

The background of the entire page is a photograph of a canyon, likely the Grand Canyon, with its iconic layered rock formations. The image is heavily stylized with a blue and white color scheme. A bright, ethereal light source, possibly the sun or moon, is positioned in the upper center, creating a strong lens flare and illuminating the canyon walls. The light creates a gradient from white at the top to deep blue at the bottom, with various textures and patterns of light and shadow across the rock surfaces.

ERBER Group

**PASSION
PEOPLE
PROFIT**

Sustainability report 2015/2016

Leaving foodprints

ERBER Group





To our stakeholders

Dear Reader,

I am very proud to present ERBER Group's first comprehensive sustainability report. ERBER Group has embraced social responsibility for a long time. For us, this means that we attach equal importance to social and ecological aspects as well as economic growth and success in our business activities; all these factors are top priorities for us.

Our goal is to consistently increase the positive consequences of our actions – together with the right people who passionately pursue one common vision.

Passion – People – Profit: Within the framework of our materiality analysis, we identified important areas of activity which are of internal and external significance. This was done in order to understand our stakeholders' requirements and expectations and to be able to react to them adequately.

ERBER Group has achieved a lot over the past years and we are proud of it. However, we are also aware of the fact that there is still a lot to be done. This sustainability report is the next big step on our path toward an initial structured approach to sustainability. We want to achieve a long-term balance between economic success, protecting the environment and social responsibility.

This is why we continue to work on developing and strengthening our way of acting responsibly in order to ensure that we are able to keep our promises to our customers, business and research partners, employees and owners in the future. Our focus on our organization's strengths, our investments in research and development and promoting our employees leads to success.

Sustainable action according to our vision "Leaving footprints" is how we want to get things done.

I invite you to take a closer look at the following pages to get a better idea of our projects and our performance in the fiscal years 2015 and 2016. [🔗 102-14](#)

Best wishes,

Jan Vanbrabant, PhD

Chairman of the Board

ERBER AG
Getzersdorf 2017



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About this report

The present report is ERBER Group's first sustainability report. It was compiled in agreement with ERBER Group's Board of Directors and is based on GRI's current, internationally recognized standards "in accordance" with the Core option, containing information on the fiscal years 2015 and 2016.* It will be updated every two years. 102-50, 102-51,102-53,102-54,102-55,102-56

This report is meant to present our activities, progress and, in particular, our focus on development regarding sustainable measures. Our goal is to offer our employees and stakeholders deep insight into our organization and to show them clearly and transparently what we stand for, which objectives we pursue and what we have already achieved together with our partners.

We compiled this report with professional advice from WEITSICHT – büro für zukunftsfähige wirtschaft (www.weitsicht.solutions).

External auditors from denkstatt GmbH examined its compliance with the aforementioned standards. The report was approved by ERBER Group's Board of Directors.

The complete GRI content index is described in detail in the annex.

We use gender-neutral language to ensure better readability.

*ERBER Group's fiscal year lasts from October 1 to September 30 of the following year and is generally referred to as FY15 and FY16.

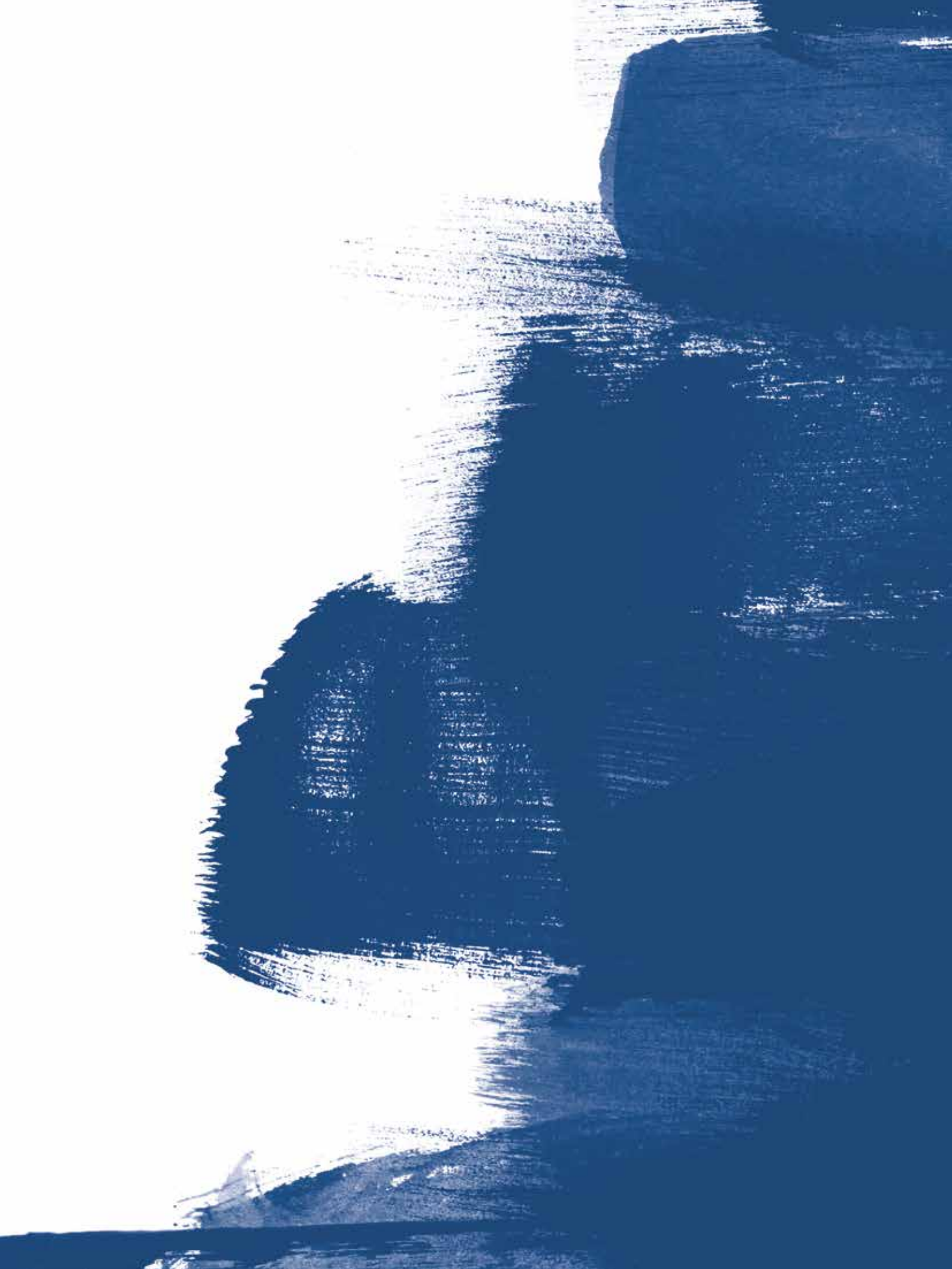
If you have any questions, suggestions or feedback, feel free to share them with us. Do not hesitate to contact



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SUSTAINABLE
ACTION REQUIRES
PERCEPTIBLE
EMOTIONS

We create our future



ERBER Group's principles are based on sustainable strategies. Our job is to ensure improvements in the efficiency, quality and safety of food and feed products. Success is not the only thing that matters to us; our approach is sustainable with regard to health, food safety, the environment and society. We are passionate Pioneers, Partners and Performers and leave 'foodprints' to make this world a better place for us and our children.

Who we are

We are a leading group of companies in the field of food and feed safety, focusing on natural feed additives, feed and food analysis, as well as crop protection, and headquarters in Austria. We see ourselves as an expert organization and global market leader in our core business of mycotoxin risk management.

» We are all committed
to sustainability. «

The ERBER Group consists of BIOMIN, ROMER LABS, SANPHAR, BIO-FERM and EFB. Distribution partners included, we are represented in more than 120 countries – in about 50 we have our own business units. The largest outside of Austria are in Brazil, the US and Singapore. Our international focus and our in-house research and development department are key elements of our success and have contributed to our growth for more than 30 years – sustainably and in a forward-thinking way. The company was founded in 1983 as "BIOMIN GmbH" by Erich and Margarete Erber in Pottenbrunn, Lower Austria; since June 18, 1996 it is called ERBER AG and has remained in family hands ever since. The owners' decision to establish ERBER Group's headquarters



in Getzersdorf, Lower Austria shows that they believe in Austria's appeal as a business location and that they place particular emphasis on sustainable regional economic policy - in Austria and also in our business units world-wide.

📍 102-1, 102-2, 102-3, 102-4, 102-5

Our values

Working for ERBER Group means leaving 'food-prints' for making the world a better place. As Pioneers, Partners and Performers we make a noticeable difference with what we do! We are...

Pioneers

With passionate curiosity we research and revolutionize safety and efficiency in the food chain. We are not only the leader in mycotoxin risk management; our top-notch teams and leading-edge technology take us to the top in other areas, too. Highly qualified experts who want to make a difference are more than welcome and appreciated in our company – we are the best place for their personal development.

Partners

We develop regional solutions for global food issues, and as a result our international teams are very diverse – in both professional and personal terms. By recruiting in the respective region, additional value is generated for our stakeholders. We invest a great deal of trust

and confidence in our employees based on a management strategy of equal footing and personal freedom. This principle holds true across our entire group: from our laboratory workers to our salespeople to our production technicians; anywhere from Austria to the US, from Brazil to China.

Performers

From research to customer care, our teams continually scrutinize the relevant issues and regional processes in greater depth and beyond boundaries. Over the past 30 years, this approach has enabled us to create effective products and services harnessing both nature and science. With our proximity to the market, we can fast-track developments and react systematically, resulting in consistently strong above-average growth that is sustainable and forward-looking. 📍 102-16



ERBER Group companies 102-2



BIOMIN

At BIOMIN we make use of all the scientific possibilities at our disposal to improve animals' health and boost their performance naturally. By using our own cutting-edge technologies, we manage to provide natural, sustainable and profitable solutions for animal production. We have been pioneers for more than 30 years and provide innovative solutions for mycotoxin risk management and gut health.

More than 100 scientists work for our research and development program at our BIOMIN Research Center (BRC) in Tulln, Lower Austria. They are supported by eight centers for applied animal nutrition and a global network of academic and scientific institutes. Our customers operate in over 120 countries worldwide in the fields of poultry, pigs and ruminants.

BIOMIN is part of ERBER Group.

ROMER LABS

ROMER LABS develops leading diagnostic solutions for food and feed safety. We provide a broad range of innovative services and tests to detect the presence of mycotoxins, food pathogens and allergens, gluten, genetically modified organisms, veterinary drug residues and other food contaminants. Additionally, we operate four certified full-service laboratories on three continents.

ROMER LABS only uses cutting-edge diagnostic technologies, and our product and service portfolio continues to grow so that we can keep up with our customers' increasing demands. Our main goal at ROMER LABS is to provide scientifically substantiated, high-quality products and services in line with our motto: Making the World's Food Safer®.

ROMER LABS is part of ERBER Group.



SANPHAR

SANPHAR develops solutions for veterinary medicine to improve animal health in animal production and aquacultures. Our main focus lies on disease prevention. Our animal health experts, with their in-depth knowledge and excellent diagnostic skills, can recommend solutions for biosafety, prevention and therapy which bring about optimal health and productivity in livestock. Environmental protection and sustainability are key values in all of our organization's processes and products. Our global presence continues to expand, and we are also represented in many Latin American (Brazil, Mexico) and Asian countries (Vietnam, Singapore). Think Ahead!

SANPHAR is part of ERBER Group.



EFB

A member of ERBER Group, EFB is an innovative international organization that specializes in biotechnology. We are the innovation hub for developments of new projects being in the strategic focus of ERBER Group. We are able to realize projects from the first lab experiment to industrial scale production. With our affiliate company, BIO-FERM, we are also active in the field of biological crop protection through a variety of innovative products.

EFB is part of ERBER Group.

The power of innovation:
We always strive for continuous improvement and maximum quality.



Our vision and mission

Innovation in our customers' interest

This has been the driving force from the beginning and has become an integrated part of our employees' mindset, as well as of the GROUP's strategies.

Our extensive in-house research and various collaborations with universities and research institutions are the basis on which we develop innovative solutions for our customers.

Internationalization for global use

The sales channels and business units of our affiliates reach out to more than 120 markets on all five continents (see world map on page 16). The international presence and a strong desire to grow the brands and services resulted in a sustainable market growth for ERBER Group beyond our industry's peers. 🔗 102-6

Integration for highest efficiency

Cooperation among all our affiliates ensures that each member of ERBER Group can actually and effectively carry out all daily business processes. ERBER Group has a unique "one boss matrix" organization model with defined core processes. Thus it ensures that even the smallest business unit is "not left alone". Consequently, effective solution-

oriented products and services can be delivered to any place and customer – to feed mills, farmers or food producers – around the globe. 🔗 102-18

Our corporate policy

Our goal is to meet the expectations and requirements of our customers, business and research partners, employees, owners and suppliers, as well as to protect our environment. This implies profitability and sustainability that takes into account quality, the environment, ethics, occupational health and safety, as well as data protection. 🔗 102-16

- Our customers, suppliers and employees are partners. We maintain long-term, trustful and thus productive relationships.
- It is every employee's responsibility to maintain the high quality of our products and services.
- Continuous improvement and innovation are our goal. This supports the economic success of our customers and of ERBER Group.
- We emphasize international and process-oriented teamwork. Respecting cultural differences within our worldwide operations goes without saying.



- We treat all human beings with dignity and respect - regardless of age, gender, religion or nationality.
- We commit ourselves to adhere to the corresponding and relevant legal rules, regulations, and requirements. This guarantees the highest level of legal safety for our products and services.
- We see it as our duty to follow ethical principles in all our actions.
- We protect our know-how and our trade secrets.
- We commit ourselves to use economic, environmental and social resources carefully and efficiently.
- We are committed to contribute to the reduction of global warming.
- We commit ourselves to the principles of ERBER Group's code of conduct.

Our value chain:

All our activities as an organization need to differentiate us from our competitors. We streamline our processes so that they are in line with our values and save resources. 📄 102-9



Cooperation

with more than 200 renowned laboratories and scientific institutions worldwide.



Registration

(if applicable)



Commodity procurement



Incoming goods inspection



Production & Packaging

Quality standards: ISO 9001, ISO 14040, ISO 14001, HACCP, FAMIQS, GMP+, QS etc.



Sales & Marketing

Verifiable and correct information.



Outgoing goods inspection

Inquiry to delivery: 12 hours.



Logistics, transport to the customer

Revenue (in millions of euros)
for FYs: 102-7, 201-1

Region	FY 15	FY 16	Difference
N. America	24.2	28.0	16%
S. America	43.1	43.8	2%
EMA*	134.9	123.0	-9%
Asia	80.7	99.1	23%

*Europe, Middle East & Africa



Approx. 1,400 employees
in 120 countries 102-7

We always strive to implement our visions and objectives. Consequently, we need to keep adapting our organization to the new challenges it faces in order to continue to be the number one partner for our shareholders, business partners and employees.

Changes in size and structure

Due to the rapid growth within our group, we needed to enhance our board of directors: Jan Vanbrabant, PhD (50) took over the management of ERBER AG on April 1, 2017. As the new chairman of the executive board, he will be

responsible for ERBER Group's future management and business strategy.

In February 2015, "BIOMIN Nutritional Product" was separated from "BIOMIN Additives." This separation enabled us to cater our different customer groups and their requirements more effectively. 102-10

The organization's responsibility toward sustainability

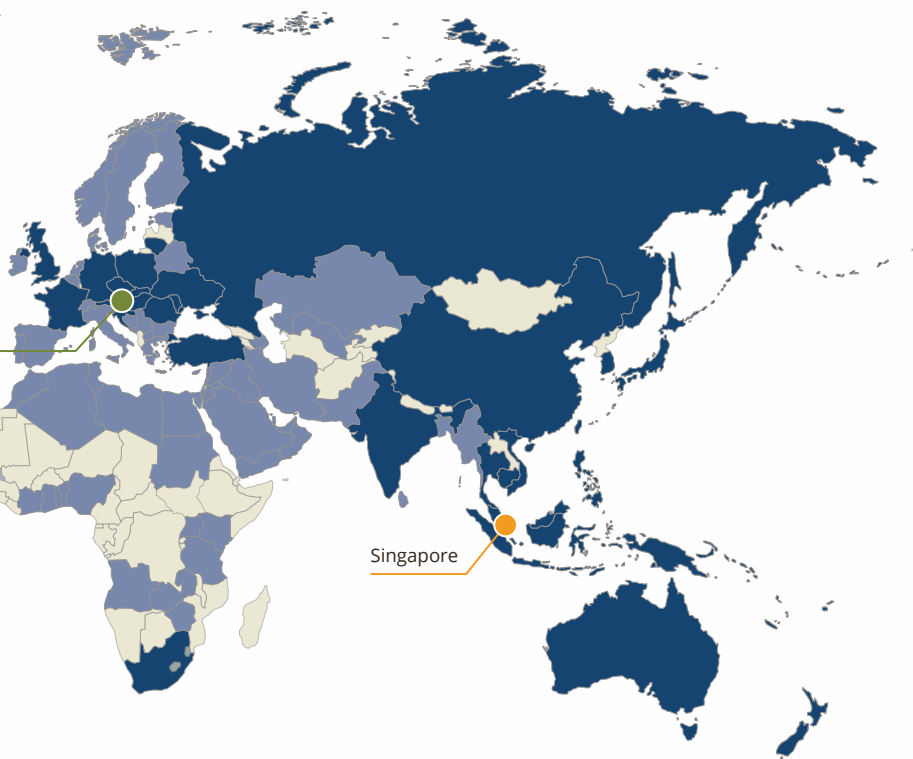
Claudia Hajdinyak and Franziska Dorn, our sustainability managers, are in charge of organizing and coordinating our sustainability reports. This task is part of Corporate Communications. The management and the board of directors are always involved in any report-related decisions. The working group responsible for compiling the contents of the reports consists of representatives from all relevant expert units, and they work on the analysis, ongoing development and implementation of the sustainability agendas in regular coordination processes.

102-46,102-53

Ownership structure 102-5



effective as of April 11, 2017



Our business units and markets

102-6

- Business Units
- Distributors
- Group & Research Campus
- Regional Business Units

Supervisory Board 102-18



Dr. Kurt Weinreich
*Chairman of the
Supervisory Board*



Ing. Erich Erber
PhD hc



**Thi Thuy Trang
Phan, LL.M.**



**Dr. Andrea
Herbeck**



**DI Dr. Christoph
Rauch**

Executive Board of ERBER AG 102-18



Jan Vanbrabant, PhD
*Chairman of the
Executive Board*

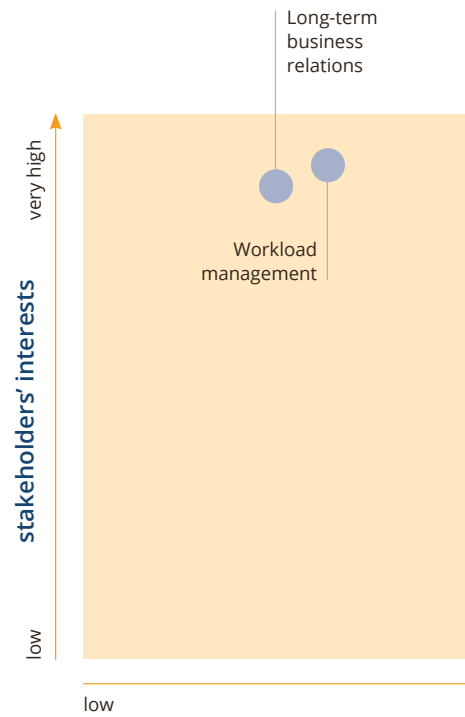


Dr. Heinz Flatnitzer
*Head of HR & Corporate
Communications*



**Mag. Rudolf
Stelzhammer**
*Head of Finance &
Controlling*

We all benefit



Our business operations have an impact on many links in our food chain (cultivation of feed, livestock farming, food production and trade) and on the lives of many people (antibiotic-free meat production, food analysis for allergens and contaminants). Therefore, ongoing communication with our stakeholders and integrating their needs are of utmost importance. Surveys, personal contact, talking to people and value analyses are the basis of responsible management and sustainable development. 102-6

Our stakeholders

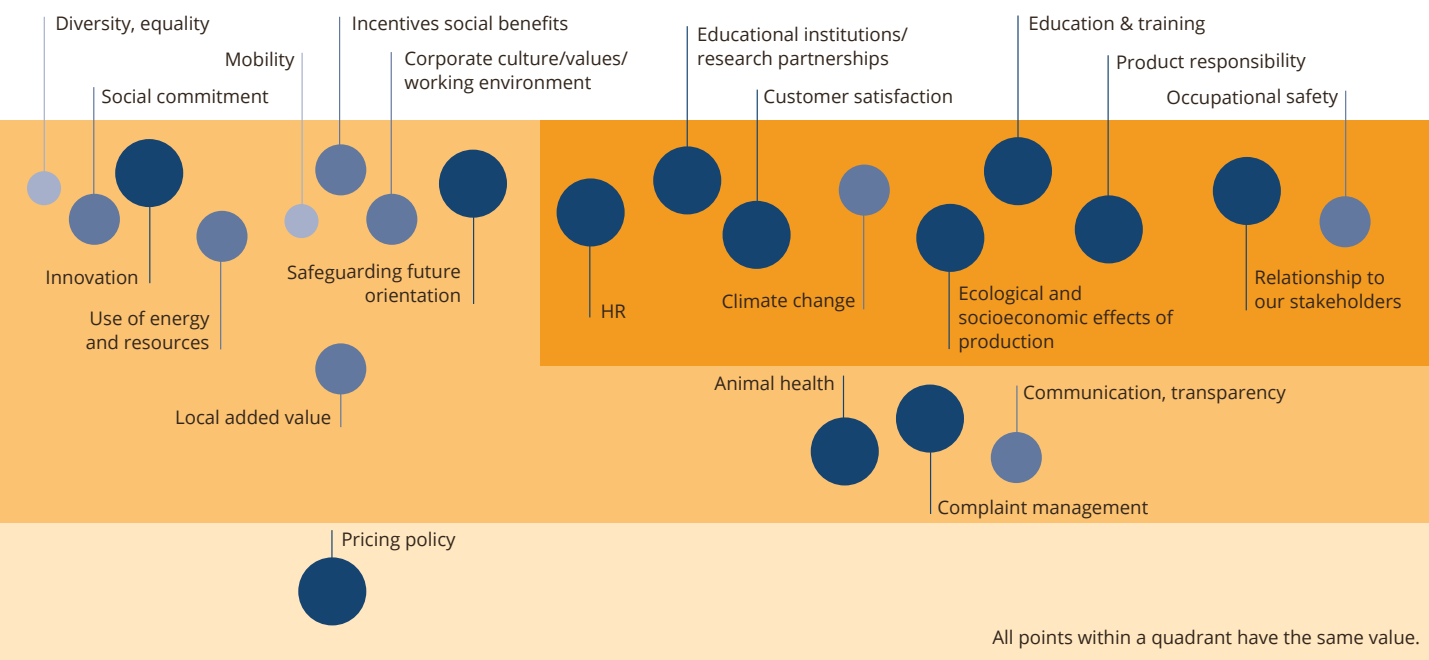
ERBER Group defines its stakeholders through regular analyses across all divisions. Our stakeholders are those people and groups who are impacted by our activities and products or who have an impact on our organization.

Materiality analysis

For us, responsible management means reacting proactively to changing needs. When conducting the materiality analysis, we determined future areas of activity which are not only strategically decisive for our organization, but correspond to the level of impact on and the legitimacy of our stakeholders' requirements. Not only do we align ourselves with Global Reporting Initiative (GRI) standards, but

Our most important stakeholders 102-42

Customers & Suppliers	Cooperation partners	
Owners, Executive Board, Supervisory Board	Employees and their families	
CSR project partners	Retail & Competitors	The environment
Politics, Authorities & Legislation	Media representatives	
Financial service providers	Applicants (colleges, universities, etc.)	



economic, ecological and social impact of the organization

very high

also we identify topics which were not explicitly mentioned but are of strategic relevance for ERBER Group. We adhered to the order of process stages as listed below. The results of the materiality analysis are the basis of this report.

102-40, 102-43, 102-46

1. Identification of relevant topics

In two workshops between January and March 2017, representatives of different departments identified important topics from an internal and external point of view, based on current customer / employee and brand surveys. They concentrated on the following aspects:

- the ecological, economic and social impact of our business operations
- the most important stakeholders
- existing group-wide initiatives and priorities

2. Prioritization

This list of topics was compiled and then assigned priority levels in a third workshop. The representatives of the various departments worked in two groups to rank the following aspects in terms of their priority level (1 = not at all, 4 = very high).

From our stakeholders' point of view:

- Level of impact on the respective stakeholders
- Legitimacy of the respective stakeholders' requirements

From our organization's point of view:

- Can the organization have an economic, ecological and social impact with its core competencies?

3. Materiality matrix

Based on the results of the three workshops, we then prepared a materiality matrix that includes all the topics which are relevant for our stakeholders and/or can have an impact on our organization. 35 topics were defined as relevant; the 24 most important ones (medium to very high impact from the stakeholders' and the organization's point of view) were included in our matrix. 102-47

Implementation and objectives

The materiality analysis helps us identify opportunities and challenges. We clustered the 24 topics and defined significant areas of activity which we then discussed in greater detail. The areas of activity in which we want to set clear goals and objectives pertain to:

- employees
- customers
- research and innovation
- products and services
- the environment
- social commitment

Strategic significance for the organization:

- high
- medium
- low

Note: Most of the key topics have an impact on the whole group; individual topics which are only relevant for particular divisions are indicated as such. We determined the topics' relevance based on employee and customer surveys and analyses from 2015, 2016 and 2017. 102-40, 102-46





THINKING
SUSTAINABLY
MEANS FINDING
FOOD FOR
THOUGHT
TOGETHER.



Our employees are our most important asset

Only if the right people pursue a vision passionately will success automatically follow suit. ERBER Group's employees find food for thought by following their hearts and their heads; they see the big picture and focus on their goals at the same time. Young and experienced employees from many different nations benefit from one another, and they all make important contributions with the future of our organization in mind. Therefore, we see it as our responsibility to provide high social standards and long-term opportunities for personal development which create a corporate culture that encourages everyone to join us in leaving their own 'foodprint'.

Human Resources

ERBER Group pursues an ambitious growth strategy supported by effective and modern human resource management. The fact that we have an executive director for HR emphasizes the importance and value of our employees. If you want to grow, you need the best of the best.

Our primary goals are to secure our organization's position as an attractive employer, implement modern management strategies, promote an international environment and create the ideal framework conditions for a fair corporate culture with clear social values.

"Attract and retain the best in the right position" is the overall motto for efficiently recruiting future employees, promoting our employer branding associated with recruitment and our employees' personal development.

We ensure personal development through leadership and soft-skill training courses, surveys on a group level, workshops as well as exchanging ideas and thoughts at all levels of hierarchy. For strategically important areas of responsibility such as sales, product management or research and development, we define career paths and development programs.

The basis of each and every employee's personal success story is the annual performance review (ACAM - Annual Career Assessment Meeting) which is a requirement for all ERBER Group business units around the globe. It pro-



Team spirit:

We work together to find the best solution.

vides an opportunity to evaluate jointly achieved goals and define future objectives once a year.

An additional way of contributing actively to the optimization of our organization is our idea database; our goal is to generate at least one idea per employee per year. 📞 404-2, 404-3

» We do it for our employees, not for us. «

We moved to our headquarters, the ERBER campus in Getzersdorf, Lower Austria, in 2015 and consider this a step forward for our employees, too. We intentionally decided to stay in the region and hence emphasize our clear and consistent strategy: Obtaining valuable know-how and creating new jobs at the same time.

In the course of our own change management, we moved the whole company by actively involving our employees. We nominated Campus Ambassadors to ensure a seamless flow of information between the management and our employees and vice versa.

Education and training

The success of our organization stands or falls by our employees' qualifications, and we just love to invest in them. This is because we know that we can only reach our goals and objectives

as an organization with successful and well-educated teams. At the same time, our employees need to have the prospect of developing personally so that they want to stay with us in the long run. Therefore, our education and training program is a win-win situation for employees and our organization.

ERBER Group provides training and career opportunities for every career stage. General programs are complemented by individual offers. Regionally organized measures are used to address the individual market's specific needs.

We want to promote future managers from our own ranks. This is why our top talents are equipped with all the tools they need at our "ERBER Group Leadership Academy", so they can be real Pioneers, Partners and Performers at work. 📞 404-1, 404-2

Payment and company incentives

The only way to keep valuable employees in the long term is to pay them fairly. A good work-life balance is a decisive criterion when you decide who it is you want to work for. ERBER Group counts on low fluctuation and therefore on adequate payment. Pay and promotion are based on qualification and responsibilities – and not on how long somebody has been working for us. Additionally, we support our position as an attractive employer through social and family-friendly incentives. Our motto: We all benefit.

1.284

employees
FY 2016

Percentage
according to sex



Percentage
according to region



Open, cutting-edge, spacious:

The best possible working conditions for maximum motivation at the new headquarters in Getzersdorf, Lower Austria.



1.361

training days 2016

80%

Percentage of local employees in management positions

- Payment according to the benchmark and local situation
- Flextime and flexible part-time models
- Bonus systems, cell phones, notebooks, company car depending on hierarchy level and function
- International career opportunities
- State-of-the-art workspace (laboratories and offices)
- Free coffee/tea/milk/water (in Getzersdorf: carbonized Grander water from the tap)
- Cafeteria with employee meals in Getzersdorf, Brazil, Vietnam; bistros in many subsidiaries and business units world-wide
- Regionally adapted Christmas parties, e.g. year end parties, Chinese New Year

- Company picnics, cultural events, team building events
- Sports and leisure activities (B-Active)
- Preventive medical checkup, flu vaccination, insurance packages according to local requirements
- Presents at weddings, births and corporate anniversaries

Reintegration after parental leave

Reintegrating employees after parental leave is very important to us. Additionally, we provide measures adjusted to local requirements and beyond legal provisions, such as soft integration through projects, cooperation with kindergartens and flexibility on the job.

Embracing diversity and equality

ERBER Group provides equal opportunities for men and women alike, regardless of their ethnic background, nationality or special needs. Diversified teams are conducive to holistic solutions and more than just one point of view. We appreciate young employees as much as experienced ones who have a strong scientific standing and network. A good mix promotes our innovation potential.

Positions are filled with the most qualified and skilled people, not according to quotas. All jobs are advertised online and accessible globally. All applications undergo a structured, uni-

»The Competence Center on our campus is probably the most international 200 m² in Lower Austria.«



fied recruiting process. An interview guide and a standardized DISC profile questionnaire (personality assessment with the four basic types: dominance, initiative, steadiness and compliance) guarantee absolutely equal treatment during selection processes. Our interviews are usually conducted with the candidate's future superior and a representative from HR. Those who manage to qualify for the final round will be invited to a second interview. This ensures that different people have met every applicant before they start working at ERBER Group.

202-2, 405-1

Work environment

"Leaving footprints" is more than just a slogan. It is our take on corporate culture and sums up what we promise our employees as an employer: Working for ERBER Group means that they can contribute to ERBER's future, they can make a difference and their contribution is appreciated. Our values are derived from more than 30 years of corporate culture, and our managers and employees agreed on them in a workshop. We are all on equal footing, working together to achieve the same goals. We have an open-door



Code of Conduct



- We learn from our successes and failures
- We think in a solution oriented way
- We use our resources in a sustainable and responsible manner
- We handle each other with honesty and respect
- We give and accept feedback
- We accept responsibilities for our actions
- We celebrate our success
- We push positive development and view new things as an opportunity to grow
- We aim high and reach our goals together through outstanding effort
- We let our actions speak for themselves



policy on all levels, we are on a first name basis with each other, we eat lunch together, we work out together and we attend local cultural events together. This reflects our appreciation of and respect for every individual working for ERBER.

» Working together, seeing things eye to eye together. «

Occupational safety

Our employees' health and safety is a top priority for us. Our internal requirements are much stricter than the already strict legal provisions. Those in charge of occupational safety at the respective sites contribute to implementing them for the entire ERBER Group.

New employees need to attend a safety training course on their very first day; they learn about topics pertaining to on-the-job safety. All employees have to undergo process-specific training plus a safety training course once a year. Every employee is provided with the necessary mandatory personal protective equipment.

Our global incident report system enables us to evaluate every accident. In this field, we also attach importance to near misses, because only then can we ensure that we avoid accidents in

the future. Our OH&S (Occupational Health and Safety) meetings are held every four months; representatives from every department, including managerial representatives, take part. Regular audits and controls conducted by alternating internal investigators additionally provide for ongoing improvement in occupational safety issues. 403-2

Workload management

Economic growth is also reflected in employee structure. A considerate management team is just as important as individual employee responsibility when it comes to ensuring our organization's economic growth. "B-Active," our comprehensive sports and leisure activities program, helps our employees handle their workload and prevents burnout by supporting their mental and physical fitness.

Together with our Consentive Company & Employer Assistance program, we provide our employees and their families with personal coaches who help them in difficult times, free of charge and anonymously. A similar system is already available in the U.S.

Communication and transparency

Internal transparency promotes greater understanding of entrepreneurial decisions and therefore increased productivity. This is a principle that ERBER Group also adheres to.



Equal treatment:

Positions are filled with the most qualified and skilled people, not according to quotas.

Regular reports ensure an open information flow and the same level of knowledge regarding current issues, news and changes: an employee newsletter published in three languages four times a year, monthly newsletters (HR News, Board News) and quarterly Town Hall Meetings (information events for employees).

Face-to-face communication and constructive feedback are the basis of internal communication and cooperation. Fair performance assessments and measures for individual development are a given. We adhere to the "7+/-2"

leadership principle, which makes it possible to always know about the issues our employees care about, uphold the principle of personal dialogue and pursue clear problem solving principles – manager/HR/mentor is the basic formula to achieve our goals: a win-win situation for both sides.

Our goals

- Great Place to Work (employee survey)
- Greater diversity in research and sales
- Guidelines in business (Guiding Principles/Code of Conduct)
- Consentive – Program also for other sites (at the moment only in Austria and the U.S.)
- Individual training schedules
- 100% documentation of ACAMs
- Safety training on a global basis for all sites
- Recruiting due to growth (5-year plans)
- Promoting internal career development (Career Conference)
- Keeping the fluctuation rate adequately low
- Reducing the number of occupational injuries to 0



Our customers are our future



We are family-owned and operated, and our customers and business partners are part of that family. Valuable long-term relationships are the basis of our success. Providing our customers with products is not the only thing that counts: We want to face the changing requirements of the future together with our customers in agriculture and the food industry. 📄 102-43

Customer satisfaction

The growing profitability requirements in the food industry present a significant challenge. The impact on production-relevant conditions is increasing – it is becoming increasingly difficult for small businesses to keep up. Then there are new trends like “Animal welfare is the new organic,” which reflect consumers’ increasing quality requirements.

We try to support our customers with efficient and effective products to remain successful on the market. In addition to personal consulting regarding ideal applications of our products (e.g. dosage) and stable hygiene to avoid diseases, we provide them with facts about the quality, efficacy, health and ecological safety of our products. ROMER allergen tests

make food analysis regarding allergens and contamination possible, which enables food producers to label their products correctly. Therefore, we provide them with good arguments which help them to successfully meet the high demands of the processing industry, trade and the customer.

Actively involving our customers in product and process decisions strengthens their trust in our competence and our company. We react specifically to current and future needs. This is based, for instance, on PROFOR (Product forum) or the biannual World Nutrition Forum, where scientists, customers and BIOMIN managers exchange information on current developments. ROMER LABS conducts worldwide customer surveys once every two years to find out about trends which help us derive and analyze specific courses of action. This is our understanding of real quality management for customer satisfaction. Our last customer survey was conducted in FY15.

Long-term business relations

ERBER Group ensures its own delivery capability through reliable partners and maintains its partners’ confidence as a result. Regulated processes, proactive planning and the quality of our products ensure safety for our customers, enabling them to concentrate on their daily business.



Let's shake on it:
personal relationships
and confidence as a
basis for long-term
business relations

Every organization benefits from a good relationship with its suppliers. For this reason, fair and respectful business relations and familiarity through personal contacts are very important to us. We appreciate a constructive exchange of information which helps us optimize our processes and strengthen our relations sustainably. Our Code of Conduct, our Gift & Purchasing Policy and a systematic Supplier Relationship Management are the basis for this.

Our Chief Procurement Officers (CPOs) also talk to the management of our suppliers on a regular basis in order to ensure satisfaction on both sides. We assess our suppliers every year, and one decisive criterion is, of course, total costs; however, we also take the "CO₂ aspect" into account – sustainable bidders always have priority. Additionally, we also make sure that none of our suppliers have a sales share greater than a maximum of 30 % in order to avoid

mutual dependency. This principle is part of our responsibility. 🔄 102-16

Local added value

Our company is organized in a very decentralized and global way; our research, production and distribution sites are located all over the globe. Whenever possible, we try to promote local relations and commission local partners. It is important to us that our customers can turn to a contact person who is familiar with the region and its challenges; this is especially important in sales. This strengthens our customers' confidence in us and creates long-term relationships. Therefore, we try to avoid outsourcing to other regions as much as possible. The growth of our group should favor local business relations, job security and, ultimately, long-term regional development. 🔄 202-2, 204-1

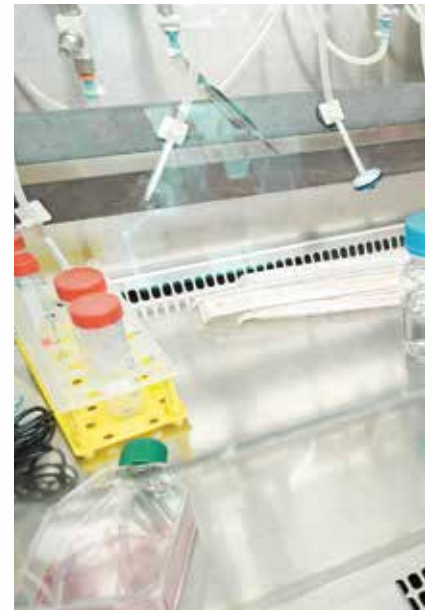
~800

participants at the
World Nutrition
Forum 2016

Our goals

- Structuring market feedback (BIOMIN)
- Replying to customer inquiries within 24 hours (ROMER LABS)
- Assessing suppliers on the basis of ecological & social aspects
- Expanding our Purchasing Policy using ecological & social criteria

Research is our passion



This is the motto of the approximately 170 scientists and developers who work at our sites around the world. Our Campus Tulln, with its institutes of the Austrian University of Natural Resources and Life Sciences (BOKU), the Austrian University of Veterinary Medicine, Universities of Applied Sciences and the Austrian Institute of Technology (AIT), is our center of scientific activities for research driven by international cooperation. Application oriented research is the basis of everything we do at ERBER Group – we all benefit from it: business partners, customers and consumers. We count on valuable collaborations, encourage scientific work and in turn we benefit from state-of-the-art knowledge and expertise. In some cases, it's on a long-term basis: many university graduates have become esteemed employees. 📄 102-43, 203-1

» Instead of reinventing the wheel, we progress by working together.«

Partnerships

Our research center in Tulln, Austria provides the best prerequisites for research and teaching. Our researchers develop new processes there in accordance with the basic principles of biochemistry and serve as tools and a basis for innovations in food and feed safety.

We are pioneers on the global market in many fields due to our cooperation with more than 200 distinguished laboratories, scientific facilities and research institutes worldwide. In addition to Europe, key countries are primarily the U.S., Vietnam, Thailand and Brazil.

The partnerships that develop as a result of this cooperation inspire us to go beyond existing limits in the field of animal health and food production and continue to work on the development of customer-oriented solutions. The ERBER Research Center at Kasetsart University in Thailand is an example of how we develop academic facilities.

Dedication to education

ERBER Group is a science driven organization in need of highly qualified employees, which can sometimes be quite a challenge for recruiting. All parties involved enjoy considerable advantages from our engagement and cooperation with universities and colleges: We gain a valuable advantage in terms of knowledge, support up-and-coming young talent in our industry and



find the specialists we have been looking for. Working together upfront creates a good foundation of trust for a long-term common future – young researchers find a job at ERBER Group where they can develop.

We actively advertise our available positions at career fairs, in university magazines, at the “Lange Nacht der Forschung” (Long Night of Research, Austria) or at events in schools. By cooperating with university presidents and alumni associations, we encourage young talent to conduct research with and at ERBER Group. Guided tours and presentations in our laboratories complement what we offer future applicants, and with around 150 scientific publications on average per year, we provide additional insight into the results of our work.

Stakeholder relations

Independent experts' opinions are more in demand than ever. Way back when, you consulted your family vet. Nowadays, your vet's advice is being replaced more and more by information found in studies you deem trustworthy. Therefore, we use a broad network and many direct, personal contacts worldwide in order to be able to better respond to our customers' wishes and provide them with the best information and advice.

Furthermore, we promote knowledge exchange among international specialists in the

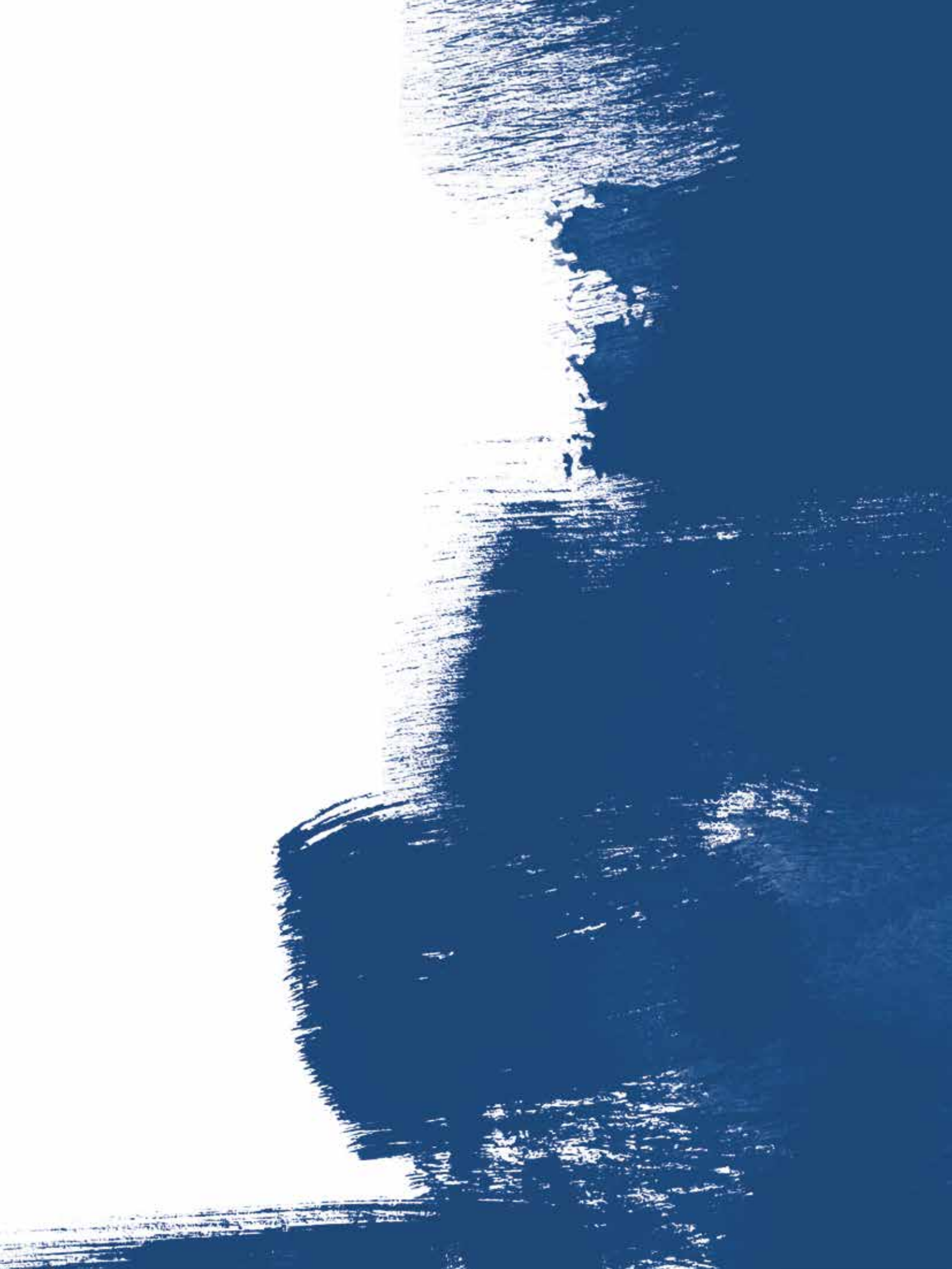
fields of research and industry. This includes the BIOMIN World Nutrition Forum – a scientific congress on topics such as agriculture, husbandry, animal health and animal nutrition – which we began organizing back in 2004. At this conference, our customers and stakeholders are provided with the opportunity to learn about global developments regarding future trends in the fields of genetics, management and development, and discuss them intensively with renowned scientists right then and there. We call this active networking for sustainable research, innovation and customer loyalty.

Approx. **150**
scientific publications
each year

4.2%
R & D share of
2016 revenue

Our goals

- Cooperation with stakeholders for product registrations
- Research projects and “Foresight Workshops” on agriculture 4.0.



SUSTAINABLE
WORK PROVIDES
STRATEGIC LEEWAY.

Our products, our responsibility



Nowadays, customers are much more demanding than ever. The quality, safety and effectiveness of food and feed products are becoming increasingly important to them. As a global leader in the field of mycotoxin risk management, we contribute to meeting these growing demands through consistent, healthy and sustainable improvement of every product. We are involved in the supply chain, from the production stage all the way to the end product: from the cultivation of feed to husbandry, food production, food trade, antibiotic free meat production and food analysis regarding allergens and contaminants. Plus, we do all this openly and transparently: We provide scientifically proven quality.

Labeling

Our responsibility lies in going beyond meeting the high-level legal requirements of animal and food production. This is also reflected in our product labeling. This transparent communication concerning ingredients and their effects ensures, at the same time, that our customers can trust us. Our task is to meet subjective expectations with objective product presentations.

» A product must be able
to deliver.«

Regulated processes involving external experts and regulation authorities, regional contacts for market-specific specialties as well as internal training courses and seminars should meet these requirements. 417-1, 417-2

Ecological impact

We provide additives for the production of animal and food products. We focus on antibiotic free and harmless ingredients, as well as biological alternatives. ROMER LABS tests help us determine whether the supplied raw materials and ready-made products adhere to our standards and, as a result, that we can guarantee impeccable products.





In particular, naturalness is decisive when it comes to BIOMIN feed, which plays a central role in the food chain. BIOMIN guarantees a wide range of products that ensure healthy and natural growth in livestock and therefore provide an alternative to antibiotics as performance enhancers. The feed additives were specially designed to promote animal health, enhance feed utilization and significantly reduce CO₂ emissions in husbandry.

BIO-FERM pursues innovative, ecological crop protection strategies which are also approved for organic agriculture: probiotics (yeast) are used to repress bad microorganisms. Therefore, farmers can completely avoid using chemical sprays which are often used to secure crop yield. 🌱 203-2, 416-1

Society and the future

According to estimates, the world's population will grow to nine billion in 2050. In order to feed all these people, various aspects need to be considered in their entirety. These aspects include, among other things, quality, health, safety, production and using resources efficiently.

The increasing relevance of sustainability, health and food security in the industry results in a growing regulatory interest in mycotoxins and other health-relevant issues such as antibiotic resistance. ERBER Group reacts to regional conditions adequately and proactively.

BIOMIN and ROMER LABS products ensure ideal mycotoxin risk management. Natural performance enhancers guarantee healthy growth of livestock and consequently help to reduce mycotoxins in feed grain. As a result, the animals that are an important part of our food chain stay productive and healthy.

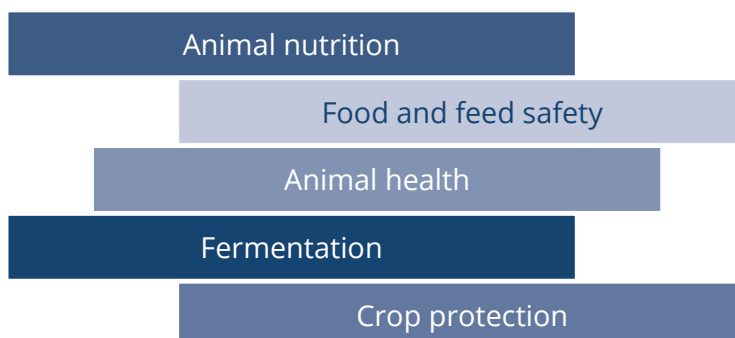
Quality assurance

Our strategic approach relates to internal and external audits in line with, among others, ISO 14001, 9001, 14040 standards, regular control

19

new certifications
worldwide

Our product fields 🌱 102-2



Ongoing development:

Research and analysis for quality assurance.



cycles based on a multiple assessor verification and quarterly management reviews, as well as chance-risk analysis.

At the same time, we continue to develop and improve products through our intensive research and cooperation with universities. The resulting dose recommendations, studies and background information are directly communicated to our customers through different

channels: at events, through specialist publications, newsletters or by talking to our customers directly. 102-11, 102-43, 416-1

Complaint management

Regardless of whether you are a customer, partner or employee, complete satisfaction is important to us. Therefore, we confront problems directly and provide solutions as a matter of principle. Our goal is to prevent conflicts of interest and, if necessary, take on responsibility through effective crisis management.

BIOMIN and ROMER LABS have their own "Action database" where we collect complaints about product defects or a lack of service and



BIO-FERM:

Ecological crop protection concepts for organic agriculture.



» We want to make food and feed products more efficient, more sophisticated and safer in a healthy and sustainable way. «

address the issues. We are working on expanding this database to all our companies.

Pricing

We provide quality products with a fair price-performance ratio. Our pricing structure is adjusted to the local market and also takes the share of investment in research and develop-

ment into account. This secures the success of our organization and the added value for our customers, also in the future.

Our goals

- Expanding our product range
- Optimizing production and procurement processes (P2)
- Model project by ROMER LABS: Product Lifecycle Management
- Central e-mail inbox at BIOMIN
- Expanding the "Action database" to the entire ERBER Group
- Completely replacing old solvent-based technologies with new solvent-free technologies

Our focus: Our environment



Our economic success is as important to us as ensuring ecological balance. We want to prove that we are also Pioneers, Partners and Performers regarding our environment, and we want to leave a “green footprint” together. The climate conference in Paris (December 2015) provided a new impetus. We are convinced that everyone can contribute to protecting the environment and reducing greenhouse gas emissions. That's why we pursue a holistic and global approach with the aim of reducing our energy and resource consumption to a minimum.

Curbing climate change

Economic development and environmental responsibility are not mutually exclusive. On the contrary, economic development gives rise to new innovation potential for solutions and products. ERBER Group has committed itself to sustainability, including it, for

» What we built anew is
built responsibly. «

example, in its corporate policies in the fields of facility and procurement. All our divisions strive to reduce greenhouse gases along the entire production chain. Our measures range from global approaches, such as reduction of the use of non-renewable resources, to individual optimization features in our processes.

Our goal is to become carbon neutral by 2023. Using energy and resources sensibly has benefitted us in several ways:

- We have been using carbon neutral electricity at all our Austrian sites since 2014.
- At our Brazilian site, 80 % of the energy needed for fermentation is produced in a way that is carbon neutral (biomass). Fermentation is the production process which requires the most energy.



- Part of the electricity needed for our new group headquarters in Getzersdorf, Austria is produced using its own photovoltaic system. We also use solar power at other sites like China or Vietnam.
- Our headquarters building in Getzersdorf is the first office building in Austria to be awarded LEED Platinum certification. We use renewable resources, have a green roof and use rain water, among other things. Future building and renovation projects at our sites will also strive for this standard. 📍 302-4, 305-1, 305-2, 305-3

Our CO₂ footprint

Our CO₂ footprint was calculated for the first time for FY 2015. This enables us to assess all our processes: from the procurement of raw materials to production to delivery to the customer (the only exception is transport of raw materials). The basis for this calculation is energy consumption and the use of resources such as water, paper, raw materials and packaging material, as well as waste quantities. The calculation and certification comply with ISO standards 14040 and 14044. The results are the basis for defining measures to further reduce our emissions and to gradually come closer to our goal of carbon neutrality.

This intensive analysis of our resource consumption enables us to recognize and react to additional consumption fluctuations.

BIOMIN has been calculating its ecological footprint since 2011 and is one of the first companies in the food additive industry to be certified according to ISO standard 14040 "Life Cycle Assessment."

The comprehensive assessment of the impact of greenhouse gases through production processes takes into account the production phase plus the entire life cycle. This means that with regard to feeding livestock, the production of feed additives plus their impact on the animals' health and performance need to be considered.

The use of feed additives can reduce CO₂ emissions. Using BIOMIN products has the potential to save up to 160 times the amount of tCO₂-eq that is generated during their production.

» Renewable energy is the focus of our everyday business processes. «

Life-cycle assessment

302-1, 302-4, 306-2, 306-4, 301-1

	FY15	FY16	Change in %
Transport			
Air travel emissions [tCO ₂ -eq]	4,549	4,399	-3%
Company car emissions [tCO ₂ -eq]	1,071	1,296	21%
We managed to reduce our employees' CO ₂ footprint induced by air travel by about 3%. Emissions through company cars were increased by about 21% due to an increasing number of employees.			
Energy			
Electricity [tCO ₂ -eq]	2,205	2,372	8%
Heat generation [tCO ₂ -eq]	3,426	1,689	-51%
Percentage of renewable energy sources	73%	83%	14%
The number of ERBER Group employees grew by about 8%, but we managed to reduce our CO ₂ emissions due to energy consumption by about 28%. Electricity emissions increased, but the consumption of fossil fuels for heat generation was reduced by about 51%. We are continuing to increase our use of green power. In FY16 we managed to increase it by about 35%, and increase our use of heat generated by biomass by 33%, as compared to FY15.			
Waste			
Residual waste [tCO ₂ -eq]	233	270	16%
Plastic [tCO ₂ -eq]	148	77	-48%
Paper [tCO ₂ -eq]	2	1	-35%
Total waste [tons]	1,099	951	-13
Waste was reduced by about 13%, i.e. CO ₂ reductions of about 9%. The large amount of paper and plastic waste in FY15 is due to construction at our site in Brazil.			
Water			
Water [tCO ₂ -eq]	21.4	21.5	0.56%
Emissions for water consumption increased by about 0.6%. Because our production processes do not need any water, this increase can be traced back to the increase in the number of employees.			
Copy paper			
Copy paper [tCO ₂ -eq]	11	12	12%
Percentage of carbon neutral paper	27%	33%	25%
Our consumption of copy paper increased in FY16 due to an increase in employees. We focus on carbon neutral paper – last year we managed to increase the percentage by about 25%.			
Raw materials			
Raw materials [tCO ₂ -eq]	42,536	51,298	21%
The use of raw materials has increased in FY16 due to increased production.			
Packaging			
Packaging material [tCO ₂ -eq]	1,475	1,925	31%
Use of packaging material increased in FY16 due to increased production.			

The CO₂ emissions calculated for ROMER LABS Diagnostic have already been compensated with buying certificates for the forest protection project “April Salumei” in Papua New Guinea since 2013.

Production & Sales

Short transportation routes, a targeted use of resources at production sites and strict assessments of our distributors and logistic partners are aspects we consider in our tenders. Our goal is to also involve our suppliers and business partners in our CO₂ strategy. ROMER LABS is already cooperating with a logistics partner for its exports in order to ensure carbon neutral shipping and handling.

The development of environmentally friendly alternative products, such as RomerLabs@WATEX water-based rapid test for the detection of mycotoxin or BIO-FERM yeast-based plant protection products, are measures which have a positive impact on the environment.

RomerLabs@WATEX mycotoxin rapid tests use water instead of solvents, saving more than 6400L of methanol since being introduced in October 2014.

Therefore, our products reduce the likelihood of a potentially negative impact on the environment along the entire supply chain (see also “Ecological impact”).

Mobility and business trips

Mobility is an important feature of a global organization. In particular, this relates to flights and company cars. We always evaluate whether business trips are necessary and replace

them with video and telephone conferences if possible.

Electric cars are already part of our Austrian fleet. They are “pool cars” and can be used by all our employees as company cars; we “fill them up” at our own electric vehicle charging stations.

📍 302-1, 302-4

Communication

Every contribution counts. Therefore, we encourage our employees to share their ideas about environmental protection with us, asking them for their input in our regular newsletters, employee magazine and at information events.

Additionally, we have introduced measures to save resources in administration:

- All Austrian sites only use carbon neutral printing paper. This is 35% of all printing paper used at ERBER Group.
- Our headquarters use Follow-Me printers: print jobs have to be confirmed before sending them to the printer. We want to reduce the amount of paper we use despite a growing number of employees.
- We changed to electronic pay stubs years ago and have a documentation system that is almost entirely paper-free.

Waste prevention

We have introduced a comprehensive waste separation system at sites where waste separation is possible: in our offices, at production and storage facilities as well as in our laboratories. Approved partners take care of disposal and recycling. 📍 306-2

Our goals

- Becoming carbon neutral by 2023
- Establishing quantitative goals using our carbon footprint analysis
- Increasing the number of electric cars in our fleet
- Introducing a “Green Box” in our newsletter with current environmental topics
- Using carbon neutral printing paper worldwide
- Changing our coffee machines’ plastic cups to ceramic cups

Social commitment:

A matter of course for the Erber family

Social commitment creates future perspectives



As a successful organization, we endeavor to put values such as responsibility, a sense of community, appreciation, innovation and sustainability into practice and ensure they remain a top priority. We are convinced that our future society needs two things: entrepreneurial spirit and social awareness. Therefore, we support aid and development projects around the world. Our cooperation with MENSCHEN FÜR ANDERE – a Jesuit project for international development aid and disaster relief programs around the world – enables us to help the poorest members of our society. Priority is given to sustainable support of community capacity building. 102-16

» We all benefit from
social commitment. «

20 projects around the world

Asia, Africa, Latin America and Europe – in FY 2015 and 2016 we supported more than 20 aid and development projects worldwide. The projects last for at least three years, and our subsidiary BIOMIN Holding guarantees financing so that 100% of the funds go to the project.

The selection criteria for a potential cooperation are food security, sustainable agricultural development, promoting women's programs, education, health, disaster relief and community capacity building for rural populations.

We accompany those in need and offer sustainable support in order to ensure their ability to survive and to help them help themselves in the long term.

Fighting poverty effectively and promoting agricultural development are two ERBER Group priorities which overlap, making them a single common goal.

Social commitment is not only part of our corporate values but is also reflected in the Erber family's deep belief in sustainability, development and maintaining long-term international partnerships – making this world a better place for us and future generations.

Refugee aid

ERBER Group also practices social commitment in Austria. The empty office building in Herzogenburg, Lower Austria was made available to



a local humanitarian aid organization responsible for aiding asylum seekers in Austria. The offices were changed into sleeping areas, classrooms and recreational space for 46 unaccompanied minors and 44 refugee families from Iran, Iraq and Afghanistan. A piece of security for a still unknown future.

Farmers for farmers

Projects in an agricultural context often provide sustainable solutions for escaping poverty and living in dignity. Agriculture opens up opportunities for economic development and regional self-sufficiency. However, even if you are a happy and established farmer family in an industrialized country, life can change completely because of death or an accident.

As we operate primarily in the agricultural sector, our solidarity certainly goes out to farmers in need, and we care about their livelihood. That's why BIOMIN has been supporting "Bauern für Bauern" (Farmers for Farmers), a charity organization of the Austrian Maschinenring Association, since October 2013. Our support reaches the farmers who really need it rapidly and directly.

Help for self-sufficiency

In 2015, we started an agricultural project in Romania. The goal of this project is to provide Roma families with the opportunity to create a

small agricultural business in their backyards so they can supply themselves and others with meat and eggs. We selected ten families who, over the course of three years, learned how to breed Mangalitza pigs and keep laying hens. Every week, each family supplies the local school "Casa Thomas" with one egg per hen for school meals. The remaining eggs can be sold or consumed. Two piglets per litter are given to new farmers.

After three years of accompanied production and agricultural training, they should have a basis in terms of experience, hens and pigs as a stepping stone for a better future.

20

projects worldwide
during the reporting
period

Our goal

Social commitment will continue in the future in order to ensure sustainable agricultural development and humanitarian support in affected regions.



IN THE END
WHAT COUNTS
IS WHAT WORKS
SUSTAINABLY.

Independent auditor's report

Denkstatt GmbH, located at Hietzinger Hauptstrasse 28, 1130 Vienna was employed in its capacity as an independent consulting firm by ERBER AG, headquartered in 3131 Getzersdorf, to assess the 2015/2016 sustainability report in terms of the Global Reporting Initiative (GRI) guidelines. We assessed the formal report criteria in relation to the GRI standards "in accordance" with the Core option and took the qualitative embedding of sustainability processes in the company into account.

This sustainability report is the first report for ERBER AG. This is why we paid special attention to the materiality analysis and the stakeholder survey during the audit. The report was compiled in a very professional and informative manner across all departments under the management of the Head of Corporate Communications and the Manager of the Integrated Management System. The company's high quality standards and clear commitment to sustainability were strongly reflected in all those questioned during the auditing process. The sustainability issues have been incorporated into all relevant business and planning processes and continue to be improved and developed further. The auditors were granted extensive and unlimited access to all requested documents during the one day auditing process.

Denkstatt GmbH hereby confirms that the sustainability report for ERBER AG, headquartered in 3131 Getzersdorf, complies with all the requirements of the GRI guidelines within the "Core" scope of application. On the basis of our audit, no matters have come to our attention that would lead us to assume that the information and key figures contained in the report fail to comply with the specified criteria.

Without limiting the results of our audit as described above, we would like to state the following recommendations for the further development of sustainability management and sustainability reporting:

1. A more extensive involvement of stakeholders and a greater alignment of the contents of the report with the results of the materiality analysis.
2. That objectives be quantified and set with regard to when they were attained.
3. Longer time series for the presentation of key figures, as they increase the informative value and present developments more clearly.

denkstatt GmbH



Mag. Karl Resel
Lead auditor

GRI Content Index “in accordance” with the Core option

All information refers to the 2016 General Disclosure

Code	Standard Disclosures	Chapter	Page	Comment
Organization profile				
102-1	Name of the organization	Our organization	10	ERBER Group
102-2	Activities, brands, products, and services	Our organization	10, 12, 35	
102-3	Location of headquarters	Our organization	11	
102-4	Location of operations	Our organization	10, 52	
102-5	Ownership and legal form	Our organization	11, 16	
102-6	Markets served	Our organization	14, 17, 18	
102-7	Scale of the organization	Our organization	16, 17	
102-8	Information on employees and other workers	Key figures	53	
102-9	Supply chain	Our organization	15	Our supply chain is difficult to present at a group level, which is why we have a general value added chain.
102-10	Significant changes to the organization and its supply chain	Our organization	16	There are no changes, as this is the first report.
102-11	Precautionary Principle or approach	Key figures	36, 58	Due to increasing globalization and the resulting revenue growth in new markets, the need to take risks has subsequently increased. That is why a risk management process was introduced in FY 2016, which ensures a precise analysis of the situation and specifies preventative and reactive measures for the company. All risks were assessed, including the already existing or newly implemented measures. The risks that were identified were reassessed on a yearly basis and are a component of the budgeting process. Ongoing monitoring and inspections by internal auditing in cooperation with specialized departments are guaranteed. Our certifications are provided in the table in the annex.
102-12	External Initiatives			Currently none.
102-13	Membership of associations			Erber Group and its employees are members of many associations and common interest groups in the fields of feed and food safety, research and animal nutrition. These memberships are mostly personal and are not listed in this report for data protection reasons.
Strategy				
102-14	Statement from senior decision-maker	To our stakeholders	5	
Ethics and integrity				
102-16	Values, principles, standards, and norms of behavior	Our organization	11, 14, 29, 42	

Code	Standard Disclosures	Chapter	Page	Comment
Corporate governance				
102-18	Governance structure	Our organization	14, 16, 17	
Stakeholder involvement				
102-40	List of stakeholder groups	Our organization	18	
102-41	Collective bargaining agreements			100% in countries which legally require it (Brazil and Austria). In FY15 it was 54%, and in FY16 it was 53% of the total workforce.
102-42	Identifying and selecting stakeholders	Our organization	18	
102-43	Approach to stakeholder engagement	Our organization	18, 28, 30, 36	
102-44	Key topics and concerns raised			<p>Employees:</p> <ul style="list-style-type: none"> • Fair pay • Workload • Opportunities for development • Internal communication, transparency • Diversity, equal opportunities • Active participation • Leadership • Values <p>Customers:</p> <ul style="list-style-type: none"> • High quality and product performance (product effectiveness) • Natural ingredients • High levels of trust, reliability, a good reputation • Readiness to conduct research • Good consulting services for product properties and uses • Modern manufacturing technology • To varying degrees according to the region: complaint management, sustainability, product quality certification, cooperation/partnerships, presence at local trade fairs • Pricing policy • Food safety <p>All other issues have been described as key issues in the report.</p>
Report profile				
102-45	Entities included in the consolidated financial statements	Key figures	52	
102-46	Defining report content and topic boundaries	Our organization	19	
102-47	List of material topics	Key figures	19, 51	
102-48	Restatements of information			There are no restatements as this is the first report.
102-49	Changes in reporting			No changes have been made, as this is the first report.
102-50	Reporting period	About this report	7	The report covers the 2015 (October 1, 2014-September 30, 2015) and 2016 (October 1, 2015-September 30, 2016) financial years.
102-51	Date of most recent report			This is the first report
102-52	Reporting cycle	About this report	7	In the future, the report will be updated every two years.
102-53	Contact point for questions regarding this report	About this report	7	
102-54	Claims of reporting in accordance with the GRI Standards	About this report	7	
102-55	GRI content index		47	
102-56	External assurance	Annex	46	

Code	Standard Disclosures	Chapter	Page	Comment
ECONOMY – Management approach				
103-1 to 103-3	Management approach		11, 14, 16, 28–30	
Economic performance				
201-1	Direct economic value generated and distributed	Our organization	16	All other business figures cannot be displayed for confidentiality reasons.
Market presence				
202-2	Percentage of senior management hired from the local community	Our employees	25, 29, 53	
Indirect economic impacts				
203-1	Infrastructure investments and services supported	Our research	30	ERBER Group invested 3.9% of its revenue in R+D in FY15 and 4.2% in FY16.
203-2	Significant indirect economic impacts		35	
Procurement practices				
204-1	Proportion of spending on local suppliers	Our customers	29	We take the regional origin of products into consideration wherever possible. We plan on including a definition of procurement groups in order to determine regional origin in the next report. An exact figure for regional procurement will be calculated for the next report.
Anticompetitive practices				
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices			There are no known cases.
ENVIRONMENT – Management approach				
103-1 to 103-3	Management approach		38–40	
Raw materials				
301-1	Materials used by weight or volume	Our environment, Key figures	40, 41, 57	
Energy				
302-1	Energy consumption within the organization	Our environment, Key figures	40, 56	
302-3	Energy intensity rate	Our environment, Key figures	40, 56	
302-4	Reduction of energy consumption	Our environment, Key figures	39, 40, 41, 56	
Emissions				
305-1	Direct (Scope1) GHG emissions	Key figures	39, 57	
305-2	Energy indirect (Scope 2) GHG emissions	Key figures	39, 57	No difference will be made between market-based and location-based. It will be taken into consideration in the next report.
305-3	Other indirect (Scope 3) GHG emissions	Key figures	39, 57	
305-4	GHG emissions intensity	Key figures	57	
Wastewater and waste				
306-2	Waste by type and disposal method	Key figures	40, 41, 56	Only very small amounts of waste are dangerous and they are disposed of properly.
COMPANY – Management approach				
103-1 to 103-3	Management approach		22–26, 34–38	
Employment				
401-1	New employee hires and employee turnover	Key figures	55	

Code	Standard Disclosures	Chapter	Page	Comment
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees			There is no difference between full-time and part-time.

Occupational health and safety

403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Our employees	26	We have had a general incident reporting system since 2016 and have recently been actively engaged in motivating our employees to report any occurring incidents. There was no general system in place in previous years. This is why we were unable to ensure reliable incident reporting. This means, of course, that the number of reported incidents has dramatically increased recently- which we view favorably, as we attach great importance to open, honest and efficient communication. No occupational illnesses are known. Key figures will be disclosed in the next report.
403-3	Workers with high incidence or high risk of diseases related to their occupation			Unknown. All jobs are assessed regularly in terms of the dangers they pose to employees' health. We ensure special working conditions for employees working in laboratories and production.

Education and training

404-1	Average hours of training per year per employee	Key figures	23, 55	This may be imprecise, as the number is lower than the actual figure.
404-2	Programs for upgrading employee skills and transition	Our employees	23	
404-3	Percentage of employees receiving regular performance and career development reviews		23	100%, global

Diversity and equal opportunities

405-1	Diversity of governance bodies and employees	Our employees, Key figures	25, 54	Managers with P+L (Profit and Loss) responsibilities.
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Anti-discrimination

406-1	Incidents of discrimination and corrective actions taken			No known incidents.
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Consumer health and safety

416-1	Assessment of the health and safety impacts of product and service categories		35, 36	100%
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Product Labeling

417-1	Requirements for product and service information and labeling	Our products	34	All products and components are classified according to CLP (a regulation on classification, labeling and packaging substances and mixtures) and GHS (Globally Harmonized System on the classification and labeling of chemicals); we constantly aim to replace or reduce the quantity of ecologically questionable substances used in products wherever possible. Product specifications and safety data sheets are also available. More information on products and services can be found on our website.
417-2	Incidents of non-compliance concerning product and service information and labeling		34	All feedback is recorded internally. The feedback is assessed, analyzed and measures are taken wherever necessary. For example: The U.S. FDA (Food & Drug Administration) objected to the product claims on the international website being publicly available to U.S. target groups. Therefore, BIOMIN immediately created an English language version which was only automatically accessible to U.S. target groups, and a U.S. regulatory consultant was brought in.

Code	Standard Disclosures	Chapter	Page	Comment
IMPORTANT ISSUES WITH NO CORRESPONDING GRI EQUIVALENT – Management approach				
103-1 to 103-3	Management approach		14, 28, 22, 34	
	Innovation	Our organization	14	
	Customer satisfaction	Our customers	28	
	Corporate culture: Value orientation, working environment	Our employees	26	
	Communication & transparency	Our employees	27	
	Pricing	Our products	37	
	Complaint management	Our products	36	
	Social commitment: Projects within and outside our core business	Our social commitment	42, 43	

Transition list 102-47

Key topic	GRI Title	GRI Codes	Differentiation
Ensuring proactive approaches	Economic Performance; Training and Education	201, 404	Within the company
Ensuring local added value	Market Presence; Procurement Practices	202, 204	Downstream
Universities/educational institutions, research partnerships	Indirect Economic Impacts	203	Downstream
Long-term and reliable business relationships	Anti-competitive Behavior	206	Upstream and downstream
Use of energy and resources in production & marketing	Materials; Emissions	301, 305	Upstream and downstream
Curbing climate change	Energy; Emissions;	302, 305	Downstream
Mobility and business trips: Reducing our carbon footprint	Energy	302	Within the company
Incentive schemes and benefits	Employment	401	Within the company
Responsible personnel management, performance review	Employment; Training and education	401, 404	Within the company
Workload management	Occupational Health and Safety	403	Within the company
Occupational safety	Occupational Health and Safety	403	Within the company
Employee development: Education and training	Training and Education	404	Within the company
Ensuring gender equality, practicing diversity	Diversity and Equal opportunity; Non-discrimination	405, 406	Within the company
Ecological, social and economic impacts of products	Customer Health and Safety	416	Downstream
Animal health	Customer Health and Safety	416	Downstream
Product responsibility and marketing: Labeling of / information about products	Marketing and Labeling	417	Within the company

Organization profile 102-4

ERBER Group				
BIOMIN	BIOMIN AN	ROMER	SANPHAR	EFB
BIOMIN EMA	AN EMA AN DE AN CZ	ROMER Europe	SANPHAR LATAM	EFB BIOFERM
BIOMIN North America	AN SK AN RO AN HR	ROMER America	SANPHAR Asia	
BIOMIN South America		ROMER Asia	SANPHAR HQ Headquarters	
BIOMIN Asia		ROMER HQ Headquarters	SANPHAR Brasil SANPHAR Latin SANPHAR MX SANPHAR CL SANPHAR Asia SANPHAR VN SANPHAR Holding	
BIOMIN HQ Headquarters		ROMER Diagnostic ROMER UK ROMER UA ROMER DE ROMER BR ROMER LABS ROMER Singapore ROMER MY ROMER CN ROMER Holding ROMER TECH		
BIOMIN EMA, BIOMIN DE BIOMIN PL, BIOMIN HU BIOMIN LT, BIOMIN UK BIOMIN FR, BIOMIN UA BIOMIN RU, BIOMIN ZA BIOMIN TR BIOMIN AMERICA BIOMIN PA, BIOMIN MX BIOMIN CA, BIOMIN BRASIL BIOMIN GT, BIOMIN AR BIOMIN EC BIOMIN SINGAPORE BIOMIN ID, BIOMIN KH BIOMIN MY, BIOMIN PH BIOMIN CN I, BIOMIN CN II CHENG AO, BIOMIN AU BIOMIN NZ, BIOMIN TH BIOMIN JP, BIOMIN KR BIOMIN VN, BIOMIN VN II BIOMIN Holding BIOMIN Phyto, BIOMIN TR				

HR key figures

The figures provided refer to the entire corporate group. The figures are presented as headcounts per the balance sheet dates of September 30, 2015 and September 30, 2016.

Total workforce according to duration of employment, region and gender 102-8

FY15					FY16			
	Employed	Fixed-term employees	On leave of absence	Total	Employed	Fixed-term employees	On leave of absence	Total
Asia	311	3	1	315	319	8	3	330
Male	204	1		205	208	3		211
Female	107	2	1	110	111	5	3	119
EMA	539	10	16	565	598	15	22	635
Male	280	4	1	285	315	4	3	322
Female	259	6	15	280	283	11	19	313
North America	75			75	86			86
Male	31			31	39			39
Female	44			44	47			47
South America	247	5		252	226	5	2	233
Male	190	4		194	173	1		174
Female	57	1		58	53	4	2	59
Total	1,172	18	17	1,207	1,229	28	27	1,284
Male				715				746
Female				492				538
Full-time				1,074				1,127
Part-time				133				157

Proportion of senior management* hired from the local community 202-2

	FY15	FY16
From the local community	77%	80%
From outside the local community	23%	20%

*Managers with P+L (Profit and Loss) responsibilities

Diversity of governance bodies and employees 405-1

	FY15	FY16
Managers*	49	51
Female	6	6
Male	43	45
Employees	888	967
Female	462	503
Male	426	464
Workers	270	266
Female	24	29
Male	246	237
Total	1,207	1,284

Managers	49	51
30–50	32	31
> 50	17	20
Employees	888	967
< 30	235	249
30–50	543	596
> 50	110	122
Workers	270	266
< 30	68	69
30–50	158	151
> 50	44	46
Total	1,207	1,284

*Managers with P+L (Profit and Loss) responsibilities

New employee hires and employee turnover 401-1

Rate of fluctuation*	FY15	FY16
Gender		
Female	8.4%	11.0%
Male	11.3%	11.0%
Total	10.1%	11.0%
Age		
< 30	17.5%	14.2%
30-50	8.3%	11.2%
> 50	5.7%	5.6%
Total	10.1%	11.0%
Region		
Asia	11.1%	13.9%
EMA	6.3%	8.6%
North America	16.1%	21.5%
South America	15.6%	9.5%
Total	10.1%	11.0%

Recruitment Rates**	FY15	FY16
Gender		
Female	21.1%	19.5%
Male	21.5%	18.3%
Total	21.4%	18.8%
Age		
< 30	37.8%	32.3%
30-50	17.6%	16.5%
> 50	9.9%	6.9%
Total	21.4%	18.8%
Region		
Asia	25.0%	19.3%
EMA	15.7%	18.4%
North America	34.7%	33.7%
South America	25.5%	13.6%
Total	21.4%	18.8%

*All employees who have left the company and had their positions filled (excluding retirement and fixed-term contracts). The figures refer to average figures in the last 12 months.

**The recruitment rates were calculated according to figures taken from the balance sheet dates.

Calculations are based on the following absolute values:

Number of employees	FY15	FY16
Hires	254	236
Turnover	129	150

Average hours of training per year per employee 404-1

	FY15	FY16
Total days of training	1,688	1,361
Number of training days per employee	1.4	1.1
Male	0.9	1
Female	2.1	1.1
Managers	1.3	0.5
Employees	1.7	1.4
Workers	0.3	0.1

Key environmental figures

The figures provided refer to the entire corporate group.

	FY15	FY16	Change in %
Electricity			
Total emissions [tCO ₂ -eq]	2,205	2,372	7.5
Total consumption [MWh]	13,555	14,385	6.1
Originating from non-renewable resources [MWh]	11,812	12,026	1.8
Originating from renewable resources [MWh]	1,743	2,359	35.4
Percentage of electricity from renewable resources [%]	13%	16%	27.6
Heat production			
Total emissions [tCO ₂ -eq]	3,426	1,689	-50.7
Heating [MWh]	77,790	92,642	19.1
Gas [MWh]	13,277	6,545	-50.7
Heating oil [MWh]	29	22	-24.2
Heat production from renewable resources [MWh]	64,484	86,075	33.5
Percentage of heat production from renewable resources [%]	83%	93%	12.1
Waste			
Residual waste [t]	460.74	534.05	15.91
Residual waste [tCO ₂ -eq]	232.66	269.70	15.92
Waste paper [t]	322.89	230.60	-28.58
Waste paper [tCO ₂ -eq]	1.59	1.03	-35.02
Plastic [t]	314.83	185.89	-40.96
Plastic [tCO ₂ -eq]	147.83	77.11	-47.84
Total amount of waste [t]	1,098.46	950.55	-13.47
Total amount of waste [tCO ₂ -eq]	382.08	347.84	-8.96
Water consumption			
Water consumption [m ³]	65,703.42	66,071.37	0.56
Emissions [tCO ₂ -eq]	21.35	21.47	0.56
Company cars			
Total emissions [tCO ₂ -eq]	1,071	1,296	21
Kilometers driven [km]	6,594,190	8,060,504	22.2
Emissions per kilometer driven [gCO ₂ /km]	162	161	-1

	FY15	FY16	Change in %
Copy paper			
Emissions [tCO ₂ -eq]	10.6	11.9	12.17
Total paper consumption [sheets]	2,902,122.7	3,583,194.3	23.47
of which CO ₂ neutral paper [sheets]	777,136.5	1,199,630.0	54.37
Percentage of CO ₂ neutral paper [%]	27%	33%	25.02

CO₂ footprint

Scope 1			
Self-generated electricity [tCO ₂ -eq]	9.1	6.9	-24.2
Gas [tCO ₂ -eq]	3,425.5	1,688.5	-50.7
Company cars [tCO ₂ -eq]	1,071.5	1,296.5	21
Total	4,506.1	2,991.9	-33.6
Scope 2			
Electricity [tCO ₂ -eq]	2,196.0	2,364.7	7.7
Total	2,196.0	2,364.7	7.7
Scope 3			
Employee travel [tCO ₂ -eq]	1,736.8	1,871.0	7.7
Flights [tCO ₂ -eq]	4,548.6	4,399.3	-3.3
Waste [tCO ₂ -eq]	382.1	347.8	-9.0
Raw materials [tCO ₂ -eq]	42,535.8	51,298.2	20.6
Packaging material [tCO ₂ -eq]	1,474.7	1,925.4	30.6
Copy paper [tCO ₂ -eq]	10.6	11.9	12.2
Water [tCO ₂ -eq]	21.4	21.5	0.6
Total	50,710.0	59,875.1	18.1

Emissions per employee [tCO ₂ -eq/FTE]	51.4	54.3	5.2
Emissions per unit produced [tCO ₂ -eq/t Product]	0.84*	0.76	-9.8

*The amount of units produced for FY15 have been partially estimated. These estimates are based on data collected from FY16 (the relationship between the quantity of raw materials purchased and the amount of products produced).

Number of employees FTE	1,116.1	1,201.5	7.7
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Calculations are based on the following employee figures. (FTE = Full-time equivalent)

Certifications 102-11



ISO 9001
Quality management systems (standard procedures)



FIAAA
Feed Ingredients & Additives Association of Australia



AFNOR
Validation of alternative analysis methods, Application to the food industry (standard procedures)



GMP
Good manufacturing practice in accordance with WHO GMP Annex 3



HACCP
Hazard Analysis and Critical Control Point/ risk analysis



ISO 14001
Environmental management system



GMP+
GMP+ Feed Certification scheme



ISO 14040
ISO 14044
Environmental management – life cycle assessment



FAMI-QS
Quality and Safety System for Specialty Feed Ingredients and their Mixtures



Climate neutral
Greenhouse gas compensation through additional climate protection measures



QS
Quality standard for food



ISO 20121
Event sustainability management



pastus+
Quality assurance system for the food sector (Austrian product standards for feed production)

ISO 17025
General requirements for the competence of testing and calibration laboratories



OGT, Bio
GMO-free, Organic

ISO 34
General requirements for the competence of reference material producers



A-Futter
Quality assurance program for animal feed (Bavarian product standard for feed production)



SMETA-4 pillar
Supplier Ethical Data Exchange/ Empowering responsible supply chains



ABCERT
(German standard for organic produce)

Legal disclosure

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