

# Sustainability Performance

2025



Oluf Lorentzen

## Introduction

In 2025, Oluf Lorentzen strengthened its sustainability work, guided by the VSME (Voluntary Sustainability Reporting Standard for SMEs) and our Sustainability Strategy for 2026–2030. As a leading importer and distributor of specialty foods, our impact is largely shaped together with our suppliers. For this reason, transparency, responsible sourcing and quantified progress are central to our approach. This report summarises key 2025 performance indicators and what they mean for our shared work going forward.

## Climate & Energy

Our 2025 climate profile reflects a business model without manufacturing but with energy use in warehousing, refrigeration and logistics. We have committed to achieving climate-neutral own operations by 2030, supported by a fully electric company car fleet (40 EVs) and minimal fossil fuel use across our operations. We report climate data using the GHG Protocol and Miljøfyrtårn climate accounting. In 2025, total Scope 1+2 emissions were 22.52 tCO<sub>2</sub>e. Our Scope 2 is reported using a location-based method.

Category	Description	2025 Value
Scope 1 emissions	Direct emissions from company operations (mainly fuel use)	0.40 tCO <sub>2</sub> e
Scope 2 emissions (location-based)	Emissions from purchased electricity for warehouse, refrigeration and offices	22.12 tCO <sub>2</sub> e
Total GHG emissions (Scope 1 + 2)	Combined emissions from direct operations and purchased electricity	22.52 tCO <sub>2</sub> e
Baseline emissions (2022)	Reference point for 2030 climate target	70.85 tCO <sub>2</sub> e

## Transport & Logistics

Transport is one of the most influential categories for our value chain footprint. Inbound logistics in 2025 consisted of 57% road, 35% rail and 8% sea, reflecting efforts to shift volume towards lower-emission modes where feasible. In addition, 17% of inbound consignments were consolidated, reducing the number of shipments and improving capacity utilisation. We also track low-emission collection shares among transport partners (e.g., 46% for our main external transport company).

## Packaging, Circular Economy & Waste

Packaging and waste are key focus areas in our circular economy work, particularly in light of the upcoming PPWR (Packaging and Packaging Waste Regulation), which will introduce stricter requirements for recyclability, material use and data transparency. Key quantified improvements include reduced plastic use and improved packaging efficiency.

- Outbound pallet stretch-film reduced by 49% vs 2024 by switching to a thinner film (45% thickness reduction), saving ~2 tonnes of plastic annually.
- E-commerce cardboard box sizing reduced packaging volume by 75% vs prior smallest box.
- Total waste: 141.47 tonnes; sorting rate: 69.70% (10 fractions managed by Ragn-Sells).
- No hazardous waste delivered in 2025.

## Food Waste

Food waste is a material topic for Oluf Lorentzen. Through improved forecasting, structured surplus handling and better internal routines, we reduced food waste by 5.16 tonnes compared with 2024. In addition, 50 tonnes of edible surplus food were donated to redistribution partners in 2025.

## Workforce, Health & Safety

Our employees are essential to safe and high-quality operations. In 2025 we had 97 employees (35 women, 62 men).

- Health & safety: 32 HSE-related incidents reported; 1 workplace accident; zero fatalities.
- Collective bargaining coverage: 20% of employees covered by the relevant tariff agreement.
- Average tenure: 15 years; turnover rate: 2.061.

## Responsible Sourcing & Human Rights

Responsible sourcing remains a core priority. Using Sedex and SMETA audits, 149 non-compliances were identified among suppliers in 2025. Of these, 84 were classified as Major, Critical or Business Critical and were closed within deadlines. High-risk product categories for labour-rights risk include canned tomatoes, olives, cheese/dairy and cured meats. From 2026 we will introduce Supplier Self-Assessment Questionnaires (SAQs) for key suppliers to strengthen transparency, data quality and follow-up.

## Why this matters for suppliers

The metrics in this report guide how we collaborate going forward. Quantified insights help identify where we can jointly reduce emissions, improve working conditions, minimise waste and strengthen traceability. Suppliers play a decisive role in meeting our 2030 ambitions and ensuring that products delivered to the Norwegian market contribute positively across climate, people and business integrity.



# Sustainability Summary 2025

Prepared in line with the VSME Standard (Basic + Comprehensive modules).

Purpose: provide suppliers with a concise, quantified overview of our sustainability performance, priorities and expectations.

## 2025 Quantified Highlights

Indicator	Result (2025)
Pallet stretch-film reduction (outbound) vs 2024	49%
Suppliers risk-assessed (social & environmental)	30% of suppliers
Scope 1+2 emissions reduction vs 2024	20%
Food waste reduction vs 2024	5.16 tonnes
Internal carrier bags switched to recycled content	80% recycled material
Food donated to redistribution partner(s)	50 tonnes



**Key Metrics (selected)**

Area	Metric	Value
Climate	Total GHG emissions (Scope 1+2)	22.52 tCO <sub>2</sub> e
Climate	Scope 1 emissions	0.40 tCO <sub>2</sub> e
Climate	Scope 2 emissions (location-based)	22.12 tCO <sub>2</sub> e
Climate	GHG intensity	21.25 kg CO <sub>2</sub> e per MNOK revenue
Energy	Electricity use	1,843,571 kWh
Energy	Fuel use	356 kWh
Logistics (inbound)	Modal split – road	57%
Logistics (inbound)	Modal split – rail	35%
Logistics (inbound)	Modal split – sea	8%
Logistics (inbound)	Consolidated inbound consignments	17% of received parcels
Fleet	Company cars	40 electric vehicles
Waste	Total waste generated	141.47 tonnes
Waste	Sorting rate	69.70%
Water	Total withdrawal (all locations)	560 m <sup>3</sup>
Workforce	Employees (FTE)	97
H&S	HSE unwanted incidents	32
H&S	Workplace accidents	1 (frequency 1.07/100 employees)
Supply chain	SMETA (Sedex) non-compliances identified	149
Supply chain	Major/Critical/Business Critical findings closed	84

**Supplier Expectations (summary)**

1. Comply with our Supplier Code of Conduct (human rights, labour standards, H&S, environment, animal welfare and anti-corruption).
2. Provide relevant documentation when requested (e.g., SMETA/other audits, certifications, policies).
3. Support our packaging and circularity goals by sharing packaging composition data and improvement plans.
4. Use the external whistleblowing channel to report concerns confidentially.



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