

▶ Front page
Introduction

PLANET

Carbon-neutral
food chain
Industrial operations
Packaging
Primary production

PRODUCT

Food safety
and quality
Animal welfare

PEOPLE

Employees
Consumers

**RESPONSIBLE
BUSINESS
OPERATIONS**

Sustainability tools
Stakeholders
Supply chain

**CORPORATE
RESPONSIBILITY
REPORTING**

Reporting
principles
Material reporting
themes

Content
comparison



Corporate
Responsibility Report

2021

ATRIA

Good food – better mood.

PLANET

Carbon-neutral food chain
Industrial operations
Packaging
Primary production

PRODUCT

Food safety and quality
Animal welfare

PEOPLE

Employees
Consumers

RESPONSIBLE BUSINESS OPERATIONS

Sustainability tools
Stakeholders
Supply chain

CORPORATE RESPONSIBILITY REPORTING

Reporting principles
Material reporting themes

ATRIA IS BUILDING A GOOD TOMORROW

The Corporate Responsibility Report describes Atria's responsibility work, its objectives and achievements. In accordance with Atria's responsibility strategy, the report is divided into four sections:

- **Planet:** work to achieve a carbon-neutral food chain;
- **Product:** animal welfare and product safety;
- **People:** Atria's responsibility as an employer and towards consumers, and
- **Responsible business** that provides a framework for all operations.

The report also presents responsibility indicators in accordance with the GRI standard.

Atria's reporting for 2021 consists of four separate complementary reports: Annual Report 2021, Financial Review 2021, Governance 2021, and Corporate Social Responsibility Report 2021. The reports, except the Corporate Responsibility Report, have also been published as one Atria's Annual Report 2021 PDF publication that contains all these reports. All reports are published in Finnish and English.

Atria is one of the leading meat and food companies in the Nordic countries. 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, which is why our operations take account of the planet, people and product. 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 2021, our net sales were EUR 1,540.2 million, and Atria had around 3,700 employees in Finland, Sweden, Denmark and Estonia. Atria Plc's shares have been listed on Nasdaq Helsinki since 1991.

PLANET

Carbon-neutral food chain
Industrial operations
Packaging
Primary production

PRODUCT

Food safety and quality
Animal welfare

PEOPLE

Employees
Consumers

RESPONSIBLE BUSINESS OPERATIONS

Sustainability tools
Stakeholders
Supply chain

CORPORATE RESPONSIBILITY REPORTING

Reporting principles
Material reporting themes

Content comparison

Atria responds to changes in the operating environment by updating its responsibility programme

The COVID-19 pandemic continued to have an impact in 2021, and the highly contagious viral disease with its new variants spread widely around the world. The Delta variant became the predominant virus strain during the year. By the end of the year, the highly contagious Omicron took over, and its easy and rapid transmission posed a major threat to product and service providers. Atria's coronavirus guidelines were constantly updated as the situation evolved. The objectives remained unchanged: to prevent the spread of the disease, protect personnel from the SARS-CoV-2 virus and keep the company's production chain operational throughout. These objectives were achieved very well. Atria's security of supply remained good and we were able to meet consumer demand and customer needs. Right now, our operating environment will be greatly changed by the Russian invasion of Ukraine. Its impact on the world trade in food and raw materials and on food availability could be long-lasting.

Atria has set itself the goal of being a leader in sustainability. Sustainability is an integral part of Atria Group's strategy, business operations and daily work. From the perspective of responsibility, Atria's operating environment has undergone many changes over the last few years. Stakeholders' expectations have increased and become more specific, especially with regard to climate change. Biodiversity issues have also become a strong focus. Plenty of legislative work affecting Atria has progressed, including legislation on future reporting requirements, taxonomy, supply chain due diligence and animal welfare.

At the beginning of 2021, Atria started updating and expanding its corporate responsibility strategy. The update of the strategy was completed at the end of the year. The main themes of the programme, Planet, Product and

People, remained unchanged. Due to climate change, the company's most important goal is to achieve a carbon-neutral food chain. The responsibility programme aims to reduce the environmental impact and carbon emissions of the entire value chain in cooperation with supply chain partners. During the year, Atria also committed to the Science Based Targets climate initiative (SBTi). It helps set targets for development measures that are in line with the Paris Climate Agreement's target of limiting the global average temperature increase to less than 1.5 degrees Celsius.

Atria has a long-standing commitment to transparency and traceability in its production chain, as well as to farm-specific carbon footprints. We have calculated carbon footprints for our pork, beef and chicken chains. In early 2021, we introduced carbon footprint labelling on consumer packaging for our chicken products and, later in the year, also for pork products. One of the purposes of the carbon footprint calculation is to provide information on areas for improvement in the chain. Proper animal feeding can significantly reduce the carbon footprint of meat. In fact, Atria's feed company A-Rehu has been systematically investing in feed development, which has enabled Atria to reduce the carbon footprint of its meat production chain.

The way the company integrates sustainability into its strategy, business and day-to-day operations will have implications for future financing decisions, for example. For the first time in its history, Atria refinanced a maturing loan with a green loan linked to sustainability targets, repayable in one instalment. In addition, we refinanced a maturing binding credit facility with a new binding credit facility linked to responsibility targets.

High product quality is one of the cornerstones of



"Sustainability is an integral part of Atria Group's strategy, business operations and daily work."

Atria's business. Product safety plays an essential role in this, and we have systematically developed a high level of expertise in this area. During the year under review, Atria launched the Number One in Quality project for the comprehensive development of quality in Atria Finland. The project will clarify the concrete content of the Number One in Quality project, create a clear model for strategic quality management and create an action plan to guide activities during the strategy period.

Merja Leino
EVP, Sustainability
Atria Plc

PLANET

Carbon-neutral food chain
Industrial operations
Packaging
Primary production

PRODUCT

Food safety and quality
Animal welfare

PEOPLE

Employees
Consumers

RESPONSIBLE BUSINESS OPERATIONS

Sustainability tools
Stakeholders
Supply chain

CORPORATE RESPONSIBILITY REPORTING

Reporting principles
Material reporting themes

Content comparison

Atria updated its sustainability strategy

Responsibility efforts cover the whole value chain

GRI 2-22

Atria Group aims to be a leader in sustainability in its industry. The updated sustainability strategy for 2022–2025 extends our responsibility efforts beyond our own operations to cover the entire Atria value chain. It means making our products and services even more responsible in ever closer cooperation with our supply chain partners and customers. We want to enable consumers and customers to make sustainable choices and promote environmental and human wellbeing.

Responsibility guides our operation

Responsibility is managed and developed systematically and consistently across the Atria Group, and this is reflected in our operations at all levels. Common operating principles are determined at the Group level. Operations are aligned with these principles, and common development projects are determined for all business areas. Steering groups in the business areas analyse their stakeholders' expectations and initiate any necessary development programmes.

More information about Atria's Code of Conduct at website www.atria.fi/en/group/corporate-responsibility/responsible-business-management/

PLANET

- Carbon-neutral food chain
- Industrial operations
- Packaging
- Primary production

PRODUCT

- Food safety and quality
- Animal welfare

PEOPLE

- Employees
- Consumers

RESPONSIBLE BUSINESS OPERATIONS

- Sustainability tools
- Stakeholders
- Supply chain

CORPORATE RESPONSIBILITY REPORTING

- Reporting principles
- Material reporting themes

We are developing responsibility through three priorities

GRI 2-4, 3-2

Our work for responsibility is guided by ambitious goals: a carbon-neutral food chain, clean and safe products, and the general well-being of people. We are working towards these goals through three priorities: the Planet, Product and People. Our new sustainability strategy 2022–2025 upholds these main themes in our work. In this report, the key goals and results are presented in line with the strategy that was in place until the end of 2021. Atria's industrial operations in Russia were sold in early 2021, the figures are not included in the calculations of this report.



Atria's tools for responsible operations:

GRI 2-14, 2-23, 2-30, 3-3



Code of Conduct and the related policies

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

Employees are provided with training to comply with the Code of Conduct in line with a training plan. Read more about the Code of Conduct. The whole Code of Conduct can be found on Atria's website.

[p. 45](#)



Compliance

Atria's operations are governed by legislation in each area of responsibility. 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.

[p. 45](#)



Social impact

Atria monitors and impacts regulation in society to manage changes and risks related to its operating environment. 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.

[p. 45](#)



Corporate responsibility management

Due diligence refers to principles related to sustainable business governance and their reporting. Atria's corporate responsibility is managed on Group level and business areas, using international indicators and recommendations as a framework. The shared Code of Conduct is determined at the Group level. The annual reporting related to Atria's corporate responsibility is also implemented at the Group level. The Group also ensures compliance with the Code of Conduct and determines the development projects and target state for all business areas. The Board approves and reviews all group-level measures annually.

[p. 48 & 52](#)



Responsibility in the supply chain

As sustainable development is an integral part of our operations, we need to ensure that the operation of our entire value chain is sustainable. 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.

[p. 48](#)



Truthful, open and interactive communication

Sustainable communication is transparent and interactive. In practice, this means listening to stakeholders and considering their needs in our operations and disclosures.

[p. 46](#)

Front page
Introduction

PLANET

Carbon-neutral
food chain
Industrial operations
Packaging
Primary production

PRODUCT

Food safety
and quality
Animal welfare

PEOPLE

Employees
Consumers

**RESPONSIBLE
BUSINESS
OPERATIONS**

Sustainability tools
Stakeholders
Supply chain

**CORPORATE
RESPONSIBILITY
REPORTING**

Reporting
principles
Material reporting
themes

Content
comparison

PLANET

Food production is closely linked to the environment and natural resources. We have operated in an environmentally sound manner and with respect for nature 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 all stages of the food chain.

PLANET

- Carbon-neutral food chain
- Industrial operations
- Packaging
- Primary production

PRODUCT

- Food safety and quality
- Animal welfare

PEOPLE

- Employees
- Consumers

RESPONSIBLE BUSINESS OPERATIONS

- Sustainability tools
- Stakeholders
- Supply chain

CORPORATE RESPONSIBILITY REPORTING

- Reporting principles
- Material reporting themes

Content comparison

Towards a carbon-neutral food chain

GRI 2-23, 2-24, 3-2, 3-3

Food production is strongly linked to natural resources and climate conditions. Our main goal is a carbon-neutral food chain by 2035. To achieve this goal, we are committed to reducing our environmental and climate impact at each stage of our business operations.

Climate change and global issues related to food production manifest themselves as both challenges and opportunities for Atria’s operations. Energy policies at the EU and national level have a significant direct and indirect impact on costs in the whole food supply chain. Atria’s energy planning plays an increasingly important role in minimising production costs. Energy planning includes investments in energy efficiency, as well as investments related to energy sources and the solutions used. In primary production, the long-term risks and opportunities relate both to adaptation to extreme weather conditions and to ensuring the nutrient cycle and increasing protein self-sufficiency.

In public debate, the sector is often seen in an unfavourable light, when global problems in livestock production are unjustifiably equated with the Nordic way of production. Stakeholders expect Atria to develop the industry in a sustainable way and to apply the best environmental practices. A sustainable way of producing food of animal origin in Nordic conditions ensures the availability of nutritious and varied food, secures the supply, and creates added value to Atria’s customers in export markets. Atria works closely with the entire industry to

increase researched information about the specificities of Nordic food production and to use this information to develop its own production chain, to become more sustainable and to communicate about it in a transparent way.

In line with its climate and environmental policy, Atria consistently works to minimise its environmental impact. Atria is committed to reducing carbon dioxide emissions and other environmental impacts both in its own production and across the food chain. In line with its sourcing policy, Atria also requires all its partners to act in an environmentally responsible manner.

Atria’s direct environmental and climate impacts are managed in many ways: by increasing energy efficiency and the use of renewable energy sources, by reducing waste, developing ecological packaging solutions, and using water and other natural resources responsibly.

In addition to ensuring that its own operations meet statutory requirements, Atria actively contributes to the development of the whole industry. The company promotes the development of new technologies that enable better and more efficient use of renewable energy sources and nutrient streams in production.



Carbon-neutral food chain

Atria is doing its share to meet the major challenges of our time. We are working to mitigate climate change throughout our value chain. The most important goal in terms of environmental responsibility is a carbon-neutral food chain. We want to be part of the solution by continuously developing our value chain and improving its efficiency.



EFFICIENT AND SUSTAINABLE PRIMARY PRODUCTION

- **Well-kept and healthy animals**

We work with our contract producers to improve animal welfare and increase antibiotic-free production. [p. 27](#)

- **Clean and traceable feed**

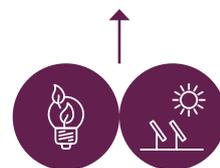
Our own energy-efficient feed factory enables us to produce and develop domestic feeds. [p. 19](#)

- **Sustainable crop production**

We promote domestic protein crop production and sustainable farming methods and invest in the development of grass production. [p. 20](#)

- **Developing carbon footprint calculations**

We are conducting research in cooperation with other operators in the sector to develop and harmonize the calculation methods of the carbon and environmental footprints. [p. 18](#)



ATRIA'S OWN OPERATIONS UNDER DEVELOPMENT

- **Developing our own operations**

We are improving the energy and resource efficiency of our production plants. We also expect this from our partners. [p. 11](#)

- **Renewable energy sources**

We are increasing the use of and developing renewable energy sources. We are striving for efficient energy use. [p. 11](#)

- **Ecological packaging solutions**

We are developing ecological and recyclable packaging solutions that ensure product safety and reduce food waste. [p. 16](#)



PRODUCTS AND SERVICES

- **Products and service solutions to meet the various needs of our customers**

Our customers are the grocery trade and Foodservice sectors. We advance the wellbeing of communities and society by providing high-quality and nutritious products for a balanced diet. [p. 40](#)

- **Openness and transparency**

We inform our customers and consumers of the environmental impact of our operations and animal welfare throughout the production chain.



Environmentally friendly transport



Management with information

Education and learning

We develop our employees' skills based on our strategic priorities and identified needs. Our key methods are workplace training, job rotation, sharing the best practices, and programs aimed at competence development. We also ensure our producers' up-to-date expertise through training.

Exploiting technology

We follow and support our industry's technological development and related research. We contribute to the development of new innovations by applying them in our own operations.

Application of scientific information

We monitor research on food safety, nutrition, animal welfare and sustainable farming practices. We also participate in the research in practice with other operators in the sector. We share the information throughout the Group and we utilize it in our operations and product development.

Front page
Introduction

PLANET

Carbon-neutral food chain
Industrial operations
Packaging
Primary production

PRODUCT

Food safety and quality
Animal welfare

PEOPLE

Employees
Consumers

RESPONSIBLE BUSINESS OPERATIONS

Sustainability tools
Stakeholders
Supply chain

CORPORATE RESPONSIBILITY REPORTING

Reporting principles
Material reporting themes

Content comparison

PLANET

- Carbon-neutral food chain
- Industrial operations
- Packaging
- Primary production

PRODUCT

- Food safety and quality
- Animal welfare

PEOPLE

- Employees
- Consumers

RESPONSIBLE BUSINESS OPERATIONS

- Sustainability tools
- Stakeholders
- Supply chain

CORPORATE RESPONSIBILITY REPORTING

- Reporting principles
- Material reporting themes

Systematic and controlled work for the environment at Atria plants

GRI 2-27, 3-3, 303-2

All Atria's production plants have a management system in place that complies with the requirements of the ISO 14001 and ISO 50001 standards. 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.

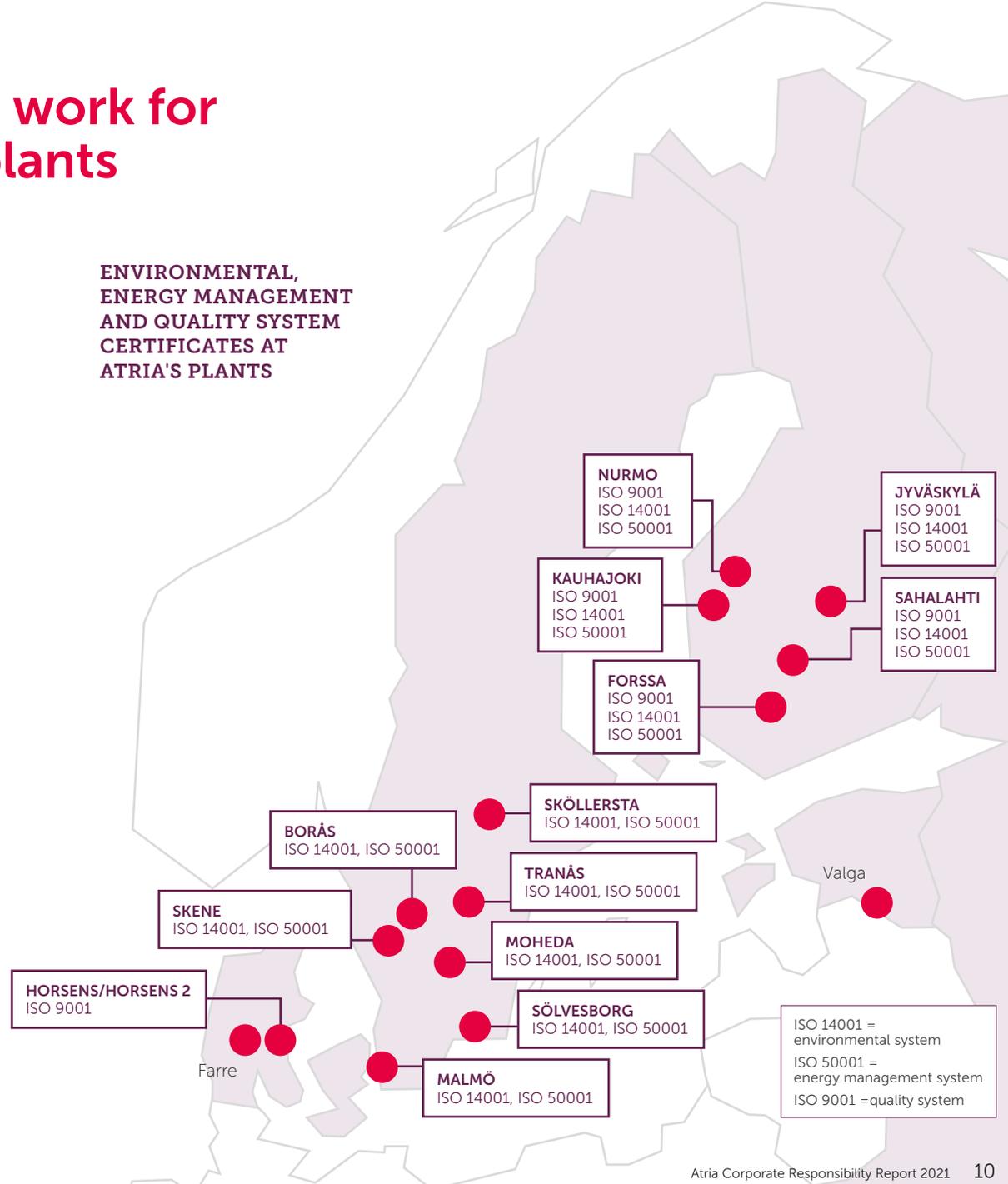
The operations of Atria's production plants are subject to environmental permits. Compliance is monitored by the environmental protection authorities in each business area. The authorities monitor compliance with the permit conditions such as emissions limits. In terms of chemicals, Atria's operations 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.

1
ammunium leak at Nurmo plant in poultry unit

0
equisitions or compulsory measures imposed by the authorities

ENVIRONMENTAL, ENERGY MANAGEMENT AND QUALITY SYSTEM CERTIFICATES AT ATRIA'S PLANTS



PLANET

- Carbon-neutral food chain
- Industrial operations
- Packaging
- Primary production

PRODUCT

- Food safety and quality
- Animal welfare

PEOPLE

- Employees
- Consumers

RESPONSIBLE BUSINESS OPERATIONS

- Sustainability tools
- Stakeholders
- Supply chain

CORPORATE RESPONSIBILITY REPORTING

- Reporting principles
- Material reporting themes

CO₂ emissions were reduced, targets were reached

GRI 2-23, 302, 305

Combatting climate change and ensuring carbon-neutral food production are Atria's key goals. In our own industrial production, this means energy efficiency and replacing fossil energy sources with renewable energy. Detailed plans have been prepared for all business areas to achieve the emission reduction target. Atria is committed to the Science Based Targets Climate Initiative (STBi), which links Atria's responsible work to the goal of limiting global average temperature increase to less than 1.5 degrees under the Paris Climate Agreement. More detailed targets will be set during 2022.

Energy sources

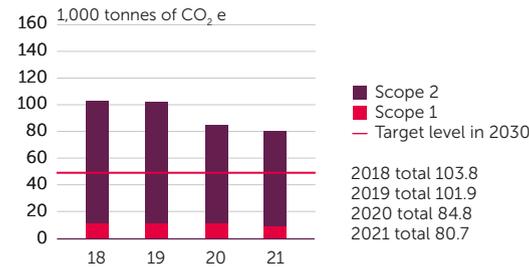
The heat and steam used at Atria are produced using district heating, solid fuel, natural gas and fuel oil. In electricity consumption, the ratio between renewable and non-renewable sources of energy depends on the market situation and is determined using national energy statistics. The electricity produced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

Atria Group's energy consumption in 2021 was 463,283 MWh. Total consumption was almost at the level of the comparison year 2016. Compared to the previous year, total energy consumption increased 1.5% and consumption per kilo 0.1%.

Atria's greenhouse gas emissions

Atria Group's greenhouse gas emissions have been measured since 2016. The Group's goal has been to reduce carbon dioxide emissions by 25% by 2025 compared to 2016 emissions.

Atria Group's carbon footprint

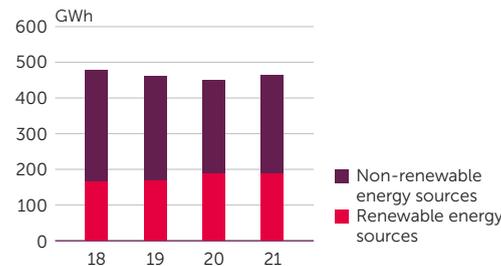


The carbon footprint calculation is based on the international The Greenhouse Gas Protocol standard. The calculation covers carbon dioxide emissions from Atria's industrial production process in companies of which Atria owns more than 50%, in line with Scope 1 and Scope 2.

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.

Energy consumption by primary source



The goal is to decrease carbon dioxide emissions by **-42%** by 2030 from the 2020 level.



The goal is to increase renewable energy

Total emissions distribution in Atria's chain



Scope 3 (light purple) covers all emissions (not scope 1 and 2) that occur in Atria's value chain including both upstream and downstream emissions. This means, e.g., all emissions from primary production and logistics.

The reduction was due to the increased use of renewable energy sources, such as solar energy, and bio-based fuels in heat production.

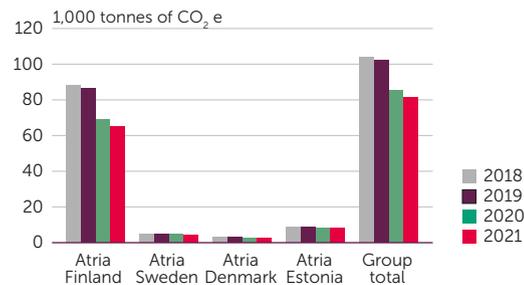
Energy management

Atria's energy management system is based on the ISO 50001 standard. The Group's energy management team determines our 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 the best practices are shared at Group level. The business areas are responsible for preparing and implementing plant-specific action plans

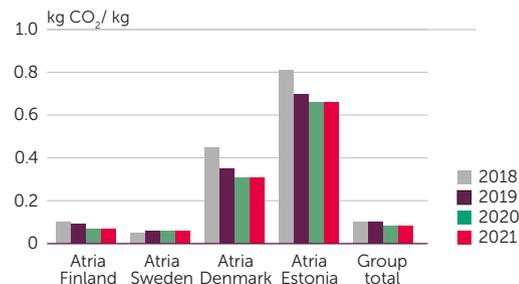
to achieve our energy and environmental targets, and they report on their progress to their management teams and the Group Management Team.

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. There are dozens of efficiency measures and together they exceed the set target.

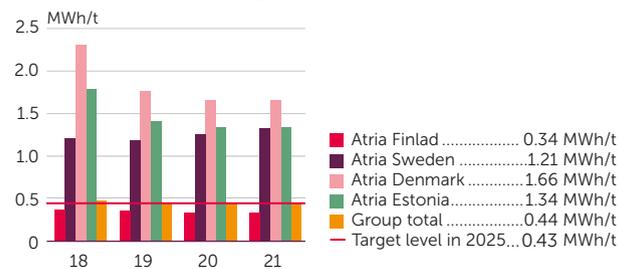
Carbon footprint by business area



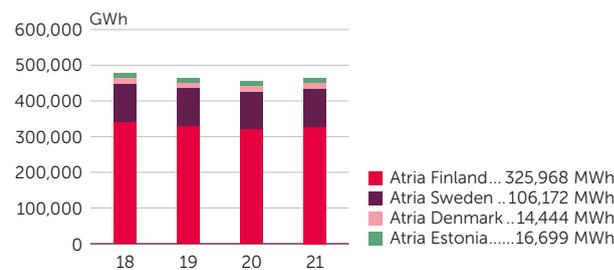
Characteristic carbon footprint relative to production output by business area



Energy efficiency in the Atria Group



Energy consumption by business area



KWh



5%

more efficient energy use by 2025 as compared to the 2016 level.

HOW WE WORK:

Finland:

Atria Finland has reported eleven energy efficiency measures, the most significant being heat recovery from refrigeration compressors in the cold storage and the savings achieved through a change in the use of the burner in a pig cutting unit. Atria Finland started the expansion of its solar power park. The expansion will double the panel capacity of the power plant commissioned in 2018. The park will produce 9,000 MWh of solar energy per year, covering 8% of the Nurmo plant's annual energy consumption. A project to build a wind farm was also started. With steady production, the annual capacity of the power plant would meet the total electricity demand of the Nurmo plant.

Sweden:

Atria Sweden has reported a total of eight energy efficiency measures. These relate to improvements made as a result of the findings of energy analyses carried out at production plants as part of continuous improvement.

Estonia:

In Atria Estonia implemented many measures to improve energy efficiency and to increase production automation.

PLANET

- Carbon-neutral food chain
- Industrial operations
- Packaging
- Primary production

PRODUCT

- Food safety and quality
- Animal welfare

PEOPLE

- Employees
- Consumers

RESPONSIBLE BUSINESS OPERATIONS

- Sustainability tools
- Stakeholders
- Supply chain

CORPORATE RESPONSIBILITY REPORTING

- Reporting principles
- Material reporting themes

Sustainable water consumption

GRI 303

Atria needs clean water for processes requiring a high level of hygiene and for cleaning its production facilities. In connection with the environmental permit processes of Atria's production units, the environmental impacts of their water use and wastewater are assessed. Based on the assessment, the control authority has determined risk management measures and monitoring procedures for the units. According to a review conducted in 2020 using WWF's Water Risk Filter, Atria's operations are located in areas where no significant risks related to water use have been identified.

Although the use of water does not have significant environmental impacts on the operating environments of Atria's production units, securing the quality and adequacy of water is important for Atria's operations. This is why Atria cooperates with local water utilities and wastewater treatment plants. Cooperation is emphasised at the Nurmo production plant whose water consumption is locally significant. Smooth cooperation with local operators aims to address regional impacts and to ensure the uninterrupted supply of clean water, as well as to prevent any disruptions in wastewater treatment.

In 2020, Atria published its water responsibility commit-

ment which means that the company is also committed to promoting sustainable water use together with its primary production stakeholders. This commitment is supported, inter alia, by the measures mentioned in Atria's Baltic Sea commitment to the Baltic Sea Action Group. [p. 21](#)

Water consumption

Areas where water use can be made more efficient are identified through continuous systematic monitoring. The Group's water consumption was 2,862,139 m³ in 2021. Total water consumption increased by 0.9% year-on-year. Water consumption per produced kilo decreased by 0.5%.

Wastewater

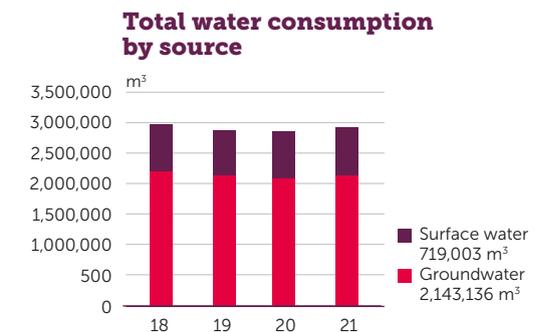
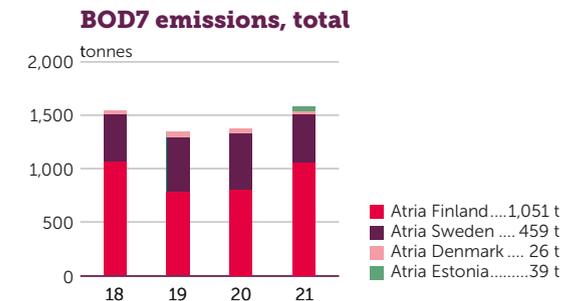
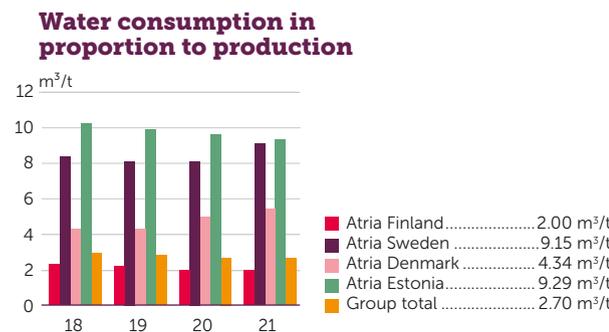
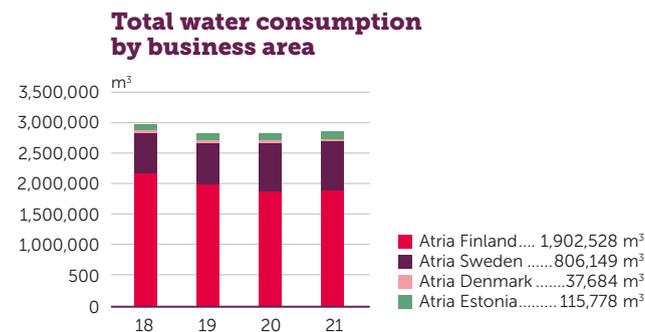
Wastewater from Atria's production plants is treated at local treatment plants before being directed into natural waterways. Around 80% of the wastewater generated by Atria is pre-treated at Atria's production plants before being discharged into the local wastewater network. Plant-specific environmental permits determine the threshold values for wastewater quality. Wastewater quality is monitored in accordance with the plants' self-monitoring plans.



The goal is sustainable water use.

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.



PLANET

- Carbon-neutral food chain
- Industrial operations
- Packaging
- Primary production

PRODUCT

- Food safety and quality
- Animal welfare

PEOPLE

- Employees
- Consumers

RESPONSIBLE BUSINESS OPERATIONS

- Sustainability tools
- Stakeholders
- Supply chain

CORPORATE RESPONSIBILITY REPORTING

- Reporting principles
- Material reporting themes

Utilisation of raw materials and other materials

GRI 301, 306

The careful and efficient use of raw materials and other materials lays the foundation for Atria's sustainable solutions. Food production has a long experience in the circular economy, where various side streams are generated in addition to the actual products. The goal is for no part of the raw materials and other materials to remain unused.

Materials that cannot be processed into products are directed to be used in pet food or fur animal feed, or in natural cycles in line with the principles of the circular economy. Only a tiny fraction of all material flows is unusable and ends up in landfill sites or is treated as hazardous waste. In practice, only materials used as processing aids that cannot be recycled end up as landfill waste.

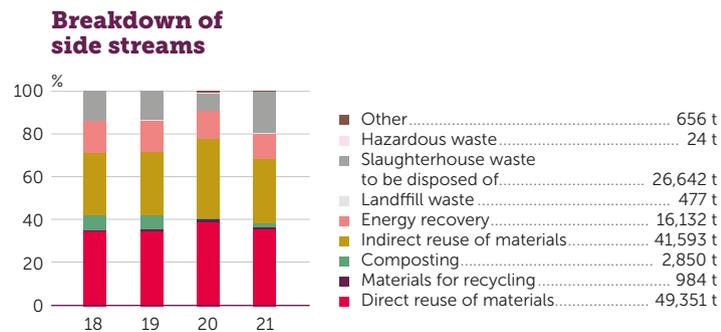
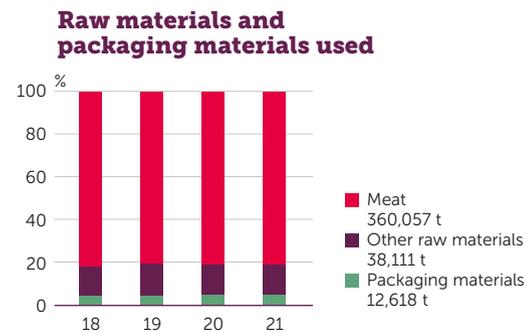
Atria was among the first companies to join the material efficiency commitment of the Finnish food industry in 2019. Supporting the joint goals of the industry through the commitment, Atria has specified practical measures to further improve material efficiency in production processes, in addition to 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.

HOW WE WORK:

During the ended strategy period, Atria focused on strengthening its anti-waste operating culture. Atria's internal waste management aims to improve value creation for material flows suitable for food production.

Wastage is managed in accordance with the same principles in all business areas of the Group. The various types of process waste have been identified and monitoring indicators have been created for them. They are displayed at the departments and daily management reacts to deviations without delay. The amount of waste is affected by the actions of the personnel, but investment in processes is also required.

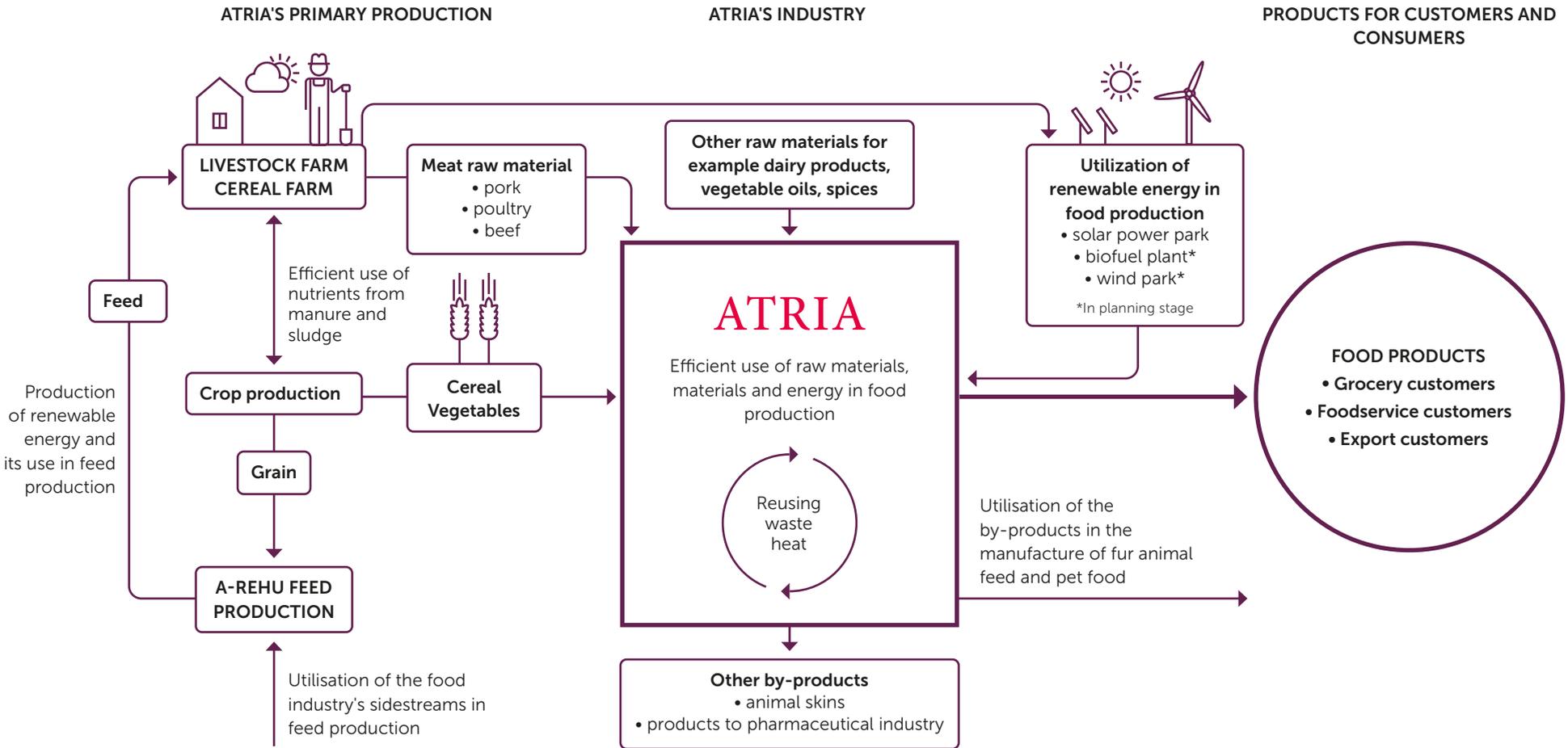


The goal is to reduce waste in all production.



Circular economy is an important part of sustainable business

Circular economy is part of Atria's sustainable business operations across the value chain. Using raw materials and substances as efficiently as possible, utilising sidestreams, and recycling valuable nutrients are important ways to reduce the climate and environmental impact of operations, while adding value to the whole value chain.



Front page
Introduction

PLANET
Carbon-neutral food chain
Industrial operations
Packaging
Primary production

PRODUCT
Food safety and quality
Animal welfare

PEOPLE
Employees
Consumers

RESPONSIBLE BUSINESS OPERATIONS
Sustainability tools
Stakeholders
Supply chain

CORPORATE RESPONSIBILITY REPORTING
Reporting principles
Material reporting themes

Content comparison

PLANET

- Carbon-neutral food chain
- Industrial operations
- Packaging
- Primary production

PRODUCT

- Food safety and quality
- Animal welfare

PEOPLE

- Employees
- Consumers

RESPONSIBLE BUSINESS OPERATIONS

- Sustainability tools
- Stakeholders
- Supply chain

CORPORATE RESPONSIBILITY REPORTING

- Reporting principles
- Material reporting themes

Content comparison

Safe and ecological packaging

GRI 301

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.

The development of ecological packaging solutions means addressing the whole value chain. For this reason, the environmental impact of packaging is assessed comprehensively.

Plastic is still 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 considerably more significant than that caused by packaging. Despite this, Atria is also seeking to reduce its use of plastic and and to develop functional packaging solutions from alternative materials with its partners.

HOW WE WORK:

Finland:

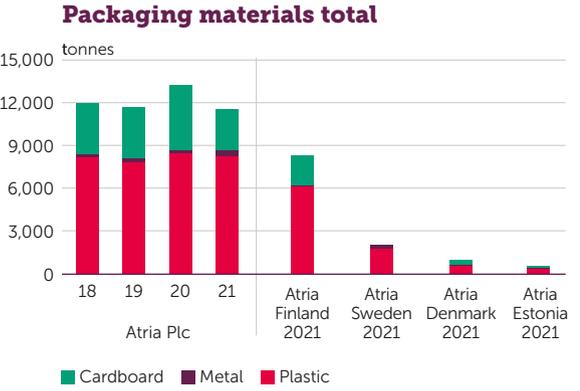
In Finland, the use of plastics was reduced by 45,000 kg in the reporting year 2021. In addition alternatives for lightening and thinning packaging materials were investigated in all product groups. The results of the tests were concretized at the end of the year and will be implemented during 2022.

Sweden:

Atria Sweden invested in its Lönneberga consumer brand with new vacuum packages. With the new packaging, the amount of plastic is reduced by 57% compared to the previous packages. Packaging also improves the shelf life of the products and thus reduces food waste.

Denmark:

Atria Denmark continued to work to reduce the use of plastic in packaging. When plastic was used, recycled plastic was preferred, and its use increased by 80%.



The goal is to develop sustainable packaging solutions



PLANET

- Carbon-neutral food chain
- Industrial operations
- Packaging
- Primary production

PRODUCT

- Food safety and quality
- Animal welfare

PEOPLE

- Employees
- Consumers

RESPONSIBLE BUSINESS OPERATIONS

- Sustainability tools
- Stakeholders
- Supply chain

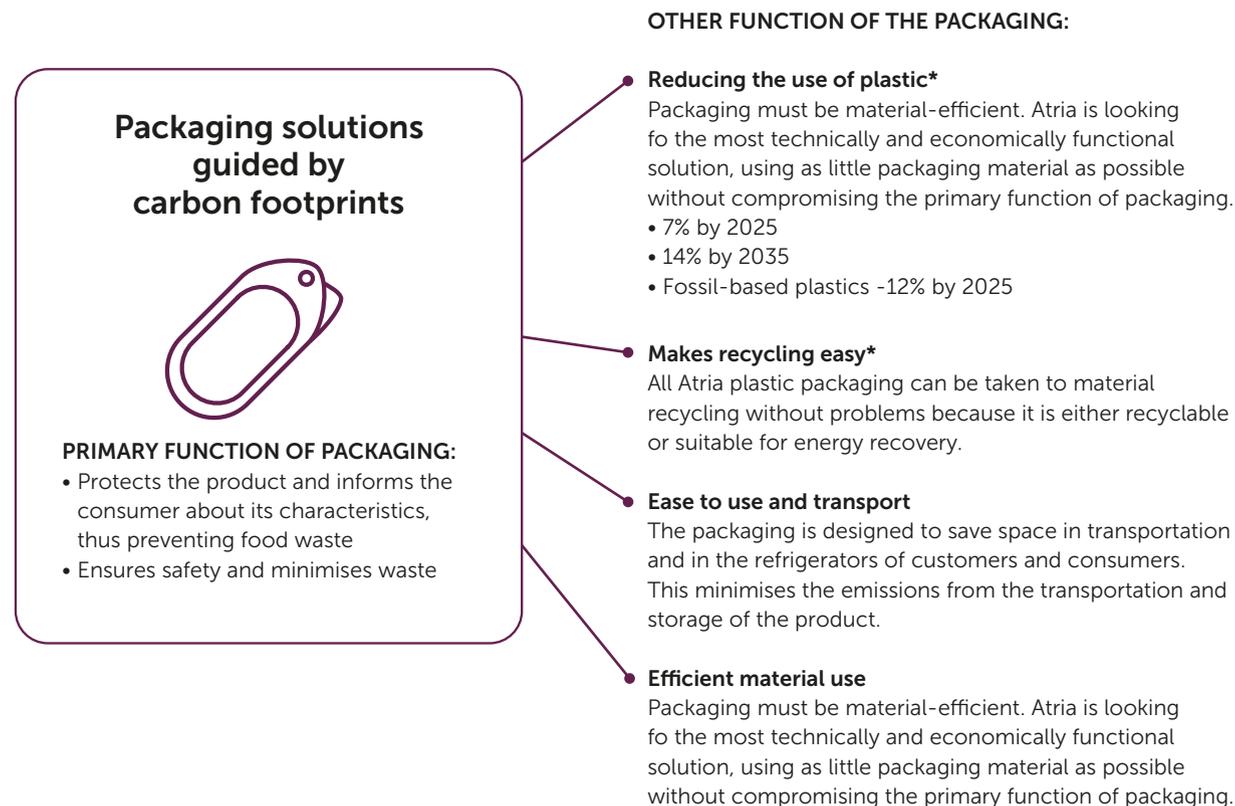
CORPORATE RESPONSIBILITY REPORTING

- Reporting principles
- Material reporting themes

Content comparison

Good food packaging is ecological and safe

We are developing ecological and recyclable packaging solutions that ensure product safety and reduce food waste. The environmental impact of arising from food waste is considerably more significant than that caused by packaging. Our aim is to further improve the recyclability of packaging and to significantly reduce the amount of plastic we use.



* Atria's target compared to 2019 level.



PLANET

- Carbon-neutral food chain
- Industrial operations
- Packaging
- Primary production

PRODUCT

- Food safety and quality
- Animal welfare

PEOPLE

- Employees
- Consumers

RESPONSIBLE BUSINESS OPERATIONS

- Sustainability tools
- Stakeholders
- Supply chain

CORPORATE RESPONSIBILITY REPORTING

- Reporting principles
- Material reporting themes

Developing sustainable primary production

Atria farms form a domestic production chain that invests in responsible and sustainable solutions. Atria's goal is to be the best partner for its owner-producers and to ensure that the farms will continue to do well in the future. In order to secure the competitiveness of the farms, Atria offers its producers comprehensive expert assistance that takes into account the farms as a whole and the decisions made there.

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. Calculating the carbon footprint of production provides farm-level information on where emissions are generated and helps target measures to reduce them.

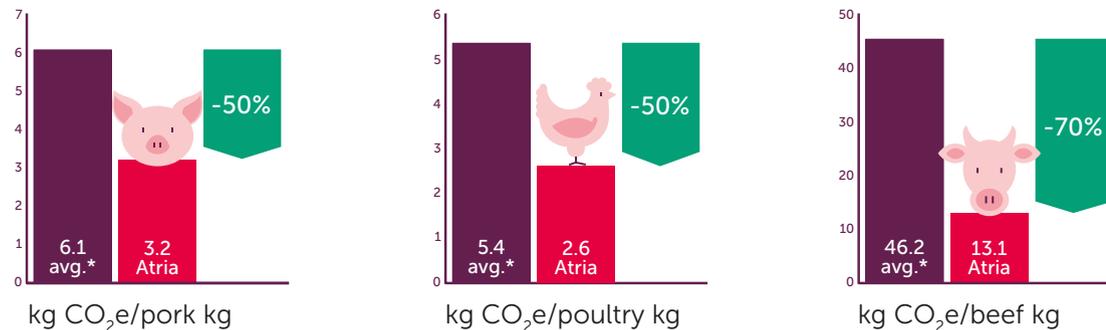
Atria Finland has calculated the carbon footprint of pork,

beef and broiler production from the farm to the finished product. The results prove that the Finnish production method significantly reduces the climate impact of meat production in international comparison.

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. In 2021, the revised carbon footprints of Atria's farm-origin-labelled sample pork and poultry are around 50% lower than the international average.

During the reporting period Atria continued to develop product life cycle calculation. Atria has identified the environmental impact of the primary production chain and modeled how the production emissions distribute into product streams and side streams.

Carbon footprint* of Atria's meat is significantly smaller than international average



* The carbon footprint was calculated in cooperation with Envitecpolis and Atria family farms. The calculation covers over 50% of Atria's farm-origin-labelled pork and chicken. The carbon footprint of beef is a verified sample from 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 from 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): www.fao.org/3/i3437e/i3437e.pdf.



CARBON FOOTPRINT OF PRODUCTS

In 2021, Atria increased its offering of products with a carbon footprint label. During the year, carbon footprint labelling was introduced to all Atria Finland's chicken products. At the end of the year, Atria also added carbon footprint labelling to pork products. Initially, labels have been added to the packaging of three pork products. The calculation covers approximately half of Atria's farm-origin-labelled pork.

Atria, the Natural Resources Institute Finland and Valio started the development of a national model for carbon footprint calculation for cattle farms. The model will take into account northern production conditions and thus enable the realistic calculation of the carbon footprint of beef.

Atria Sweden reports the carbon footprint of its Foodservice products using the emission factors from the climate database of RISE (Research Institutes of Sweden) for various raw materials.

The principles for calculating the carbon footprint are described on Atria's website.

PLANET

- Carbon-neutral food chain
- Industrial operations
- Packaging
- Primary production

PRODUCT

- Food safety and quality
- Animal welfare

PEOPLE

- Employees
- Consumers

RESPONSIBLE BUSINESS OPERATIONS

- Sustainability tools
- Stakeholders
- Supply chain

CORPORATE RESPONSIBILITY REPORTING

- Reporting principles
- Material reporting themes

Content comparison

Sustainable feeding of animals

Animal welfare and the profitability of primary production can be improved, and environmental impacts can be reduced significantly through alternative animal feeds. Atria has the opportunity to influence these aspects through its own feed production, and the advisory it provides on feeding, cultivation, and land use.

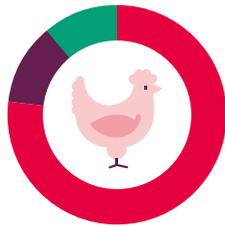
Ethical questions related to soy and other raw materials used in feeds for production animals contribute to the direction of feed production and development work of A-Rehu, an Atria Group company producing feed for farm animals.

Reducing and abandoning the use of soya, together with good animal health, are key factors in reducing the carbon footprint of meat production. Increasing protein

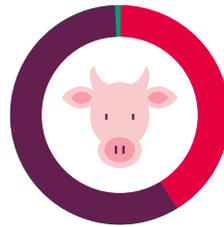
self-sufficiency and abandoning the use of soy require the development of feeds in close cooperation with crop farmers, the feed industry, and livestock producers.

The feeding of production animals on Finnish farms is primarily based on domestically-grown grains. Barley is fed to pigs, oats to chickens, and grass from the producers' own farm to cows. Supplementary protein, vitamins and minerals are also required, as they are essential for animal growth and welfare.

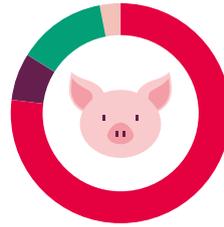
This is what the menu for the animals at Atria Family Farms looks like



- Finnish hulled oat and wheat 77%
- Rape seed, pea, fava bean, plant oil, minerals, micronutrients, vitamins...13%
- RTRS certified soy 10%



- Finnish grain 39%
- Grass silage..... 60%
- Minerals.....1%



- Finnish grain 76%
- Rape seed, pea, fava bean, whey, plant oil, minerals, micronutrients, vitamins..... 9%
- Barley protein feed 13%
- RTRS certified soy 2%



Sustainable soy

Atria actively strives to reduce the use of soybean meal and is committed to the use of sustainable soybeans in its production chain. Atria's customers also require that sustainably produced soy is used in the primary production of animal-based food.

Imported soyabean meal is replaced with de-hulled oats, field beans and fava beans in chicken feeds. The cultivation of field peas and broad beans improves the texture and nitrogen economy of the field while also reducing the need for synthetic fertilisers. At the same time, they diversify the crop rotation. During the reporting year, the use of soy in broiler feed increased due to the weak harvest season.

Barley protein feed from the ethanol industry is the most significant way to replace soya on pig farms. The use of domestic broad beans has also increased. The final rearing phase of pigs has been completely soy free at Atria family farms since 2017. In 2020, A-Rehu conducted a trial of feeding sows and weaned piglets a completely soy-free diet. The trial verified that it is possible to achieve a complete soy-free rearing chain at all family farms. A change in feeding reduced the carbon footprint by 40% on the farms that took part in the feeding trial.

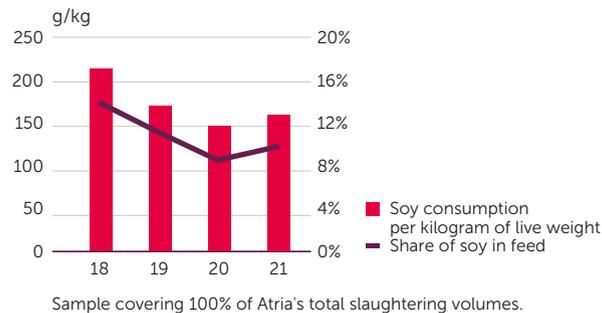
A-Rehu has not used soybean meal in beef cattle feeds since 2017. Cows get the majority of the protein and other

nutrients they need from farm-grown green forage. The protein supplement given to cows consists of a Finnish rapeseed extract or European rapeseed meal.

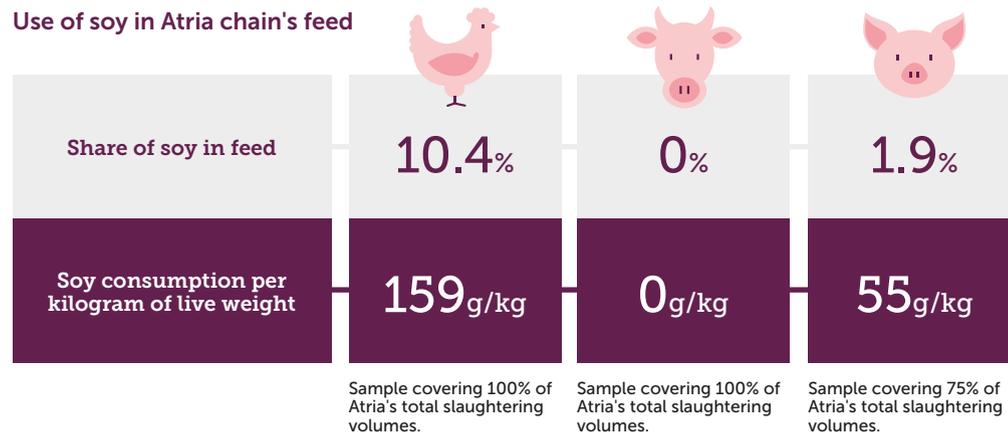
When soy is used, it is sustainably produced and complies with either the Pro Terra or the RTRS standard. A-Rehu uses both GM-free and GM soybean meal. Due to difficulties in the availability of non-GM soybean meal and in the predictability of its price, we do not commit to the use of non-GM soybean meal.

All other raw materials in Atria's pig and chicken feeds are GM-free.

Use of soy in Atria chicken feed



Use of soy in Atria chain's feed



HOW WE WORK:

The promotion of soy-free feeding continued in 2021. The capacity of the Atria feed plant would allow the chain to switch to completely soy-free pork production and also further reduce the use of soy in the production of chicken.

Atria aims to increase the use of domestically produced protein. The contract farming area for field peas has grown 10% per year. In the reporting year, only 15 million kilos of peas were used, due to the weak harvest season. A-Rehu needs 30 million kilos of peas per year.

Sustainable farming methods and practices were promoted through farmer events and webinars.



The Baltic Sea commitment improves the environmental sustainability of the food chain

Achieving a carbon-neutral food chain requires cooperation from the entire industry. Atria started cooperation with the Baltic Sea Action Group by making the Baltic Sea commitment in 2019. The goal of the Baltic Sea commitment is to improve the environmentally sustainable food chain and livestock production together with BSAG networks, Atria's contract producers, and A-Rehu's contract farmers. Atria's five-year commitment consists of three parts:

1. Atria's commitment to reducing the environmental impact of livestock production includes optimising feeding, utilising side streams from the food industry, improving nutrient circulation, and utilising research to develop farm production.
2. Atria is developing co-operation between livestock farms and crop farms with the aim of improving nutrient circulation by developing manure use, making more efficient use of existing arable land, reducing greenhouse gas emissions from peat fields, increasing the cultivation of domestic protein crops, and promoting crop rotation.
3. Atria promotes the introduction of cultivation methods that improve the soil and carbon sequestration on livestock and crop farms by training its own experts and producers, and by communicating about best practices and research results.

Atria promotes research

Research cooperation with researchers and producers within the industry plays a key role in achieving a carbon-neutral food chain. Here are some examples of research and development projects in progress during the reporting period:

Optimising phosphorus and nitrogen circulation in pig and poultry farms (National Resources Institute Finland (Luke))

The project develops pig and poultry feeding with the aim to minimize the secretion of nitrogen and phosphorus. This is done by improving the real-time utilization of protein content in the feed and also with the help of calculation tools with which the farmer can refine the nutrient cycle.

SYSTEMIC – Circular solutions for biowaste (Wageningen University & Research)

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

Outlook and social impacts of Finnish livestock production (Luke, University of Jyväskylä, University of Turku)

The goal is to produce a research-based future scenario of the role of animal husbandry in Finland. The project produces information on the effects of livestock production at various intensity levels on field use, the environment, the regional economy, and foreign trade.

Productive suckler cows (Luke)

The project focuses on improving the overall management of suckler cow farms. The main theme is to improve the animal material of the herd, as the functional structure enables the cows to be sustainable, easy to care for and, through this, economical.

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.

Protein from the field (ProAgria South Botnia)

The project aims to increase the production of domestic protein feed in the South Ostrobothnia region and to promote the cultivation of pulses in general and improve the quality of feed grains. The project will provide information that will help us increase the cultivation area and yield of peas and broad beans.

Feed security - Security and preparedness for northern feed production in a changing climate (Luke)

The aim of the project is to promote feed production on cattle farms by producing information on grassland regeneration and the possibilities of increasing feed crop diversity in a changing climate.

Productive cattle farm grass (Luke)

The aim of the project is to promote the resource-efficient development of silage production and grazing on cattle farms and to reduce waste in silage storage.

Dairy and beef industries in Finland: Progressing pathways to carbon neutrality by 2035 (Luke, FMI, MGF, UEF, HY)

The project aims to promote implementation of production chains for carbon-neutral milk and beef. The project is part of the more extensive Catch the carbon -research and innovation programme.

PLANET

PRODUCT

PEOPLE

RESPONSIBLE BUSINESS OPERATIONS

CORPORATE RESPONSIBILITY REPORTING

PLANET

- Carbon-neutral food chain
- Industrial operations
- Packaging
- Primary production

PRODUCT

- Food safety and quality
- Animal welfare

PEOPLE

- Employees
- Consumers

RESPONSIBLE BUSINESS OPERATIONS

- Sustainability tools
- Stakeholders
- Supply chain

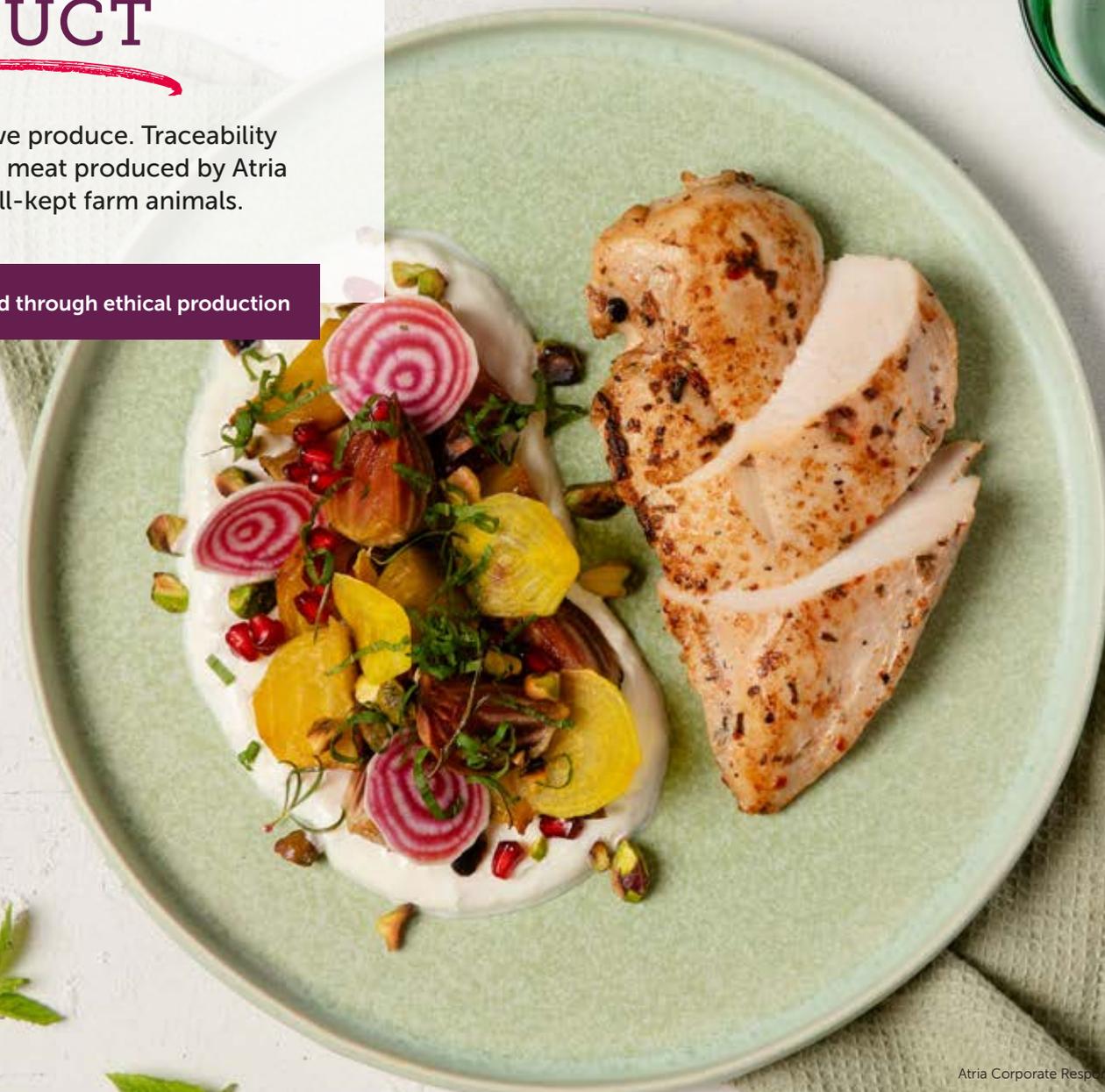
CORPORATE RESPONSIBILITY REPORTING

- Reporting principles
- Material reporting themes

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.

The world's purest and safest food through ethical production



PLANET

- Carbon-neutral food chain
- Industrial operations
- Packaging
- Primary production

PRODUCT

- Food safety and quality
- Animal welfare

PEOPLE

- Employees
- Consumers

RESPONSIBLE BUSINESS OPERATIONS

- Sustainability tools
- Stakeholders
- Supply chain

CORPORATE RESPONSIBILITY REPORTING

- Reporting principles
- Material reporting themes

Safe products, healthy animals

GRI 2-23, 2-24, 3-3

Atria provides sustainably produced, clean and safe products. Food safety begins with contract farms and pure raw materials.

For Atria, good food means accounting for the expectations set for the entire food chain in its operations and a commitment to comply with the requirements for its products and business. The journey of our products from the field to the table is transparent, safe and traceable.

Atria contributes to a safe and sustainable food chain by developing biosecurity throughout the chain, including animal welfare, animal disease risk management, antibiotic-free production, animal nutrition, traceability of raw materials, and food safety management in collaboration with its stakeholders.

According to consumer surveys, Nordic consumers generally have high levels of trust in the safety and sustainability of domestically produced food. In the Finnish and Swedish markets in particular, brands that are committed to using only domestically produced meat are a major asset for Atria. In other business areas, Atria has won the confidence of its stakeholders in the quality and safety of its food products. Public debate about responsible food production and food safety is increasing the demands for the systems and verification within the production chain. Atria has sustainability to both deliver on food safety

expectations and to lead the way in ensuring that animal-based food continues to be an ethically sustainable choice for consumers. Stakeholders are expecting Atria to show its expertise on these topics and to develop sustainable food production in its production chain.

In risk assessments, Atria takes into account the significance of biosecurity for the continuity of business. With regard to biosecurity, One Health approach covers the well-being of people, animals and the environment as well as product safety. Prevention of animal diseases is important for the entire sector from the perspectives of finance, trade and exporting.

Consideration and systematic prevention of various food-related risks are important for both human health and Atria's business. Increasing antibiotic resistance is a long-term international biosecurity threat. Atria has taken long-term measures to ensure the responsible use of antibiotics by promoting completely antibiotic-free rearing of farm animals, for example. Atria takes these risks extremely seriously and is constantly working to strengthen biosecurity throughout the production chain.



PLANET

- Carbon-neutral food chain
- Industrial operations
- Packaging
- Primary production

PRODUCT

- Food safety and quality
- Animal welfare

PEOPLE

- Employees
- Consumers

RESPONSIBLE BUSINESS OPERATIONS

- Sustainability tools
- Stakeholders
- Supply chain

CORPORATE RESPONSIBILITY REPORTING

- Reporting principles
- Material reporting themes

Content comparison

Food safety and quality

GRI 2-23, 2-24, 3-3

Product safety is an absolute requirement for Atria. It applies to a product's entire lifecycle, from product development and acquisition of raw materials to the production and distribution of the product and instructing the consumer in its safe use. [p. 40](#)

Atria has a constantly developed system that guarantees product safety. Atria's food safety, nutrition and quality policy lays the foundation for responsibility commitments, goal setting, and continuous improvement. Food safety management systems at Atria's production facilities are certified and covered by national authorities' comprehensive supervision.

Traceability verifies product safety and sustainability

Atria aims for a fully transparent food chain. Traceability helps to verify product safety and the health and welfare of production animals. From field to table traceability is based on close collaboration within the industry, as well as systems and practices that support it.

Traceability means that a product's origin can be traced back to a specific group of animals on the farm, and even to a specific animal. If necessary, traceability makes it possible to verify how the meat was produced, what the animals ate and how they were medicated. Being able to trace a product's origin throughout the production chain allows a rapid response to be taken in exceptional situations. Traceability is also a prerequisite for the verification of Atria's antibiotic-free production.

In addition to the traceability of meat raw material, Atria also aims for full batch traceability of raw materials and ingredients, as well as packaging materials.

Making more precise traceability information available to the customers and consumers enables the verification of both product safety and other aspects of product responsibility, such as the origin of raw materials and the use of antibiotics.

Atria introduced the first traceable farm-level marked chicken products over 10 years ago and number of products has grown every year.



PLANET

- Carbon-neutral food chain
- Industrial operations
- Packaging
- Primary production

PRODUCT

- Food safety and quality
- Animal welfare

PEOPLE

- Employees
- Consumers

RESPONSIBLE BUSINESS OPERATIONS

- Sustainability tools
- Stakeholders
- Supply chain

CORPORATE RESPONSIBILITY REPORTING

- Reporting principles
- Material reporting themes

Controlled food safety

GRI 416, FP5

Product safety is always Atria's top priority. Atria's product quality is based on authority and stakeholder demands, which Atria is 100% committed to. Product safety management systems are an important tool in further developing operations in the food industry. Atria's production plants have certified food safety management systems.

A certified system is proof of a proactive approach to quality control, food safety, and other statutory and standard-based requirements.

Atria's food safety management system accounts for the

safety and health effects of products throughout their lifecycle from the acquisition of raw materials, manufacturing process and distribution chains all the way to consumer use. All Atria products go through this review.

Self-monitoring of product safety

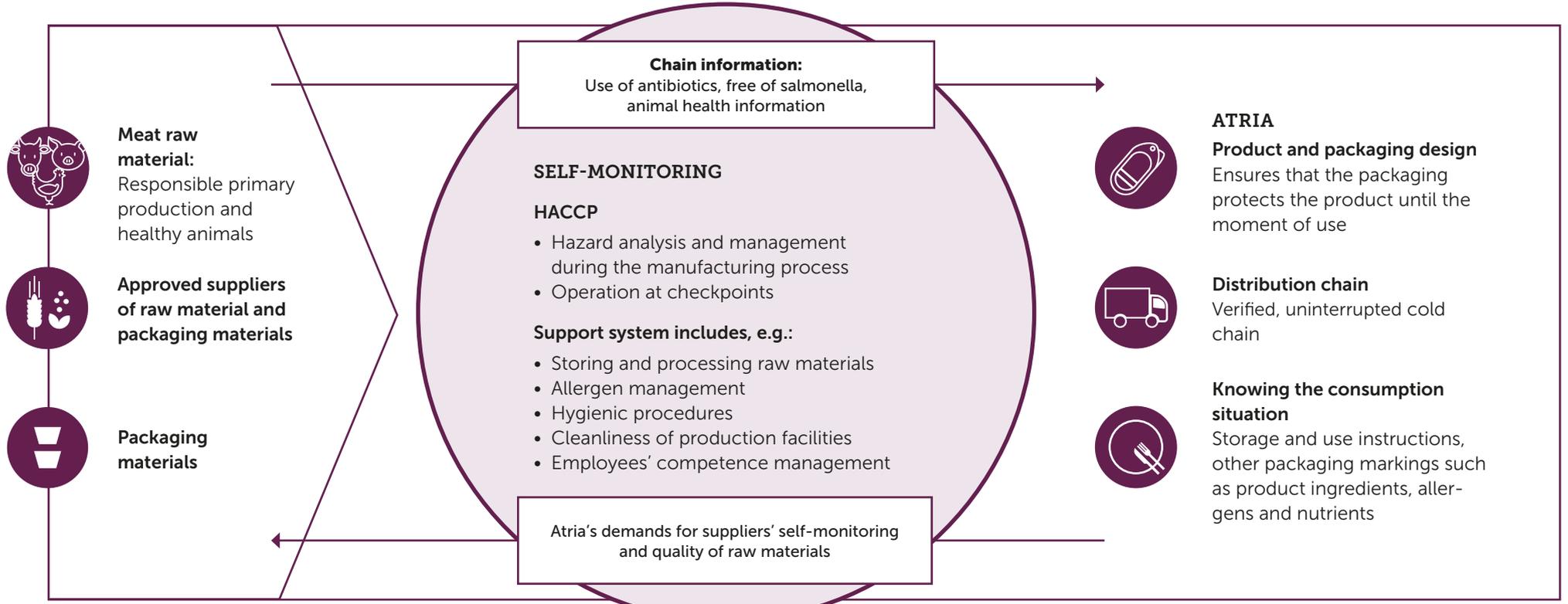
The food safety management system includes self-monitoring to ensure that the processes work properly and products are safe for consumers. Self-monitoring at Atria is based on the Hazard Analysis Critical Control Points (HACCP) >



The goal is zero product recalls



The goal is quality and food safety criteria that exceed statutory requirements



PLANET

- Carbon-neutral food chain
- Industrial operations
- Packaging
- Primary production

PRODUCT

- Food safety and quality
- Animal welfare

PEOPLE

- Employees
- Consumers

RESPONSIBLE BUSINESS OPERATIONS

- Sustainability tools
- Stakeholders
- Supply chain

CORPORATE RESPONSIBILITY REPORTING

- Reporting principles
- Material reporting themes

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

Food safety and quality management model

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 food safety, nutrition 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.



QUALITY AND FOOD SAFETY CERTIFICATES

FINLAND

FSSC 22000 100%

SWEDEN

FSSC 22000 100%

DENMARK

FSSC 22000 98%

ESTONIA

ISO 22000 100%

% of production in a facility with a food safety certificate

0

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

9

product recalls. 4 in Finland, 3 in Sweden and 2 in Denmark.

100%

level of assessment of products' health and safety effects

PLANET

- Carbon-neutral food chain
- Industrial operations
- Packaging
- Primary production

PRODUCT

- Food safety and quality
- Animal welfare

PEOPLE

- Employees
- Consumers

RESPONSIBLE BUSINESS OPERATIONS

- Sustainability tools
- Stakeholders
- Supply chain

CORPORATE RESPONSIBILITY REPORTING

- Reporting principles
- Material reporting themes

Animal welfare

FP9

Animal welfare is ensured and can be verified across Atria's food chain. Atria invest in sustainable primary production by improving animal welfare, management of the risk of animal diseases, antibiotic-free production, and feeding solutions in cooperation with meat producers, industry experts and researchers.

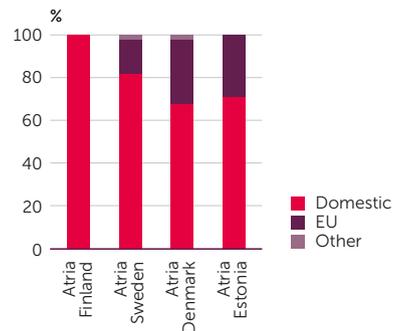
Meat procurement

Atria Finland's subsidiaries are 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. 4.6% of the beef purchased by Atria in Finland during the reporting period was organic. Atria has a broiler-rearing facility and slaughterhouse in Sweden, as well as piggeries and pig slaughtering operations in Estonia. The Atria Group also sources meat locally from its business areas, and small volumes from international markets.

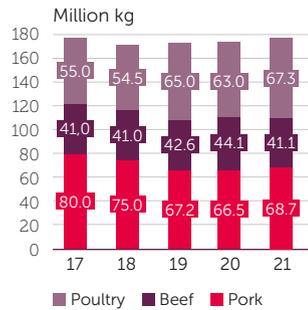
► Read more about the sustainable feeding of animals on page 19.



The origin of meat in the various business areas

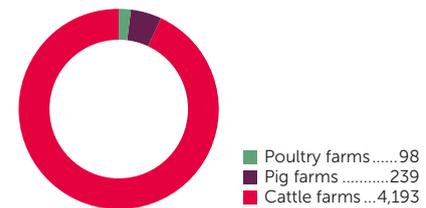


Volume of meat processed by Atria



Compared to the previous year, the meat volumes processed by Atria increased by 0.5 million kilos to 177.1 million kilos. Poultry meat volume increased by 1.8 million kilos and pork volume by 0.2 million kilos. Beef processing volumes fell by 1.5 million kilos. Atria is the market leader in Finland's slaughtering industry.

Number of Atria's contract farms



PLANET

- Carbon-neutral food chain
- Industrial operations
- Packaging
- Primary production

PRODUCT

- Food safety and quality
- Animal welfare

PEOPLE

- Employees
- Consumers

RESPONSIBLE BUSINESS OPERATIONS

- Sustainability tools
- Stakeholders
- Supply chain

CORPORATE RESPONSIBILITY REPORTING

- Reporting principles
- Material reporting themes

Contract production model as the basis for the development of animal welfare

GRI 2-23, 2-24, 2-26, FP10, FP12

Healthy, well-kept animals are the key to profitable production. In Finland Atria procures its slaughter animals from contract producers whose expertise and competence functions as the basis of animal welfare. Production contracts between Atria and its producers define the quality requirements and quantitative targets for the purchase and sale of animals. The production contracts also contribute to ensuring animal welfare. Contract producers are required to commit to Atria's guidelines on production practices and to systematic healthcare of animals. Atria supports animal welfare with expert services and contractual instructions specified for each production type.

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

Animal Welfare Policy

In 2020, Atria completed its background research for an animal welfare policy for the entire Atria Group and meat acquisition. Atria's animal welfare policy is based on the Five Freedoms for animal welfare issued by the World Organisation for Animal Health (OIE). The policy puts a framework in place for good manufacturing practices (Atria GMP) applied in contract production and minimum criteria for the acquisition of other animal-based raw materials.

The animal welfare policies Atria follows and the continuous improvement of production methods are based on scientific evidence and the continuously monitored production results in our own chains. Atria collaborates with its stakeholders, such as contract producers, agriculture associations and authorities, and maintains a dialogue with parties interested in and taking care of animal welfare. The collaboration and dialogue help us ensure that Atria's own contract production maintains and develops best practices, and that acquisitions from outside Atria's contract production maintain a sufficient level of animal welfare.

Atria's Good Manufacturing Practices

Atria's species-specific Good Manufacturing Practices are summaries for stakeholder communications of the verifiable practices applied in Atria's chain. They complete and specify the principles applied in the various phases of the production chain described in the animal welfare policy. Atria's Good Manufacturing Practices include a description of the animals that are reared, rearing methods, production circumstances, healthcare, physical measures, animal transport, and practices at slaughterhouses, among other things.

Supervision by the authorities supports facilities' self-monitoring

Dozens of official supervision representatives work at Atria's slaughterhouses every day. Official veterinarians monitor the entire slaughter process, from transport to storing the carcasses. The official veterinarians also monitor the animal welfare measures carried out as part of the slaughterhouse's self-monitoring.

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



We do not accept animal welfare violations

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):

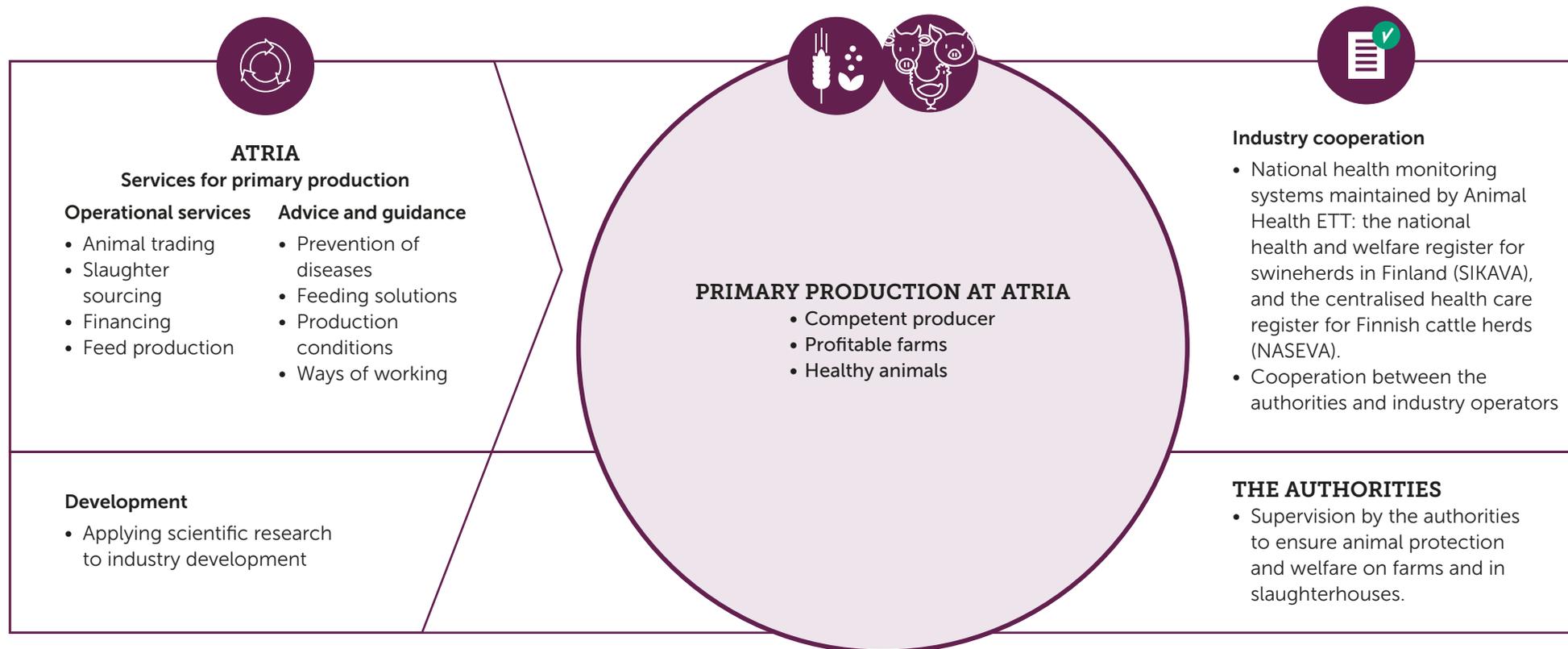
1. Freedom from hunger, thirst, and malnutrition
2. Freedom from physical and thermal discomfort
3. Freedom from pain, injur, and disease
4. Freedom to express normal patterns of behaviour
5. Freedom from fear and distress

Responsible primary production through seamless 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. During the reporting year, 100% of Atria's contract production volume came from farms that are members of

SIKAVA, and 93% from farms that are members of NASEVA. 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 our operations are guided by animal protection laws: the Animal Protection Directive at the EU level, and the Animal Welfare Act and species-specific laws at the national level. Slaughterhouse operations are guided by the EU Regulation on the protection of animals at the time of killing.



- Front page
- Introduction
- PLANET**
 - Carbon-neutral food chain
 - Industrial operations
 - Packaging
 - Primary production
- PRODUCT**
 - Food safety and quality
 - Animal welfare
- PEOPLE**
 - Employees
 - Consumers
- RESPONSIBLE BUSINESS OPERATIONS**
 - Sustainability tools
 - Stakeholders
 - Supply chain
- CORPORATE RESPONSIBILITY REPORTING**
 - Reporting principles
 - Material reporting themes
- Content comparison

PLANET

- Carbon-neutral food chain
- Industrial operations
- Packaging
- Primary production

PRODUCT

- Food safety and quality
- Animal welfare

PEOPLE

- Employees
- Consumers

RESPONSIBLE BUSINESS OPERATIONS

- Sustainability tools
- Stakeholders
- Supply chain

CORPORATE RESPONSIBILITY REPORTING

- Reporting principles
- Material reporting themes

Prevention of animal diseases

FP12

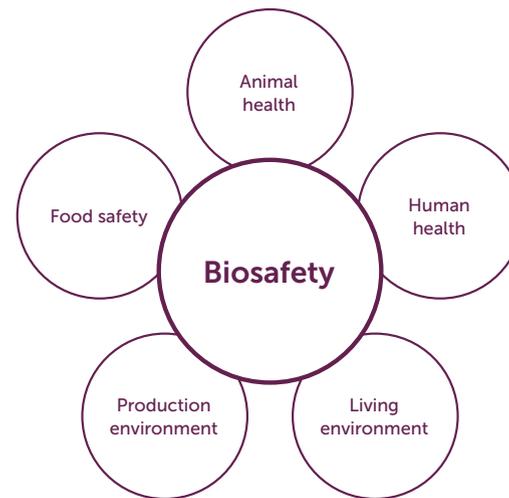
The effective prevention of animal diseases and excellent health of production animals are key strengths of Atria's primary production. Transmissible animal diseases are prevented systematically in accordance with programmes prepared in cooperation with Animal Health ETT* and the authorities. The strengthening of biosecurity throughout Atria's production chain is also important as it prevents animal diseases and helps manage the serious risks associated with them. As a part of the responsibility programme Atria is building a biosafety strategy. The strategy will be based on the WHO's One Health approach.

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 Atria's pig chain, for example. 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. Atria's 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 in Finland by coordinating animal healthcare at the national level and directing 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.

The main elements of Atria's biosafety strategy



The goal is to promote 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 need to be medicated with antibiotics throughout their lives.

At Atria's primary production farms, antibiotics are not used routinely without justification. Instead, only sick animals are treated on the basis of a diagnosis, avoiding unnecessary medication. Drug use on the farms is supervised by the farm's own attending veterinarian. Pharmaceutical records 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 the Atria Group. As stated in our animal welfare policy, responsible antibiotic use is also required in the meat sourcing chains of all business areas.

100%

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

PLANET

- Carbon-neutral food chain
- Industrial operations
- Packaging
- Primary production

PRODUCT

- Food safety and quality
- Animal welfare

PEOPLE

- Employees
- Consumers

RESPONSIBLE BUSINESS OPERATIONS

- Sustainability tools
- Stakeholders
- Supply chain

CORPORATE RESPONSIBILITY REPORTING

- Reporting principles
- Material reporting themes

Atria promotes research

The organisation responsible for Atria's primary production actively monitors global research and development related to animal welfare. Atria also participates in practical research, the aim of which is to improve animal welfare.

Biodegradable platforms for broiler enrichment (Natural Resources Institute Finland)

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

Food chain project 3 – National quality systems as part of a sustainable food system (ETT)

The project aims to develop national quality systems in the dairy and meat chains. To promote disease protection and prevent the spread of diseases in primary production. To improve the skills of producers and veterinarians in promoting animal health and welfare and to communicate the role of the veterinarian as part of quality systems.

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)

The project acquires 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 effectiveness and suitability of vaccines for disease prevention are evaluated on basis of the results.

Improved wellbeing through free farrowing (HY)

Examines the best practices of free farrowing and implements the acquired information. The project equips pork producers with the ability to respond to consumer demands and values by producing high-quality food and improving animal welfare.

The free farrowing project of the future (MMM, HY)

The project will develop an information package on successful free-farrowing solutions and will compile the latest scientific research and practical experience of free-farrowing in Finland and elsewhere in Europe.

Biosafety, a prerequisite of pig farms of the future (Satafood)

The project develops the planning, implementation and assessment of biosafety in pig production farms and makes this more efficient.

Unharmed tail (HY)

The purpose of the project is to develop a computer vision system that is used to automatically monitor the state of tails and the weight of pigs as the pigs move to a fattening piggery. In addition, best practices will be developed to improve pig tail health.

Minimising antimicrobials (HY, TY)

The project produces ways to reduce the need for antimicrobials and develops a species-specific probiotic or combination of probiotics for pigs.

A healthy calf with a strong immune system (HY)

The project will explore the potential for reducing the need for antibiotic treatment of calves by improving their early treatment and immune systems, reducing infection pressure and improving transfer logistics. The aim is to develop a model for high-quality calf production to manage animal disease risks in the cattle chain.





Front page
Introduction

PLANET

Carbon-neutral food chain
Industrial operations
Packaging
Primary production

PRODUCT

Food safety and quality
Animal welfare

PEOPLE

Employees
Consumers

RESPONSIBLE BUSINESS OPERATIONS

Sustainability tools
Stakeholders
Supply chain

CORPORATE RESPONSIBILITY REPORTING

Reporting principles
Material reporting themes

Content comparison

PEOPLE

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

We offer meals that support well-being and a good life

PLANET

Carbon-neutral
food chain
Industrial operations
Packaging
Primary production

PRODUCT

Food safety
and quality
Animal welfare

PEOPLE

Employees
Consumers

RESPONSIBLE
BUSINESS
OPERATIONS

Sustainability tools
Stakeholders
Supply chain

CORPORATE
RESPONSIBILITY
REPORTING

Reporting
principles
Material reporting
themes

Competent and healthy personnel

GRI 2-23, 2-24, 3-3

We offer Atria's employees safe and meaningful work with opportunities for professional development.

Atria's future depends on competent and healthy personnel. We want to offer employment that is satisfying to competent professionals and be one of the most attractive employers in the food industry. Safety at work is one of the cornerstones of our operations and we have several measures in place to take care of employee safety and a Group-wide programme for its development. Our long-term goal is zero accidents at work across the Atria Group.

We encourage our employees to develop their skills and expertise both at and outside work. We also provide Atria's producers training and extensive professional advice.

In Atria's business areas, the high level of social responsibility regarding employment relationships is largely based on the legislation of the countries of operation, which provide a framework for Atria's human resources management. In the international context, stakeholders expect Atria to have a strong position on social responsibility and to act responsibly to meet the key challenges of social responsibility. Atria's HR policy defines in more detail the material aspects of personnel responsibility related to employment relationships to which Atria is committed. Our Partnership Code of Conduct requires similar commitment and responsibility from our partners across the supply chain.

Aspects of Atria's personnel responsibility:

- Fair employment relationship
- Occupational safety and working ability
- Competence development
- Equality and non-discrimination
- Prevention of bullying and harassment
- Freedom of association
- Prevention of child labour and forced labour



Atria is an attractive and fair employer

GRI 2-7, 2-24, 2-30, 401, 402

An employer favoured by the best in the business

Atria's external recruitment aims to reach the industry's best talent. Internal recruitment allows us to create opportunities for development and increase in-house expertise. Sustainable 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.

Fair employment contracts

A good employer treats all employees fairly during all stages of the employment relationship. The most important conventions of the International Labour Organisation (ILO), a specialised agency of the United Nations (UN), have been implemented by legislation in Atria's countries of operation. These conventions provide the framework for our human resources policy. The HR function of each business area manages the HR policy at the local level and ensures that the national laws, regulations and trade union practices of each country of operation are complied with.

Competitive remuneration system

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 that comply with local market practices constitute Atria's remuneration system, and we are continuously working to ensure that the system is competitive, understandable, uniform, transparent, fair, non-discriminatory and up-to-date.

Work-life balance

We at Atria think it is important to take into consideration the different life stages of our employees. We believe that flexibility in working life increases employees' commitment to their employer and supports well-being at work. In Atria's various business areas, the details of the conditions for flexibility vary according to local legislation. For example, study, job rotation and family leave, flexible working hours



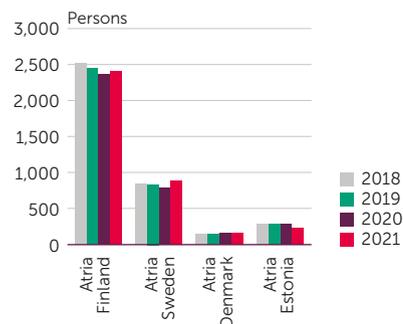
Common values provide a meaningful framework for work

and, in the case of older employees, various part-time pension schemes are possible for Atria employees within the framework of mutually agreed rules. During the year under review, Atria's personnel took advantage of flexible working hours in all business areas.

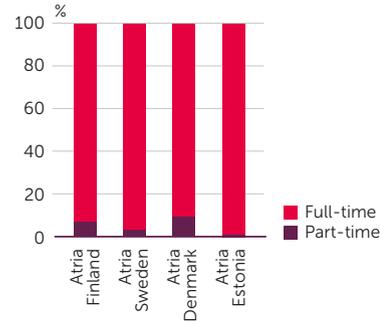
Equality and employee participation

In accordance with our HR policy, Atria adheres to the principle of equal opportunities and offers its employees work that matches their abilities as well as possible. We want to be an inclusive workplace that offers every employee the opportunity to reach their full potential. >

Average number of Atria Group personnel, a total of 3,711 persons

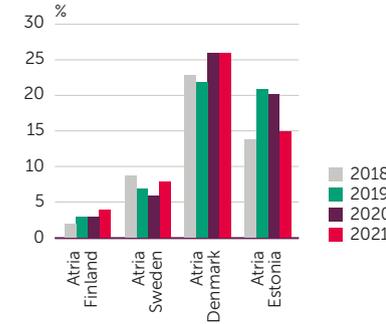


Break-down of personnel by worktime*

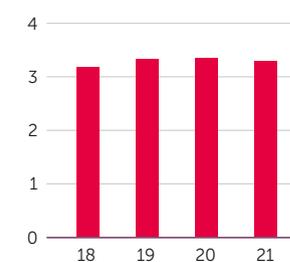


*Personnel, 31 December 2021.

Turnover among permanent employees



Engagement of Atria Group employees



The score is an average from the questions: Q2: "In our department we live up to the principles and values of Atria", Q3: "We have a good team spirit in our department" and Q4: "I would recommend our company as an employer" in our annual Pulse survey for all employees.

Scale 1-4, 4=strongly agree

Employees are heard through the cooperation procedures on issues concerning them, such as personnel reorganisation, well-being at work and working conditions. Cooperation within the Group is maintained through the European Works Council (EWC) which convenes twice a year. Representatives of 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. The aim of HR management is to anticipate the changing needs of the business so that the number and competence of personnel are always optimal. When changes are required at short notice, Atria's minimum notice period for changes concerning operative personnel complies with local legislation.

Employee diversity

Atria doesn't discriminate on the basis of race, color, religion, gender, gender expression, age, national origin, disability, marital status, sexual orientation or military status in any of our activities. Atria monitors the employees' age structure, the ratio of women and men and their placement in various positions, as well as the ratio of fixed-term and part-time employment and permanent and full-time employment.

The proportion of men of Atria's personnel is slightly higher than that of women. The age distribution of employees is even, with an emphasis on people of working age, but we also employ young people at the start of their careers as well as older workers.

At Atria, employee turnover is low, and careers of more than 20 years are not exceptional. Men have slightly longer careers than women in all business areas.

In Finland in particular, Atria is a major employer for young people in need of fixed-term employment. For young people, summer and part-time work provide the all-important first contact with working life and help students finance their studies.

The employment of seasonal workers is reflected in the high number of new hires. The high number of seasonal workers also increases the proportion of employment periods of less than three years.

Transition support programmes

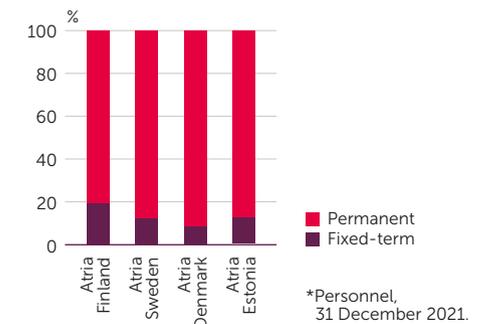
As part of responsible HR management, Atria also supports those employees who are at risk of losing their jobs due to health reasons or business restructuring in Finland, Sweden and Denmark. Atria Finland's occupational healthcare is supported by a career and adult education specialist, whose appointments are available with a referral from Atria's occupational health physicians or by assignment of a pension insurance company. The goal of vocational rehabilitation is to help the employee to continue working or to return to work after a long period of sick leave. Support includes training and career planning, arranging a work try-out for a new job, and relocating to another position within Atria.

Age structure in the Atria Group*



*Personnel, 31 December 2021.

Break-down of personnel by employment relationship*



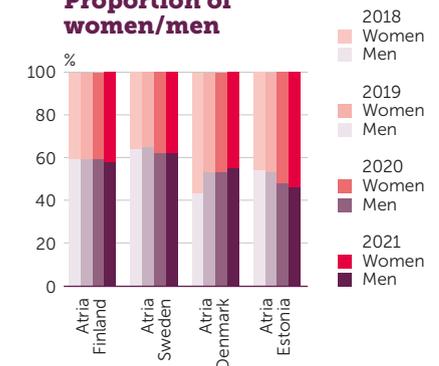
*Personnel, 31 December 2021.

Total number of new hires, 1,683**



** The figures also include seasonal employees.

Proportion of women/men



PLANET

- Carbon-neutral food chain
- Industrial operations
- Packaging
- Primary production

PRODUCT

- Food safety and quality
- Animal welfare

PEOPLE

- Employees
- Consumers

RESPONSIBLE BUSINESS OPERATIONS

- Sustainability tools
- Stakeholders
- Supply chain

CORPORATE RESPONSIBILITY REPORTING

- Reporting principles
- Material reporting themes

Employee well-being and safety

GRI 2-23, 2-24, 3, 403

At Atria, safety is a key requirement in every job. Our HR policy states our commitment to ensuring a safe working environment for our employees. Health and safety at work in Atria's various business areas is governed by local legislation. Occupational health and safety concerns all Atria positions and workplaces. The requirements of the Occupational Safety and Health Convention (No. 155) of the International Labour Organisation ILO have been adopted in Atria's countries of operation by legislation and regulatory control.

A better safety culture brings results

In practice, Atria's safety culture has been developed through the group-wide "Safely home from Atria" programme. Atria's purpose 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. Within

the programme, Atria conducts 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. Occupational health and safety also feature heavily in Atria's communications, induction of personnel, training and in daily management, which has contributed to the development of a positive safety culture. The Group's safety meetings are held every six months, and a reporting system for serious accidents is in place.

Atria Group's accident frequency rate has been decreasing and the number of serious accidents has also declined. From 2017 to 2021, the accident frequency rate fell over 65%. However, Atria's most important long-term goal of zero accidents throughout the Group still requires some work. >

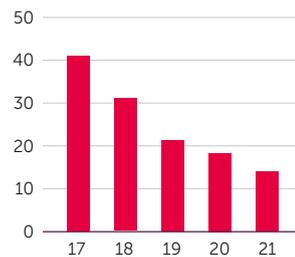


We aim for zero accidents throughout the Group

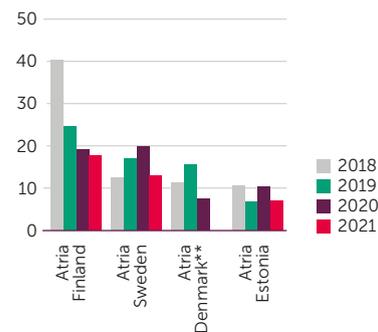
HOW WE WORK:

In order to fulfil the obligations set out in the Occupational Safety and Health Act, Atria Finland and Sweden have appointed an occupational health and safety organisation, consisting of representatives appointed by the employer and representatives elected by the employees. The occupational safety and health organisation is divided into occupational safety and health committees. The purpose of those committees is to improve the working environment and working conditions in their area of responsibility in order to safeguard and maintain the employees' ability to work and to prevent accidents at work, occupational diseases and other physical and mental health problems among the employees.

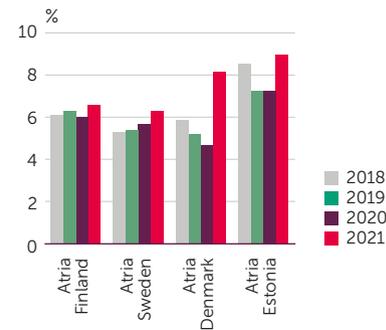
Accident frequency rate in the Atria Group*



Accident frequency rate in the Atria Group by business area*



Sickness absences from regular working hours



* The number of accidents leading to an absence of at least 8 hours divided by 1,000,000 working hours.
** No accidents in Denmark 2021.

PLANET

- Carbon-neutral food chain
- Industrial operations
- Packaging
- Primary production

PRODUCT

- Food safety and quality
- Animal welfare

PEOPLE

- Employees
- Consumers

RESPONSIBLE BUSINESS OPERATIONS

- Sustainability tools
- Stakeholders
- Supply chain

CORPORATE RESPONSIBILITY REPORTING

- Reporting principles
- Material reporting themes

Healthy employees

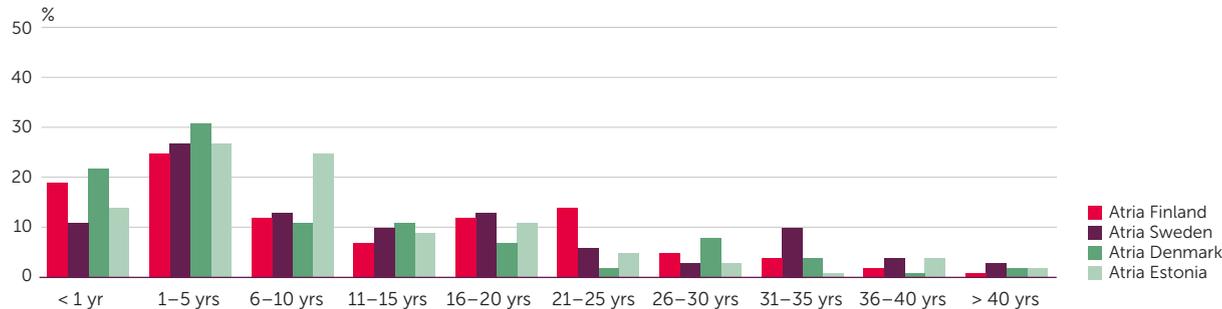
Healthy employees are the key to our success. We support our employees' safe working conditions and healthy lifestyles to enable them to cope better at and outside work. The employees' well-being also has a significant impact on safety at work.

Atria's occupational healthcare is arranged in each business area as part of the local social and healthcare system. The occupational healthcare service also provides expert services for occupational health and safety. Local occupational healthcare operations take into account the various factors that affect the employees' working ability and health. These factors include health hazards and causes of harm to health arising from the work environment, the workload and the

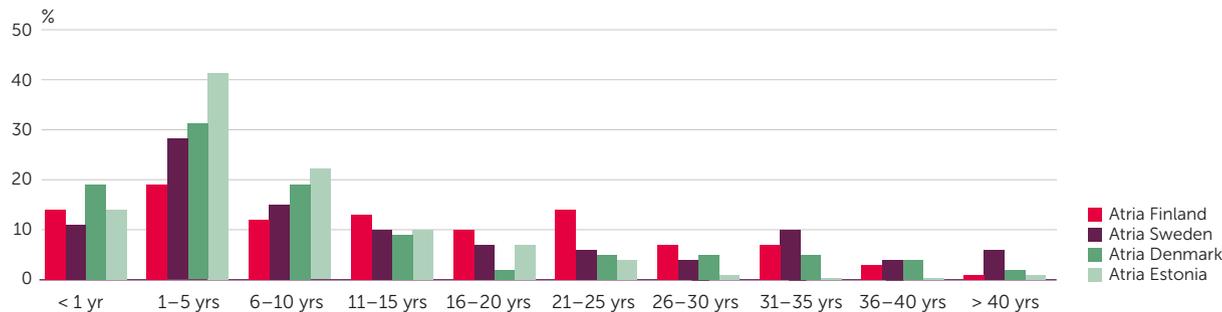
resources of the employee and the work community.

In addition to statutory occupational healthcare, Atria Finland and Sweden offer various business area specific additional healthcare services to employees, depending on the workload and the possibilities of the place of operation. The aim of these services is to prevent illness, speed up recovery and improve well-being at work. All Atria employees in Finland have regular medical examinations. These enable the occupational healthcare service to also reach employees who rarely use healthcare services and offer them advice and counselling, as well as checking their state of health. At the same time, important information is obtained about the well-being of the work community and any workload factors.

Years of service, women



Years of service, men



**SAFELY
HOME**
from Atria

Atria's Safety Principles

Safety first

- All accidents can and must be prevented.
- Never accept unsafe ways of working under any circumstances.

Safety starts with me

- We are all responsible for safety.
- Safety is a part of my competence.
- Safety is not a choice or comfort issue, working safely is the only efficient way.

Stop - Think - Act

- Stay alert and report malfunctions and misbehaviour immediately to your superior.
- Think before acting.
- Follow the rules, be careful and never modify equipment.

PLANET

- Carbon-neutral food chain
- Industrial operations
- Packaging
- Primary production

PRODUCT

- Food safety and quality
- Animal welfare

PEOPLE

- Employees
- Consumers

RESPONSIBLE BUSINESS OPERATIONS

- Sustainability tools
- Stakeholders
- Supply chain

CORPORATE RESPONSIBILITY REPORTING

- Reporting principles
- Material reporting themes

Competence development

GRI 2-24, 402

Atria provides its employees training and also encourages them to develop their skills outside work.

Competent employees who enjoy their work are important to Atria. We develop our employees' skills based on our strategic priorities and identified needs. Competence development principles and procedures are defined by Human Resource management at top level and principles are applied by business areas.

Personal performance appraisals and discussions on well-being at work are important in identifying the needs for employees' competence development. These discussions will serve as a basis for an annually updated personnel training and development plan.

The professional skills of employees are developed in several ways. Our key methods are workplace training, mobility of personnel from one job to another across country borders, job rotation, sharing the best practices, and programs aimed at competence development. Atria's own experts participate in the planning and execution of personnel training.

Uniform and developing leadership

One of Atria's key strategic priorities is good leadership. Long-term efforts have been made to strengthen the competence of supervisors and managers and to develop a uniform leadership culture within Atria. Supervisory work is guided by the principles of Atria's Way of Leading programme, launched in 2017. These ensure uniform ways of working for all supervisors and managers and a common understanding of supervisory work. Way of leading training and Take the Lead programme for middle management were implemented using remote access and online learning platforms in 2021.

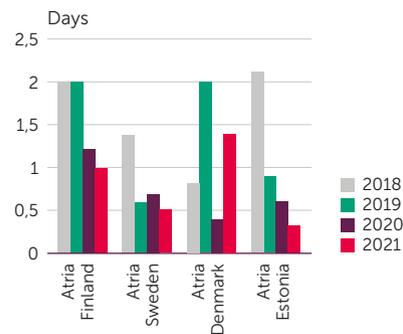
During the year under review, the Group began to develop the new Winning Together human resources programme built on Atria's Way of Work and Way of Leading principles.

Its key objective is to develop sustainable and productive ways of working through close cooperation between supervisors, managers and workers and a more leadership approach.

HOW WE WORK:

In 2021, the training programmes were mostly implemented using remote access and online learning platforms. The training focused on, for example, management skills, responsibility, occupational safety and food safety training and induction, in accordance with the training and development plan. Performance appraisals were carried out in full during the reporting period.

Average number of training days per employee*



* Personnel, 31 December 2021



Employee satisfaction with development opportunities

2.99

Scale 1–4, where 4=strongly agree

Annual Pulse survey

PLANET

Carbon-neutral food chain
Industrial operations
Packaging
Primary production

PRODUCT

Food safety and quality
Animal welfare

PEOPLE

Employees
Consumers

RESPONSIBLE BUSINESS OPERATIONS

Sustainability tools
Stakeholders
Supply chain

CORPORATE RESPONSIBILITY REPORTING

Reporting principles
Material reporting themes

Content comparison

Healthy and tasty food for all meals

GRI 3-3

We support consumers' well-being by offering healthy and tasty food. We inform consumers about the environmental and climate impacts of our operations, our work to reduce them and the animal welfare throughout the production chain.

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 productisation, Atria considers taste, consumers' needs and sustainability issues, such as ethical and environmentally sound production and nutritional qualities.

People's well-being is based on versatile, healthy and nourishing food. Atria's main product categories are fresh and consumer-packed meat and meat products, such as sausages and cold cuts, as well as convenience foods and poultry products. Thanks to its excellent nutritional qualities, meat has a place in a balanced diet. In our consumer communications, we encourage and instruct consumers to enjoy a varied diet and guide our professional customers in preparing nutritious and tasty meals. As part of open and transparent communication, we are increasingly informing our consumers and customers about the climate impact of our operations and animal welfare throughout the production chain.

Atria's market insight organisation utilises extensive market research data to identify various customer and consumer needs. Atria's product development uses information in a variety of ways to further develop existing products or product concepts, and design new ones. Product category management is tasked with ensuring the product selection's coverage of different customer and consumer needs. During 2021 Atria introduced the international Sustainable Brand Index™ study. The study measures the perception of stakeholders on a brand's sustainability.

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



PLANET

- Carbon-neutral food chain
- Industrial operations
- Packaging
- Primary production

PRODUCT

- Food safety and quality
- Animal welfare

PEOPLE

- Employees
- Consumers

RESPONSIBLE BUSINESS OPERATIONS

- Sustainability tools
- Stakeholders
- Supply chain

CORPORATE RESPONSIBILITY REPORTING

- Reporting principles
- Material reporting themes

Products that promote a healthy lifestyle

GRI 2-23, 417, FP6

We want to enable consumers to build healthy and balanced diets by providing nutritious, high-quality product options.

Atria understands its responsibility with respect to consumers and public health, and this is also taken into account in our product development. All product development work is based on finding an optimal balance between consumer preferences and nutritional recommendations, and developing cooking solutions that make consumers' daily lives easier.

We pay special attention to the quality of the raw materials used in Atria products. The safety and purity of the raw materials as well as their suitability for production are ensured in the product development stage. In addition, we know the nutritional content of our products throughout the entire product development process, and we are able to alter it as required to suit the intended use.

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

Atria's consumer communication also promotes enjoyable meals responsibly. In all communication and information, we comply with the legislation and good practices of our industry. Our 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.

The aim of our food safety, nutrition and quality policy is to offer nutritious, healthy, tasty and suitable food for everyday life i.e., practical food for consumers.

Nutritious

- We know the nutritional recommendations, monitor the research in the field, and use this competence/understanding in the development and production of our products.
- We offer consumers nutritious alternatives suitable for various mealtimes, including raw materials for meals, as well as snacks and convenience food.
- We state the nutritional content of our products in a way that is easy for consumers to understand.

Healthy

- Our products are the cornerstones of a healthy and varied diet. We also offer a range of delicacies.
- We promote and help consumers to put together a nutritious and healthy diet.

Tasty

- We know the tastes of consumers.
- We use consumer surveys to ensure that the tastes are acceptable to consumers.
- We deliver on our promise of great taste.
- We ensure that our product quality is consistent.

Suitable for everyday life

- We know the consumers' everyday challenges at different stages of life and develop solutions to suit them.
- Our products provide ease for everyday life and enable enjoyable mealtimes.



Our goal is to promote enjoyable meals through our products.



New products 2021 (2020)		
Business area	Number of	% of net sales
Atria Finland	90 (81)	3.9 (6)
Atria Sweden	66 (126)	4.4 (3)
Atria Denmark & Estonia	72 (62)	9.7 (7)

PLANET

- Carbon-neutral food chain
- Industrial operations
- Packaging
- Primary production

PRODUCT

- Food safety and quality
- Animal welfare

PEOPLE

- Employees
- Consumers

RESPONSIBLE BUSINESS OPERATIONS

- Sustainability tools
- Stakeholders
- Supply chain

CORPORATE RESPONSIBILITY REPORTING

- Reporting principles
- Material reporting themes

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 providing more recipes that meet the Heart Label criteria for both professionals and consumers. In 2021, 15 recipes that meet the Heart Label criteria were published for professional kitchens and 11 for consumers. Atria is committed to reducing the amount of salt in its products and maintaining its selection of Heart Label products in all key product categories. There were a total of 135 Heart Label products.

We are also committed to maintaining and renewing our range of vegetable products. For example Artesaani microwave meals contain about half the recommended daily intake of vegetables. At the end of 2021, the Atria brands contained 19 vegan products and 63 products suitable for a vegetarian diet.

Sweden:

Atria is committed to reducing the amount of salt in its products and maintaining its reduced salt product selection in all key product categories.

Denmark:

Atria is committed to reducing the amount of salt in its products and maintaining its selection of products bearing the keyhole symbol (Nøglehullet), which denotes healthy choices, in all key product categories. There are 33 Nøglehullet products in total.



Aiming for pioneering expertise in meat and other sources of protein

Progressive research-based information for the whole Group

We consistently invest in nutrition research and training in the field, because our goal is to support consumers' well-being even better than before.

During the reporting period, Atria participated in several research projects related to nutrition and the changing needs of consumers, such as the following:

NEPGa: The aim is to integrate nutrition into the assessment and communication of the environmental impact of food.

REMU: The aim is to co-develop healthier reformulated successful food products in South-Ostrobothnia.

Leg4Life: Studying cultivation opportunities for legumes in Finland and their better utilisation across the food chain.

ReduSalt: Finding ways to reduce the salt content in ham and sausages, and to increase knowledge about salt level and health.

LCA: The goal is to develop and harmonize science-based but practical environmental impact assessment of food life cycle. And to produce reliable information on environmental footprint of food production and products based on calculation.



PLANET

- Carbon-neutral food chain
- Industrial operations
- Packaging
- Primary production

PRODUCT

- Food safety and quality
- Animal welfare

PEOPLE

- Employees
- Consumers

RESPONSIBLE BUSINESS OPERATIONS

- Sustainability tools
- Stakeholders
- Supply chain

CORPORATE RESPONSIBILITY REPORTING

- Reporting principles
- Material reporting themes

RESPONSIBLE BUSINESS OPERATIONS

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



PLANET

- Carbon-neutral food chain
- Industrial operations
- Packaging
- Primary production

PRODUCT

- Food safety and quality
- Animal welfare

PEOPLE

- Employees
- Consumers

RESPONSIBLE BUSINESS OPERATIONS

- Sustainability tools
- Stakeholders
- Supply chain

CORPORATE RESPONSIBILITY REPORTING

- Reporting principles
- Material reporting themes

A reliable food chain is important to society

GRI 3-3

By doing business responsibly, Atria is safeguarding its current and future operating conditions. This way it generates long-term added value for all stakeholders.

Atria takes into account economic, social and environmental considerations in all of its business areas in line with the principles of sustainable development. The role of Atria's food production chain is significant for food security and, in the Finnish business area, it is also significant for the national security of food supply*. With its profitable food chain, Atria bears its social responsibility and contributes to securing the supply of sufficient amounts of safe and nutritious food.

Responsibility covers all levels of Atria's operations: the targets, values, management, and day-to-day work. Atria develops its responsibility in co-operation with its business partners. They are committed to similar responsibility principles in their operations.

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 key indicators for Atria's business operations and financial responsibility are reported comprehensively in our annual report.

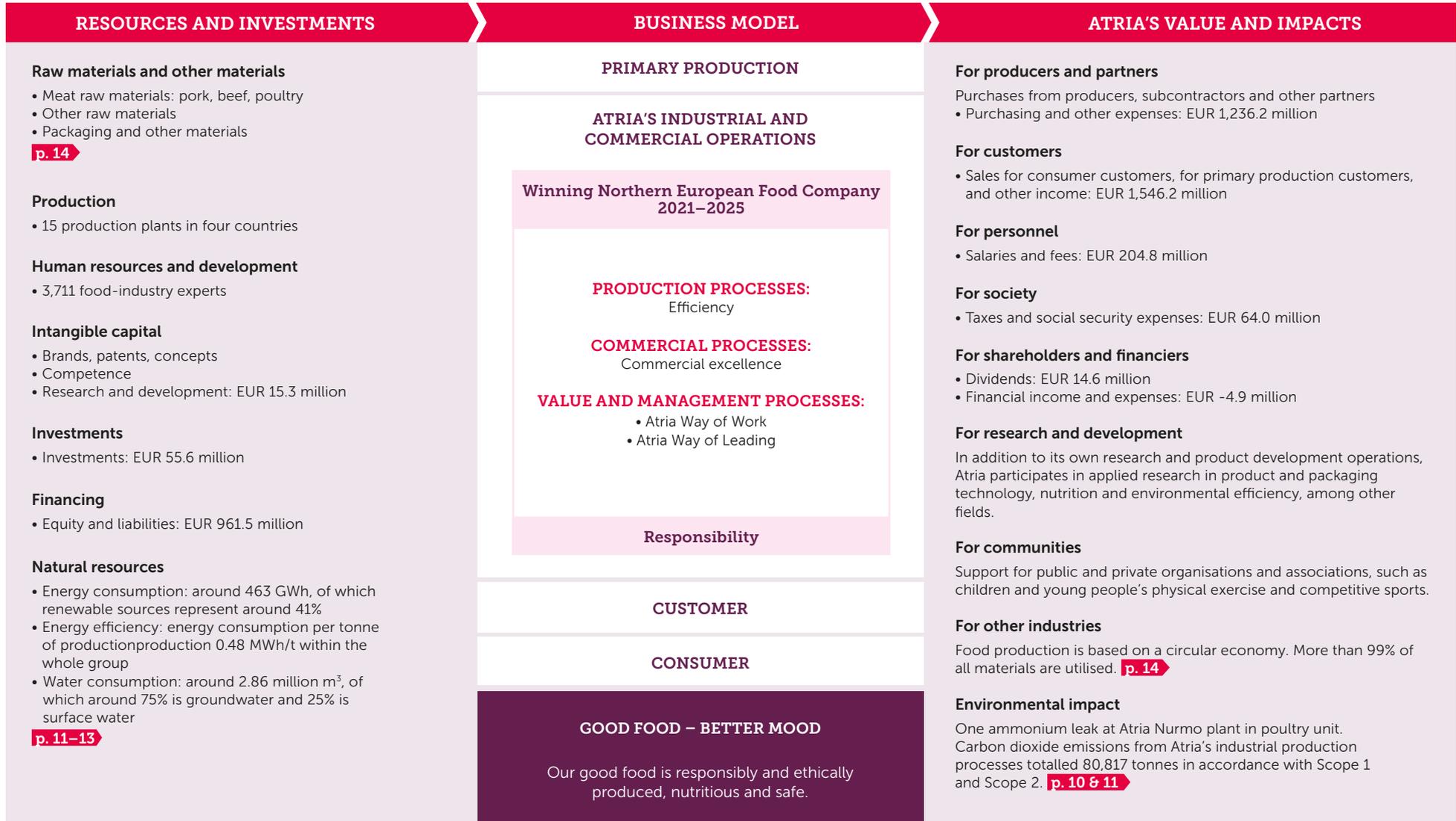
* According to the Act on the Measures Necessary to Secure Security of Supply (1390/1992), the Government sets general objectives for the security of supply. The current objectives were adopted on 5 December 2013 (857/2013). Food supply is defined as a vital function of society to be safeguarded in all circumstances.

► Read more in the Annual Report for 2021.



Atria creates value throughout the food chain

GRI 2-6, 201-1



Front page
Introduction

PLANET

Carbon-neutral food chain
Industrial operations
Packaging
Primary production

PRODUCT

Food safety and quality
Animal welfare

PEOPLE

Employees
Consumers

RESPONSIBLE BUSINESS OPERATIONS

Sustainability tools
Stakeholders
Supply chain

CORPORATE RESPONSIBILITY REPORTING

Reporting principles
Material reporting themes

Content comparison

PLANET

- Carbon-neutral food chain
- Industrial operations
- Packaging
- Primary production

PRODUCT

- Food safety and quality
- Animal welfare

PEOPLE

- Employees
- Consumers

RESPONSIBLE BUSINESS OPERATIONS

- Sustainability tools
- Stakeholders
- Supply chain

CORPORATE RESPONSIBILITY REPORTING

- Reporting principles
- Material reporting themes

Our business operations are based on international recommendations

GRI 3-2

Compliance with internationally recognised healthy and sustainable business practices lays the foundation for 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 in March 2019. 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. Atria has committed to the following international conventions and recommendations in its Code of Conduct and the policies that support it:

- 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 purchasing principles of the Business Social Compliance Initiative (BSCI)
- Science Based Targets climate initiative (SBTi).



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)
- Animal Health ETT ry

Sweden:

- Swedish Food Federation (LI)

- Swedish Meat Industry Association (KCF)

- Swedish Frozen Food Institute
- Grocery Manufacturers of Sweden (DLF)
- Skåne Food Innovation Network
- Svensk Fågel

Estonia:

- Eesti Personaalitöö Arendamise Ühing
- Chamber of Commerce (Eesti Kaubandus – Töötuskoda)

- GS1 Estonia MTÜ
- Association of Estonian Food Industry (Eesti Toiduainetetööstuse Liit)
- Association of Pork Producers (Eesti Seakasvatajate Liit).

Denmark:

- Danish Food and Drink Federation (DI Fødevarer)

PLANET

- Carbon-neutral food chain
- Industrial operations
- Packaging
- Primary production

PRODUCT

- Food safety and quality
- Animal welfare

PEOPLE

- Employees
- Consumers

RESPONSIBLE BUSINESS OPERATIONS

- Sustainability tools
- Stakeholders
- Supply chain

CORPORATE RESPONSIBILITY REPORTING

- Reporting principles
- Material reporting themes

Our operations are guided by interaction with our stakeholders

GRI 3-3

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 our food chain all the way from the sourcing 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 impacts, and the social impacts related to the food chain and products.

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



GRI 2-29

Stakeholder	Expectations of the stakeholder group	Atria's expectations		Interaction in 2021
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 according to plan Forecasts 	***	<ul style="list-style-type: none"> Business negotiations Audits Customer magazine Newsletters
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
Employees	<ul style="list-style-type: none"> Salaries Job security Social security benefits Pleasant, comfortable and safe working conditions Opportunities for career advancement 	<ul style="list-style-type: none"> Work contribution Innovativeness 	***	<ul style="list-style-type: none"> Supervisory work Cooperation negotiations Intranet Personnel magazine Newsletters
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
Shareholders 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
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
The authorities	<ul style="list-style-type: none"> Fulfilment 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 Webinars and events
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
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
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 Webinars and meetings Social media
Trade associations and research institutes	<ul style="list-style-type: none"> Partner Research needs Industry expertise 	<ul style="list-style-type: none"> Observation of competition legislation in cooperation Extended expertise High-quality research data and sector summaries 	*	<ul style="list-style-type: none"> Committee meetings Webinars and meetings

*** 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.

- Front page
- Introduction
- PLANET
 - Carbon-neutral food chain
 - Industrial operations
 - Packaging
 - Primary production
- PRODUCT
 - Food safety and quality
 - Animal welfare
- PEOPLE
 - Employees
 - Consumers
- RESPONSIBLE BUSINESS OPERATIONS
 - Sustainability tools
 - Stakeholders
 - Supply chain
- CORPORATE RESPONSIBILITY REPORTING
 - Reporting principles
 - Material reporting themes
- Content comparison

PLANET

- Carbon-neutral food chain
- Industrial operations
- Packaging
- Primary production

PRODUCT

- Food safety and quality
- Animal welfare

PEOPLE

- Employees
- Consumers

RESPONSIBLE BUSINESS OPERATIONS

- Sustainability tools
- Stakeholders
- Supply chain

CORPORATE RESPONSIBILITY REPORTING

- Reporting principles
- Material reporting themes

Responsibility covers the whole value chain

GRI 2-23, 2-24, 308

Atria's business is affected by the changing global environment and related expectations and requirements. As sustainable development is an integral part of our operations, we need to ensure that the operation of our entire value chain is sustainable. The operating environments and sourcing markets for food production are different in Atria's various business areas. The raw material markets are characterised by uneven supply and growing global demand. Supply is affected by, among other things, political decisions, increasing global food consumption, the success of crops, and food crises. Sourcing raw materials and other inputs and services from this fragmented market involves many risks that have a critical impact on the profitability and reputation of a company like Atria. The risk management of Atria's supply chain is based on our sourcing policy.

Mutually beneficial partnerships

Atria is committed to mutually beneficial business partnerships. Our partners include suppliers of raw materials and packaging materials, producers, subcontractors, and service providers. The key ethical requirements for our partners are set out in the Atria Supplier Code of Conduct. We expect our business partners to comply with the relevant laws, rules and regulations in their countries of operation, as well as internationally recognised standards. Cooperation with Atria also obligates our business partners to meet our requirements for the quality of products and services, procedures, and the supply chain.

Sourcing policy enables risk management

Atria Plc's sourcing takes place on both strategic and operational levels and concerns various production inputs, production assets and services. Strategic sourcing is managed through categories that are common to various operations, such as certain packaging materials and IT. The business areas are responsible for purchasing operations and the sourcing of services in accordance with the jointly

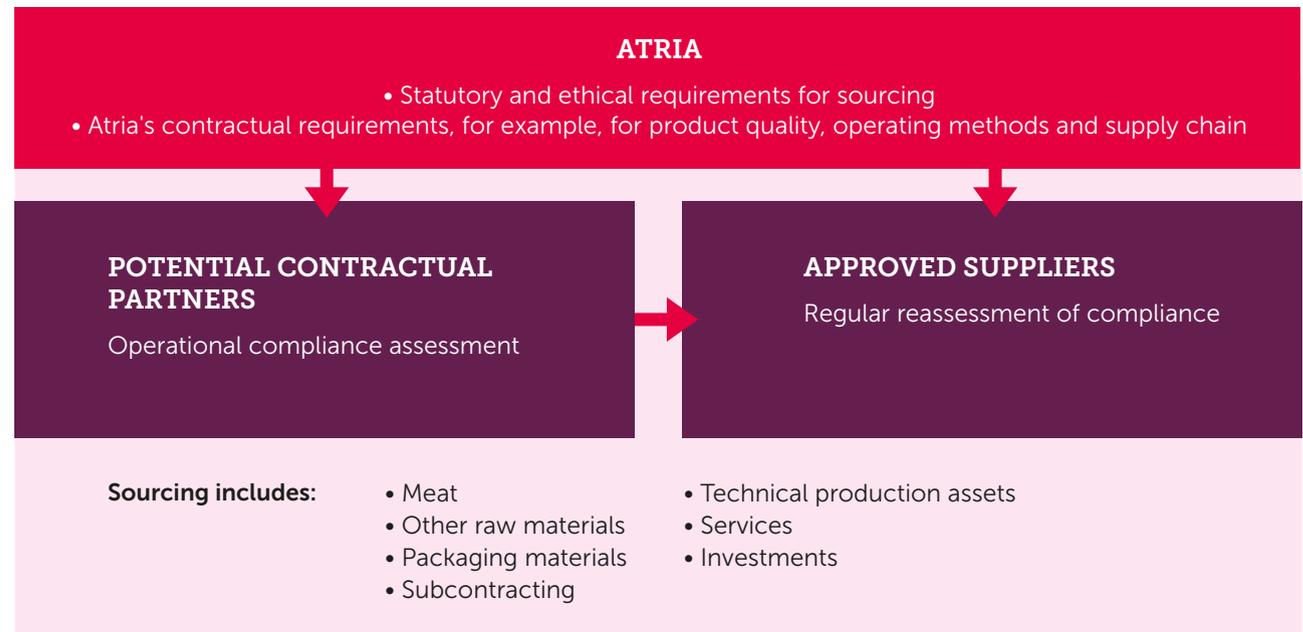
determined group-level sourcing principles. During 2020, Atria harmonised its sourcing principles and published a sourcing policy to ensure adequate risk management in its supply chain in all its business areas.

Supply chain

Atria's sourcing policy describes the principles and practices of supplier evaluation, selection and monitoring in Atria's supply chain. 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.

ATRIA'S RESPONSIBLE SOURCING



Front page
Introduction

PLANET

Carbon-neutral
food chain
Industrial operations
Packaging
Primary production

PRODUCT

Food safety
and quality
Animal welfare

PEOPLE

Employees
Consumers

**RESPONSIBLE
BUSINESS
OPERATIONS**

Sustainability tools
Stakeholders
Supply chain

**CORPORATE
RESPONSIBILITY
REPORTING**

Reporting
principles
Material reporting
themes

Content
comparison

CORPORATE BUSINESS REPORTING

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.





Sustainability management



Legal compliance

Front page
Introduction

PLANET

Carbon-neutral food chain
Industrial operations
Packaging
Primary production

PRODUCT

Food safety and quality
Animal welfare

PEOPLE

Employees
Consumers

RESPONSIBLE BUSINESS OPERATIONS

Sustainability tools
Stakeholders
Supply chain

CORPORATE RESPONSIBILITY REPORTING

Reporting principles
Material reporting themes

Content comparison

Corporate responsibility reporting

GRI 2-3, 2-5

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 2021, 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 51.

The content comparison of equivalence on pages 53–57 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 2021. Atria’s annual Corporate Responsibility Report generally covers the operations of the entire Group and its business areas: Atria Finland, Atria Sweden and Atria Denmark & Estonia. The report supplements Atria’s Annual

Report for 2021, 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.

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PLANET

- Carbon-neutral food chain
- Industrial operations
- Packaging
- Primary production

PRODUCT

- Food safety and quality
- Animal welfare

PEOPLE

- Employees
- Consumers

RESPONSIBLE BUSINESS OPERATIONS

- Sustainability tools
- Stakeholders
- Supply chain

CORPORATE RESPONSIBILITY REPORTING

- Reporting principles
- Material reporting themes

Content comparison

Assessment of material reporting themes

GRI 2-2, 2-14, 3-1

Atria’s material responsibility themes were assessed in connection with the update of the sustainability strategy in spring 2021. The materiality assessment involved people from all business areas representing the key processes and functions that are central to the implementation of the company’s strategy. The materiality assessment was based on the identification of core responsibility themes and material issues in accordance with the ISO 26 000 standard, extensive information from consumer and decision-maker surveys, and the views of the above-mentioned key personnel on the key responsibility issues relevant to Atria’s business.

The risks and opportunities that the responsibility issues identified as material to Atria have on Atria’s business were assessed. In addition, the positive and negative social or environmental impacts of Atria’s activities were assessed for each theme, as well as the associated stakeholder expectations. The dialogue procedures relevant to the identification of corporate responsibility themes and stakeholder expectations are described in the dialogue table on page 47.

The results of the materiality assessment were used to supplement the reporting themes and to update the responsibility strategy for 2022–2025. Atria’s

responsibility will continue to be developed and reported on through three key priorities: the Planet, Product and People. The reporting sections discuss themes identified as relevant for and further elaborating on the priority in question. The social impact and relevance of each of these themes to Atria’s business is further elaborated in the reporting section. The Board of Directors of Atria Plc approves a summary of material reporting topics (NFI report) in its annual report.

The main changes from the previous materiality assessment were the growing importance of climate change, the broadening of the responsibility development perspective to cover the entire supply chain, and the increasing need for a verification of sustainability efforts for all material themes. Animal welfare, food safety and responsibility for people remain key themes.



PLANET

Carbon-neutral
food chain
Industrial operations
Packaging
Primary production

PRODUCT

Food safety
and quality
Animal welfare

PEOPLE

Employees
Consumers

RESPONSIBLE
BUSINESS
OPERATIONS

Sustainability tools
Stakeholders
Supply chain

CORPORATE
RESPONSIBILITY
REPORTING

Reporting
principles
Material reporting
themes

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 51. 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.



Content comparison

GRI index		SDG	UNGC	Page	Additional information
GENERAL DISCLOSURES					
2	The organization and its reporting practices				
2-1	Organizational details			2	Reported in Annual Report 2021
2-2	Entities included in the organization's sustainability reporting			51	
2-3	Reporting period, frequency and contact point			50	
2-4	Restatements of information			5	Atria's industrial operations in Russia were sold in early 2021, the figures are not included in the calculations of this report.
2-5	External assurance		Principle 8	50	
Activities and workers					
2-6	Activities, value chain and other business relationships			2, 44, 47	Activities, products, services, and markets served are described in Annual Report 2021
2-7	Employees	SDG 8, SDG 10	Principle 6	34-35	With regard to employment relationships and contracts, information about gender distribution is not available.
Governance					
2-9	Governance structure and composition				Reported in Annual Report 2021 and at www.atria.fi/en/group/investors/corporate-governance/board-of-directors/
2-10	Nomination and selection of the highest governance body				Reported in Annual Report 2021
2-11	Chair of the highest governance body				Reported in Annual Report 2021
2-12	Role of the highest governance body in overseeing the management of impacts				Reported in Annual Report 2021
2-13	Delegation of responsibility for managing impacts				Reported in Annual Report 2021 (Non-Financial Statement).
2-14	Role of the highest governance body in sustainability reporting			6, 51	
2-15	Conflicts of interest	SDG 16			More information is provided in Annual Report and Atria Code of Conduct
2-16	Communication of critical concerns				Reported in Annual Report 2021 (Non-Financial Statement).
2-17	Collective knowledge of the highest governance body				Reported in Annual Report 2021 and at www.atria.fi/en/group/investors/corporate-governance/board-of-directors/
2-18	Evaluation of the performance of the highest governance body				Reported in Annual Report 2021. Only government selfassessment is reported.
2-19	Remuneration policies				Reported in Annual Report 2021 and also on www.atria.fi/en/group/investors/corporate-governance/ .
2-20	Process to determine remuneration				Reported in Annual Report 2021 and also on www.atria.fi/en/group/investors/corporate-governance/ .
2-21	Annual total compensation ratio		Principle 6		The remuneration scheme is in accordance with the Corporate Governance: https://www.atria.fi/en/group/investors/corporategovernance/incentive-schemes/

► You can find Atria's Annual Report 2021: www.atria.fi/en/group/investors/financial-information/annual-reports/

► You can find Atria Code of Conduct: www.atria.fi/en/group/corporate-responsibility/responsible-business-management/atria-code-of-conduct/

PLANET

PRODUCT

PEOPLE

RESPONSIBLE
BUSINESS
OPERATIONS

CORPORATE
RESPONSIBILITY
REPORTING

GRI index		SDG	UNGC	Page	Additional information
Strategy, policies and practices					
2-22	Statement on sustainable development strategy			3, 4	Reported in Annual Report 2021
2-23	Policy commitments		Principle 1-10	6, 8, 11, 24, 28, 33, 36, 40, 48	www.atria.fi/en/group/corporate-responsibility/responsible-business-management/atria-code-of-conduct/
2-24	Embedding policy commitments			8, 23, 28, 33, 36, 48	
2-26	Mechanisms for seeking advice and raising concerns				Reported in Annual Report 2021 (Non-Financial Statement).
2-27	Compliance with laws and regulations				Non-compliance with laws and/or regulations was not identified during the reporting period.
2-28	Membership associations			45	
2-29	Approach to stakeholder engagement			46, 47	
2-30	Collective bargaining agreements		Principle 3	3, 34	
GRI 3 Material Topics					
3-1	Process to determine material topics			51	
3-2	List of material topics			5, + olennaisuuksivu	
3-3	Management of material topics			8, 10, 12, 23, 28, 33, 34, 36, 40, 48	
ECONOMIC IMPACT					
201 Economic performance					
201-1	Direct economic value generated and distributed	SDG 1, SDG 8, SDG 9		44	
201-2	Financial implications and other risks and opportunities due to climate change	SDG 13			Reported in Annual Report 2021
201-3	Defined benefit plan obligations and other retirement plans				Reported in Annual Report 2021
201-4	Financial assistance received from government				Reported in Annual Report 2021
205 Anti-corruption					
205-1	Operations assessed for risks related to corruption	SDG 16			Reported in Annual Report 2021
205-2	Communication and training about anti-corruption policies and procedures				Reported in Annual Report 2021. 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	SDG 16			Reported in Annual Report 2021
206 Anti-competitive Behavior					
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	SDG 16			No legal actions

▶ You can find Atria's Annual Report 2021: www.atria.fi/en/group/investors/financial-information/annual-reports/

▶ You can find Atria Code of Conduct: www.atria.fi/en/group/corporate-responsibility/responsible-business-management/atria-code-of-conduct/

PLANET

PRODUCT

PEOPLE

RESPONSIBLE
BUSINESS
OPERATIONS

CORPORATE
RESPONSIBILITY
REPORTING

GRI index		SDG	UNGC	Page	Additional information
ENVIRONMENTAL IMPACT					
301	Materials				
301-1	Materials used by weight or volume	SDG 8, SDG 12		14-16	
302	Energy				
302-1	Energy consumption within the organization	SDG 7, SDG 8, SDG 12, SDG 13	Principles 7, 8, 9	11-12	
302-3	Energy intensity	SDG 7, SDG 8, SDG 12, SDG 13		12	
302-4	Reduction of energy consumption	SDG 7, SDG 8, SDG 12, SDG 13		11-12	
303	Water and effluents				
303-1	Interactions with water as a shared resource	SDG 6		13	
303-2	Management of water discharge-related impacts	SDG 6		10, 13	
303-4	Water discharge			13	
303-5	Water consumption	SDG 6		13	
305	Emissions				
305-1	Direct (Scope 1) GHG emissions	SDG 3, SDG12, SDG 13, SDG 14, SDG 15	Principle 7	11	
305-2	Energy indirect (Scope 2) GHG emissions	SDG 3, SDG12, SDG 13, SDG 14, SDG 15		11	
305-3	Other indirect (Scope 3) GHG emissions		Principle 7	11	
305-4	Other indirect (Scope 3) GHG emissions	SDG 3, SDG12, SDG 13, SDG 14, SDG 15	Principles 7-9	11	
306	Effluents and Waste				
306-1	Waste generation and significant waste-related impacts	SDG 3, SDG 11, SDG 12		14	
306-2	Management of significant waste-related impacts	SDG 3, SDG 11, SDG 12		15	
305-3	Waste generated	SD 3, SG 11, SDG 13		14	
306-4	Waste diverted from disposal	SDG 3, SDG 11, SDG 1		14	
306-5	Waste directed to disposal	SDG 3, SDG 11, SDG 12		14	
308	Supplier Environmental Assessment				
308-1	New suppliers that were screened using environmental criteria			48	More information about Atria Supplier Code of Conduct and sourcing policy at our Atria Code of Conduct website www.atria.fi/en/group/corporate-responsibility/responsible-business-management/

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► You can find Atria Code of Conduct: www.atria.fi/en/group/corporate-responsibility/responsible-business-management/atria-code-of-conduct/

PLANET

Carbon-neutral food chain
Industrial operations
Packaging
Primary production

PRODUCT

Food safety and quality
Animal welfare

PEOPLE

Employees
Consumers

RESPONSIBLE BUSINESS OPERATIONS

Sustainability tools
Stakeholders
Supply chain

CORPORATE RESPONSIBILITY REPORTING

Reporting principles
Material reporting themes

GRI index		SDG	UNGC	Page	Additional information
SOCIAL IMPACT					
401	Employment				
401-1	New employee hires and employee turnover	SDG 5, SDG 8, SDG 10	Principle 6	34-35	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	SDG 3, SDG 5, SDG 8		35	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	SDG 8		35	Activities are in compliance with applicable legislation in each business area.
403	Occupational health and safety				
403-1	Occupational health and safety management system	SDG 8		36-37	
403-2	Hazard identification, risk assessment, and incident investigation	SDG 8		37	More information about Atria's Human Resource Policy at Atria Code of Conduct website www.atria.fi/en/group/corporate-responsibility/responsible-business-management/
403-3	Occupational health services	SDG 3, SDG 8		36-37	
403-4	Worker participation, consultation, and communication on occupational health and safety	SDG 8, SDG 16		37	
403-5	Worker training on occupational health and safety	SDG 8		36	
403-6	Promotion of worker health	SDG 3		37	
403-9	Work-related injuries	SDG 3, SDG 8, SDG 16		36	Reported by business areas since 2019.
404	Training and Education				
404-1	Average hours of training per year per employee	SDG 4		38	Not reported by gender and by employee category, no data available.
404-2	Programs for upgrading employee skills and transition assistance programs	SDG 8		38	
412	Human Rights Assessment				
412-2	Employee training on human rights policies or procedures				Reported in Annual Report 2021 (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	SDG 12		26	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	SDG 16		26	
417	Marketing and Labeling				
417-1	Requirements for product and service information and labeling	SDG 12		39	More information about Atria's Marketing and Communications Policy at our Atria Code of Conduct website.
417-2	Incidents of non-compliance concerning product and service information and labeling	SDG 16			No incidents
417-3	Incidents of non-compliance concerning marketing communications	SDG 16			No incidents

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PLANET

PRODUCT

PEOPLE

RESPONSIBLE BUSINESS OPERATIONS

CORPORATE RESPONSIBILITY REPORTING

GRI index		SDG	UNGC	Page	Additional information
418	Customer Privacy				More information is provided in Atria's Code of Conduct at www.atria.fi/en/group/corporate-responsibility/responsible-business-management/
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	SDG 16			
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	SDG 2		26	
FP6	Percentage of total sales volume of consumer products, by product category, that are lowered in saturated fat, trans fats, sodium and added sugars	SDG 2		41	
FP9	Volume of animals processed by species	SDG 2, SDG 15		27	Reported only for Atria Finland.
FP10	Policies and practices, by species and breed type, related to physical alterations and the use of anesthetic.			28	More information about Atria's Animal Welfare and Policy and Atria's Good Manufacturing Practices at Atria Code of Conduct website www.atria.fi/en/group/corporate-responsibility/responsible-business-management/
FP12	Policies and practices on antibiotic, anti-inflammatory, hormone and/or growth promotion treatments by species and breed type	SDG 2		28, 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

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Front page
Introduction

PLANET

Carbon-neutral
food chain
Industrial operations
Packaging
Primary production

PRODUCT

Food safety
and quality
Animal welfare

PEOPLE

Employees
Consumers

**RESPONSIBLE
BUSINESS
OPERATIONS**

Sustainability tools
Stakeholders
Supply chain

**CORPORATE
RESPONSIBILITY
REPORTING**

Reporting
principles
Material reporting
themes

Content
comparison



ATRIA

Good food – better mood.

