

# CSR REPORT 2020

FOR THISE DAIRY

**CORRECTNESS IN  
CHALLENGING TIMES**

**Thise**  
MEJERI MED PASSION



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## THISE'S VALUES:



**Organic**



**Fighting spirit**



**Correctness**

# PREFACE

## CORRECTNESS IN CHALLENGING TIMES

These Dairy's values are "Organic, Fighting spirit and Correctness."

Based on the first of the value words and with liberal use of the second, "Fighting spirit", we have worked our way through 2020 to provide an extremely high ability to deliver our products to both the Danish and foreign markets, despite the challenges presented by COVID-19 in ensuring constant production for markets undergoing major and volatile changes while remaining safe for our employees. At the same time, we have sought to ensure progress with the company's social responsibility so as to live up to the third of our values, "Correctness".

We have allowed ourselves to call our CSR report for 2020, "Correctness in challenging times". We hope that the reader agrees that we have acted "correctly" in the work areas for social responsibility that were planned in our 2019 CSR report, even though there were challenging conditions for this during a hectic 2020.

In this, our second independent CSR report, we describe - as in our CSR report in 2019 - the policies and figures that illustrate what we have achieved and what we are working towards. The report conforms to the current requirements for reporting on social responsibility under section 99(a) of the Danish Financial Statements Act. This applies, in particular, to the four statutory reporting areas: social conditions, climate and environment, human rights and anti-corruption. Furthermore, as in the 2019 report, we have chosen to account for These Dairy's social responsibility under the following themes: Agriculture, Dairy and Products. The following points should be highlighted:

- **Agriculture, with a focus on animal welfare, nature and climate:**

We have achieved our 2020 goal of completing animal welfare assessments for all our cooperatives, and we have subsequently drawn up a plan to establish barn schools, with the aim of better health for cows and a reduction in antibiotic consumption.

In a challenging year, we chose not to focus broadly on climate action plans, but to focus on a few climate actions, the most important of which was an action plan for phasing out soy over three years, using Danish-produced feed.

Our work with nature surveys for individual cooperative members is progressing, and plans have been made to achieve increased carbon storage in the soil and achieve greater biodiversity among our members.

- **The Dairy, with a focus on climate and environment, well-being, employee safety and food safety, as well as on human rights and anti-corruption:**

The targets of increasing energy from renewable energy sources and, conversely, reducing consumption from non-renewable energy sources by 25% have been achieved. The target of increased resource utilisation has been achieved in the form of a clear reduction in milk-based waste in 2020, as well as reduced water and chemical consumption, and recycling an increased amount of plastic, but the target of reducing household waste has not been reached. This needs to be done better in 2021.

## PREFACE

We succeeded in 2020 regarding our goals for improved work teams, especially the Dairy's particular focus on a significant reduction of work accidents.

- **Products, with a focus on food safety and food waste:**

The goal of launching at least one ground-breaking concept or product per year was achieved in the form of the launch of the company's first 100% plant-based product: Organic Oat Drink, based on so-called 'fallow deer oats' from the Dairy's members.

The packaging targets concerning the launch of cartons based on 100% Scandinavian wood pulp were achieved; at the same time, some of our plastic packaging has been reduced in weight or replaced with 100% recycled and 100% reusable plastic.

The goal of reducing food waste through new date marking, "Best before - Often good after", better assortment management, better planning, and longer shelf life has been achieved, and we have reduced products being discarded by our main customer by 10%.

Enjoy reading the 2020 CSR report on "Correctness in challenging times".



Arne Bisgaard  
Chairman  
Thise Dairy



Poul Pedersen  
CEO  
Thise Dairy



*In 2020, Thise Dairy was named the most sustainable brand in food and beverages in Denmark.*

# BUSINESS MODEL

Thise Dairy is a cooperative dairy and a pioneer company within organic dairy farming, with the processing of milk into a wide range of dairy products as the company's primary purpose.

With our willingness to invest, capacity for innovation and relationships, we want to develop and sell unique products that increase demand for organic products. We thereby enable the continued development of organics for our members on a sound financial foundation.

Thise Dairy trades and buys responsibly.

We build our collaborations on long-term relationships and partnerships, in which the idea of spreading organics forms the foundation of the relationship.

## CORRECTNESS – THIS IS HOW WE WILL TAKE RESPONSIBILITY IN 2020



### AGRICULTURE

- LESS CLIMATE IMPACT  
Statement. Climate action
- MORE NATURE  
Cooperative members assess nature
- A GOOD LIFE FOR THE ANIMALS  
Healthy animals. Fewer antibiotics. Animal welfare assessment of 40 cooperative members



### THE DAIRY

- ENERGY SOURCE  
Reduction from non-renewable sources
- RESOURCE OPTIMISATION  
Waste sorting  
Waste minimisation  
Energy optimisation
- EMPLOYEE RELATIONSHIP  
A healthy and safe workplace
- THISE IN THE LOCAL COMMUNITY  
Actively supports the business community



### THE PRODUCTS

- INNOVATION  
Non-dairy products  
More lactose-free products
- PACKAGING  
Trays with **less climate impact**,  
100% recycled plastic Cartons, buckets: material reduction
- LESS FOOD WASTE  
Longer shelf life

# AGRICULTURE

## POLICIES

A good life for the animals, less climate impact and more nature.

## STRATEGY

Cooperative members and the Dairy work together to develop animal welfare, promote animal health, reduce climate impact, and give nature more space.

Launching products that reflect the diversity of the coop circle will show new avenues for the development of organics.

## RISK

With agriculture, there is a risk of a negative impact on nature, the environment, the climate and animal welfare. Through collaboration, follow-up and documentation, we try to minimise this risk.

## ACTION

- Develop and test methods to develop animal welfare.
- Maintain focus on animal health through networking groups, settlement parameters and coop meetings.
- All members have climate action as part of their strategic efforts on their farms.

## GOALS FOR 2020

- A. A good life for the animals  
Carry out animal welfare assessments with the other half of the cooperative members. Action plan for further minimised antibiotic consumption.
- B. Less climate impact  
Follow-up on climate action plans.
- C. More nature  
Nature surveys at the cooperative members' farms.

## RESULTS AND EVALUATION

- A. A good life for the animals
  - In 2020, an animal welfare assessment was conducted at 35 cooperative members' farms. The welfare assessment was carried out using the Koliv 100 method. All These's cooperative members have had an animal welfare assessment.

Part of Koliv 100 represents animal welfare as numerical values. The result is shown in the figure below, and for the other part, each cooperative member has described which initiatives are a particular focus on their farm. All focus areas are compiled into an inspiration catalogue for members.

## AGRICULTURE

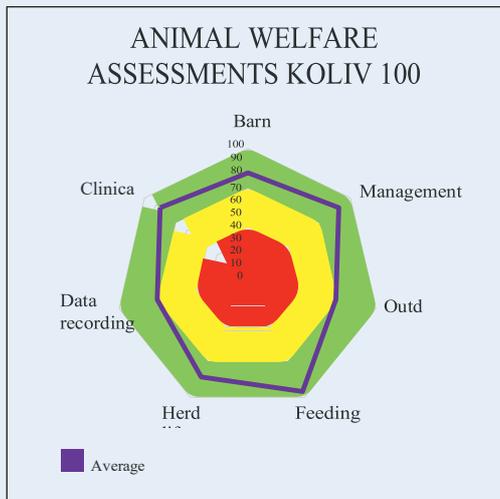


Figure 1: The figure on the left shows the average result of all members who had an animal welfare assessment made in 2019 and 2020 according to the Koliv 100 method. Koliv 100 has been developed by Mette Vaarst, Aarhus University and Thorkild B. Nissen, formerly of Organic Denmark, to quantify animal welfare in organic herds. The method assesses animal welfare in 7 main categories, and a maximum of 100 points can be achieved in each category.

- At the end of 2020, three cooperative members in Salmonella Dublin are status 2, up from two the year before. The goal has not been reached, and it is work that must continue to be focused on.
- All members will receive a subsidy for the high status of remediation for paratuberculosis by the end of 2020. The focus must be maintained.
- Cooperative members, the Board of Directors, the Dairy and industry stakeholders participated over the summer and autumn of 2020 in a process that resulted in action plans to reduce antibiotic consumption by 50% at farm level by October 2022. The goal for 2021 is to start barn schools in which all members participate. All members must participate in barn schools with a focus on animal health to achieve the reduction target.

### B. Less climate impact

- The climate action plans of the members in 2020 were not followed up. The target has thus not been achieved. A new climate calculation tool for agriculture is under development in a project led by Organic Denmark and SEGES.

The new tool is expected to be thoroughly tested in 2022. Therefore, it was decided to focus on climate action, rather than climate calculations.

- Over the summer and autumn of 2020, cooperative members, the Board of Directors, the Dairy and industry stakeholders participated in a process that resulted in action plans for Danish-produced feed and carbon storage in the soil.
- The target for 2021 is for 32 farmers in the first nine months of the year to participate in barn schools, where the goal is to phase out soy as feed. At a members' meeting in October 2021, knowledge will be shared and the target of 100% Danish-produced feed from October 2023 will be evaluated.

## AGRICULTURE

### C. More nature

- In 2020, a simple method was developed for members to survey the nature over which they have control. Nature, in this context, is defined as areas that are not arable land in rotation but which lie fallow; for example, fences, field boundaries and meadows that are exclusively grazed.

65% of the members have calculated their natural areas so far: on average, nature makes up 20% of the areas that the members have available.

The survey shows that there are habitats for birds, insects, and fungi on cooperative members' land, in a pile of twigs or stones lying in an undisturbed place, in a large, old or dying tree, as well as flowering species in meadows as additional grazing with a low animal load.

- Cooperative members, the Board of Directors, the Dairy and stakeholders from the industry participated over the summer and autumn of 2020 in a process that resulted in an action plan for increased biodiversity. In 2021, the target is to test three different methods for calculating biodiversity.

### **AGRICULTURE - WE WILL WORK WITH IT IN 2021:**

- Phasing out soy: test, share knowledge and evaluate targets.
- Start-up of barn schools: healthier cows and a reduction of antibiotic consumption.
- Carbon analyses of arable land.
- All cooperative members have conducted a nature survey.
- Test three methods for calculating biodiversity.

### **PARTICIPATION IN RESEARCH PROJECTS**

GRASS MILK: 2018 - 2020, supported by the FØL Foundation and the Milk Tax Foundation. COWSwithCALVES: 2019 - 2022, supported by GUDP.

### **COOPERATIVE MEMBERS IN THE LOCAL COMMUNITY**

This Dairy supports the cooperative members' work in the local community by contributing tastings to Organic Day, visiting kindergartens, school classes and educational institutions on the farm and by the members' exhibition stand at animal shows. In 2020, this activity was very limited due to the Covid situation but it can hopefully be resumed in 2021.

# THE DAIRY

## ENVIRONMENT POLICY AND CLIMATE IMPACT REDUCTION

As a responsible company, Thise Dairy wants to reduce the impact on the environment and climate by producing and processing milk and other raw materials to contribute to sustainable development.

### STRATEGY

We want to reduce the use of non-renewable resources at the Dairy, including the conversion of our energy consumption to renewable energy sources. By continuously working on optimisation, we will reduce water consumption, waste and discharge to the surrounding environment.

### RISK

In all parts of the milk value chain, there is a risk of a negative impact on the climate and environment. We try to minimise the risk of a negative impact with our strategy and our actions. Thise Dairy operates in a very volatile market, where market conditions and supplier conditions can detrimentally affect our work. The constant change in the company challenges settlement methods and follow-up.

### ACTION

- Replace the primary energy resource for process purposes from a non-renewable resource (natural gas) to a renewable resource (biomass fuel).
- Allocate resources to optimise resource utilisation.
- Ensure that requirements are set for suppliers regarding the environment and climate considerations.
- Ensure that the environment and climate are included as assessment criteria for new purchases.

### GOALS FOR 2020

- A. Energy source:
  - a. Increase the share of energy from renewable energy sources.
  - b. Company vehicles are regularly replaced by electric and/or hybrid vehicles (the first two were purchased in 2019).
- B. Energy consumption:
  - a. Reduce energy from non-renewable sources by 3%.
- C. Climate impact:
  - a. Reduce greenhouse gas emissions.
- D. Resource utilisation:
  - a. Maintain the utilisation of raw materials with a discharge of wastewater at the 2019 level, measured in chemical oxygen demand (COD).
  - b. Reduce the amount of waste for waste collection.

## RESULT AND EVALUATION

### A. Energy sources:

- a. The energy consumption by source is shown below in Figure 2. It is seen that the share of energy from renewable sources has increased, the share of energy with certificates of origin is stable, and the share of energy from non-renewable sources has decreased. The goal of increasing the share of energy from renewable energy sources has been achieved.

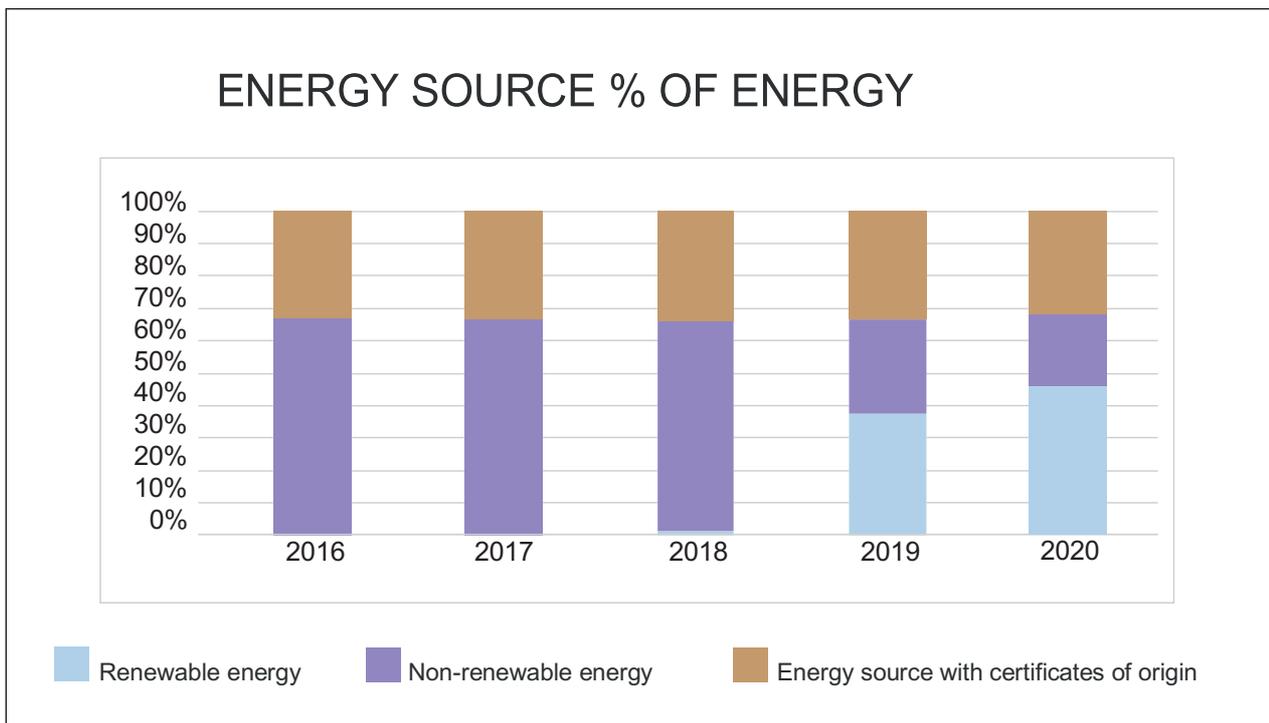


Figure 2. The figure shows how the total amount of energy is distributed as a percentage of renewable energy sources, non-renewable energy sources, and energy sources with certificates of origin.

- b. No company vehicles were purchased in 2020. A new goal for 2021 is that newly purchased company vehicles are electric.

## THE DAIRY

### B Energy consumption:

Energy consumption from non-renewable sources has been reduced by 25%. The goal has been achieved. The reduction has taken place because diesel is no longer used for the boiler and a minimal amount of natural gas is used for the boiler. Electricity consumption has been reduced by 4%, although the total production at the dairy has increased by 2%. However, there has been a change in the product mix towards more milk for drinking, which helps explain electricity savings.

However, the total energy consumption was at the same level in 2020 as in 2019, which is due to the boiler now running on 100% biomass, and as biomass has a lower efficiency than gas and diesel, the total energy consumption increases. Energy consumption for transport is unchanged.

### C Climate impact:

The total official climate impact has fallen from 2,300 tonnes of CO<sub>2</sub> eq. to 1,800 tonnes of CO<sub>2</sub> eq. This is based on the source changes mentioned below, as emissions from energy with certificates of origin and renewable energy sources are not counted in the official statement.

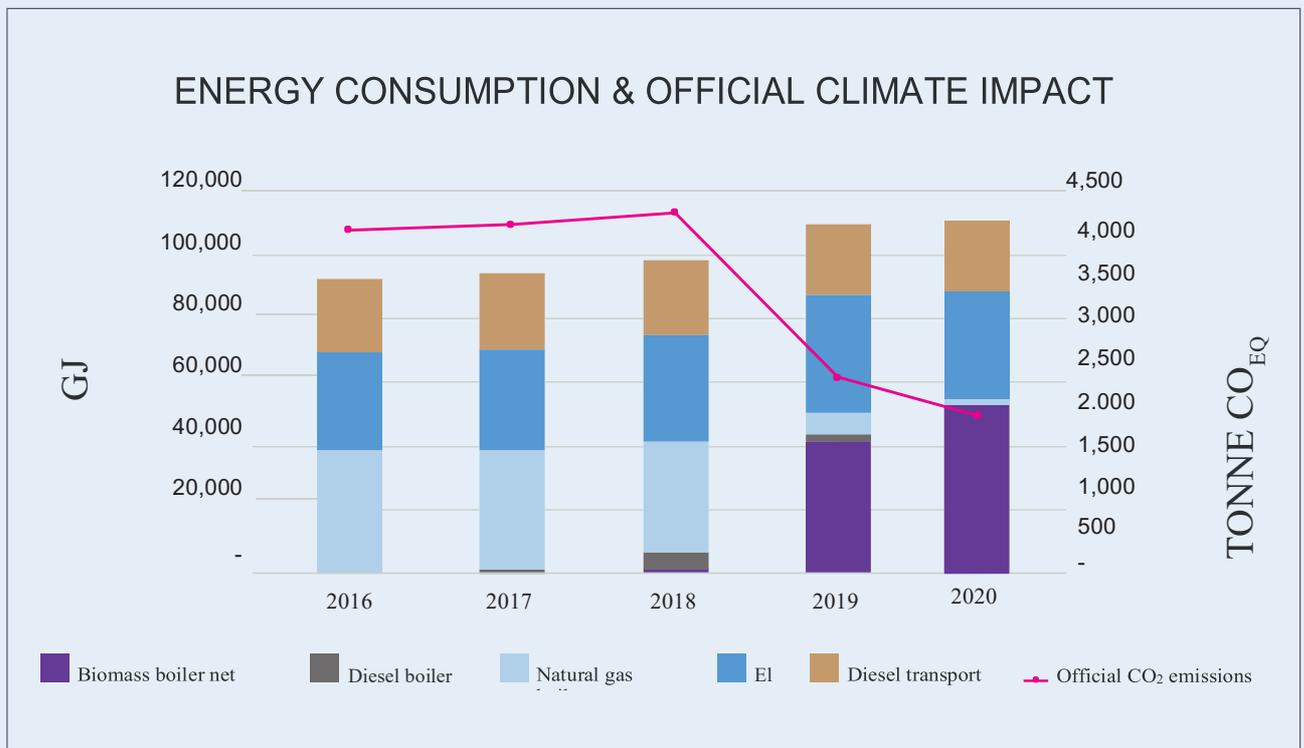


Figure 3: The figure shows columns with the total energy consumption (left vertical axis) with the distribution of sources for 2016 to 2020 calculated in GJ. In the red curve (right vertical axis), the figure shows the total official climate impact from energy (in this case on diesel and natural gas), calculated in CO<sub>2</sub>eq.

## D. Resource utilisation

### a. Optimise the utilisation of raw materials

By maintaining a focus on reducing waste throughout the year, we have succeeded in reducing waste discharged with wastewater from 711 tonnes of COD in 2019 to 628 tonnes of COD in 2020. There has been a significant reduction in waste and so a significant optimisation of the processes.

Water consumption has decreased marginally, and chemical consumption has reduced by 6% compared to 2019.

The target of increased raw material utilisation has been achieved.

### b. Recycling and waste

The amount of waste for collection increased by 15 tonnes in 2020 compared to 2019, and the target has not been achieved. The amount of cardboard for recycling is on a par with 2019, and the amount of plastic for recycling has doubled.

As a consequence of the fact that the biomass boiler is in full operation all year round, ash is a significant part of the waste. Miscellaneous items for the recycling centre have fallen considerably by 11 tonnes, due to the ongoing replacement of packaging and discontinued packaging not being taken to the recycling centre but discarded with waste for collection. The increased amount of waste for collection can be attributed to this fraction. It is clear that there is an inappropriate change in waste sorting regarding the change in packaging storage. In 2021, sorting, optimising and reducing waste is a high priority area.

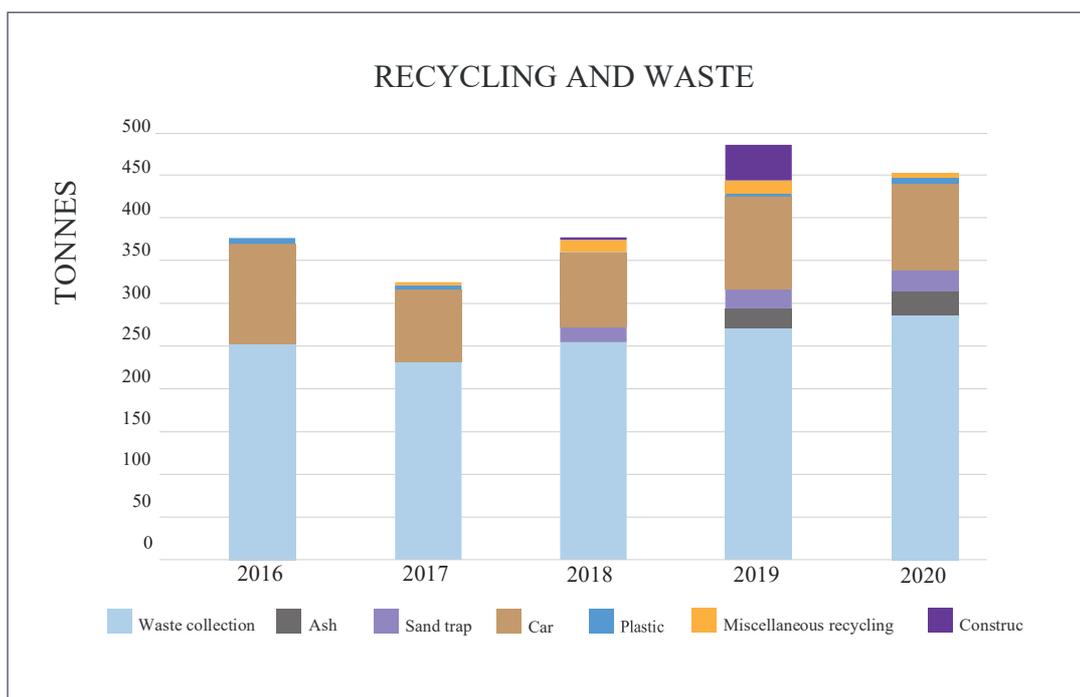


Figure 4: The figure shows the distribution between recycling fractions and waste fractions from 2016 to 2020 calculated in tonnes.

## THE DAIRY

### **THE DAIRY - WE WILL WORK WITH IT IN 2021:**

- Purchase of 2 electric company vehicles and the expansion of electric charging stands from 2 to 8.
- 5% of diesel consumption is converted to bio-based fuel.
- Concretise the action plan for hydrogen-powered vehicles.
- Pilot project with biomass in the form of wood chips from cooperative members' thinning of windbreaks and woods.
- Optimise the utilisation of biomass in boilers.
- Waste: sorting - optimisation - reduction.
- Increase resource utilisation: reduce liquid by-products.



*Biomass in the form of wood chips from the cooperative members' thinning of windbreaks and woods - a pilot project.*

## THE DAIRY

### **POLICY FOR SOCIAL AND EMPLOYEE RELATIONS**

At Thise Dairy, we strive to create a healthy, attractive and safe working environment for all employees. We want a strong Thise Culture, a high degree of employee involvement, and we prioritise the inclusive labour market, the Danish labour market model and great diversity.

### **STRATEGY**

We create a healthy and safe working environment by actively working to reduce sickness absence and occupational injuries. Through surveys, investments and optimisations, we work continuously to ensure that our working environment is as good as possible. We follow the agreements entered into between the social partners and collaborate with various partners around the inclusive labour market.

### **RISK**

We are constantly working to ensure that our employees thrive, and this is followed up by ongoing well-being surveys, a high degree of daily communication and dialogue between management and employees.

### **GOALS FOR 2020:**

- Reduced sickness absence to max. 3%.
- The number of occupational injuries reduced by 50% compared to the previous year.
- The number of red jobs is reduced (jobs where manual handling and monotonous, repetitive work are included).
- Maintain the level of employment of trainees.
- 3% of our workforce is made up of people with special conditions.



*Dialogue between employees and managers is essential.*

## THE DAIRY

### RESULT AND EVALUATION

- a. In 2020, sickness absence was 4.4%, and so at the same level as in 2019. The sickness absence was not due to sickness with Covid 19 but relates to the whole Covid situation, where in the first extended period, you had to report sickness for mild symptoms until test results were available. Therefore, it has resulted in more sickness absence. The goal for 2020 has thus not been met. The goal will be maintained in 2021.
- b. The number of occupational injuries has been significantly reduced by 66% from 2019 to 2020. The goal has been achieved, and the goal for 2021 is to maintain the 2020 level.
- c. The following measures have reduced the number of red jobs:  
During the year, investments have been made in a packaging machine that minimises both heavy lifting and monotonous, repetitive work when packing cheese. Furthermore, investments have been made in devices for reducing lifting, pulling and pushing. Investments will continue to be made in equipment to reduce red work processes in 2021.
- d. The number of trainees is maintained at 5% (13 out of 246). The target for 2020 has been achieved. The target has been maintained.
- e. The labour force for people with special conditions is 3.3%. So, the target for 2020 has been achieved.



## THE DAIRY



### THISE DAIRY IN THE LOCAL COMMUNITY

- The Dairy supports business activities in the local area. We do this by, among other things, clearly prioritising the purchase of groceries, etc., in the village grocery shop.
- Donating IT equipment to the local school.
- The Dairy supports local cultural and sporting activities.
- These Dairy's neighbours are invited, whenever possible, to visit once a year for us to tell them about the Dairy's activities. We hold an open house with a tour on Thursdays during the school holidays, and collaborate with educational institutions on visits and work placements.
- In 2020, these activities were extremely limited due to the Covid situation but they can hopefully be resumed in 2021.



*Avenue of flags through Thise.*

## THE DAIRY

### RESPECT FOR HUMAN RIGHTS POLICY

At Thise Dairy, we ensure that we have no direct or indirect negative impact regarding internationally declared human rights. In every relationship, we contribute to ensuring that human rights are respected.

### ANTI-CORRUPTION AND BRIBERY POLICY

We have a zero-tolerance policy at Thise Dairy regarding all forms of corruption, including extortion and bribery. As a company, we maintain a high standard concerning the fact that our employees do not give unauthorised gifts or other benefits to Danish, foreign and international officials or employees in private and public companies, and that our employees do not receive, demand or dictate gifts or other benefits in a job context without authorisation.

### TARGETS AND POLICIES FOR THE UNDERREPRESENTED GENDER

Above all, Thise Dairy selects people with the right qualifications for sites, jobs and positions throughout the organisation.

The Dairy has a policy of representing women and men in the top management of the Dairy, taking into account that men dominate both the agricultural and the dairy sector. The target for the representation of women and men in the top management layers of the Dairy is 25% and 75%, respectively, within five years. Thise Dairy works through training, recruitment and skills development to represent the underrepresented gender in all management layers.

### RESULTS ACHIEVED FOR THE REPRESENTATION OF THE UNDERREPRESENTED GENDER:

Year	All management layers	The Board of Directors	The Executive Board and management team
2019	13%	14%	13%
2020	13%	14%	13%



*Production runs best when people with the right qualifications are recruited.*

## PRODUCTS

### PRODUCT POLICY - INNOVATION

Our goal is to produce tasty and safe organic food that reflects market demand and consumer expectations and to launch at least one ground-breaking product or concept that adds something to the market and has not been seen before.

### STRATEGY

Through innovation and food safety, Thise Dairy is constantly testing the market for new organic dairy products. Launching products that reflect the diversity of the coop circle is part of this strategy.



*Grass milk products*

### GOALS FOR 2020

- The goal was to launch new products, including the first plant-based drink.
- Reduction of sugar.

### RESULT

- In 2020, we launched the first plant-based product, Thise Oat Drink, with so-called 'fallow deer oats' from our cooperative members, without e-numbers and with nutrient content close to semi-skimmed milk.
- Among other things, a range of lactose-free organic products was launched.
- The goal of reducing sugar has not been reached.

## PRODUCTS

### **PRODUCTS - INNOVATION**

#### **THIS IS WHAT WE WILL WORK WITH IN 2021:**

Minimum of one groundbreaking product/concept

- Establish a “Development Dairy”.
- The launch of several unique non-dairy oat products.
- Launch of the “Dogma” Grass Milk concept.

Significant growth in unique milk types

- Double the sales of Grass Milk compared to 2020.
- Double the sales of Ad Libitum milk compared to 2020.
- Triple sales of A2milk compared to 2020.

### **PRODUCT POLICY - PACKAGING**

At Thise Dairy, the Packaging Policy is part of the environmental and climate impact reduction policy. Packaging used for products from Thise Dairy must, as far as possible, be recycled where the product is consumed. This means that the packaging must be adapted to the waste strategy at the location in question.

### **STRATEGY**

Packaging for sale in Denmark must be developed to be sorted for recycling, and the packaging must be recycled as many times as possible.

Reduce the climate footprint of packaging by reducing the amount of material in the various packaging and, as far as possible, using recycled material and material for reuse.

### **GOALS FOR 2020**

- Change packaging materials for recyclable and reusable plastics.
- Full implementation of cartons to 100% based on Scandinavian wood pulp - brown board.
- Plastic lids on Thise cartons are removed.

## PRODUCTS

### RESULTS PACKAGING

Small steps also make a difference:

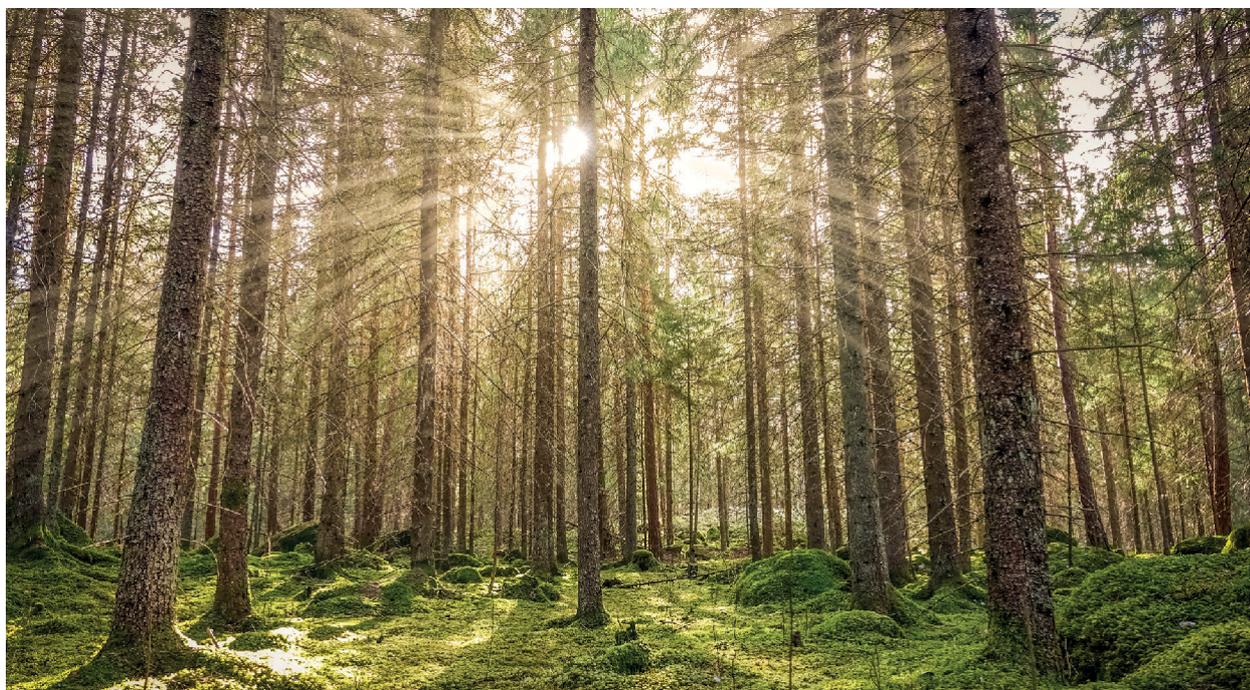
- All trays for pots have been replaced with trays made of 100% recycled plastic and are 100% reusable. The number of trays used in 2020 gives a total reduction of 50 tonnes of CO<sub>2</sub>eq<sup>1</sup>.
- The switch to the new brown board cartons was started earlier in the year, and the implementation has happened continuously as the stocks of old cartons have been used. This means that, for the whole of 2020, 60% of the expected 50 million cartons switched to brown board cartons. This gives an average climate saving of 7% per carton, which corresponds to 73 tonnes of CO<sub>2</sub> eq.<sup>1</sup>
- The goal of removing the lid on These sour product cartons has not been achieved, as it turned out that it impairs the pourability of the new brown board cartons.
- In 2020, we removed the handle on our 1 kg buckets of sour products. The weight of the bucket has been reduced by almost 5%, and when in 2020, about 3 million product units were sold in 1 kg buckets, this results in a saving of 6.5 tonnes of plastic, which corresponds to approx. 15 tonnes of CO<sub>2</sub>, eq.<sup>2</sup>

*Note 1: based on the carbon footprint calculation from the supplier.*

*Note 2: calculated based on material savings. Source: <https://dkaffald.dk/hvem-er-vi/co2-beregning-og-fakta>*

### PRODUCTS - PACKAGING - WHAT WE WILL WORK WITH IN 2021:

- Reduce the amount of plastic in 1 kg buckets by 20%.
- Launch new pots that are made of 90% recycled plastic and are 100% reusable.
- Remove all plastic spoons.



# PRODUCTS

## PRODUCT POLICY - FOOD WASTE

It is our goal to prevent food waste while not compromising on food safety and product quality.

## STRATEGY

Minimise food waste through strengthened planning, more robust assortment management, and communication about how These's products should be handled. At the same time, the shelf life of the products is selectively extended without compromising on food safety or the quality of the products.

## GOALS FOR 2020

- The goal was comprehensive – to reduce food waste via, among other things, an extension of the shelf life.

## RESULTS FOOD WASTE

A series of activities have been carried out to reduce food waste, including:

- All These cartons have the text “Best before. Often good after” along with the date marking.
- The shelf life has been extended on more than 50 products to minimise waste for the user.
- We have reduced deliveries to the “Food Bank” by 65%.
- Better assortment management, planning and longer shelf life have reduced products being discarded at our main customer by 10% compared to 2019.



# PRODUCTS

## PRODUCTS - FOOD WASTE - WHAT WE WILL WORK WITH IN 2021:

- Continue the implementation of “Best before - Often good after”.
- Continue selective extension of product shelf life through documentation and technology development.
- Continued strengthened planning and assortment management.
- Strengthened consumer communication and participation in the food waste day on 29 September 2021.

## PARTICIPATION IN RESEARCH PROJECTS

CALF-CARE: 2019-2022, supported by GUDP

AQUA COMBINE: 2019-2022, supported by the EU

## WE WILL WORK WITH THIS IN 2021



### AGRICULTURE

#### · LESS CLIMATE IMPACT

Barn schools: Phase out soy. Carbon analyses agricultural land.

#### · MORE NATURE

Calculate biodiversity with three methods.

#### · A GOOD LIFE FOR THE ANIMALS

Barn schools: Healthy animals - less antibiotics.

#### · COOPERATIVE

MEMBERS IN THE LOCAL COMMUNITY

Whenever possible: Support organics day, farm visits, animal shows.



### THE DAIRY

#### · ENERGY SOURCE

Less energy from non-renewable sources.

#### · RESOURCE OPTIMISATION

Waste sorting. Waste minimisation. Energy optimisation.

#### · EMPLOYEE RELATIONSHIP

A healthy and safe workplace.

#### · THISE IN THE LOCAL COMMUNITY

Active participation in the development of the local community.



### THE PRODUCTS

#### · INNOVATION

A ground-breaking product. More non-dairy. More unique concept products.

#### · PACKAGING

Material reduction. More reusable material.

#### · LESS FOOD WASTE

Minimise discarded products.

## ABOUT THIS REPORT

### ABOUT THIS REPORT

In our responsibility reporting, we focus on the most crucial challenges when it comes to corporate social responsibility. We look at the areas from the perspective of both the Dairy and our stakeholders.

Our activities influence and are influenced by some stakeholders, and we see the following as stakeholders who particularly contribute to setting the framework for the Dairy.

- Consumers
- Employees
- Cooperative members
- Agriculture

With this report, we want to provide an insight into our priorities and choices to strengthen the dialogue with the outside world.

The report has been prepared in accordance with the applicable rules in the Danish Financial Statements Act, and the structure has been adapted to these requirements.

We have used these sources:

[http://envs.au.dk/fileadmin/Resources/DMU/Luft/emission/Emission\\_factors/Emf\\_internet\\_ener-gy\\_GHG.htm](http://envs.au.dk/fileadmin/Resources/DMU/Luft/emission/Emission_factors/Emf_internet_ener-gy_GHG.htm)

<https://ens.dk/service/statistik-data-noegletal-og-kort/noegletal-og-internationale-indberetninger>

[https://ens.dk/sites/ens.dk/files/Bioenergi/opgoerelsesregler\\_for\\_emissioner\\_fra\\_biomasse.pdf](https://ens.dk/sites/ens.dk/files/Bioenergi/opgoerelsesregler_for_emissioner_fra_biomasse.pdf)

The report will be available electronically at [www.thise.dk](http://www.thise.dk) in the 'About Thise' section.

The report covers the period from 1 January - 31 December 2020.

**Thise**  
MEJERI MED PASSION

THISE MEJERI A.m.b.A.  
Sundsørevej 62, Thise  
DK-7870 Roslev  
Tel. +45 97 57 80 01  
[www.thise.dk](http://www.thise.dk) · [info@thise.dk](mailto:info@thise.dk)

