

# 2022



## Group Sustainability Report

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## Message from our CEO

William Dujardin, CEO

### Dear Stakeholders,

What began as a family-run agricultural business 75 years ago is now an international corporation with services that span the global food supply chain. Since then, we've taken immense pride in our contributions to feeding the world. But today, our generation's key challenge lies in continuing to supply an even larger global population in a more sustainable way.

As I write this message, our world is navigating the fallout from a global pandemic, a climate crisis, and a devastating war in Ukraine. On top of the suffering inflicted upon Ukraine's population and the energy crisis, these events have destabilised markets, and placed global supply chains and food security under intense pressure.

Despite the challenges to our business in 2022, I am very proud of the resilience and commitment demonstrated by our teams to identify solutions and carry on with our mission.

We used our agility and connections across our Danube and Fertilizer clusters to reliably support our distributors and farmers. We also minimised supply disruptions despite shutdowns at our fertilizer production plant in Romania, along with many other plants in Europe. At the same time, our grains trading and logistics teams found ways to move grain out of Ukraine so that we could continue to supply importing countries.

In the second half of 2022, we launched our new Group Sustainability Strategy with strong support from our Board of Directors and our shareholders. It comprises three pillars: environmental stewardship, social responsibility, and business integrity. Our top priority is to reduce our direct greenhouse gas (GHG) emissions by 35 per cent by 2030 compared to 2020. We have started measuring our indirect emissions so as to better support our providers and customers in their pursuit of more sustainable practices.

We are also exploring additional paths to promote regenerative agricultural practices, for example in Romania through our new venture Ameropa Biotech or through the financing of the READ Foundation which studies and promotes sustainable agriculture. We have also set ambitious objectives to materially increase the safety, well-being and diversity in our workforce.

Finally, our corporate responsibility extends beyond the agricultural sector by supporting social, educational and agricultural initiatives for communities in need, either directly or through the Ameropa Foundation. With projects in Brazil, Uganda and Romania underway throughout the year, 2022 focused on emergency relief for those affected by COVID-19 and the war in Ukraine.

None of these achievements would be possible without the hard work of our employees and the support of our partners and customers.

Sustainability requires action which promotes integrity in our operations, transparency in our business practices and protects our world for future generations. We are looking forward to continuing progressing on our sustainability journey, and we sincerely hope you will join us in these efforts!

# 01

## About Us

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*Passionately growing agribusiness for a better future together.*



1.1. About Ameropa

Ameropa is a family-owned Swiss-based agri-business established in 1948 with global operations that span the entire supply chain, from production to logistics and merchandising to distribution. Our primary focus is on the worldwide merchandising and distribution of fertilizer as well as food and feed products, supported by a range of complementary assets such as silos, warehouses, production and port facilities. In particular, we have a significant footprint of assets and operations in Romania and the Danube region



VISION

Passionately growing agribusiness for a better future together.



Founded in **1948**

Employees **2,575**

Offices **33**

Countries with an office **28**

Countries where we sell **112**

## Ameropa's Business Clusters

### Fertilizer

Global merchandising and shipping of fertilizers, as well as some chemicals and natural rubber products.

- Merchandising of fertilizers in all regions and most countries of the world, based on close and long-standing ties to producers and customers as well as economies of scale and global logistics.
- Distributing fertilizers in North America, throughout the crop regions in the Midwest and Southeast, operating warehouses along the Mississippi and Ohio rivers.
- Leading fertiliser distributor in Australia, operating a wide network of warehouses, blending and packing fertilizers according to customers' requirements.
- Production of SSP (Single Superphosphate) in our Hobart facility, Australia, with a capacity of 200'000 metric tons annually.

### Food and Feed

Global merchandising and shipping of various cereals, oilseeds and feedstuffs.

- Merchandising, throughout Europe, Africa and Asia, of our own origination and elevation of cereals, rapeseeds and sunflower seeds in the Central Eastern European countries along the Danube.
- Supply of grains of all origins to African's milling and feed industries.
- Merchandising and supply of feedstuffs such as palm kernel expellers (PKE), DDG's, oilseeds meals and tropicals to Asian and European feed compounders and animal producers.


### Danube

Providing fertilizers (including Azomures products) and other agri-inputs to farmers, originating cereals and oilseeds crops from them, and organizing the logistics through our storage network in the region and through our port terminal in Constanta.

- Production of nitrogen fertilizers at our Azomures plant – with a nameplate capacity of 1.8 million metric tons.
- Inputs supply & origination of cereals and oilseeds from farmers in the Danube region through our various subsidiaries – Ameropa Grains, Promat, Agroind in Romania, Konzul in Serbia and MG Produkt in Hungary.
- Organizing the logistics through our network of warehouses and silos, and through Chimpex, our port operator in Constanta, handling grains, fertilisers and general cargo.

 **Production capacity: 1.8 m MT**

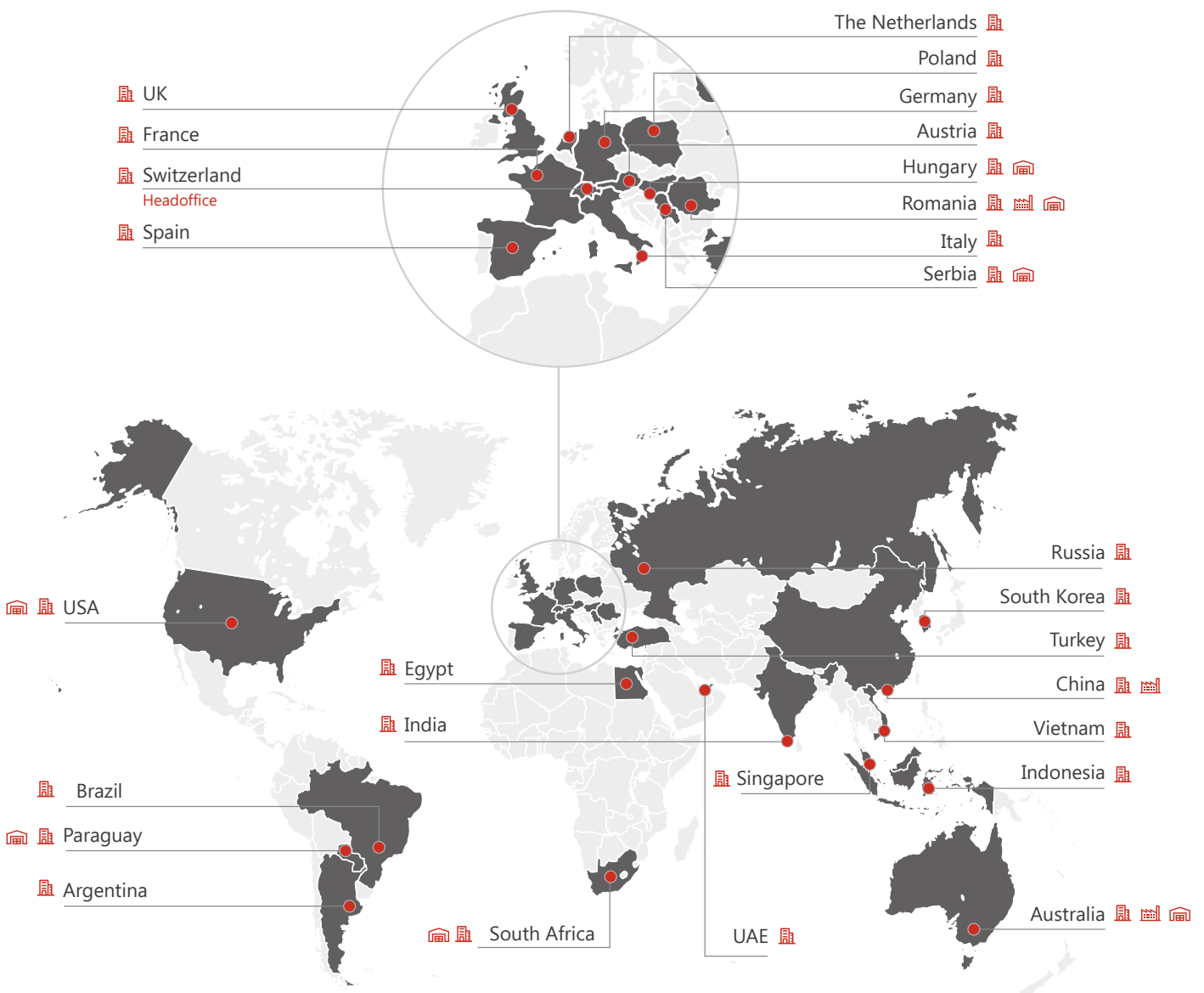
 **Storage capacity: 700k MT Grains storage capacity inland. 600k MT at the port**

 **Operating 10 berths at the port.**



## We have offices in the following countries

- Argentina
- Australia
- Austria
- Brazil
- China
- Egypt
- France
- Germany
- Hungary
- India
- Indonesia
- Italy
- Paraguay
- Poland
- Romania
- Russia
- Serbia
- Singapore
- South Africa
- South Korea
- Spain
- Switzerland
- The Netherlands
- Turkey
- UAE
- UK
- USA
- Vietnam



Ameropa has a minority stake in Tianjin Shengrui, a fertilizer plant in China.

Office
  Production
  Warehouse / Storage





## 1.2. About the report

We are pleased to launch our first sustainability report published at the Group Level. Although Ameropa has produced sustainability reports for years, previous versions have focused on our operations in Romania.

In this report, we've outlined our progress and activities for the 2022 calendar year, and acknowledged the opportunities and challenges that lie ahead.

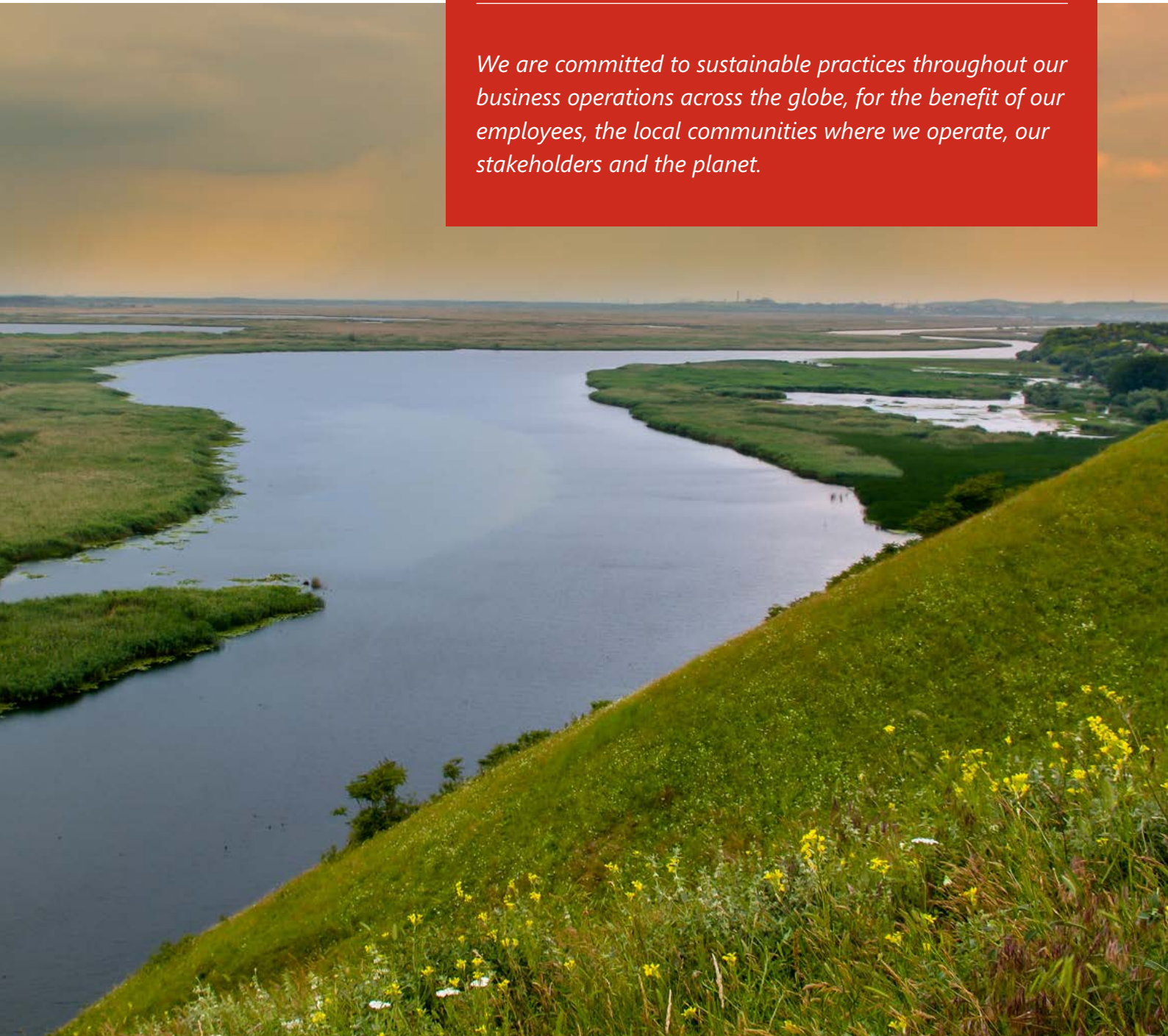
Unless otherwise stated, this report covers the entire scope of our activities outside of one activity in China where we are a minority shareholder. We have started to align with the Global Reporting Initiative (GRI) Standards and have included references at the end of the report. We will continue to follow GRI Standards of reporting in the years to come.

# 02

## Sustainability strategy

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*We are committed to sustainable practices throughout our business operations across the globe, for the benefit of our employees, the local communities where we operate, our stakeholders and the planet.*



## 2.1. Our Sustainability Commitment

In 2022, 258 million people (up from 193 million in 2021) in 58 countries or territories faced crisis or worse acute food insecurity<sup>1</sup>. This is the highest number on record since the Global Report on Food Crises started reporting in 2017, with 2022 marking the fourth consecutive year we've seen an increase in the number of acutely food-insecure people. The UN attributes these rising numbers primarily to global conflicts, economic shocks, and climate disasters.

As the global population continues to expand, we will be faced with feeding more people with the same or fewer resources. That is why we need to act now, if we are going to protect our global food supplies for generations to come.

Ameropa is committed to sustainable practices throughout our business operations across the globe, for the benefit of our employees, the local communities where we operate, our stakeholders and the planet. Our assets, planning, strategies, trading and manufacturing practices, as well as our operational processes and policies integrate our focus on preserving the quality of our environment.

<sup>1</sup> Global Report on Food Crises: <https://www.fsinplatform.org/global-report-food-crises-2023>

Our sustainability commitment continues to mature and grow to meet the challenges of climate crises and conflicts.



## 2.2. Sustainability Governance

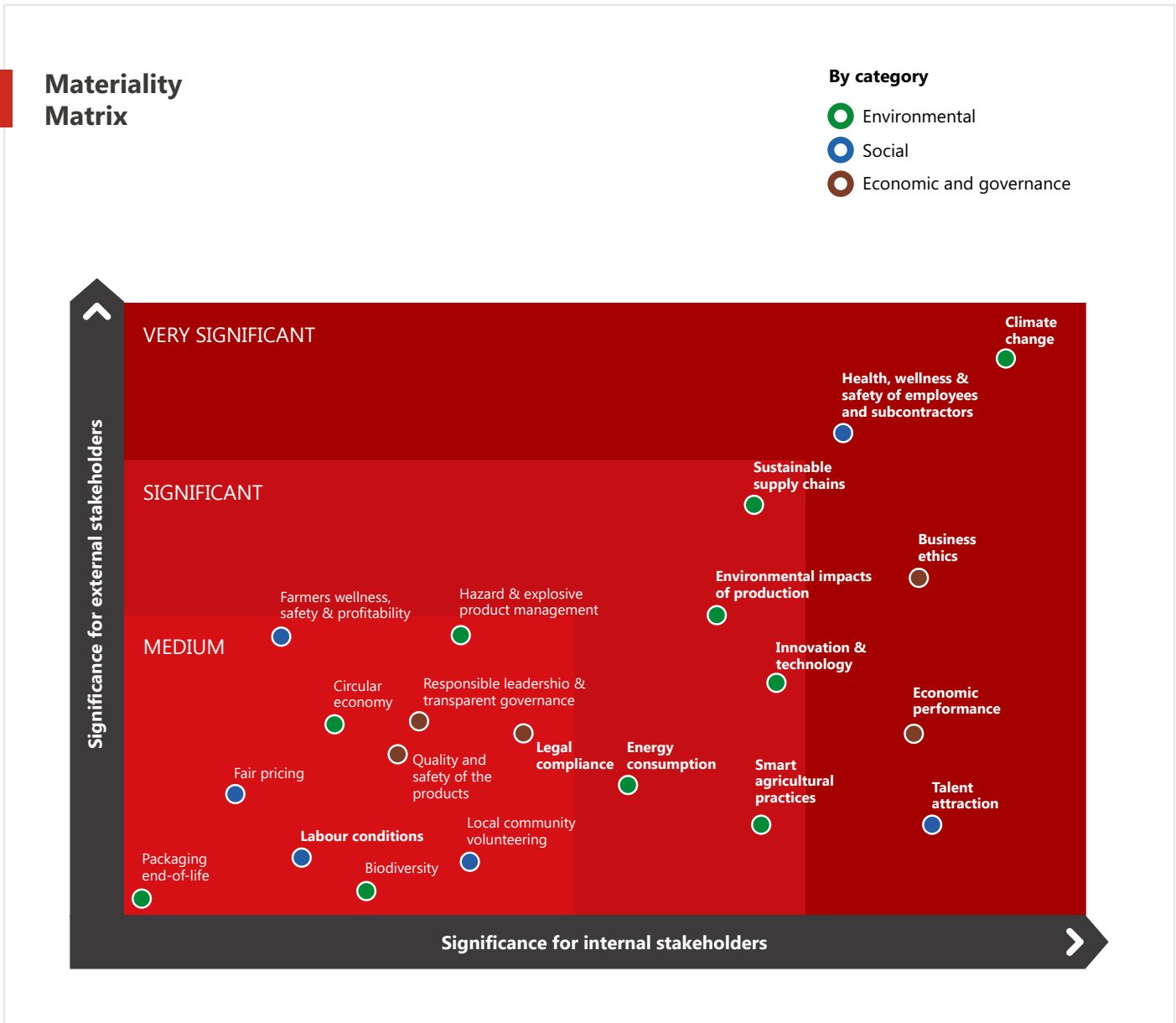
Our sustainability efforts are overseen by a dedicated Sustainability Committee comprised of our Board Chairman and an independent Board Member. The Committee actively oversees our strategy, priorities, targets related to sustainability and corporate responsibility matters and assists the other Board Members in ensuring that our actions and activities align with our business strategy and our core values.

The implementation of our sustainability strategy is directly managed by our CEO, along with our Group Leadership Team, which is comprised of six of Ameropa's executive managers. Additionally, our Head of Sustainability oversees our progress and reporting efforts in collaboration with our environmental and safety teams, human resources, and our business units which drive sustainable initiatives across the value chain.

### 2.3. Materiality Assessment

Materiality assessments are formal exercises which help company leaders review the economic, environmental, or social issues where their business practices have an impact, or which might alternatively affect the long-term sustainability of the company.

As per the Global Reporting Initiative (GRI), Ameropa engaged independent consultants at the end of 2021 to conduct this assessment and identify the sustainability topics which are key to our operations and stakeholders. Workshops were held for both internal and external stakeholders, who were asked to identify areas of high importance. These included “climate change”, “health and safety of employees and contractors”, “business ethics”, and “talent attraction”, which are reflected in the materiality matrix below.



We have regrouped and organized the most important topics around three core themes and six priorities.



### Environmental Stewardship

As an agribusiness, we have a direct dependency and impact on the environment. Our activities are linked to the health of the soil and climate conditions. Therefore, we are committed to minimising our environmental impact and promoting sustainable farming practices.



### Social Responsibility

People are at the heart of our business: we care about the safety, health and well-being of our employees, contractors, partners. We also care about the communities in which we operate.



### Business Integrity

We are deeply committed to ethics and compliance. By acting with integrity, we uphold our values, maintain the trust of our business partners, and build a better future for our company and its stakeholders.

2.4.  
**The United Nations Sustainable Development Goals**

Through our sustainability priorities and actions, we strive not only to do business in a responsible manner but also to actively contribute to solving societal challenges. The United Nations Sustainable Development Goals (SDGs) are a universal call to action to end poverty, protect the planet and improve the lives and prospects of everyone, everywhere. At Ameropa, we have identified six SDGs where we can have direct impact:

**2** ZERO HUNGER



We provide access to food supplies at affordable prices to a growing population.

**12** RESPONSIBLE CONSUMPTION AND PRODUCTION



We uphold human rights, fair labour practices, environmental progress, and anti-corruption policies in our operations and along our supply chain.

**5** GENDER EQUALITY



We promote diversity and inclusiveness internally with our employees, and externally in our communities. We partner with organizations which actively empower women in our industry, such as WISTA (Women's International Shipping and Trading Association).

**15** LIFE ON LAND



We preserve the land and its ecosystems through regenerative agricultural practices.

**8** DECENT WORK AND ECONOMIC GROWTH



We provide good and safe working conditions to our employees and contractors and fair pricing along our supply chain. We promote sustainable economic growth to the communities in which we operate.




**13** CLIMATE ACTION



We work to minimise our environmental footprint and drive solutions which tackle climate change.

## 2.5. Goals, Targets and KPIs

Sustainability is a journey. To ensure we move in the right direction, we have defined our initial sustainability ambitions and targets. However, we recognise this is only a first step towards measuring our progress. Each year, we will need to push our goals farther, go deeper with our analysis of our environmental footprint, and grasp opportunities that emerge due to technological advancements and new partnerships.

Our priorities	Our ambitions	Our key targets
 <p><b>Sustainable Value Chains</b></p> <hr/> <p><b>Carbon Footprint</b></p>	<p>Contribute to building sustainable value chains and promote regenerative agricultural products and practices.</p> <hr/> <p>Reduce direct GHG emission in own operation to tend to carbon neutrality.</p> <p>Engage with our suppliers and customers to reduce GHG emission along the value chain.</p>	<ul style="list-style-type: none"> <li>• Explore additional businesses opportunities aligned with regenerative agriculture and sustainable value chains.</li> <li>• Assess improvement opportunities in our existing business in 2023.</li> </ul> <hr/> <ul style="list-style-type: none"> <li>• Reduce Scope 1 emissions by 35% by 2030 vs. 2020 baseline.</li> <li>• Analyze our scope 3 emission in 2023 to identify relevant levers to reduce them.</li> </ul>
 <p><b>Safety at Work</b></p> <hr/> <p><b>Labor Conditions and Attractivity</b></p>	<p>Continue to build safety awareness and culture amongst our employees and contractors to reach Zero Accident.</p> <hr/> <p>Be recognized as a preferred employer within our industries in our main locations.</p>	<p>As first intermediate step:</p> <ul style="list-style-type: none"> <li>• Reach and maintain over the next 3 years an average total recordable injury (TRI) rate of 1.5 at Azomures before reducing it further.</li> <li>• Reach and maintain a TRIR &lt;1 for the other Romanian entities.</li> </ul> <hr/> <ul style="list-style-type: none"> <li>• Measure alignment, engagement &amp; satisfaction of employees from 2023 onwards.</li> <li>• Define a talent strategy and organization development plan that build relevant capabilities starting 2023.</li> </ul>
 <p><b>Diversity and Inclusion</b></p> <hr/> <p><b>Integrity and Compliance</b></p>	<p>Achieve greater gender balance and racial &amp; ethnic diversity via a culture of inclusion</p> <hr/> <p>Exemplify our commitment to integrity through a culture of ethics, strong compliance and good governance practices.</p>	<ul style="list-style-type: none"> <li>• Significantly increase the balance of women at management levels across clusters and functions.</li> <li>• At least 30% woman at the Holding Board by 2025.</li> <li>• Increase women's access to opportunities via focused development initiatives.</li> </ul> <hr/> <ul style="list-style-type: none"> <li>• Continue the roll out of global policies procedures &amp; programs on sanctions, bribery, competition law, and derivatives by 2024.</li> <li>• Whistleblowing platform in key jurisdictions in 2023.</li> </ul>

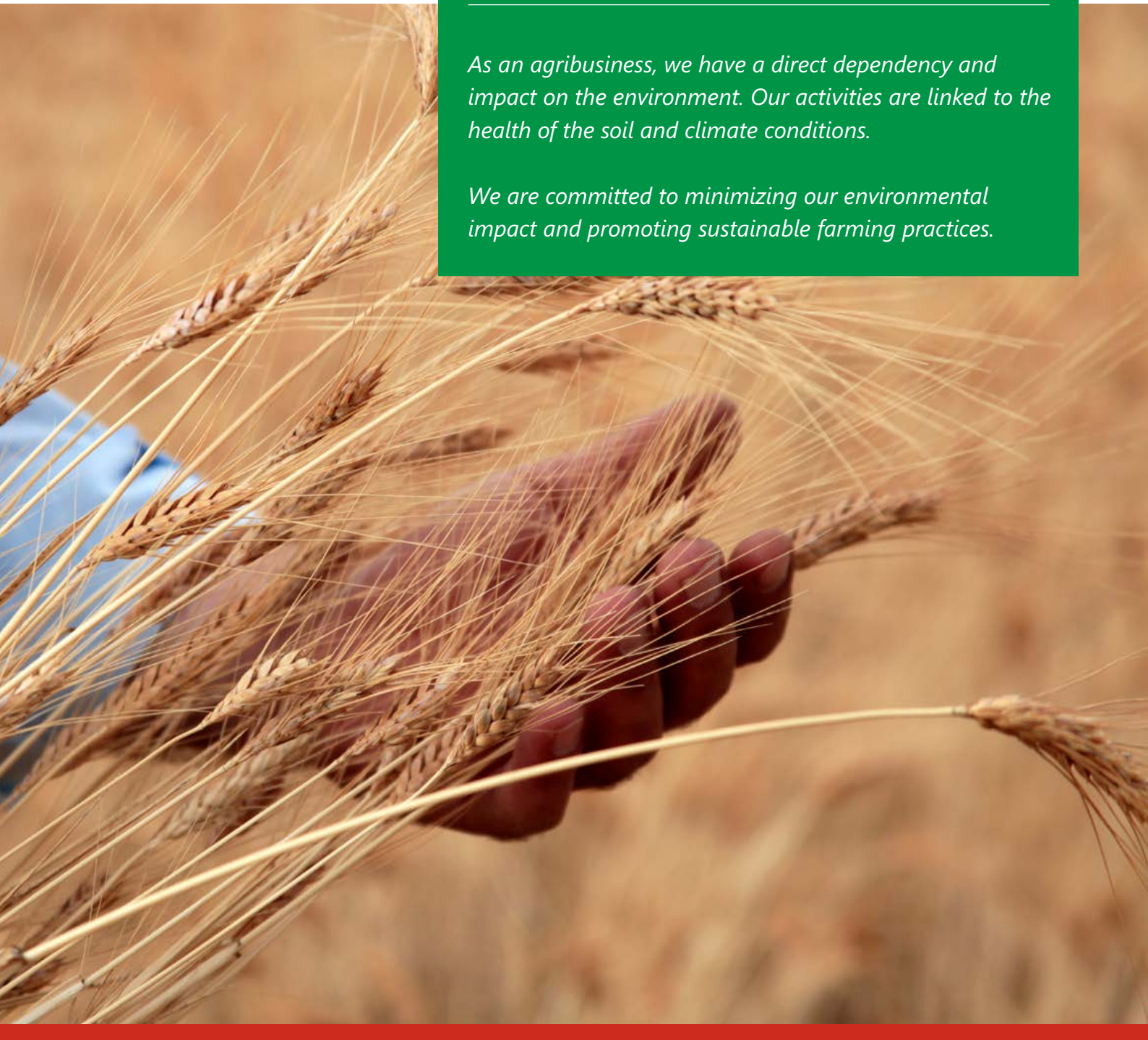
# 03

## Environmental Stewardship

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*As an agribusiness, we have a direct dependency and impact on the environment. Our activities are linked to the health of the soil and climate conditions.*

*We are committed to minimizing our environmental impact and promoting sustainable farming practices.*





## Introduction

A key challenge for the agricultural sector is to feed an increasing global population at affordable prices, while also reducing environmental impact and preserving critical natural resources.

Agriculture is deeply interlinked with the health and well-being of our planet. While negative impacts to the environment can include pollution and degradation of soil, water, and air, agriculture can also help us trap greenhouse gases within crops and soils or mitigate flood and erosion risks through strategic farming practices.

Our stewardship commitment recognises this double impact and seeks to reduce the environmental footprint of our operations. We aim to promote new technologies and sustainable practices whenever we can. We also offer services and products which seek to accelerate the transition towards a more environmentally friendly agriculture and food system.

We know this change can't start and end with us – it must also be reflected from our farmers to our suppliers and distributors and everyone in between. To that end, we are dedicated to educating ourselves and our partners to ensure we are using the most sustainable and innovative agriculture practices.



*Our ambition is to build sustainable value chains and promote regenerative agricultural products and practices*

### 3.1. Building Sustainable Value Chains

Growing populations, changing diets and the scarcity of cultivable land have become the dominating topics in agribusiness. Modern agriculture and its supply chains, of which we are a part, face three challenges: continuing to grow the global food supply; doing so at affordable prices; and reducing the environmental footprint.

Feeding a growing population requires efficient and resilient agricultural systems, and that's where our corporate responsibility kicks in. Our efforts to maintain yields must be combined with sustainable practices which have less impact on the environment and are respectful of the farmers and communities involved.

To that end, Ameropa is supporting our employees and customers to continually increase their knowledge and improve their practices and infrastructure. We are also partnering with universities, agricultural institutions and other relevant actors along the value chain to promote education and the development of safe and reasonable cultivation practices.

**In 2022, we took action in three areas:**

#### 3.1.1 Soil health

For almost ten years, Ameropa has financed and partnered with the READ Foundation in Romania, which provides training and guidance to farmers on sustainable agricultural practices. Their expertise is backed by joint programs and scientific research conducted by the agricultural university of Cluj, Romania. With the support of the READ Foundation, Ameropa intends to continue promoting soil quality, preservation, and fertilizer application aligned with 4R Nutrient Stewardship principles and carbon management.



In August 2022, Ameropa Australia sponsored sessions on pasture improvement in the Brigalow agriculture belt of Central Queensland. The workshops, organized in collaboration with a local cattle station and an agricultural technical services company, convened more than 100 attendees including farmers, agronomists, animal production specialists, and local authorities.

Farmers in the region have been struggling to manage soil health, leading to pasture decline and poor fertility, driven by nutrient deficiencies such as low nitrogen phosphorus and organic matter. As a result there has been poorer beef production, and farmers are at risk of needing to undertake land improvement programmes.

The pasture improvement workshops focused on sustainable pasture production through nutrient management, highlighting the importance of soil health. Ameropa Australia has also encouraged local cattle farmers to get their soil tested to identify nutrient deficiencies and to apply fertilisers to prevent the degradation of their land. Feedback from participants was positive.

### 3.1.2 Promoting sustainable products

Sustainability isn't only important for soil health, it is also critical to the quality and integrity of our products. In Romania, Ameropa Biotech is partnering with Fertinagro Biotech to distribute complex crop nutrients and bio-stimulants to local farmers. And our entity Ameropa Grains is also increasing the sale of its own bio-stimulants in Romania under the brand amer-micro and amer 6.3.

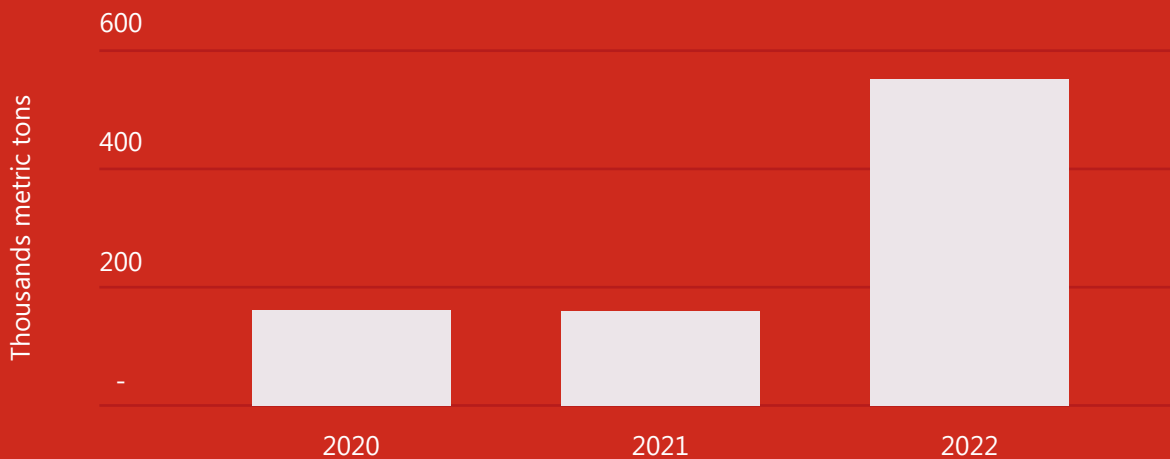
Independent research shows that bio-stimulants:

- improve the growth of the root and fruit, flower fertility and yield, by stimulating nutrient uptake, photosynthesis and sugar accumulation;
- enhance the quality and reduce accumulation of nitrates;
- enable better accumulation of nutrients; and
- increase the tolerance of crops to extreme temperatures, salinity, drought, and low light availability.

Not only do bio-stimulants help us produce better crops, they also help us reduce our carbon footprint. Through this innovation, Ameropa in Romania is entering an exciting new space, taking on the marketing of highly specialised products which reach far beyond the traditional fertilizer markets. Our goal is to bring new expertise in agronomical knowledge and marketing strategies.



Volumes traded under ISCC certification scheme



### 3.1.3 Certified products

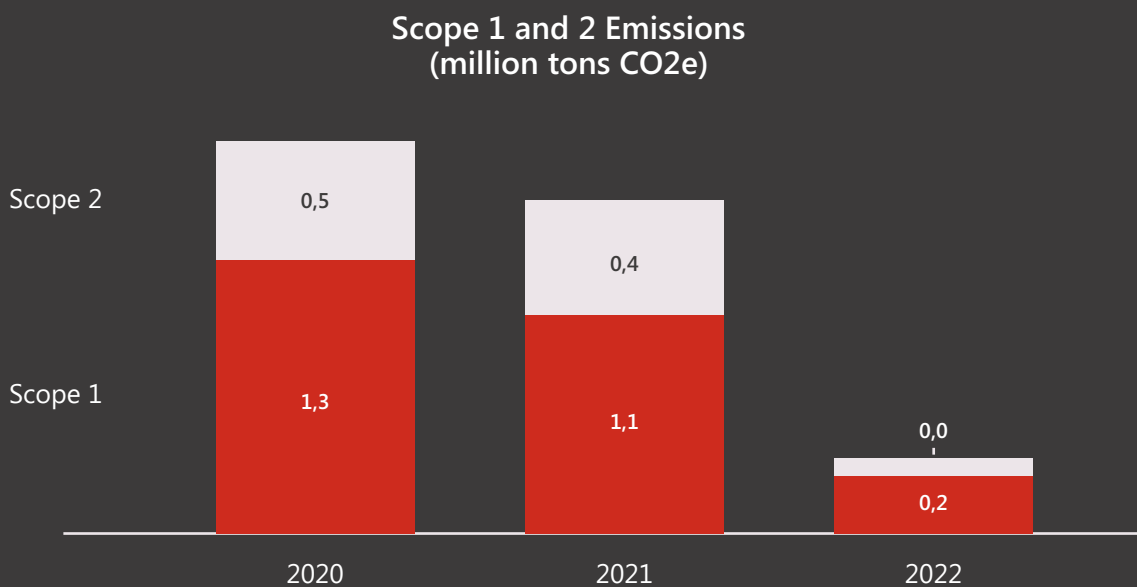
Ameropa has held International Sustainability and Carbon Certification (ISCC) since 2018. In 2022, we significantly increased the quantity of grains and oilseeds traded under the ISCC scheme, mainly from our Romanian entities to Western Europe.

In June 2022, Ameropa Asia also became a member of the Roundtable for Sustainable Palm Oil (RSPO), supporting sustainability efforts in the supply chain of palm kernel expellers (PKE), a by-product issued from waste of palm kernel oil production.

In summer 2022, Ameropa Grains certified part of its Nicolae Balcescu grains silo, located in Constanta region, to store and handle organic grains.

### 3.2. Carbon Footprint

Ameropa is committed to reducing its carbon footprint (the total amount of greenhouse gases generated by our actions) through regular monitoring and evaluation. In 2020, we kicked off an annual review process of the carbon emissions generated by our activity, both for direct emissions (Scope 1) or indirect emissions (Scope 2 and Scope 3). We follow the GHG Protocol and use regional emission factors from scientific databases aligned with the Intergovernmental Panel on Climate Change (IPCC) such as Ecoinvent, which assesses environmental impact of products and services. At our Azomures plant in Romania, we measure emissions directly via a monitoring system.



In 2022, our Scope 1 and 2 emissions were significantly reduced as Azomures fertilizer plant was shutdown, and do not reflect normal operating conditions.



**Our ambition:**

Reduce our direct GHG emissions in own operations to tend to carbon neutrality.

**Our Target:**

Reduce our Scope 1 emissions by 35% by 2030 vs. 2020 baseline.

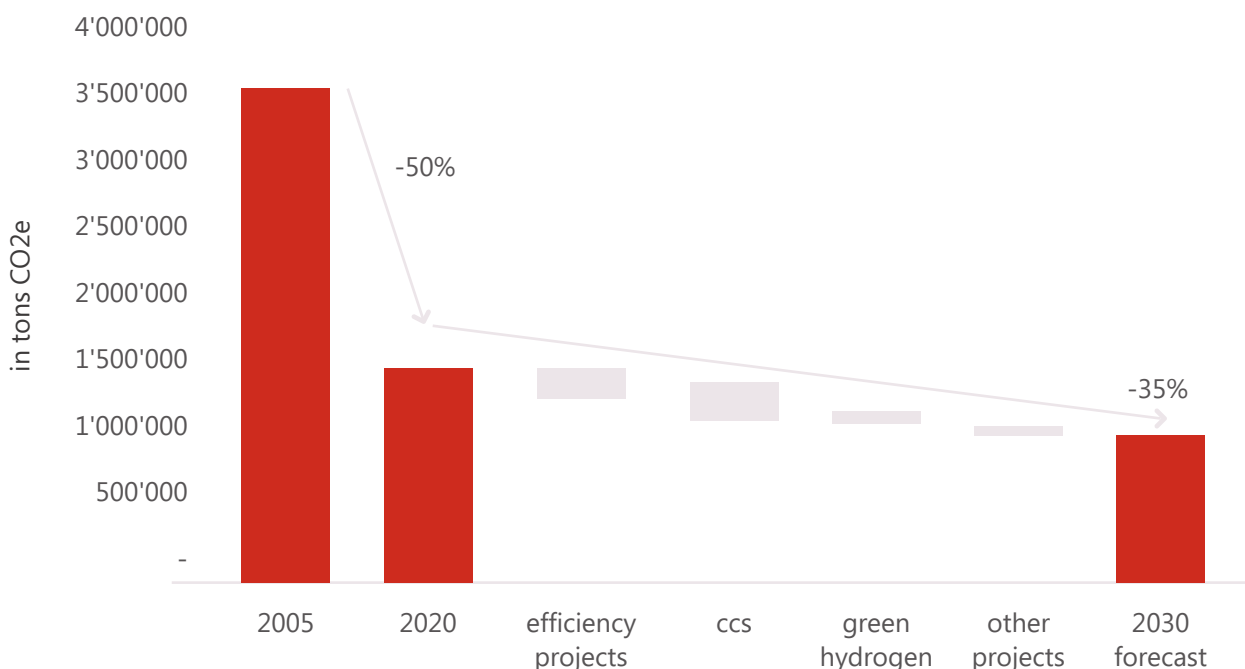
**3.2.1  
Scope 1 and 2  
Emissions**

Our Scope 1 and Scope 2 emissions are mostly linked to the fertilizer production at our Azomures plant, where we produce nitrogen-based fertilizers from natural gas through the Haber-Bosch process. Over the years, significant investments were made in Azomures to improve efficiency. As a result, emissions were already reduced by 50 per cent between 2005 and 2020.

And while this was a good first step, we've set new, ambitious targets to reduce our Scope 1 emissions by 35 per cent by 2030 versus the 2020 baseline. To reach this target, we've created a decarbonisation plan for our Azomures plant, which will, via sizeable investments, reduce direct emissions and energy consumption. We also plan to work with partners to drive forward our use of newer technologies, such as Carbon Capture and Storage (CCS) and green hydrogen pilot projects.



**Azomures decarbonization path**



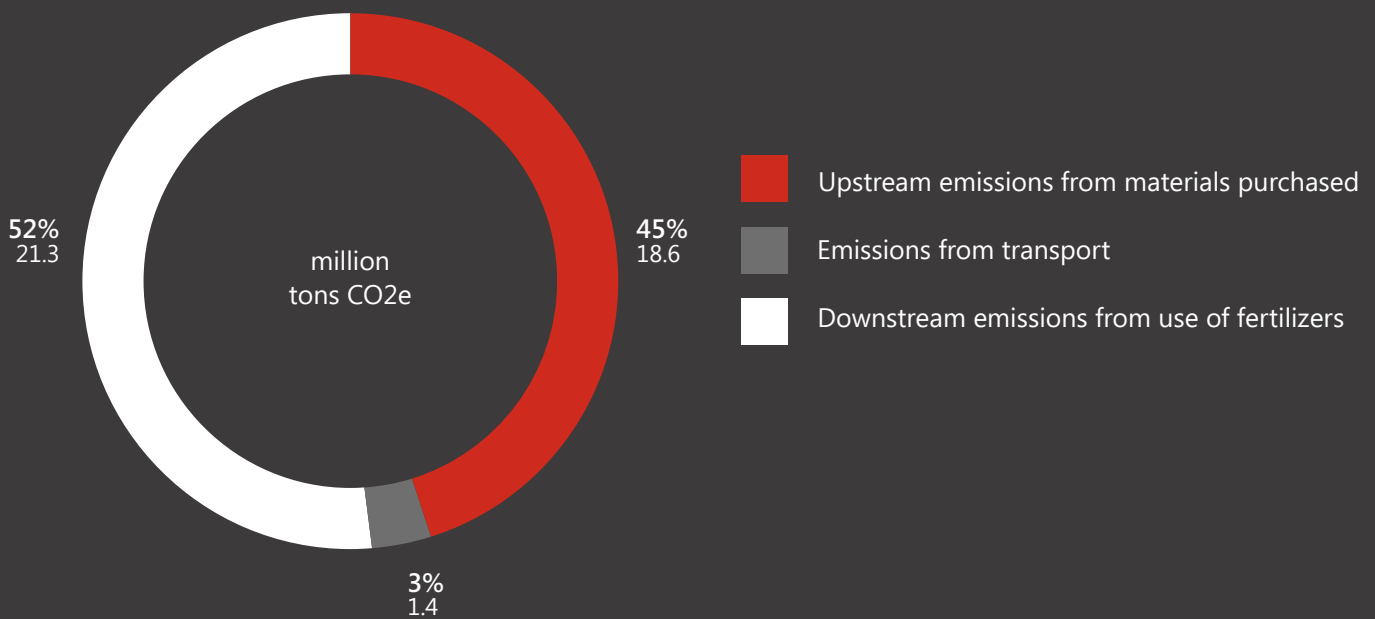
### 3.2.2 Scope 3 Emissions

Our indirect emissions primarily come from:

- the products that we purchase, mainly fertilizers, some chemicals and to a lesser extent grains;
- the use of the products that we sell, mainly the application of nitrogen-based fertilizers in the fields; and
- to some extent the transport of the products by vessel, and in some instances by barge, train or truck.



#### 2022 Scope 3 Emissions



Due to the nature of our trading activity, our indirect emissions are significant. Reducing them requires us to work with partners along the supply chain and identify relevant solutions. We are committed to taking action on our scope 3 emissions and recognize that finding the proper levers to reduce indirect emissions - in particular downstream - is a significant challenge that we face.

At this stage, our action consists mainly in promoting the 4R principles for fertilizer application (2), in particular in Romania through our partnership with READ Foundation.

<sup>2</sup>The 4R Concept promotes using the right fertilizer source, at the right rate, at the right time, and in the right place. The 4R Nutrient Stewardship Framework was developed by the Fertilizer Institute, the International Fertilizer Association, Fertilizer Canada and the International Plant Nutrition Institute. More information is available at: <https://nutrientstewardship.org/4rs/>



During 2022 our entities and employees in Romania conducted several initiatives to raise awareness and contribute to reducing their environmental footprint.

For example:

- At two of our Romanian entities, Ameropa Grains and Chimpex, our employees and their families partnered with the organization #PlantămFapteBune ([www.plantamfaptebun.ro](http://www.plantamfaptebun.ro)) to plant 10,000 saplings around the Luminita Forest in the Constanta region. Through this action, we aim to improve air quality by sequestering carbon, enhancing soil quality, restoring the hydrological balance, and fostering biodiversity.
- We have begun replacing our vehicle fleet in Romania with some electric cars. Our office in Constanta also has now some charging stations, and dedicated parking spaces for electric car users.
- We changed the air/water chiller and heat pump in our office building in Constanta, thereby reducing its energy consumption by 11 per cent and emissions by 56 per cent.

Whilst we know that bigger scale projects are needed to reduce our global emissions, such actions highlight that any effort is encouraged and practical steps are undertaken in daily activities.

### 3.3. Environmental Footprint

Prior to 2022, we primarily monitored the environmental footprint of our plants in Romania, which formed the bulk of our assets and operations. Since 2022, we've expanded this monitoring to encompass our other entities.

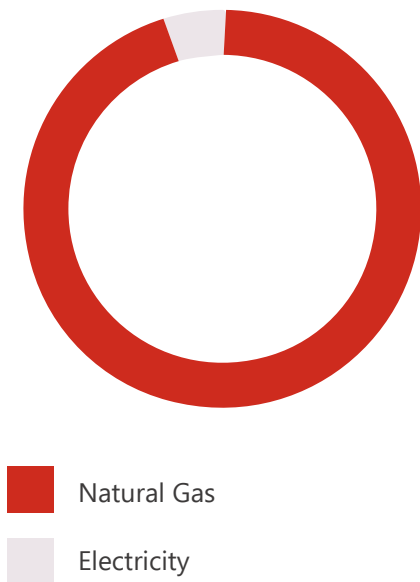
Our main operational facilities (Azomures, Chimpex, Ameropa Grains) have implemented an Environment Management System as part of their ISO 14001 certification.

#### 3.3.1 Energy Consumption

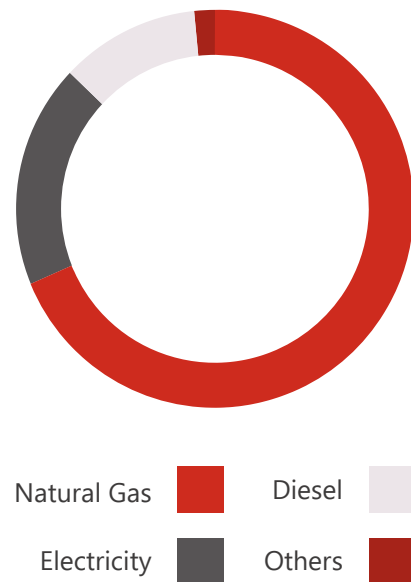
The bulk of our energy consumption is linked to the production of nitrogen fertilizers at our Azomures plant. Under normal operations, most of the energy consumed (95 per cent) comes from natural gas, with the remainder mostly coming from electricity from the grid.



Breakdown of energy consumption in 2020 (normal operating conditions)



Breakdown of energy consumption in 2022



Evolution of energy consumption

Millions MWh	2020	2021	2022
Energy consumption	9.8	7.7	0.1



In 2022, however, we significantly reduced production at Azomures due to high natural gas prices. Therefore, the environmental data gathered from the past year does not reflect normal operating conditions. Even so, we plan to continue reducing the intensity of our energy consumption at Azomures through efficiency projects.

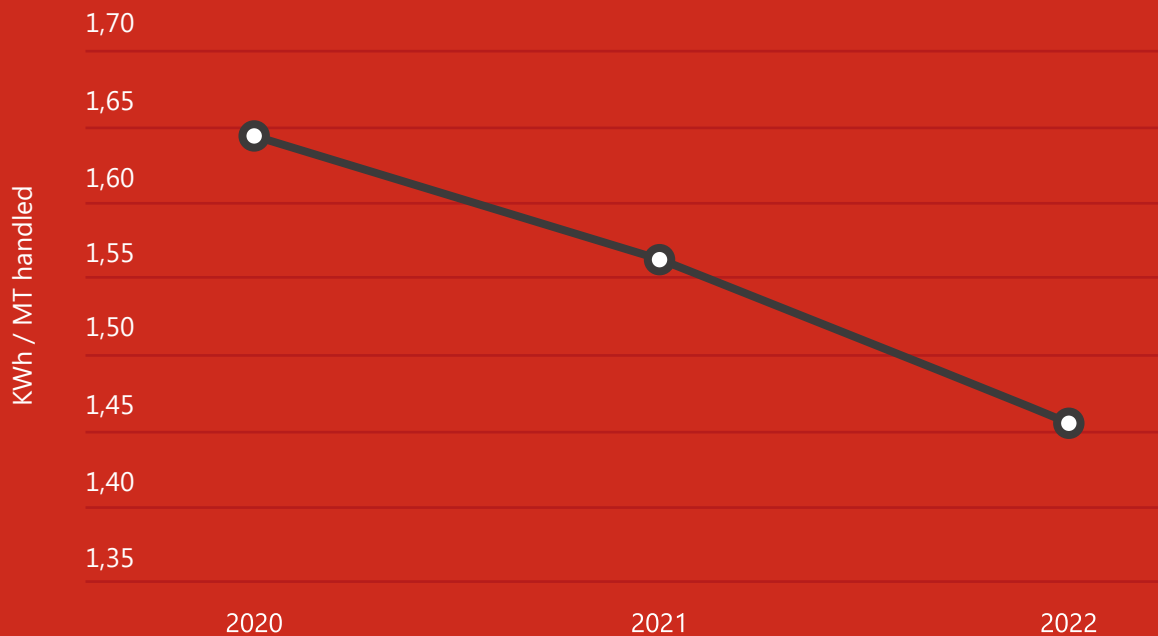
Ameropa also consumes energy through our port operations at Chimpex and to a smaller extent our grains silos in Romania, Serbia and Hungary, and the rented warehouses in Australia and in the USA. In 2022, we continued to reduce the intensity of our energy consumption at Chimpex, mainly through our equipment renewal programme following an energy audit conducted in 2022.

Going forward, we will install solar panels at some of our grains silos in Romania to increase the use of renewable energy in our facilities.

We will also continue to replace lighting with LED at Chimpex grain terminal, in order to further reduce energy consumption.



### Chimpex energy intensity



### 3.3.2 Water

With climate change jeopardising our global water resources, Ameropa closely monitors its water usage and management. We primarily use water for steam production and cooling purposes, as well as for equipment cleaning in our silos and port operations.

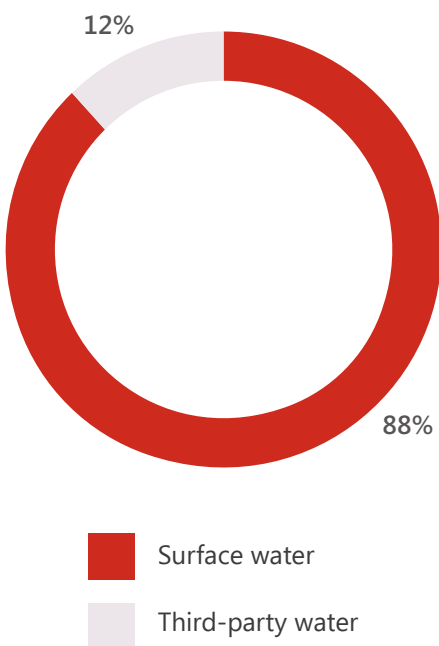
Because the wastewater coming from our Azomures plant contains high quantities of nitrogen, we built a special treatment facility in 2015 next to the municipal water treatment plant in Targu Mures, Romania, which we operate in partnership with the local water authorities. This ensures that water is safely purified before being released into the Mureş river.

Ameropa works with local authorities to closely monitor the quality of discharged water and adhere to reporting standards which meet national regulations. As part of our accountability commitment, we check water quality several times in our own laboratories, as well as submit it for testing to independent state laboratories.

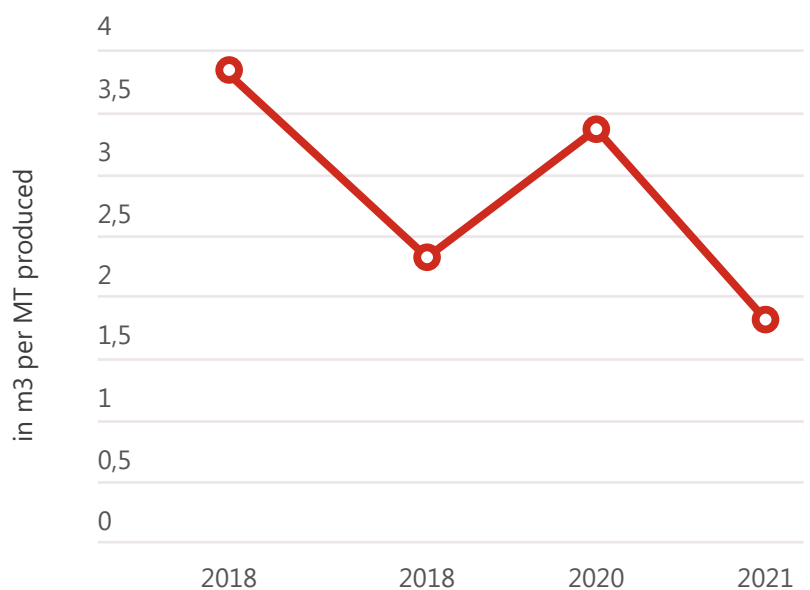
In 2022, we reduced our total water withdrawal due to limited production activity as a result of the war in Ukraine. We also completed maintenance and purging of our systems, which meant that water discharged after treatment was higher than water consumed during the past year.



Water withdrawal by source in 2022



Water consumption intensity



### 3.3.3 Waste

In 2022, we recovered or recycled over 40 per cent of our total waste. It's a good start, but we know we can do better to reduce our contributions to landfills.

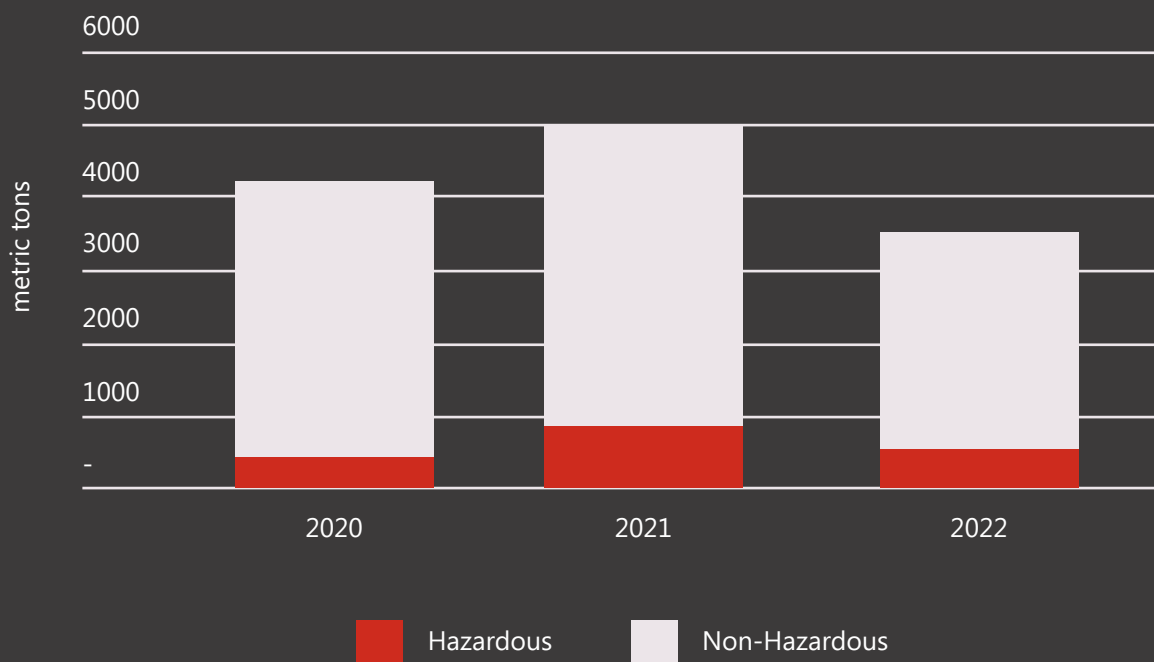
Our waste is primarily linked to our fertilizer production plant, our port operations in Constanta, and, on a minor scale, our storage activities in Australia and Romania.

At all of our facilities, Ameropa adheres to national regulations regarding waste management and partners with local companies to recycle and recover waste. Our waste management strategy has three steps:

1. Avoid or reduce the quantity of waste
2. Recycle or recover waste
3. As a last resort, safely dispose of waste per local regulations.

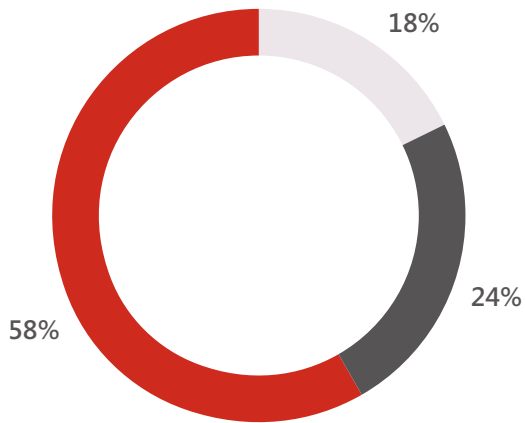


#### Waste generated



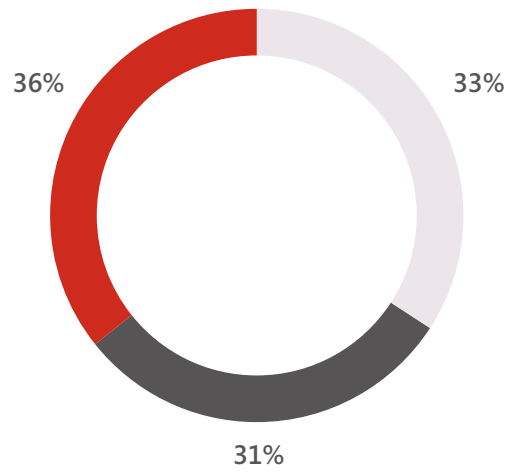


Waste management - 2020



- Recovered
- Recycled
- Disposed of

Waste management - 2022



- Recovered
- Recycled
- Disposed of

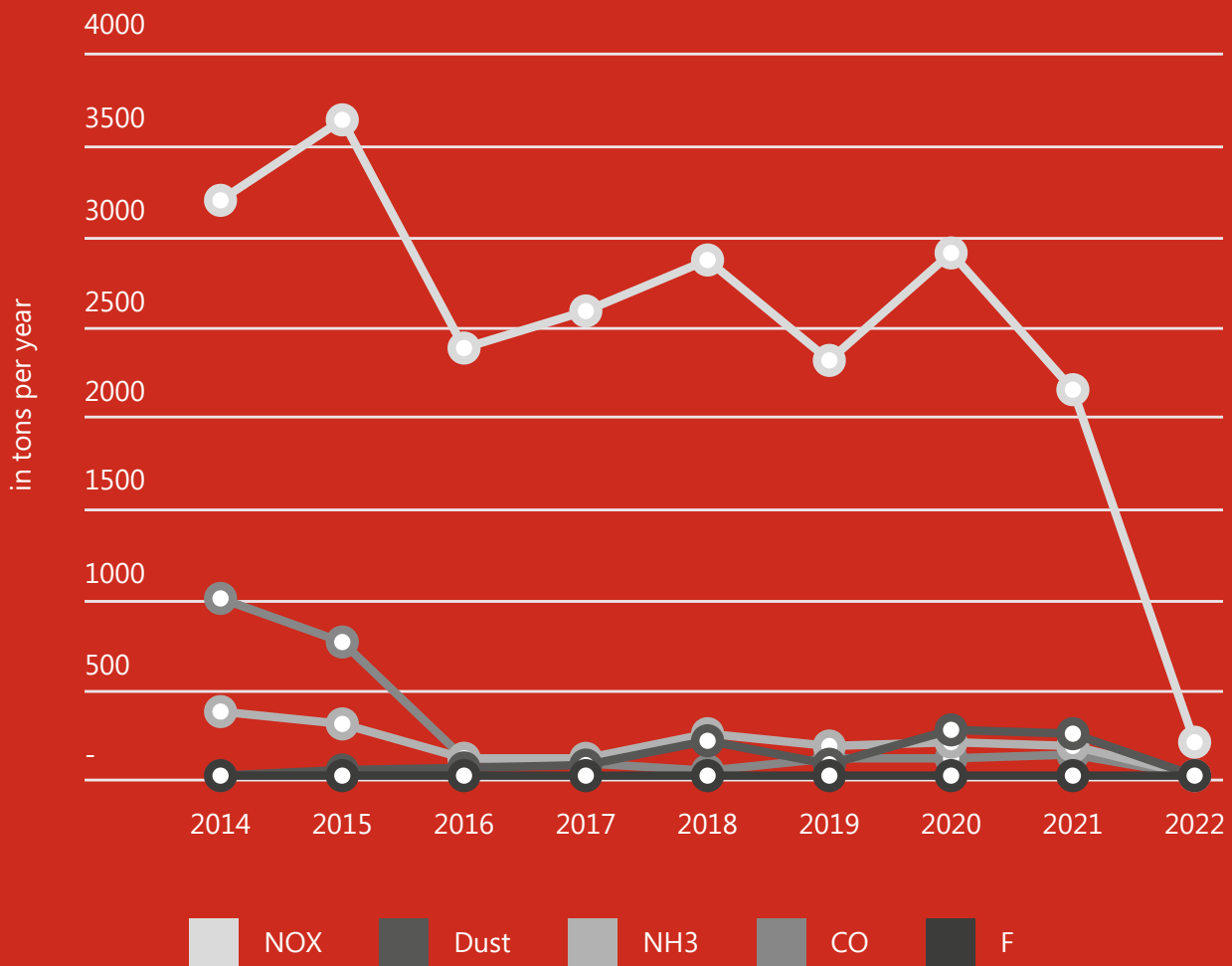


### 3.3.4 Other Air Emissions

At Ameropa, we also care about the quality of the air we breathe, which means reducing emissions such as nitrogen oxides (NOX), sulphur oxides (SOX), ammonia (NH3), fluorides (F) and dust. Our silo facilities built in 2016 at Chimpex are equipped with high performing filters which significantly reduce dust emissions. Our investments in improved infrastructure at Azomures have also reduced emissions levels – in particular, nitrogen oxides. Again, due to reduced production in 2022, our emissions levels do not reflect normal operations.



Azomures emissions to air



# 04

## Social Responsibility

*People are at the heart of our business: we care about the safety, health and well-being of our employees, contractors, partners. We also care about the communities in which we operate.*

## 4.1. Introduction on People at Ameropa

A cornerstone of Ameropa’s culture and values is “connections.” For over 75 years, our people have connected us to partners up and down the agricultural supply chain. They bring the knowledge, experience and expertise that our company has come to be known for. And while we have grown from a family-run business to an international corporation with 33 offices worldwide, we are proud to remain a local company, respecting local approaches and cultures. The majority of our employees are based in the countries of our operations, in particular, Australia, Romania, and our headquarters in Switzerland.

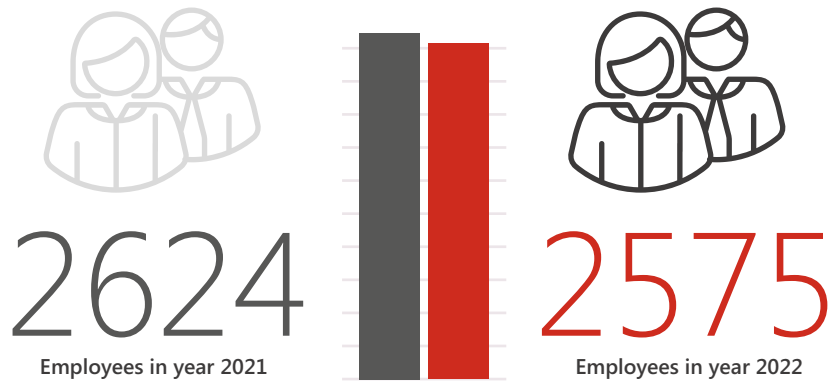
In 2021, we revisited our company values through employee-led working groups to better reflect our commitment to our staff, partners, and the communities around us. As a result, we committed to upholding the C.A.R.E values in our actions.

We recognise we have a social responsibility to our employees, the contractors who work on our premises, and the communities in the areas where we operate. Our responsibility takes several forms:

- Providing and promoting a safe and healthy work environment for our employees and contractors;
- Being a preferred employer;
- Developing our talent; and
- Working with and strengthening the communities around us

In 2022 we began to review our global employment statistics and we have included the most relevant information below. Where possible, comparison with 2021 was included. All employee data in the report is expressed in headcount employed as of 31 December 2022.



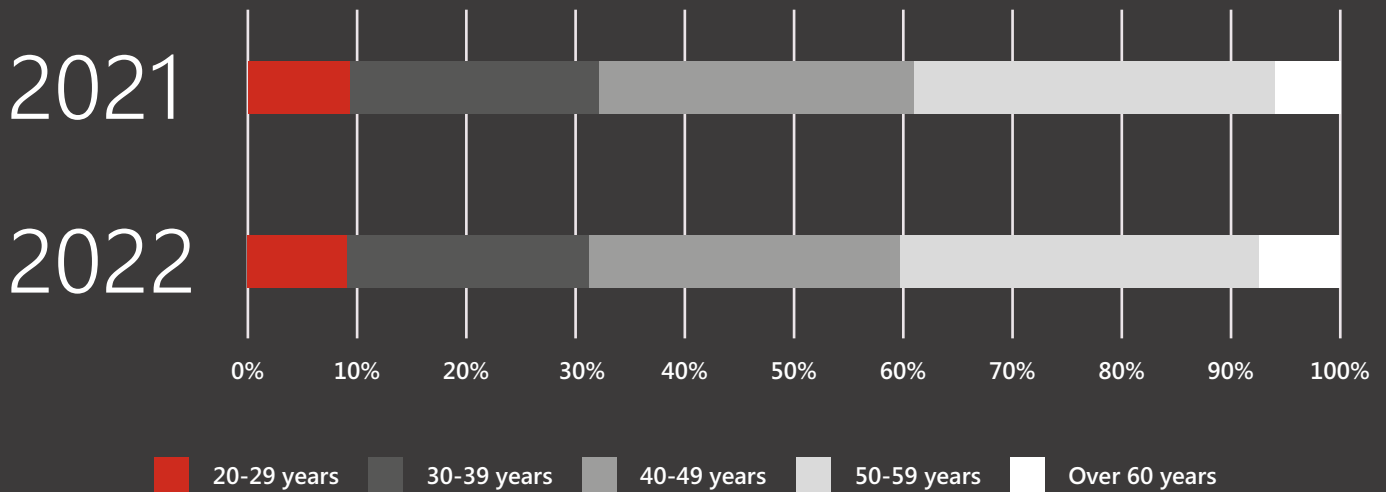


Total employees by geography

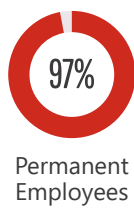
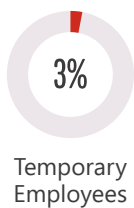
	2021	2022
Romania	2053	1986
Australia	194	194
Switzerland	107	111
Serbia	97	97
EU	51	54
Asia	35	38

	2021	2022
South Africa	23	23
North America	18	21
China	16	15
South America	10	14
Other	20	22

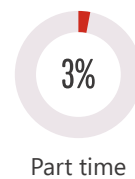
Age Group



Type of contract



Working time





## 4.2. Safety at Work

At Ameropa, our health and safety standards are just as important as providing quality products and reducing our environmental impact. For us, it is not just about the end product. Sustainability has to occur at each and every point along the way – and that includes a safe working environment, which respects and protects our employees. This is the heart of our C.A.R.E. values.

We also recognise that safety is a culture, which involves the buy-in of each and every one of us. Most accidents, if not all, are preventable. That means we have to take ownership and we have to be accountable.

We have been reinforcing the controls and audits that we perform in our facilities to ensure they meet and exceed safety standards. We are training our employees and contractors, and we’re raising awareness through our “Think Safe, Act Safe, and Get Home Safe” Campaign and annual celebration of World Safety Day. We are also working on improving our safety processes and policies, including our “Stop Work Policy”.



*Creating a safety culture to reach zero accidents*



### Our targets:



Reach best-in-class safety levels in our industry



Reach and maintain an average total recordable injury rate (TRIR) of 1.5 at Azomures over the next three years, with goals to reduce it further in future



Reach and maintain a TRIR < 1 in our other Romanian entities

### 4.2.1 Our Safety Management Systems

Ameropa’s safety performance and priorities are reviewed by our Board of Directors. Additionally, our Safety Committee in Romania is chaired by our CEO and attended by our executive management and safety leaders based in the country. Local committees and safety departments across our facilities are in place to review issues, procedures and implement our safety priorities.

We revise our safety policies and procedures on a regular basis and conduct regular site inspections and internal audits. Our management also performs onsite safety walks and talks. Our internal reporting procedure helps us prevent accidents. If an incident does occur, we investigate the root cause to ensure it doesn’t happen again. We share the results of these investigations with our employees so that we can learn together and do better.



We take accountability, replacing equipment and updating our procedures / policies when needed and we provide training to our employees.

Our training program prioritises safety and emergency preparedness, with drills conducted on various emergency situations, including working at heights, in confined spaces, and with hazardous substances. The trainings are designed by our internal QHSE specialists and by external consultants based on: legal requirements, job roles, needs identified by our employees, outcome of our audits and investigations.

They are provided free of charge during working hours. The effectiveness of the trainings is evaluated through discussions with workers, written tests, and feedback forms. The company assesses training needs based on job roles and critical behaviors aligned with the company mission.

## Some of the trainings provided in 2022 include:

### General Trainings

- General training for new employees
- Training at First Access in plant - Contractors
- Training at First Access in plant - Visitors
- Training for contractors on safety rules

### Safety Culture & Leadership

- Safety Leadership
- Firstaid
- Health and Safety specialist training

### Technical Trainings

- Working with dangerous substances
- Health and safety authorization for electricians
- Working at height and rescue
- Training on how to use life jackets and harness
- Working in confined space
- Forklift / Cranes operators authorization training
- Lifting equipment specialist
- Industrial climbers

### Emergency training

- Drills on emergency situations
- Technical framework in emergency situations

### Other types of training

- Risk assessment training
- Environmental specialist training
- Management of waste



## 4.2.2 Our Safety Performance in 2022

Our efforts in 2022 focused on:

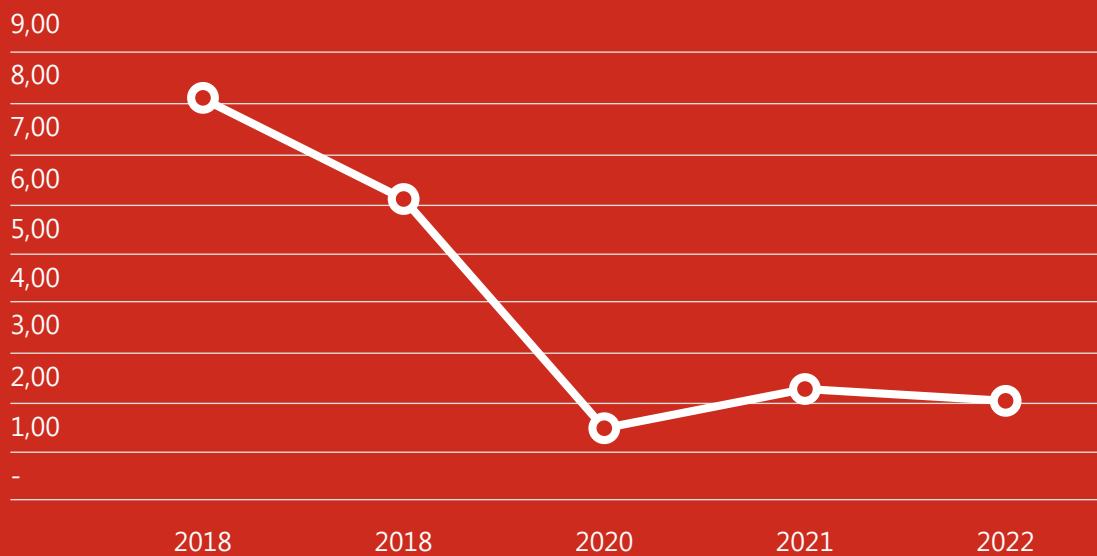
- Training and upskilling safety leadership, in particular through the launch of the Safety Leadership Programme at our Romania facilities with an objective to make team leaders understand that safety is not a project but an activity that must be permanently invested in and integrated into all of our business processes.
- Strengthening our onsite inspections, with audits, increased safety walks and talks
- Reinforcing the implementation of the STOP Work Policy
- Communicating about incidents to increase awareness. After incident investigations have been finalised, discussions are held with employees and contractors and an incident learning one-pager is prepared and distributed.

Despite these actions, we still had 13 incidents across our facilities. Our Group TRIR rate in 2022 was 2.1<sup>3</sup>, but unveils significant differences between TRIR calculated on own employees (1.4) and TRIR calculated on contractors (2.8). This number is stable compared to 2021, and highlights that further efforts are needed to build a safety culture.

<sup>3</sup> Per 1,000,000 hours worked.



Group TRIR



### 4.2.3

## Our priorities going forward

While we avoided serious injury and fatality in 2022, we acknowledge that our overall safety performance requires further improvements and commitments, to reach a zero-accident workplace.

Our main priorities in the short-term include:

- Strengthening our contractors' management system to improve safety culture.
- Continuing to develop our internal safety leaders, through specific trainings and support.
- Improving our incident management systems and investigation process with systematic implementation of root cause analysis.



*We want to be recognised as a preferred employer in our industry*

### 4.3

## Labour Conditions and Attractivity

Ameropa's 2,500 employees around the world are the keys to driving our success and growth. Attracting the right talent and growing it within our company, as well as providing good working conditions are crucial to employee motivation and welfare. We invest in our people by building strong leaders at every level, cultivating a culture of empowerment and inclusion, and shaping talented, global teams which push us to do better and be better.

### Alignment with employees

We also understand that we can't know if our employees are thriving without asking them. Ameropa Australia has conducted regular surveys over the past 10 years to assess how we are doing, and know which changes need to be made. This has been a great tool and we are preparing an employee Alignment & Engagement Survey for phased roll-out across our company in 2024.

Using Switzerland as a starting point in 2022, we are also reviewing the work policies and practices across our main people centres to ensure they foster a diverse and inclusive workforce. Ameropa is committed to respecting families and upholding work-life balance, including, for example, by offering hybrid working conditions (where practical), and support for mothers and fathers.

We have also increased our transparency by beginning a phased roll-out of a whistleblowing platform in Romania, as well establishing a policy to prevent conflict of interests.

## Talent & Development strategy

Ameropa is working to build a community of people and leaders who have the required qualities, skills and capabilities to effectively grow and develop our organization. We also want to instil a culture that fosters a collaborative, entrepreneurial and enjoyable work environment.

In 2022, we started designing a Group-wide Organization Development Framework to integrate our learning and development programmes with our vision, values, strategy and individual learning needs. It will act as a reference point to guide individual and team development needs, in alignment with business specific requirements as well as our new leadership skills framework: Leading with CARE.

Our overall turnover rate in 2022 – including employees entering retirement – was 15 per cent, with no significant difference between genders. Ameropa conducts exit interviews to understand employee reasons for departure so that we can assess whether we need to make changes.

### Knowledge building by sharing experiences

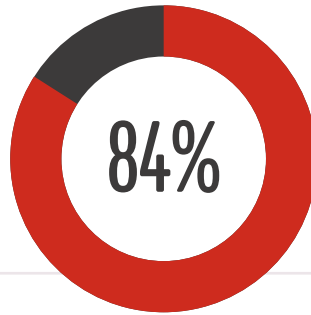
In 2022, Ameropa kicked off several initiatives to improve engagement with our employees:



Our “Know Your Business” sessions take place during lunch hours and invite our different departments to introduce themselves and share an important topic or project which might benefit the rest of the company. The sessions are open to all employees. Past topics have included an overview on fertilizers, a presentation of our port operations, and information on marine insurance.

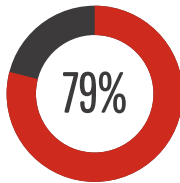
Our Ameropa Training Forum is a 2-day event which includes workshops on soft skills (business case writing, resilience building), technical knowledge (product management, sanctions, finance, and shipping), and new developments in our industry (blockchain, digitalisation). Last year, over 120 participants joined live, and many watched the recorded sessions.





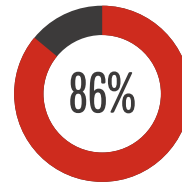
Of our office employees<sup>4</sup>

had an individual annual performance appraisal discussion in 2022.



of women employed

had a performance appraisal discussion<sup>4</sup>

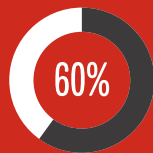


of men employed

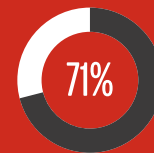
had a performance appraisal discussion<sup>4</sup>



of employees received a training in 2022<sup>5</sup>



of women employed received a training in 2022<sup>5</sup>



of men employed received a training in 2022<sup>5</sup>

### Examples of trainings provided:

#### Soft skills

- Leading Change
- Giving & Receiving Feedback
- Interpersonal Effectiveness
- Leadership
- Collaboration and Teamwork
- Negotiation and Influence
- Feedback and 360 Degrees Program
- Effective communication
- Vision & Values Immersion Workshop

#### Technical Skills

- Gafta
- Incoterms
- Legislation
- GDPR
- Tax and VAT
- Continuous Improvement
- Customer service
- Recruitment and Selection
- Chemical operations
- Forklift certification training
- Technical verifications of installations
- Environmental - IS CIR authorization

#### Other

- Language courses
- First Aid Response
- Excel training beginner and advanced (125)
- SAP training

<sup>4</sup>This number does not include workers employed at the plant who usually do not have a performance appraisal, nor newly integrated companies in 2022 for which data was not yet available.

<sup>5</sup>In 2022, only some of our entities maintained a record of training provided to employees. Therefore, this statistic only reflects those records kept. We are working to align training records across our entities.

## 4.4 Our Work with Communities

As a global company with a local approach, we care deeply for the communities we serve. Additionally, a significant portion of our employees come from the areas where we operate. However, it is not only important to us to give back to the communities where we operate, but also to reach out to regions of the world where we sell our products.

Our actions with communities are conducted:

- directly by our operational entities through local events, sometimes involving our employees,
- through the Ameropa Foundation, and
- through donations to other foundations

In 2022, we made significant contributions to a range of projects and initiatives which invested in our local communities and helped the thousands of refugees fleeing war in Ukraine. The most recent recipients of these donations include the International Federation of Red Cross and Red Crescent Societies, the World Central Kitchen Ukraine and the Breathe Charity Fund.

### 4.4.1 Our actions in Romania

Our teams in Romania have, more than ever, rallied to care for their communities and others in need during 2022.

In cooperation with the Regina Social Innovations Foundation, we supported the "Help a Mother to Stand Up Again" project which provided free access to medical services and treatments for 1,200 mothers from low-income households. This past year, they also provided vulnerable Ukrainian refugees with free medical services via their Medical Care Division and access to education at their Unity School.

We care deeply about future generations and investing in the education and well-being of children. We are helping to build a sports hall in the centre of Constanta, which will be completed in 2023, and we remodelled two kindergartens in Plosca & Tulcea, which will serve hundreds of children.

We are also building a sensory garden for the School Center for Inclusive Education "Albatros" which will support 370 children living with disabilities. At the same time, we provided funding to the Delfinul Center in Constanta which works with visually impaired children and the Light into Europe organization which trains seeing eye dogs.

Our Happy Grains project supports young children from rural communities in Romania, providing children with school supplies and motivating them to get an education. More than 500 children from Dobrogea received schoolbags fully equipped with the supplies and materials necessary to start a successful school year.



Additionally, Ameropa provided funding to SOS Children’s Villages to reach dozens of young people, between the ages of 13 and 24, who lack parental support. The project provides language courses, transportation, training, equipment and materials, housing, expenses and medical services.

Finally, during the Christmas holidays, our employees were proud to distribute books to 3,000 children at five schools across the Constanta region. Additionally, over 200 elderly people at senior care facilities received surprise gifts and their rooms were equipped with televisions, tables and refrigerators.



#### 4.4.2 Ameropa Foundation Projects

The Ameropa Foundation was founded in December 2001 and supports social, educational and agricultural projects in communities of need. These include the Mãe Luiza project in Brazil, which supports the improvement of working class neighbourhoods and former slum areas, as well as several new projects which were launched in 2022 in Uganda.

##### Permaculture in support of Income and Food Security

In 2022 the Ameropa Foundation partnered with Swisscontact (Swiss Foundation for Technical Cooperation) to train farmers in Uganda on permaculture to support income and food security.

Using a market-driven learning approach, the project provided workshops on agribusiness enterprises for 1,000 inhabitants of the Kyangwali refugee settlement. The intention was to help improve food security, nutrition, and income through skill training on sustainable permaculture (mushroom) and horticulture (fruit and vegetable) production and marketing. The project also used an inclusive market systems development approach that engaged local practitioners and off takers to deliver permaculture skills from production to market.

<sup>6</sup>Swisscontact is a leading partner organization in the implementation of international development projects. It promotes inclusive economic, social, and ecological development with the goal of building projects that make an effective contribution towards sustainable and widespread prosperity in low- and middle- income economies.

In just two months, this project has impacted 7,638 direct and indirect beneficiaries through increased income, savings, better food availability, skills and employment.

### Opening of Kampala Playground and Community Centre

The Ameropa Foundation partnered with renowned architect Francis Kéré and the local community in Kamwokya to build a Community Centre which includes a playground and plaza. Construction kicked off in February 2021, with a ribbon cutting ceremony taking place in October 2022. Future plans for the Centre include an urban vegetable farm, which will be installed in partnership with the Ugandan Avail Group. The Community Centre staff will be trained to run the farm, which will feed community members, as well as generate additional income to support the Centre as part of their financial sustainability plan. In preparation for the farm, the project design prioritised sustainable energy sources such as solar panels and rainwater tanks which will be used for washing and watering plants.

The Ameropa Foundation has supported Kamwokya with social and development projects since 2009.

### Finem

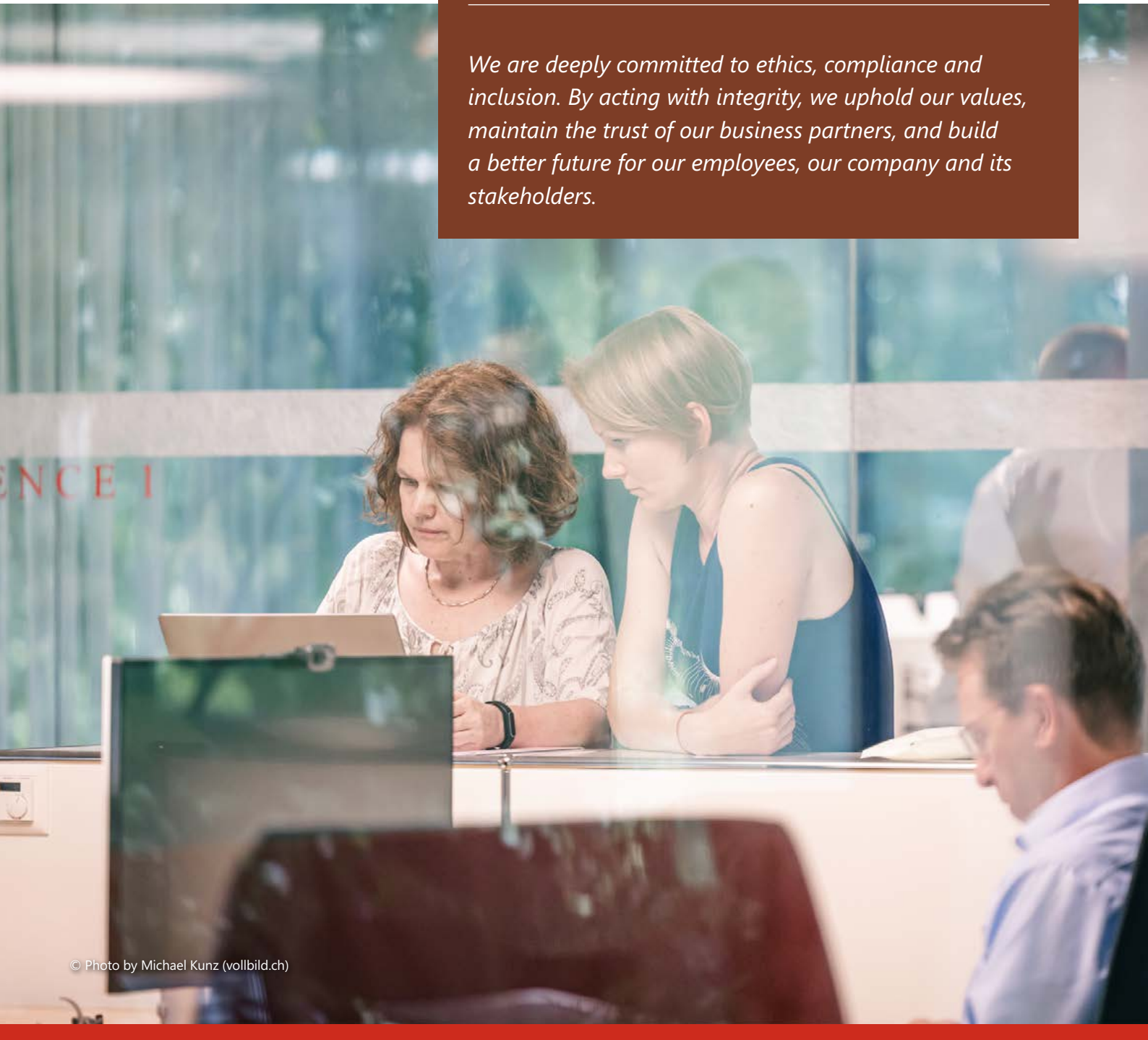
Finem, a microfinance institute launched by the Ameropa Foundation in 2009 in Kampala, issued 454 new loans to support small entrepreneurs in 2022. These new loans have reached more than 610 direct and indirect beneficiaries.



# 05

## Business Integrity

*We are deeply committed to ethics, compliance and inclusion. By acting with integrity, we uphold our values, maintain the trust of our business partners, and build a better future for our employees, our company and its stakeholders.*



© Photo by Michael Kunz (vollbild.ch)



*Cultivating Inclusion, Nurturing Diversity, Growing With C.A.R.E*

**5.1. Diversity and Inclusion**

There is no doubt about it, diverse, equal workplaces benefit everyone. Our staff represent a wide spectrum of cultures, ages and backgrounds. Diverse teams help us see solutions from new angles and make better decisions which consider the needs of the communities we serve.

However, we also know that it is not enough to just have a diverse workforce. Our employees need to feel fully included, respected, empowered, and supported on the job. That is how we boost employee morale and confidence and keep delivering the same high standard of service to our industry.

At the same time, we recognise that gender equality continues to be a pervasive issue in the global workforce and that we need to do our part to set goals which ensure women are included and supported in management roles. In 2022, Ameropa launched a Diversity Working Group so that we can have a better sense of what we need to change. After analysing diversity across four management levels, we found that we need to improve our gender balance in commercial functions and senior management positions.

Following the Working Group’s recommendations, we are setting new goals to close our gender leadership gap. For example, Ameropa is committed to ensuring women make up at least 30 per cent of our Holding Board of Directors by 2025. We also want to significantly increase the presence of women at management levels and across clusters and functions by 2030 at the latest.

And while we still have a ways to go, we are already making progress. In 2022, 37 per cent of our new employees and half of our 8 top managers appointed or promoted were women.

In June 2022, we welcomed one woman at the Holding Board with extensive experience in the fertilizer industry on both the commercial and production sides. In June 2023, we will appoint a second woman corporate leader to join our boardroom.



In 2022, Ameropa sponsored the Women in Food & Agriculture (WFA) Digital Festival. The online event focused on women’s development in the food and agriculture industry included workshops on personal skills, leadership abilities, technical knowledge and sustainability practices. Women in commercial and management functions at Ameropa were supported to attend.

WFA has promoted diversity and inclusion in the food and agriculture industry since 2019, and is a unique platform where women can meet, discuss and share experiences and ambitions.

Finally, we are striving to ensure gender balance and racial equality in all forms – headcount, access to development and opportunities, fair and equal pay – at every level of our company by 2040. We will continue to set new DEI targets for racial and ethnic equity, which will help us cultivate a discrimination-free workplace.

## Gender balance

All employees



## Management Levels





© Photo by Michael Kunz (vollbild.ch)

## Key actions ongoing to improve diversity and inclusion

key actions	Time	Status
Review & update all policies and working practices to ensure that they are women / family friendly.	2023	started
Eliminate men / women pay gaps in the company, if any.	2023	-
Target 50/50 shortlists for all management hires moving forward.	ongoing	in progress
Women to represent 30-50% of internal succession plans.	ongoing	started
Focussed learning & development opportunities for women leaders.	2023	-
Establish a commercial trainee scheme for women.	2024	-
Run a comprehensive Diversity & Inclusion Awareness Programme.	2023	started
Establish a small advisory group of Ameropa women in commercial roles, to better understand the challenges / barriers they face, and to generate ideas to help overcome these.	2023	started
Become an active member and participant in professional and industry associations & forum for women.	2023	started



## *Lead With Integrity Through A Culture Of Ethics, Strong Compliance, And Good Governance Practices*

### 5.2 **Our Leadership**

#### **Governance and Ethics**

Ameropa is a private and family-owned agribusiness group with a Board of Directors comprised of three shareholders and three independent directors. Mr. Andreas Zivy, the ultimate majority shareholder of the company, is the Chairman of the Board. Three committees have been defined at the Board level: Audit, Sustainability, and Nomination and Compensation.

Under the supervision of the Board, the Group Leadership Team is responsible for the executive management of the group, including driving the performance of the company, executing its strategy, and the global management of business lines and corporate functions.

#### **Our Ethics**

Ameropa has a strong commitment to ethics and compliance, which is a key feature of the company's culture since our founding in 1948. By acting with integrity, we uphold Ameropa's values, maintain the trust of our business partners, and build a better future for the company and our stakeholders.

Since our establishment, we conduct our business in accordance with our C.A.R.E values. These values serve as the foundation of the Ameropa's Code of Conduct. In addition, we have implemented policies, procedures, programmes, and trainings to ensure we conduct business ethically, honour our contractual obligations, and meet all applicable legal and regulatory requirements.

In 2022, we rolled out a Conflict of Interest Policy for several of our Romanian subsidiaries and trained a total of 170 employees on it. Ahead of the entry into force of the EU Whistleblower Directive in Romania, we worked to develop an effective and compliant mechanism for reporting conflicts of interest; violations of laws, regulations and company policies; fraud; discrimination and retaliation; bribery and corruption; and health and safety. We worked with a market-leading external service provider to roll out a bespoke online compliance reporting portal for our subsidiaries, offering secure, anonymous communication channels for whistleblowers and efficient case management. Ameropa is committed to protecting the identity of whistleblowers and maintains a zero-tolerance policy for retaliation against anyone who reports misconduct.

Ameropa is also committed to respecting and upholding human rights. We have chosen to voluntarily follow the principles of the UN Global Compact as well as the UN Sustainable Development Goals. Forced or child labour is prohibited across all of our group entities as well as throughout our supply chain. At our Australian subsidiary, Ameropa Australia Pty., 196 employees have received training on preventing modern slavery. The company also issues an annual Modern Slavery Statement, which includes a risk assessment and describes the controls and procedures it has put in place – and those it plans to implement in the future – to eliminate the risk of modern slavery in Ameropa’s supply chain.



### Our Compliance

Our compliance program ensures that Ameropa and its employees comply with all applicable laws, including sanctions, anti-bribery and anti money-laundering, derivatives and competition law.

Ameropa’s sanctions compliance program is based on a Group-wide Sanctions Compliance Policy and related procedures for screening counterparties as well as other aspects of a transaction, such as currency, the origin and destination of goods, ports and terminals, and other parties in the supply chain. We ensure that all employees understand and comply with sanctions laws and Ameropa’s policies by training all key personnel on sanctions on regular basis and having a clear escalation and approval procedure for higher risk transactions.

We seek to do business with partners who share our commitment to ethical business practices. For that purpose, we have implemented a Know Your Customer (KYC) Policy and screening procedures to select our customers, suppliers, and other business partners based on their commitment to



principles consistent with the Code of Conduct. In 2022, Ameropa adopted a new market-leading online counterparty screening tool in order to enhance our KYC due diligence. All users of the tool received extensive introductory and follow-up trainings. Since the rollout of the tool in May 2022, over 5,000 searches on companies and individuals were performed through the tool, which also allows for the ongoing screening, helping Ameropa to monitor and manage sanctions risks on an ongoing basis. The screening tool, combined with financial controls, also helps Ameropa to manage bribery, corruption and money-laundering risks.

During 2022, Ameropa also strengthened its programme for complying with regulations related to derivatives – both exchange-traded and over-the-counter. This included introducing a new procedure for transactional reporting, over-the counter derivatives reconciliation and documentation, and market abuse prevention. Ameropa is committed to the integrity of financial markets and abides by prohibitions on market abuse, including insider dealing, unlawful disclosure of confidential information, and market manipulation. Our market abuse system includes an online training programme for all relevant staff world-wide. Ameropa believes that fair competition is essential to the markets in which we operate and to promoting economic efficiency for the benefit of our customers and society. Ameropa regularly trains its staff in higher risk jurisdictions on compliance with antitrust/competition laws, including those prohibiting anticompetitive agreements and abuse of dominance.

Consistent with our commitment to integrity through a culture of ethics, strong compliance, and good governance practices, we will continue to reinforce our global programmes, policies, and procedures in the areas of sanctions, bribery, competition law, and derivatives.

## 5.3 Food Safety and Quality

Although we are not directly involved in processing of food or feed ingredients, we place high importance in delivering quality products to our customers, in alignment with food safety and traceability regulations in the countries where we operate.

### Quality assurance

We perform strict quality controls along the supply chain. In our fertilizer production facilities, we test raw materials, chemical processes, and final products on a continuous basis and maintain records of the results. We have implemented standardised quality procedures and pay close attention to quality management during production and storage.

In our grains activity in Romania, we perform quality controls in our own laboratories installed in our silos. This allows us to segregate goods

according to their quality as well as identify if there are issues with received goods so that we can address the situation and avoid contamination of other products.

We adhere to international standards and work with world-wide renowned independent inspection companies to conduct quality controls on our goods and ensure non-contamination during handling and storing operations.

Our main operating entities in Romania (Azomures, Ameropa Grains and Chimpex) are certified with ISO 9001.

### Food safety

Our grains operations follow food safety procedures and are compliant with local regulations. Our operational policies ensure the appropriate handling of food and feedstuffs. We require full traceability through a proper documentation process and regular quality audits are performed on stored goods and the handling process by accredited third parties.

We work with a range of independent surveyors and laboratories, to maintain food safety standards.

Our main grains trading entities, such as Ameropa Grains, AMS Ameropa Marketing and Sales, are certified with GMP+. Our port operator Chimpex is also certified with ISO 22000.

### Product Stewardship

For our fertilizer production and operations, we follow the product stewardship policy issued by Fertilizer Europe, the European Chemical Fertilizer Producers Association. Azomures has obtained the Product Stewardship Certificate from Fertilizer Europe. The technical specifications of our products and safety sheets are provided to customers and available on our website and on the website of our distributing entities.

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**More information on our products safety and stewardship can be found on our websites:**

**Ameropa website:**  
<https://www.ameropa.com/sustainability/food-standards>

**Azomures website:**  
<https://www.azomures.com/en/download-en>

**Impact Fertilisers website:**  
<https://impactfertilisers.com.au/products>

# Appendix

**Statement of use** Ameropa has reported the information cited in this GRI content index for the period 01 January 2022 - 31 December 2022 with reference to the GRI Standards.

## GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	pp.6-8
	2-2 Entities included in the organization’s sustainability reporting	p. 9
	2-3 Reporting period, frequency and contact point	p. 9
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