effect on animal welfare and on the profitability and environmental impact of the primary production chain. Atria has the opportunity to influence these aspects through its own feed production and the guidance it provides on feeding. The feed products of A-Rehu Oy, an Atria Group company producing feed for farm animals, supplement the farms' own raw material bases for feed.

► Read more about sustainable feeding of animals on page 26.

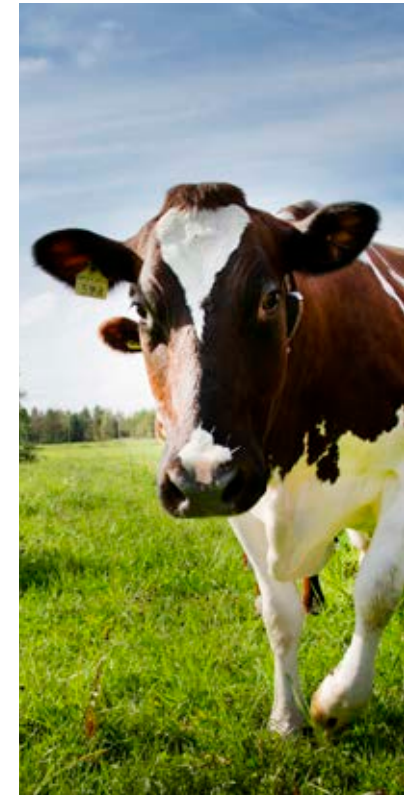
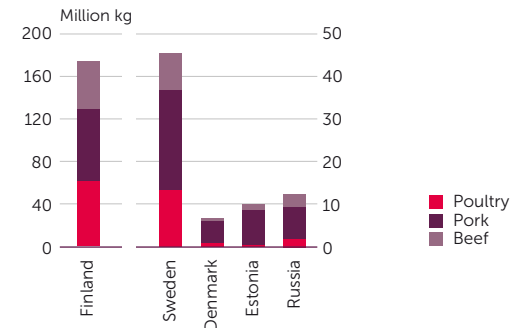
WHAT ARE OUR STAKEHOLDERS' EXPECTATIONS?

Consumers are increasingly interested in how production animals are cared for. From an ethical point of view, the legitimacy and environmental aspects of eating meat are continuously at the focal point of public debate. Atria wants to lead the way in proving that meat can still be an ethically sustainable choice for consumers. Atria is also expected to lead the way in further improving animal welfare in its production chain.

Origin of the meat by business area



Volume of meat processed by Atria



We respect the basic needs of the animals

Healthy, well-kept animals are the key to profitable production. In Finland, contract production and the related production guidelines for each species, as well as traceability, are one of the key aspects of monitoring and further improving the welfare of Atria's production animals. Atria ensures animal welfare through production contracts and the quality requirements concerning the terms of buying and selling animals. We know the origin, rearing period, feeding and care of each animal.

Atria is responsible for animal welfare management on its farms in Estonia and Sweden.

Animals are not subjected to unnecessary pain

In Atria's meat chain, pigs do not have their tails docked, chickens are not debeaked and bull calves are not castrated. For the time being, male pig castration and calf de-horning continue to be deemed necessary.

The purpose of castration is to eliminate what is known as "boar taint" in meat. 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.

The purpose of de-horning is to reduce the risk of injury posed by sharp horns to other animals and the occupational safety risk posed to carers. Atria pays extra for calves de-horned by a veterinarian using analgesia in group rearing facilities. Most Atria farms in the national cattle healthcare database Naseva follow these principles.

Primary production in harmony with the environment

The long period of cold weather in the north sets limitations on production conditions, such as the outdoor exercise of animals and the types of production buildings.

In organic production, for example, the requirements set for production conditions and the outdoor exercise of animals are standardised. In northern conditions, organic

production is at its most realistic in the production of beef. In the reporting period, 3.8% of the beef purchased by Atria in Finland was organic.

Responsible animal transport

Tuoretie Oy is responsible for Atria Finland's animal transport operations. The most important task of the driver and the transportation planners is to guarantee a peaceful and stress-free journey. All our drivers have been trained in handling animals and in driving peacefully and economically.

No fines or coercive measures were imposed concerning animal transport, handling or slaughter during the reporting period.



Five fundamental animal rights

To ensure animal welfare across our chain, we require compliance with the five freedoms for animal welfare issued by the World Organisation for Animal Health (OIE):

1. Freedom from hunger, thirst and malnutrition
2. Freedom from physical and thermal discomfort
3. Freedom from pain, injury and disease
4. Freedom to express normal patterns of behaviour
5. Freedom from fear and distress

We prevent animal diseases

The effective prevention of animal diseases and the excellent health of production animals are key strengths of Atria's primary production. Healthy, well-kept animals lay the foundation for efficient, economical and safe domestic food production. Transmissible animal diseases are prevented systematically in accordance with programmes prepared in cooperation with Animal Health ETT and the authorities.

The preventive healthcare work carried out by Atria 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 is extremely rare in Atria's animal production chain, and any deviations are addressed immediately. All identified infections of salmonella are eliminated.

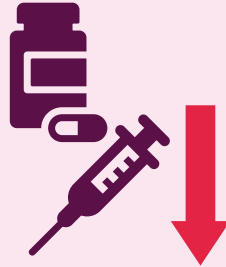
Contingency plans for highly transmissible diseases are maintained for each line of production animals. The purpose of the contingency plans is to prepare for any disruption caused by a possible animal disease, determine measures to minimise the loss and damage caused by an animal disease and facilitate recovery from the occurrence of animal disease.

Our contract producers are required to comply with the production guidelines, which also cover the management of animal disease risks. As well as Atria's experts, Animal Health ETT and attending veterinarians provide farms with support.

* Animal Health ETT promotes the health and welfare of production animals by coordinating animal healthcare at the national level and steering imports of animal material and feed. This makes it possible to control the risk of animal diseases and lay a foundation for the safety of Finnish animal-based food products.



100%
of the chicken products sold under the
Atria brand are antibiotic-free



Our target is to increase antibiotic-free production

We promote antibiotic-free production

Preventive work for the welfare and health of animals allows for freedom from antibiotics to such an extent that the animals do not necessarily need to be medicated with antibiotics during their entire life.

In Atria's farms, antibiotics are not used routinely without justification. Rather, only sick animals are treated on the basis of a diagnosis, avoiding unnecessary medication. Drug use and pharmaceutical records on farms are supervised by municipal veterinarians. Through chain communication, Atria receives information about any medication administered to the animals.

We seek to promote antibiotic-free production across Atria Group. In the future, responsible antibiotic use will also be required in the Partnership Code of Conduct in the meat sourcing chains of all business areas.

Responsible primary production through smooth cooperation

In Finland, the authorities and Animal Health ETT, as well as Atria and other operators in its field, have developed their own, internationally unique systems for monitoring the welfare and health of production animals: the centralised health care register for Finnish cattle herds (NASEVA) and the national health and welfare register for swineherds in Finland (SIKAVA). Both systems monitor animal welfare based on five freedoms.

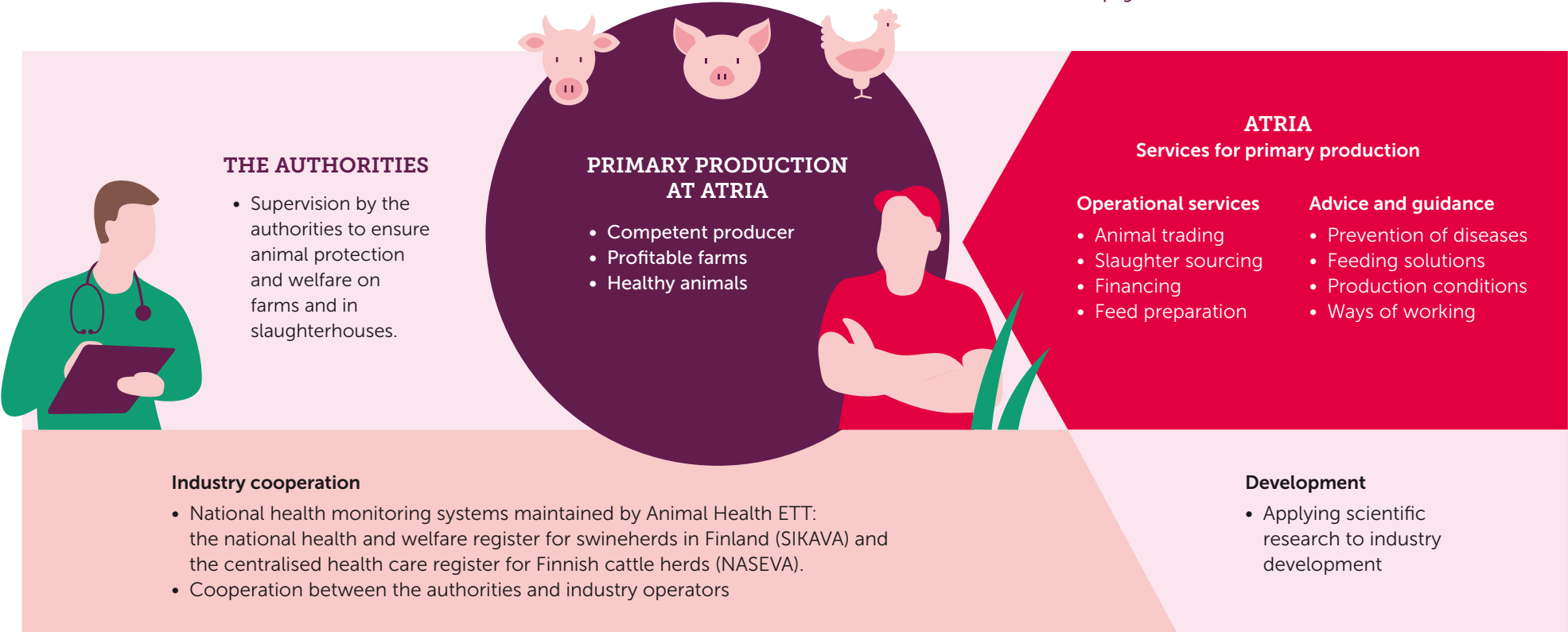
The broiler chain at Atria is closed, and the parameters related to animal welfare are included in a monitoring system shared with the producers. The monitoring data can be used to further improve animal welfare on farms and verify market needs.

In cooperation with producers and researchers in its field, Atria is developing sustainable production methods to promote animal welfare and animal disease risk

management, in addition to ensuring occupational safety and profitable production. Atria is actively involved in new investment projects, providing support for its producers.

All Atria's 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 EU Regulation on the protection of animals at the time of killing.

► Read more about the principle of five freedoms on page 29.



Front page
Introduction

RESPONSIBLE BUSINESS OPERATIONS

Sustainability tools
Stakeholders
Reporting principles

PLANET

Carbon-neutral food chain
Industrial operations
Packaging
Primary production

PRODUCT

Animal welfare
Product safety and quality

PEOPLE

Personnel
Consumers

Content comparison

Atria promotes research

Atria actively participates in cooperation within the food industry that combines scientific research with best practices to promote food safety. Profitable primary production and well-kept animals contribute to the achievement of the food chain's climate targets. Examples of ongoing projects focusing on further improving animal welfare:

Free farrowing (University of Helsinki):

The purpose is to create a free farrowing system for a study farm in Finland and examine solutions to increase animal welfare in pork meat production.

Biodegradable platforms for broiler enrichment [Finnish Broiler Association, Ministry of Agriculture and Forestry/Development Fund for Agriculture and Forestry (Makera)]:

The project aims to evaluate the usability of biodegradable platforms, as well as their impact on animal health and welfare and on the utilisation of peat and manure as fertiliser and soil improvement, in addition to studying the energy potential and the economy.

Food Chain Project (Animal Health ETT, Ministry of Agriculture and Forestry):

The project aims for the collection of broiler welfare information at the national level and the introduction of the BioCheck disease protection assessment tool on Finnish broiler farms, in addition to improving disease protection on farms. The goal is also to publish the results of the national foot health study in connection with the project report.

Increased competitiveness for pork production through the reduction of the need for medication (University of Helsinki, Faculty of Veterinary Medicine):

The goal is to study the level of medication use and best practices for reducing the need for medication.

Profitable beef production (Natural Resources Institute Finland)

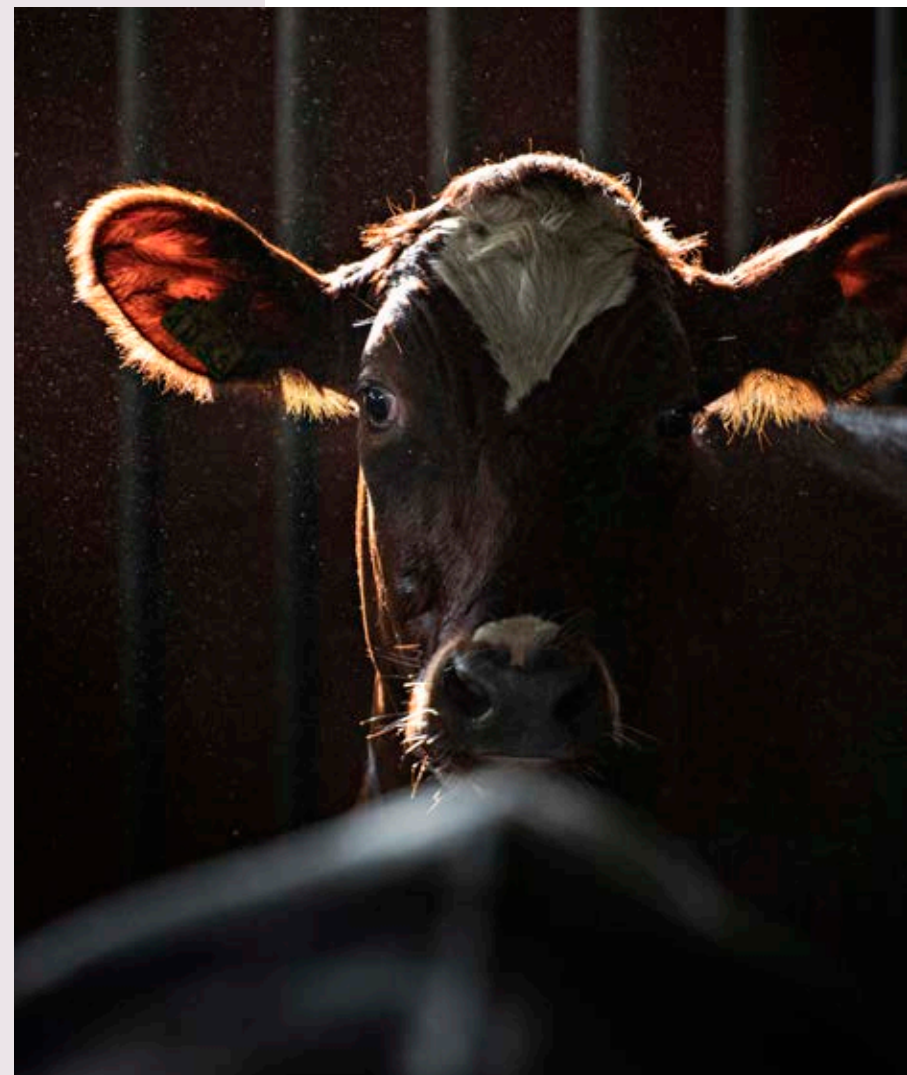
The goal is to study the ability of farms to respond to consumer demand and preferences concerning the production of high-quality food and the profitable improvement of animal welfare.

New bedding solutions for cattle farms (Natural Resources Institute Finland):

The overall objective of the project is to promote and coordinate sustainability, resource efficiency and competitiveness in primary production. The project also studies the improvement of slaughter hygiene through more effective manure management.

Colibasillosis management in the poultry production chain (APEC) [Finnish Food Authority, Ministry of Agriculture and Forestry/Development Fund for Agriculture and Forestry (Makera)]:

The goal of the project is to acquire information about the clonality of APEC strains, best practices to manage the disease, factors that expose animals to the disease, and the effectiveness of various vaccination practices. The results will make it possible to assess the effectiveness of vaccines and determine the suitability of currently used vaccines for the prevention of the disease.



We produce safe, high-quality food

We are building a transparent food chain, where consumers can be provided with information about the origin of all the raw materials, ingredients and packaging materials that we use.

Atria is proud of the food it produces. The traceability of Atria's food is excellent, even in international comparisons. By providing consumers with more and more detailed traceability information, Atria is verifying product safety and other product sustainability aspects, such as the origin of raw materials.

Atria's plants have certified product safety management systems. 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.

The shelf life and safety of Atria's products is analysed in its accredited and self-control laboratories. Atria also purchases laboratory services from its accredited partner laboratories.

WHAT ARE OUR STAKEHOLDERS' EXPECTATIONS?

Atria has gained strong trust among its stakeholders concerning the quality and safety of its products and brands. The stakeholders call for maintenance and continuous development of safety management systems.

Consumer trust in the safety of domestic food is strong in the Nordic countries. However, international incidents related to food quality and safety affect food industry. They have an impact through stricter safety verification requirements, for example.



Aiming for the full batch-specific traceability of all raw materials, ingredients and packaging materials



Controlled food safety

Product safety is always Atria's top priority. Atria is committed to complying with the official and stakeholder requirements concerning its products and business.

Product safety management systems are an important tool in further developing operations in the food industry. Atria's production plants have certified product safety management systems. A certified system is proof of a proactive approach to quality control, food safety and other statutory and standard-based requirements.

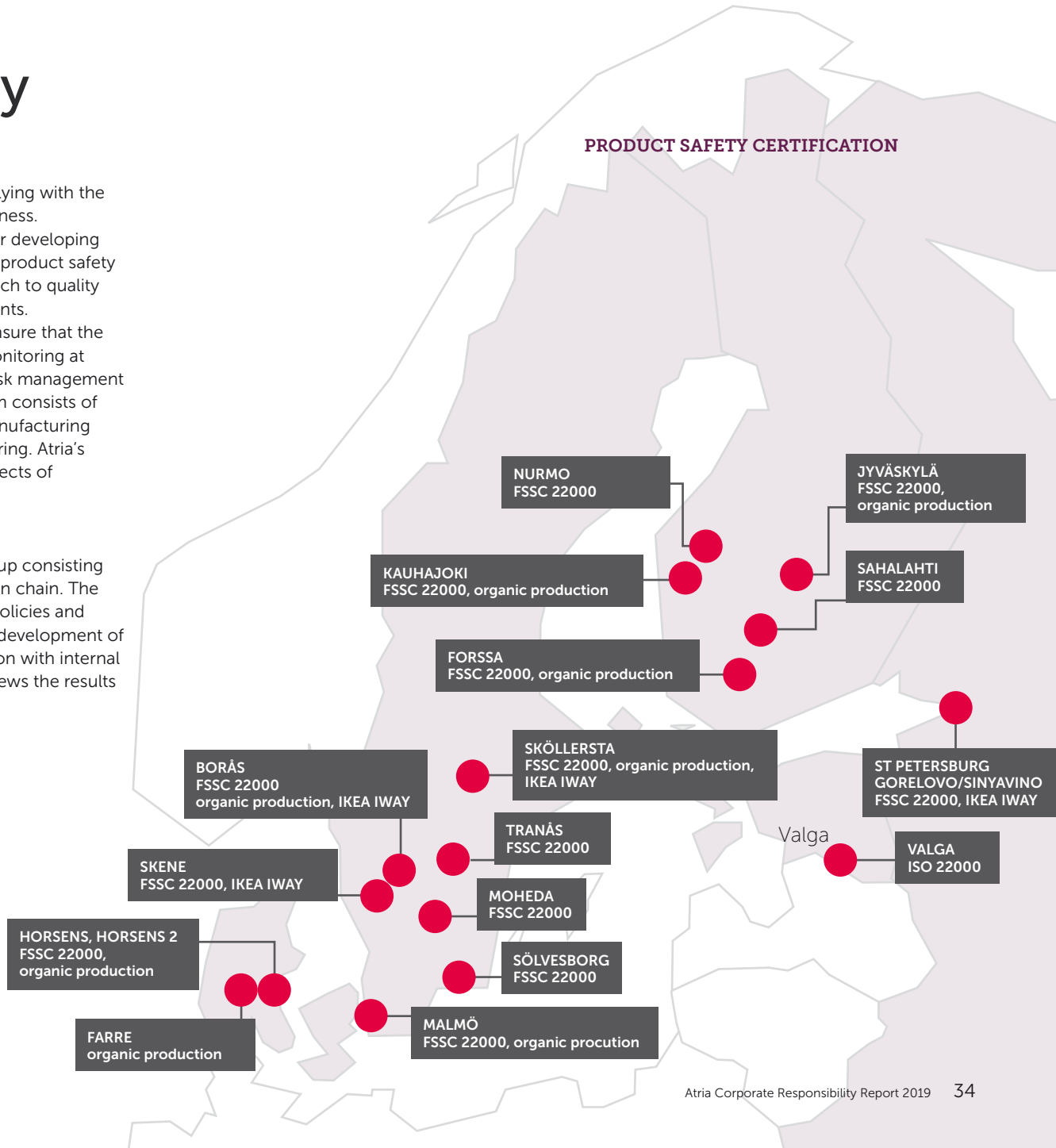
The food safety management system includes self-monitoring to ensure that the processes work properly and products are safe for consumers. Self-monitoring at Atria is based on the Hazard Analysis Critical Control Points (HACCP) risk management system and the support system for self-monitoring. The support system consists of procedures based on the Good Hygiene Practices (GHP) and Good Manufacturing Practices (GMP) in line with laws and standards, as well as their monitoring. Atria's food safety management system accounts for the safety and health effects of products throughout their life cycle.

Product safety and quality management

Production quality development at Atria is supervised by a steering group consisting of representatives of quality control at different stages of the production chain. The steering group is responsible for preparing product safety and quality policies and their implementation strategies, setting quality targets, monitoring the development of the quality situation and organising development projects in cooperation with internal and external parties. The management team of each business area reviews the results of the operations annually.

The goal is zero product recalls.

We are aiming for quality and product safety criteria that exceed statutory requirements.



**RESPONSIBLE
BUSINESS
OPERATIONS**

PLANET

PRODUCT

PEOPLE

Atria promotes food safety research

Atria actively participates in cooperation within the food industry that combines scientific research with best practices to promote food safety.

Atria is involved in several research projects in cooperation with universities, research institutions and the authorities. The purpose of these projects is to further develop expertise in food safety. The projects examine the prevalence and possible spreading routes of animal disease and food poisoning pathogens. They also further develop laboratory analytics and the identification of pathogens, in addition to improving risk management.

The research projects use the latest scientific information and methods. Scientific information is also used in harmonising the Group's quality and product safety criteria.



0

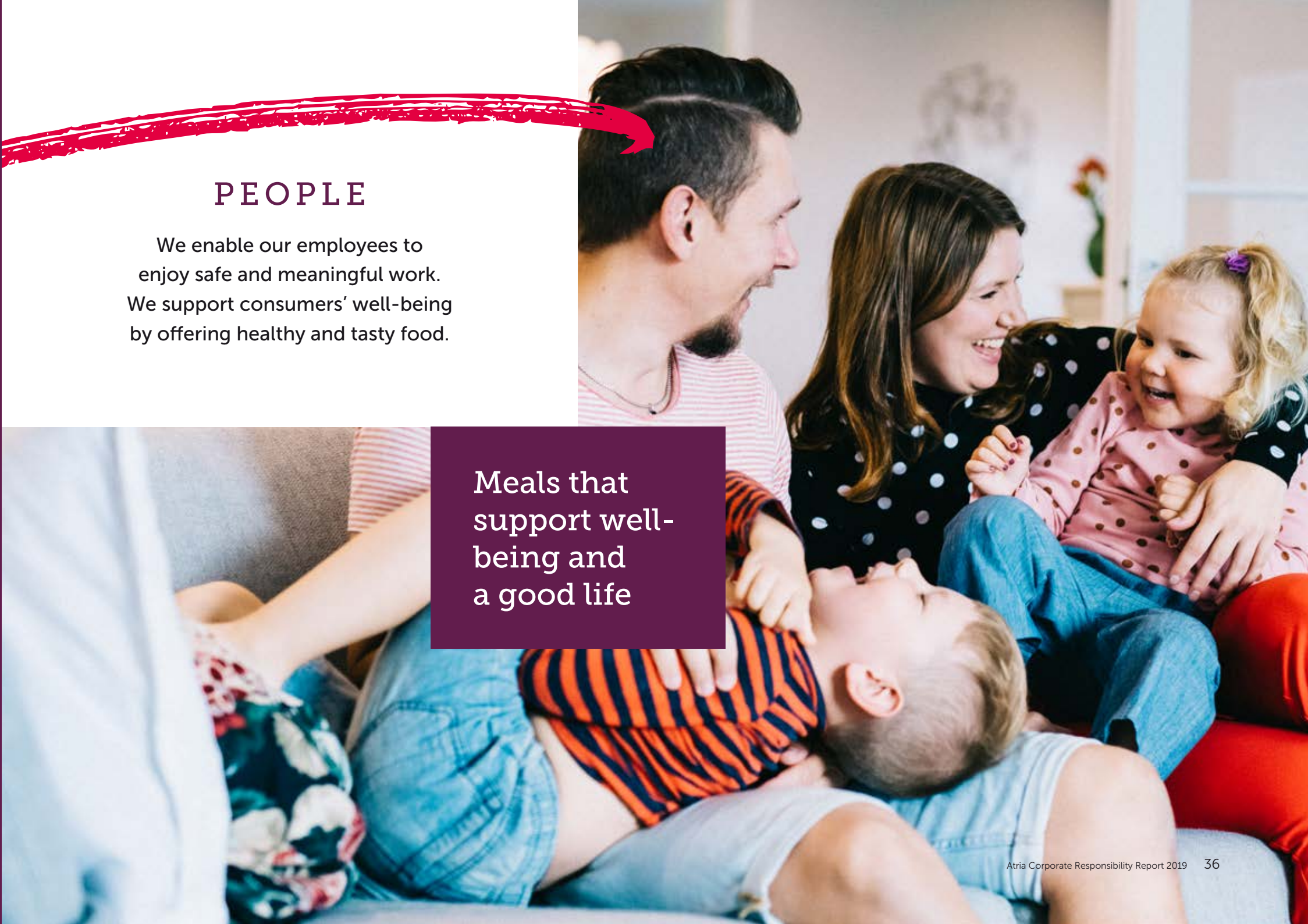
finest or compulsory measures imposed by authorities for endangering food safety.

3

product recalls. Two in Finland and one in Sweden.

100%

level of assessment of products' health and safety effects.



PEOPLE

We enable our employees to
enjoy safe and meaningful work.
We support consumers' well-being
by offering healthy and tasty food.

Meals that
support well-
being and
a good life

Atria's future is secured by our competent and healthy personnel

We enable Atria's employees to enjoy safe and meaningful work, with development opportunities for everyone.

The company's future relies on highly competent employees and well-being at work. Atria wants to offer a workplace where competent professionals thrive. Atria's goal is to be one of the most attractive employers in the food industry.

Safety at work is one of the cornerstones of Atria's operations: Atria ensures in many different ways that our employees return safely home from Atria. Atria's long term vision is zero accidents across Atria Group.

Atria encourages its employees to seize training opportunities at work and outside of work. Atria develops employees' competence through detailed introduction, guidance, discussions on well-being at work and annual personal performance appraisals, as well as by preparing an annual training plan covering the whole of our personnel. Atria also provides its producers with training and extensive professional advice.

WHAT ARE OUR STAKEHOLDERS' EXPECTATIONS?

In Atria's business areas, the good level of employment relationship management is largely based on legislation. However, Atria is expected to have an effective approach to internationally recognised key challenges in corporate social responsibility. The company is expected to prove its sustainability, even in these respects.

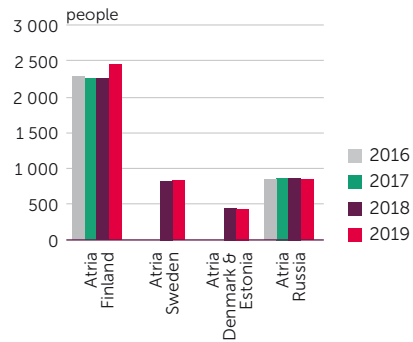
Atria's HR policy defines the material aspects of personnel responsibility to which Atria is committed. The company expects similar commitment and responsibility from its partners across the supply chain.

Aspects of Atria's personnel responsibility:

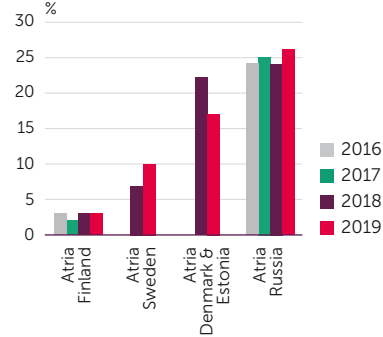
- Fair employment relationship
- Safety at work and working ability
- Competence development
- Equality and non-discrimination
- Freedom of association
- Prevention of child labour and forced labour



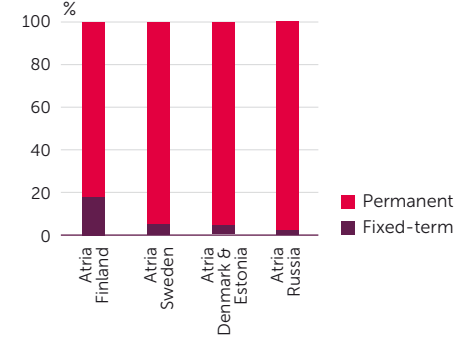
Atria Group's average number of personnel 4 454 people*



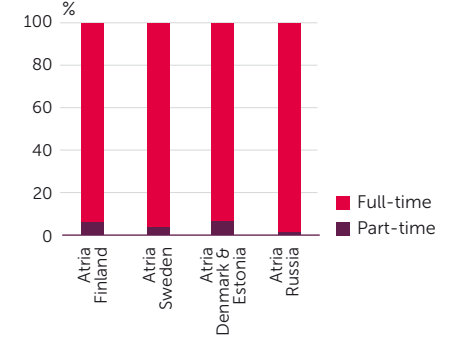
Turnover among permanent employees*



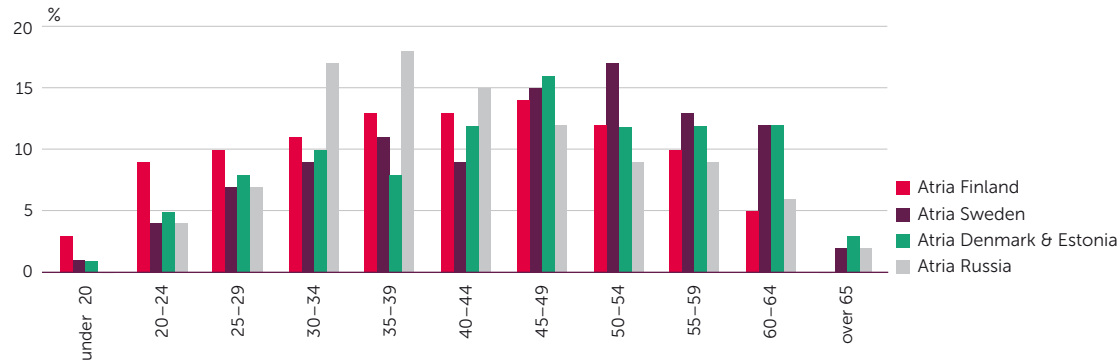
Personnel by employment contract**



Personnel by employment relationship**



Age structure in Atria Group**



* The annual comparison figures for Sweden and Denmark & Estonia are not available due to the change in business areas in 2018.

** Personnel, 31 December 2019



Atria is an attractive and fair employer

Atria's external recruitment aims to reach the industry's best talent. Internal recruitment allows Atria to create opportunities for development and increase in-house expertise. Responsible recruitment, equality and non-discrimination lay the foundation for Atria's image as a fair employer, as well as creating added value for the business.

Atria makes substantial investments in well-being at work through long-term programmes, starting from the first day of employment. The results are visible: at Atria Finland, for example, employees retire more than two years later than Finns on average.

Atria supports its employees' well-being and motivation through indicators related to the whole company and its various operations, as well as individual performance indicators.

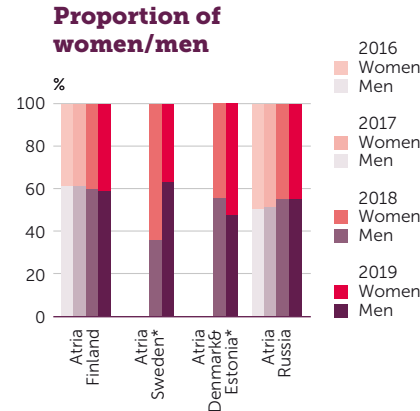
In addition to salary, permanent employees' benefits include life and accident insurance, comprehensive

occupational healthcare and the right to parental leave, to name just a few examples. Benefits exceeding the statutory level vary by business area. Salary and various personnel benefits constitute our remuneration system, and we are continuously working to ensure that the system is competitive, understandable, transparent, fair, non-discriminatory and up-to-date.

Employees are heard through the cooperation procedure on issues concerning them, such as reorganisation, well-being at work and working conditions. The cooperation is open and confidential. Cooperation within the Group is maintained through the European Works Council (EWC). Atria's EWC convenes twice a year. All personnel groups from all business areas within the scope of EU legislation are invited to the meetings. In each business area, the cooperation between the employer and the personnel groups is guided by local legislation.

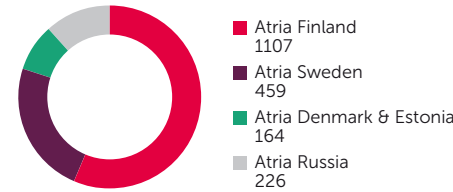


Our goal is to be the most attractive employer for the best talent in the food industry



* The annual comparison figures for Sweden and Denmark & Estonia are not available due to the change in business areas in 2018.

Total number of new hires 1956 person*



* The figures also include seasonal employees.

We ensure occupational safety

Safety is an integral part of Atria's operations. Company's HR policy determines common safety principles for us to follow across the Group.

In 2019, we continued the work concerning Safely Home from Atria, a Group-wide occupational safety programme.

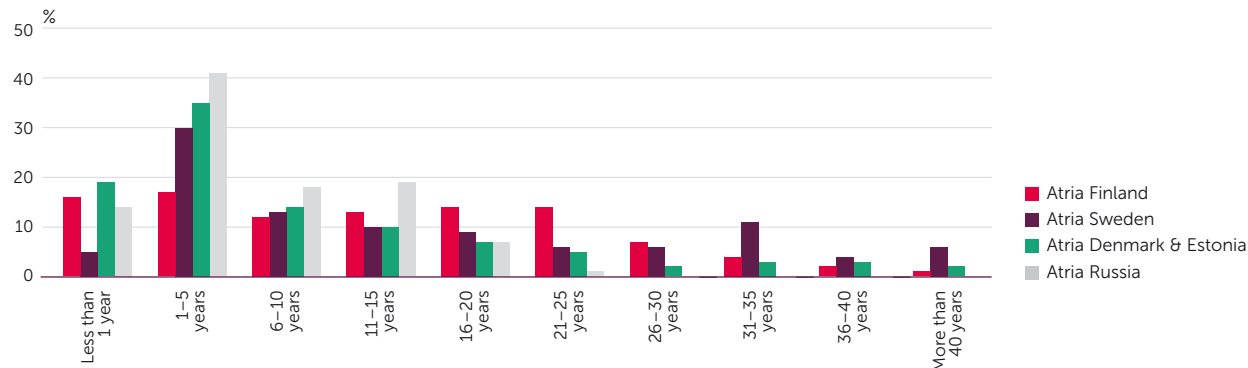
The implementation of the programme through extensive communication, training and daily management has resulted in positive development of Atria's safety culture.

Atria Group's accident frequency rate has decreased since the start of the programme, and the number of serious accidents has also declined. Nevertheless, Atria still has work to do until company achieves its vision: zero accidents across the Group.

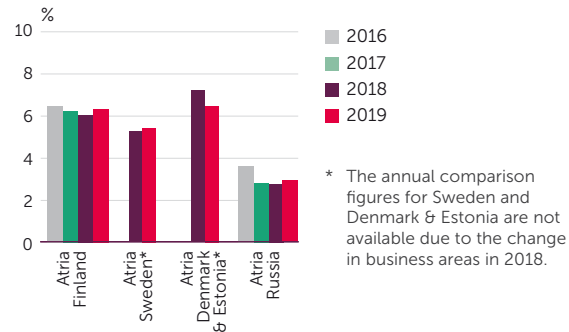
Within the programme, we conduct risk assessments and risk management related to occupational safety through jointly determined procedures, as well as monitoring well-being and safety at work using common indicators. The Group's safety meetings are held every six months, and a reporting system for serious accidents is in place.

The purpose of the programme is to ensure that everyone at Atria can work and leave work safely every day. The programme encourages all employees to take responsibility for their own safety and that of their colleagues.

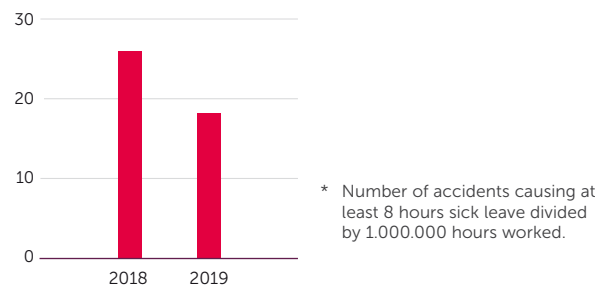
Years of service



Sickness absences in relation to regular working hours



Accident frequency rate in Atria Group*



Our long term vision is zero accidents across Atria Group

WELL-BEING IMPROVES SAFETY

We support healthy lifestyles and safe working conditions to promote well-being at work and outside work. Well-being at work is an important safety factor.

Finland:

Atria has invested in occupational healthcare by establishing a multi-professional team of its own. The team consists of nurses, physiotherapists and doctors.

Sweden:

Atria has improved its operating models for risk assessment and management. The company pays special attention to preventing occupational accidents arising from employees' behaviour.

Denmark:

Atria has organized a three-day safety training programme for all production employees.

Russia:

Atria offers voluntary health insurance for all employees. The company also introduced tools and facilities for work-related stress management.

We encourage our employees to further develop their knowledge and skills

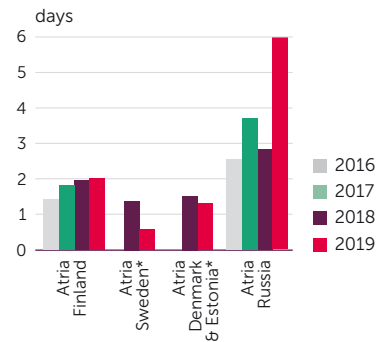
Atria provides its employees with training, and encourages employees to develop themselves at work and outside work.

In recent years, Atria has made significant investments in training and competence development for managers, for example. Atria's Way of Leading programme for managers is based on Atria's management principles. This training programme started in 2017. It ensures harmonized ways of working for all supervisors and a common understanding of managerial work. Leadership development at Atria is based on its Way of Leading programme and Take the Lead programme for middle management.

We further develop our employees' professional skills in many ways:

- Competence development at Atria is guided by needs identified in its business operations.
- Atria makes use of in-house expertise in planning training and providing training to employees.
- Atria prepares a training plan covering all employees annually.
- Learning at work is an important factor in competence development for all Atria's employees.
- Employees' competence development needs are identified, and their competence is developed through personal performance appraisals and discussions on well-being at work.

Average number of training days per employee*



* Personnel, 31 December 2019

** The annual comparison figures for Sweden and Denmark & Estonia are not available due to the change in business areas in 2018.



Support for employee development and comfort

Common principles provide a meaningful framework for work

All our employees share the Atria Way of Work, which was defined by the employees themselves:

- We focus on consumers and customers
- We deliver quality
- We are hungry for success,
- We enjoy our work

These principles guide day-to-day work and competence development at Atria.

Smooth and open interaction with stakeholders is part of our employees' daily work, and this cooperation is also based on our Way of Work principles. Atria Way of Work is communicated on a regular basis and is included in HR processes, such as performance appraisals and personnel surveys.

Healthy and tasty food for all meals

We support consumers' well-being by offering healthy and tasty food. We also promote enjoyable and sustainable meals through consumer communication.

People's well-being is based on healthy and nourishing food. Atria's main product categories are fresh and consumer-packed meat, meat products such as sausages and cold cuts, as well as convenience foods and poultry products.

Atria serves its stakeholders by making use of research and product development in a variety of ways to further develop existing and new products. Atria's product development and market insight organisations are responsible for identifying various consumer trends and needs. Product category management is responsible for ensuring that the product portfolio covers various consumer needs.

By taking part in applied research in product and packaging technology and nutrition, Atria can also create innovative products and concepts for future needs.

► Read more about business-specific consumer trends and their impact on Atria's operations in the Annual Report 2019.

WHAT ARE OUR STAKEHOLDERS' EXPECTATIONS?

Atria is expected to lead the way in developing sustainable product and concept innovations. The purity and nutritional quality of food and an ethically sound food chain are key values for Atria and its stakeholders. In product development, Atria is expected to consider taste, consumers' needs and sustainability, such as ethical and environmentally sound production and nutritional qualities.



Our products support healthy lifestyles

Atria pays special attention to the quality of the raw materials used in its products. The safety of the raw materials, as well as their suitability for production, are ensured in the product development stage.

Atria actively monitors legislation and official recommendations related to raw materials and additives. Atria complies with national recommendations and statutory restrictions for the amount of salt in its products, the use of additives, and labelling and marking. Necessary additives are assessed on a case-by-case basis.

Atria also promotes enjoyable and sustainable meals through consumer communication. In product information, Atria complies with legislation and good practices in its industry. Atria's consumer communication is guided by Atria's marketing and communication policy. Atria is responsible for ensuring the availability of adequate and relevant product information to support customers' and consumers' choices.

HOW WE WORK:

Finland:

Atria has made nutrition commitments to support sustainable development and the achievement of the goals of the 2030 Agenda. Atria is committed to reducing the amount of salt in its products and increasing its selection of Heart Label products, for example. The company is also committed to maintaining and renewing its range of vegetable products. In 2019 23 vegetable products were launched within the Vegyu product family.

Sweden:

Atria has participated in a research project to develop new innovative methods to decrease the amount of salt in cold cuts and sausages. In 2018 and 2019, Atria studied the use of broad beans in new types of healthy and nutritious products. Atria also launched 5 new vegetarian products under the Vegyu product family in food service.

Russia:

All Atria Russia's product packaging has comprehensive information about meat and salt content. Products relaunched under the Pit-Product brand in 2019 were divided into product lines for various types of consumers. In the future, product lines will be developed for vegetarians and flexitarians, for example.



Our target is to promote enjoyable meals through our products



136

Heart Label products in Finland



Our goal is to be a leading expert in meat and other sources of protein.

Progressive research-based information for the whole Group

We are consistently investing in nutrition research and training in the field, as our goal is to support the well-being of consumers.

In late 2019, Atria established a Group-wide research team. Its main purpose is to share research-based information and expertise generated in various business areas with regard to the nutritional value of foods and future consumer behaviour, for example.

Here are examples of research and development projects in progress during the reporting period:

FoodMyWay: a study of automation and personalisation solutions as part of on-the-go food solutions and catering solutions for the elderly.

FoodiEx: increasing understanding of consumers' attitudes towards new sources of protein and assessing the potential of these sources of protein for productisation.

Leg4Life: a study of cultivation opportunities for legumes in Finland and their better utilisation across the food chain in line with the principles of sustainable development.

ScenoProt: a study of how various diets affect people's nutrition and making use of this information in developing meat-based and vegetable-based products and in Atria's communication.

PlantProteinFactory: the goal is to study the use of vegetable proteins and other vegetable-based side streams in food production.

Insects – a Culinary and Sustainable Delicacy: the goal is to study opportunities to use insects in food production and the limitations to their use.

New products in 2019 (2018 in parenthesis)

| Business area | Number | Sales in relation to net sales % |
|-------------------------|-----------|----------------------------------|
| Atria Finland | 118 (131) | 4.6 (5) |
| Atria Sweden | 148 (130) | 4.7 (5) |
| Atria Denmark & Estonia | 68 (89) | 5.5 (8) |
| Atria Russia | 46 (31) | 5.9 (5) |



Front page
Introduction

**RESPONSIBLE
BUSINESS
OPERATIONS**

Sustainability
tools
Stakeholders
Reporting
principles

PLANET

Carbon-neutral
food chain
Industrial
operations
Packaging
Primary
production

PRODUCT

Animal welfare
Product safety
and quality

PEOPLE

Personnel
Consumers

**Content
comparison**



CONTENT COMPARISON

Atria reports key and material information about its corporate responsibility in line with the Sustainability Reporting Standards system of the Global Reporting Initiative (GRI).



Comparison of the report with international indicators and recommendations

The content index compares the scope of Atria's Corporate Responsibility Report with the recommendations of the Global Reporting Initiative (GRI). Atria has followed the GRI calculation principles and guidelines in its reporting to the extent that is relevant for its operations and stakeholders. The concept of materiality is explained in more detail on page 13. Atria also uses supplementary indicators created for the food industry in its reporting. These include the FPPS (Specific Standard Disclosures for the Food Processing Sector) indicators, for example.

The content index also compares the scope of the report with environmental, social and governance (ESG) indicators, the UN Global Compact goals and the Sustainable Development Goals.

Atria is committed to operating sustainably

The Global Compact is a UN initiative for companies. When joining the initiative, companies make a commitment to following ten sustainable business principles in four areas: human rights, labour, the environment and anti-corruption.



Human rights

- **Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights.
- **Principle 2:** Businesses should make sure that they are not complicit in human rights abuses.

Labour

- **Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- **Principle 4:** Businesses should uphold the elimination of all forms of forced and compulsory labour.
- **Principle 5:** Businesses should uphold the effective abolition of child labour.
- **Principle 6:** Businesses should uphold the elimination of discrimination in respect of employment and occupation.

Environment

- **Principle 7:** Businesses should support a precautionary approach to environmental challenges.
- **Principle 8:** Businesses should undertake initiatives to promote greater environmental responsibility.
- **Principle 9:** Businesses should encourage the development and diffusion of environmentally friendly technologies.

Anti-corruption

- **Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.

Atria supports the Sustainable Development Goals

The 2030 Agenda for Sustainable Development has been adopted by all United Nations Member States. The Agenda aims to end extreme poverty and promotes sustainable development equally for people, the economy and the environment. Atria promotes these goals in areas that are material for its business operations.



Front page
Introduction

RESPONSIBLE
BUSINESS
OPERATIONS

Sustainability
tools

Stakeholders

Reporting
principles

PLANET

Carbon-neutral
food chain

Industrial
operations

Packaging

Primary
production

PRODUCT

Animal welfare

Product safety
and quality

PEOPLE

Personnel

Consumers

Content
comparison

| GRI index | ESG Metrics | SDG | UNGC | Page | Additional information | |
|------------|---|---|--------|-----------------------|--------------------------------|--|
| 102 | General disclosures | | | | | |
| 102-1 | Name of the organization | | | 2 | | |
| 102-2 | Activities, brands, products, and services | | | 2 | Reported in Annual Report 2019 | |
| 102-3 | Location of headquarters | | | | Reported in Annual Report 2019 | |
| 102-4 | Location of operations | | | | Reported in Annual Report 2019 | |
| 102-5 | Ownership and legal form | | | | Reported in Annual Report 2019 | |
| 102-6 | Markets served | | | | Reported in Annual Report 2019 | |
| 102-7 | Scale of the organization | | | 2 | | |
| 102-8 | Information on employees and other workers | S4. Gender Diversity S5. Temporary Worker Ratio | | Principle 6 | 38, 39 | With regard to employment relationships and contracts, information about gender distribution is not available. |
| 102-9 | Supply chain | | | | | Reported in Annual Report 2019 |
| 102-10 | Significant changes to the organization and its supply chain | | | | | Reported in Annual Report 2019 |
| 102-11 | Precautionary Principle or approach | | | | | Reported in Annual Report 2019 |
| 102-12 | External initiatives | | | | 8, 9 | Reported in Annual Report 2019 |
| 102-13 | Membership of associations | | | | 9 | |
| 102-14 | Statement from senior decision-maker | | | | 3 | Reported in Annual Report 2019 |
| 102-15 | Key impacts, risks, and opportunities | | | | | Reported in Annual Report 2019 |
| 102-16 | Values, principles, standards, and norms of behavior | G5. Supplier Code of Conduct | SDG 12 | Principle 2, 3, 4, 8, | 9 | More information is provided Annual Report 2019 and Atria's Code of Conduct. |
| | | G6. Ethics & Anti-Corruption | SDG 16 | Principle 10 | 9 | |
| 102-17 | Mechanisms for advice and concerns about ethics | | | | | Reported in Annual Report 2019 (Non-Financial Statement). |
| 102-18 | Governance structure | | | | | Reported in Annual Report 2019 |
| 102-19 | Delegating authority | E8 Climate Oversight / Board E9 Climate Oversight / Management | | | | Reported in Annual Report 2019 |
| 102-20 | Executive-level responsibility for economic, environmental and social topics. | E8 Climate Oversight / Board E9 Climate Oversight / Management | | | 3 | |
| 102-21 | Consulting stakeholders on economic, environmental, and social topics | | | | 13 | Reported in Annual Report 2019 |
| 102-22 | Composition of the highest governance body and its committees | G2. Board Independence | | | | Reported in Annual Report 2019 |
| 102-23 | Chair of the highest governance body | G2. Board Independence | | | | Reported in Annual Report 2019 |
| 102-24 | Nominating and selecting the highest governance body | | | | | Reported in Annual Report 2019 |
| 102-25 | Conflicts of interest | | | | | More information is provided Annual Report 2019 and Atria's Code of Conduct. |
| 102-26 | Role of highest governance body in setting purpose, values, and strategy | | | | | Reported in Annual Report 2019 |
| 102-27 | Collective knowledge of highest governance body | | | | | Atria's sustainability programme is approved by the Board of Directors. |

► You can find Atria's Annual Report 2019: www.atria.fi/en/group/investors/financial-information/annual-reports/

► You can find Atria Code of Conduct: <https://www.atria.fi/en/group/corporate-responsibility/corporate-responsibility-principles/atria-code-of-conduct/>

Front page
Introduction

RESPONSIBLE
BUSINESS
OPERATIONS

Sustainability
tools

Stakeholders

Reporting
principles

PLANET

Carbon-neutral

food chain

Industrial
operations

Packaging

Primary
production

PRODUCT

Animal welfare

Product safety
and quality

PEOPLE

Personnel

Consumers

Content
comparison

| GRI index | ESG Metrics | SDG | UNGC | Page | Additional information |
|-----------|--|---|-------|----------------|--|
| 102-28 | Evaluating the highest governance body's performance | | | | Reported in Annual Report 2018. Only government self-assessment is reported. |
| 102-29 | Identifying and managing economic, environmental, and social impacts | E8 Climate Oversight / Board E9 Climate Oversight / Management | | | Reported in Annual Report 2019 |
| 102-30 | Effectiveness of risk management processes | E8 Climate Oversight / Board E9 Climate Oversight / Management | | | Reported in Annual Report 2019 |
| 102-31 | Review of economic, environmental, and social topics | E8 Climate Oversight / Board E9 Climate Oversight / Management | | 8 | Reported in Annual Report 2019 (Non-Financial Statement). |
| 102-32 | Highest governance body's role in sustainability reporting | | | 12 | Reported in Annual Report 2019 (Non-Financial Statement). |
| 102-33 | Communicating critical concerns | | | | Reported in Annual Report 2019 (Non-Financial Statement). |
| 102-35 | Remuneration policies | G3 Incentivized Pay | | | Reported in Annual Report 2019. Read more also on www.atria.fi/en/group/investors/corporate-governance/ . |
| 102-36 | Process for determining remuneration | | | | Reported in Annual Report 2019. Read more also on www.atria.fi/en/group/investors/corporate-governance/ . |
| 102-37 | Stakeholders' involvement in remuneration | | | | The remuneration scheme is in accordance with the Corporate Governance: https://www.atria.fi/en/group/investors/corporate-governance/incentive-schemes/ |
| 102-38 | Annual total compensation ratio | S1 CEO Pay Ratio | | Principle 6 | The remuneration scheme is in accordance with the Corporate Governance: https://www.atria.fi/en/group/investors/corporate-governance/incentive-schemes/ |
| 102-39 | Percentage increase in annual total compensation ratio | | | | The remuneration scheme is in accordance with the Corporate Governance: https://www.atria.fi/en/group/investors/corporate-governance/incentive-schemes/ |
| 102-40 | List of stakeholder groups | | | 11 | |
| 102-41 | Collective bargaining agreements a. Percentage of total employees covered by collective bargaining agreements | G4 Collective Bargaining | SDG 8 | Principle 3 | |
| 102-42 | Identifying and selecting stakeholders | | | 11, 13 | |
| 102-43 | Approach to stakeholder engagement | | | 11, 13 | |
| 102-44 | Key topics and concerns raised | | | 15, 28, 37, 42 | |
| 102-45 | Entities included in the consolidated financial statements | | | | Reported in Annual Report 2019 |
| 102-46 | Defining report content and topic Boundaries | G8 ESG Reporting | | Principle 8 | 12, 46 |
| 102-47 | List of material topics | | | 12-13 | |
| 102-48 | Restatements of information | | | | 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. |

► You can find Atria's Annual Report 2019: www.atria.fi/en/group/investors/financial-information/annual-reports/

► You can find Atria Code of Conduct: <https://www.atria.fi/en/group/corporate-responsibility/corporate-responsibility-principles/atria-code-of-conduct/>

| GRI index | ESG Metrics | SDG | UNGC | Page | Additional information |
|------------------------|--|---|-------------|----------------|---|
| 102-49 | Changes in reporting | | | | Atria Group's operational structure and financial reporting was changed as of the beginning of 2018. Atria Group's reportable segments are Atria Finland, Atria Sweden, Atria Denmark & Estonia and Atria Russia. |
| 102-50 | Reporting period | | | 12 | |
| 102-51 | Date of most recent report | | | | Previous CSR Report was published on March 27th, 2019 |
| 102-52 | Reporting cycle | | | 12 | |
| 102-53 | Contact point for questions regarding the report | | | 12 | |
| 102-54 | Claims of reporting in accordance with the GRI Standards | | | 12, 46 | |
| 102-55 | GRI content index | G9 Disclosure Practices | Principle 8 | 47–52 | |
| 102-56 | External assurance | G10 External Assurance | Principle 8 | 12 | |
| 103 | Management Approach | | | | |
| 103-1 | Explanation of the material topic and its Boundary | | | 15, 28, 37, 42 | |
| 103-2 | The management approach and its components | E7 Environmental operations S6 Non-Discrimination S9 Child & Forced Labor S10 Human Rights | Principle 6 | 15, 28, 37, 42 | Read more in our HR policy. |
| ECONOMIC IMPACT | | | | | |
| 201 | Economic performance | | | | |
| 201-1 | Direct economic value generated and distributed | | | 7 | |
| 201-2 | Financial implications and other risks and opportunities due to climate change | | | | Reported in Annual Report 2019 |
| 201-3 | Defined benefit plan obligations and other retirement plans | | | | Reported in Annual Report 2019 |
| 201-4 | Financial assistance received from government | | | | Reported in Annual Report 2019 |
| 205 | Anti-corruption | | | | |
| 205-1 | Operations assessed for risks related to corruption | | | | Reported in Annual Report 2019 |
| 205-2 | Communication and training about anti-corruption policies and procedures | | | | Reported in Annual Report 2018. 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. |
| 205-3 | Confirmed incidents of corruption and actions taken | | | | Reported in Annual Report 2019 |

▶ You can find Atria's Annual Report 2019: www.atria.fi/en/group/investors/financial-information/annual-reports/

▶ You can find Atria Code of Conduct: <https://www.atria.fi/en/group/corporate-responsibility/corporate-responsibility-principles/atria-code-of-conduct/>

| GRI index | ESG Metrics | SDG | UNGC | Page | Additional information |
|-----------------------------|---|---|--------|-----------------|--|
| 206 | Anti-competitive Behavior | | | | |
| 206-1 | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | | | | No legal actions |
| ENVIRONMENTAL IMPACT | | | | | |
| 301 | Materials | | | | |
| 301-1 | Materials used by weight or volume | | | 22 | |
| 302 | Energy | E3 Energy usage | SDG 12 | Principles 7, 8 | 19–20 |
| 302-1 | Energy consumption within the organization | E3.1 Total amount of energy directly consumed E5 Energy mix E3.2 Total amount of energy indirectly consumed | SDG 7 | | 19–20 |
| 302-3 | Energy intensity | E4 Energy intensity | SDG 12 | Principles 7, 8 | 20 |
| 302-4 | Reduction of energy consumption | | | 19–20 | |
| 303 | Water and effluents | E6 Water usage | SDG 6 | | 21 |
| 303-1 | Interactions with water as a shared resource | | | 21 | |
| 303-5 | Water consumption | | | 21 | |
| 305 | Emissions | E1 GhG Emissions E2 Emissions intensity | | Principle 7 | 19 |
| 305-1 | Direct (Scope 1) GHG emissions | | | | 19 |
| 305-2 | Energy indirect (Scope 2) GHG emissions | | | | 19 |
| 305-4 | GHG emissions (Scope 3) | | | Principles 7, 8 | |
| 306 | Effluents and Waste | | | | |
| 306-1 | Water discharge by quality and destination | | | 21 | |
| 306-2 | Waste by type and disposal method | | | 22 | |
| 306-3 | Significant spills | | | | No spills during the reporting period. |
| 307 | Environmental Compliance | | | | |
| 307-1 | Non-compliance with environmental laws and regulations | | | 16 | Non-compliance with environmental laws and/or regulations was not identified during the reporting period. |
| 308 | Supplier Environmental Assessment | | | | |
| 308-1 | New suppliers that were screened using environmental criteria | | | | All new suppliers are audited. The auditing criteria, which focus on product safety, also include environmental aspects. |

► You can find Atria's Annual Report 2019: www.atria.fi/en/group/investors/financial-information/annual-reports/

► You can find Atria Code of Conduct: <https://www.atria.fi/en/group/corporate-responsibility/corporate-responsibility-principles/atria-code-of-conduct/>

| GRI index | ESG Metrics | SDG | UNGC | Page | Additional information | |
|----------------------|--|---------------------------|-------|-------------|------------------------|--|
| SOCIAL IMPACT | | | | | | |
| 401 | Employment | | | | | |
| 401-1 | New employee hires and employee turnover | S3 Employee Turnover | | Principle 6 | 38, 39 | Turnover by age group and gender is not reported, no data available. |
| 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | | | | | Benefits exceeding the statutory level are not reported in detail, since the practices vary by business area. |
| 402 | Labor/Management Relations | | | | | |
| 402-1 | Minimum notice periods regarding operational changes | | | | | Activities are in compliance with applicable legislation in each business area. |
| 403 | Occupational health and safety | S8 Global Health & Safety | SDG 3 | | | |
| 403-1 | Occupational health and safety management system | | | | 40 | |
| 403-3 | Occupational health services | | | | 40 | |
| 403-5 | Worker training on occupational health and safety | | | | 40 | |
| 403-6 | Promotion of worker health | | | | | Atria's occupational health service also acts in a preventive measure and encourages healthy lifestyles, for example, through smoking reduction programs. |
| 403-9 | Work-related injuries | S7 Injury Rate | SDG 3 | | 40 | |
| 404 | Training and Education | | | | | |
| 404-1 | Average hours of training per year per employee | | | | 41 | Not reported by gender and by employee category, no data available. |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | | | | 41 | |
| 412 | Human Rights Assessment | | | | | |
| 412-2 | Employee training on human rights policies or procedures | | | | | Also reported in Annual Report 2019 (Non-financial information). No data available on training hours or the percentage of employees having taken part in trainings |
| 416 | Customer Health and Safety | | | | | |
| 416-1 | Assessment of the health and safety impacts of product and service categories | | | | 35, 43 | |
| 416-2 | Incidents of non-compliance concerning the health and safety impacts of products and services | | | | 35 | |

▶ You can find Atria's Annual Report 2019: www.atria.fi/en/group/investors/financial-information/annual-reports/

▶ You can find Atria Code of Conduct: <https://www.atria.fi/en/group/corporate-responsibility/corporate-responsibility-principles/atria-code-of-conduct/>

| GRI index | ESG Metrics | SDG | UNGC | Page | Additional information |
|-------------|---|-----------------|------|--------|--|
| 417 | Marketing and Labeling | | | | |
| 417-1 | Requirements for product and service information and labeling | | | 42–43 | |
| 417-2 | Incidents of non-compliance concerning product and service information and labeling | | | | No incidents |
| 417-3 | Incidents of non-compliance concerning marketing communications | | | | No incidents |
| 418 | Customer Privacy | G7 Data Privacy | | | More information is provided in Atria's Code of Conduct. |
| 419 | Socioeconomic Compliance | | | | |
| 419-1 | Non-compliance with laws and regulations in the social and economic area | | | | No incidents |
| FPSS | Food Processing Sector Supplement | | | | |
| FP5 | Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards | | | 16, 34 | |
| FP9 | Volume of animals processed by species | | | 28 | Reported only for Atria Finland. |
| FP10 | Replacement of routine procedures which cause pain, and pain analgesia by species | | | 29 | |
| FP11 | Percentage and total of animals raised and/or processed, by species and breed type, per housing type | | | 29 | |
| FP12 | Animal medication practices and the use of growth promoters by species | | | 30 | Growth promoters are not being used in Atria's food chain. |
| 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 | | | | None |

▶ You can find Atria's Annual Report 2019: www.atria.fi/en/group/investors/financial-information/annual-reports/

▶ You can find Atria Code of Conduct: <https://www.atria.fi/en/group/corporate-responsibility/corporate-responsibility-principles/atria-code-of-conduct/>

Front page
Introduction

**RESPONSIBLE
BUSINESS
OPERATIONS**

Sustainability
tools
Stakeholders
Reporting
principles

PLANET

Carbon-neutral
food chain
Industrial
operations
Packaging
Primary
production

PRODUCT

Animal welfare
Product safety
and quality

PEOPLE

Personnel
Consumers

Content
comparison

ATRIA

Good food – better mood.

