

Sustainability in Moestue Group

Moestue Group aims to contribute to a more sustainable society and wants to take responsibility for our environmental impact. In January 2023, we therefore established a Climate and Environment Group working persistently and systematically with climate and environmental issues, as well as with the working environment within the company. All daily managers and department managers are part of the extended group.

An important part of the work is to achieve the Eco-Lighthouse certification, which we expect to have in place during the second or third quarter of 2023. This involves establishing an environmental management system that governs climate and environmental work, and helps us with continuous improvement. The certification also includes specific requirements that must be met in terms of working environment, waste/reuse, energy, procurement, and transportation. Each year, we report figures for our activities resulting in a carbon footprint, as well as results and statistics. This information provides a good overview of progress and improvement potential, and is made publicly available.

The Eco-Lighthouse certification was the first focus of the climate and environment group, but the main part of the work revolves around the development of Moestue Group's sustainability strategy, which will be completed by the end of 2023. Moestue Group also adheres to the principles of the "BSCI Code of Conduct", which is an integral part of how we work with our suppliers.

Plans for climate and environmental work

In general, the following policy for climate and environment guides our work:

Our vision is for Moestue Group to be the leading force in sustainability work in our industry in Norway. We want to take social responsibility, particularly regarding the environment. To contribute to emissions reduction, Moestue Group will focus on sustainable products and climate-smart packaging, which are the areas where the most improvements can be made and where we have the greatest potential to be a positive force of influence.

Miljøpolicyen følges opp med følgende konkrete mål:

	Status 2022	Goal 2030
Sustainably certified products	19,4%	30%
Climate-smart packaging	44,8% without BiB / 55,2% with BiB	60% without BiB / 70% with BiB

The figures represent the percentage of total sales in liters.

The following specific measures are being implemented:

- New procurement procedures where product managers are responsible for seeking new sustainable and/or climate-smart products that can replace or complement the existing range. All new wines under 350 kroner, new spirits products under 450 kroner, all new beers, and all new non-alcoholic products will be sustainable and/or climate-smart.
- New procedures for optimizing packaging for existing products, where we use our influence to encourage our suppliers to transition to more climate-smart packaging. The heavy glass bottles must go!

- For all our major suppliers (with annual purchases over 2 mill. NOK), there will be a written agreement that ensures our requirements for climate-smart and sustainable products are met.

Plans for the working environment in the company

We consider sick leave our most important indicator of a good working environment, and therefore, we have defined the following additional goal:

	Status 2022	Goal 2030
Sick leave	0,6%	0,6%

We already have a low sick leave rate, but we must proactively work to maintain it. Therefore, we consider staying below 1% as a very good result.

To maintain this, we will:

- Ensure a good indoor climate
- Foster a pleasant working environment
- Provide ergonomic adjustments in the workplace
- Show flexibility regarding office hours

We welcome input!

Part of the Eco-Lighthouse certification involves interaction between our business and society. Therefore, customers, partners, and other stakeholders are invited to provide input on how the climate and environmental impact of our products/services can be improved. Your input provides us with valuable insight into the needs and expectations you have for Moestue Group in the years to come.

Do you have any suggestions on how the climate and environmental impact of products/services can be improved at Moestue Group?

Please send your suggestions to moestue@moestue.com.

We look forward to working together to create a more sustainable society!