

CSR-Report 2024

Mandatory report on community responsibility cf. The Danish Financial Statements Act §99 a



Content

The CSR-report is part of the management's review in the company's annual report covering the period from January 1st to December 31st, 2024.

This CSR report makes our CSR work visible to many of our business partners, including suppliers, customers, authorities, employees, etc.

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Taster Wine A/S

Ringager 6, 2605 Brøndby

THE FOUR UNITS IN THE GROUP



Business model

Taster Wine is one of the biggest groups in Denmark. We import high quality products from the entire world in bottles as well as in bulk. We distribute our products to all segments in the Northern European market from where the products are sold to the final consumer. In addition, we export to the rest of the world.

We have one of the most modern bottling plants in Northern Europe filling wine, fruit wine, aromatized wine products, liqueur, and spirits in both bottle and bag-in-box. Our tank capacity is 3,5 million liters and we have approximately 5 million bottles in stock.

We strongly believe in improving continuously, and we focus on quality and food safety as well as ethical, social and environmental responsibilities for the society.

We comply with all existing rulings and industrial standards. In our code of conduct we are inspired by the conventions of the International Labour Organization and United Nations Global Compact.

The company is family owned and family run. This secures a long-term focus on the running of the company as well as a continuation of the commercial and ethical values.

Main elements of our CSR policy

On a general basis, we are very conscious about our responsibilities to the society, and we comply with the general CSR principles of the Global Compact.

Apart from these, we have chosen six areas to which we pay extra attention.

Taster Wine's six areas of extra attention

1. Environmental and climate impact
2. Social relation
3. Conditions for employees
4. Human rights
5. Anti-corruption and bribery
6. Supplier relations



Environmental and climate impact

Policy

The environmental impact of the company is not considered to be of nuisance to others.

Despite this we aim to reduce our environmental footprint by using less power and resources.

We continuously work to optimize our production facilities to secure a modern, efficient and flexible production. All investments in production technology or optimization of existing production facilities are made in consideration of the use of resources and the general environmental impact



Environmental and climate impact

Electricity consumption

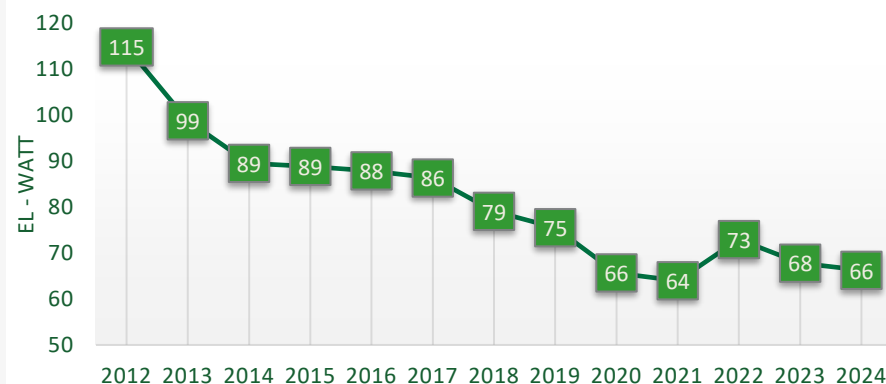
Taster Wine has an agreement that all electricity used in our bottling plant is certified “green” electricity from renewable energy sources. In this way, Taster Wine support FN’s 7th Sustainable development goal “affordable and clean energy”.

The decrease in 2024 are due to structural changes in bottle import and changes in the general levels of production with increase of smaller productions.

Our energy consumption per unit is of course influenced by the number of units produced, the size of production series, etc. Our actual electricity consumption also includes the electricity consumption used on handling imported bottles, thus not only including our own bottlings.



Usage of electric power per produced litre



The calculation has been made at the company in Brøndby – Ringager no. 6 & 8.

Environmental and climate impact

Consumption of chemicals in our cleaning

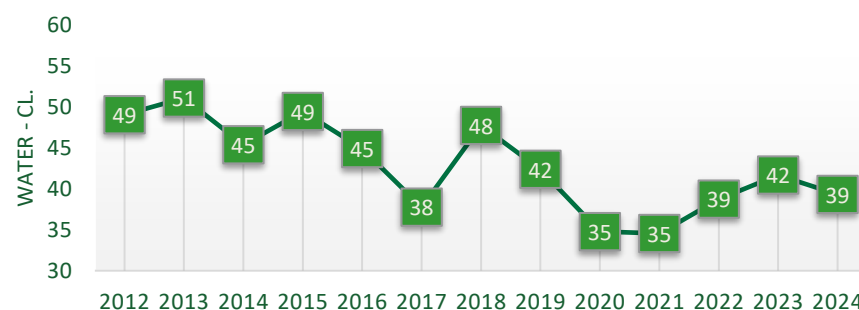
During the past years, we have replaced and minimized consumption of chemicals in our cleaning, making the products more environmentally friendly.

Water consumption

We continuously work on optimizing and making our cleaning, production and bottling processes more efficient, which has resulted in a reduction of our water consumption. The calculations are based on the total water consumption adjusted for the employees' sanitary water consumption according to the data of the Danish Environmental Protection Agency.

An increase in production of Bag in Box together with a decrease in bottled wine results in a reduction of water consumption for 2024.

Water consumption per produced liter - total



The calculation is made at our production facilities in Brøndby.

Environmental and climate impact



Waste

We sort our waste, including recyclable waste (glass, plastic, cardboard, paper and wood) following the regulations of the Danish environmental protection authorities and make use of or dispose of the waste through approved facilities. We mark, store and handle any dangerous waste following the regulations of the authorities for environmentally approved facilities.

New bottles

We mainly buy new bottles from two of our main suppliers, who produce the bottles in our neighboring countries; Sweden and Germany. These suppliers produce new bottles with the following percentage of recycled glass:

Green/olive glass: 80 – 98%

White glass: 64* – 92,8%

*minimum part of recycled glass has increased by 19% since 2023.

Plastic

It's a working progress to decrease the amount of black plastic (non-recyclable) in the production.

A new faucet on our Bag in Box with 23% less plastic, has been implemented in 2024.

Environmental and climate impact

CO₂ impact

Taster Wine buys wine and spirits from all over the world both in bulk, bag-in-box and bottle and we are aware of the CO₂ impact caused by the transport in this connection. During the past years, our purchases of bulk wine have increased, and we aim at keeping increasing this. This way, we can reduce the impact on the environment caused by transportation to a minimum. We transport the bulk wine in flexi containers of 24.000 liters and bottle it at our facilities in Brøndby.

The CO₂ impact caused by transportation can be reduced by 25-30%/liter wine, if the wine is bought in bulk. This is when comparing to wine bought in bottles, transported by ship in a container. The reduction of the CO₂ impact will differ depending on origin and transport on land.

Read more about our purchases of bulk wine on our website: <https://www.taster-wine.com/produktion/co2-venlig-bulk-vin> .

Significant risks concerning environmental and climate impact

The management has not identified any area, in which we in a substantial way can aggravate the influence neither on the environment nor on the climate, including accidents that might have substantial impact on the area.

Der Grüne Punkt

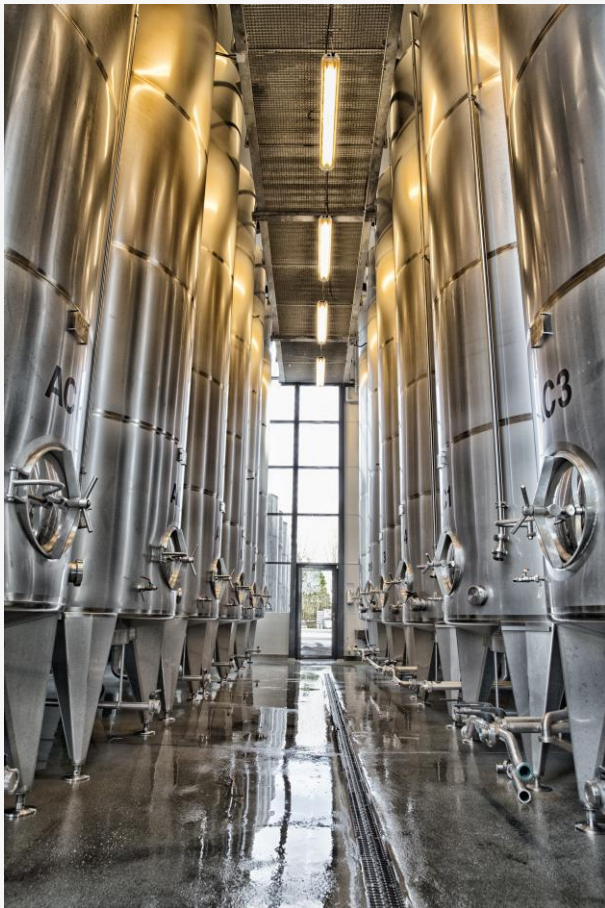
Taster Wine Vertriebs GmbH participates in the recycling system Der Grüne Punkt, thus helping to contribute to climate protection

Results achieved

The management is extremely satisfied with the fact that the high focus on the environment and climate has affected the general consumption of resources positively as shown on the previous pages and thus, the beneficial influence on environment and climate that the company has been able to contribute.

At the same time, we believe that by continuing focusing on this area, we will be able to reduce our energy consumption and contribute to an active reduction of resources throughout the entire chain of values, cf. the paragraph "The future".

Social conditions



Policy

Good and constructive relations to our partners is an integrated part of our management philosophy.

Our relations are built on professionalism, open dialogue and mutual respect. Our relations to our suppliers, distributors, customers and other partners are built on agreements and contracts according to international standards.

Openness and commitment

We aim to have a good relationship to the local area, and we have for several years had a partnership in Brøndby IF (Football club playing in the national league)

We attach great importance to our partnership in Brøndby IF. Brøndby IF has a large impact on the young people. The partnership also gives good experiences to the employees as well as customers.

Furthermore, we support the Danish Cancer Society and Save the Orangutans in Borneo.

Social conditions

We are aware of our social responsibility.

We are member of Dansk Industri (Confederation of Danish Industry) and Dansk Erhverv (Danish Chamber of Commerce). Taster Wine holds a seat in the board of directors of the trade association VSOD (Wine and spirits organizations in Denmark)

VSOD works for better framework conditions for the trade in Denmark with special focus on:

Good and healthy alcohol culture

VSOD actively participates in the public debate when it comes to alcohol consumption by Danes, and especially young people.

Marketing Act

VSOD is a member of the alcohol advertisement committee (Alkoholreklamenævnet). Their job is to settle complaints concerning marketing of beverages with alcohol in Denmark.

The logo for ALKOHOLREKLAMENÆVNET is displayed on a green rectangular background. The text is in a white, serif, all-caps font, with 'ALKOHOLREKLAMENÆVNET' arranged in a single line.

Trainee- and internship

Taster Wine A/S acknowledge our responsibility towards the employment market and are open to create internships for students, etc. who wants their practice period to take place in a privately owned company like ours.

We create traineeships with an interesting course within the relevant fields of work. We focus on adapting the number of traineeships matching the growth of the company.

Social conditions

Products

As a supplier of wine and spirits, quality and food safety are essential factors in our business. Therefore, Taster Wine aim to meet the highest standards set for quality and food safety, thus ensuring a high, constant quality throughout the entire value chain – from raw material to high-quality.

We have an extensive own-check program, which is subject to the Danish Veterinary and Food Administration. We are IFS certified at Higher Level and our ambition for 2025 is to keep our IFS certification at Higher Level. We perform systematic site inspections and internal audits to secure a high-quality system as well as high hygiene standards. We constantly wish to fulfil new requirements and expectations through continuous quality improvements and optimizing our production facilities.



Staff Conditions

Policy on the issue

We wish to be an attractive workplace with a good and tolerant working environment, that is capable of attracting, keep and develop the talents necessary for the continuous development of the company. We must ensure that the production in all aspects is planned and carried out in a way that is completely safe both regarding to safety and health and ensure that potential risk related working processes are eliminated. We wish that our employees can start their working day knowing that they will not get injuries, neither by accident, heavy work nor by being exposed to noise or chemicals for a long period of time.

We offer pay and employment conditions according to the current contractual agreements.



Staff Conditions

Integration

We believe in a tolerant labor market, and we know that the companies have a decisive part to play if integration is to be successful in Denmark. Our employees are of very different ethnic origin and this unique composition contributes to a good and tolerant working environment.

Working environment

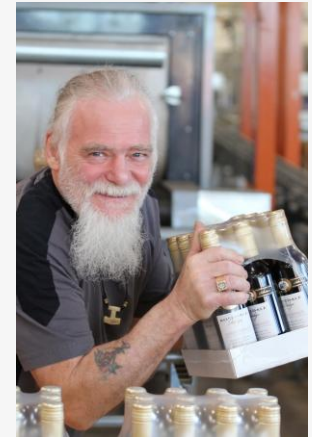
We continuously work on improving the working environment for our employees. To keep focus on this, we have established a cooperation committee and a security committee. Workplace assessment is performed at least every 2 years or as needed. When purchasing machines and arranging facilities and buildings we concentrate on easing the physical workload of the staff and on minimizing monotonous working processes.

Furthermore, we assess the issues, that the staff points out in the workplace evaluations and at the annual evaluation of safety in the company.

To avoid work related accidents, every part of the work is scheduled and planned to be performed in a responsible way as regards both safety and health. Safety at the working site and quality and food safety is an integrated part of our peer-to-peer training of new employees.

Taster Wine had 2 reported work accidents in 2024 of which one of these did result in sick days.

In 2024, we had 0 reported near-by accidents.



Staff Conditions

A good working environment is important to us, and we believe that we constantly can improve. It is important to us to listen to the input we get from our staff through the workplace evaluations and not least the input we get during the year from:.

- Cooperation committee meetings
- Security committee meetings
- Staff meetings
- Production meetings

In fact, an average employee seniority of 11.5 years is a measure for a good working environment.



Staff Conditions

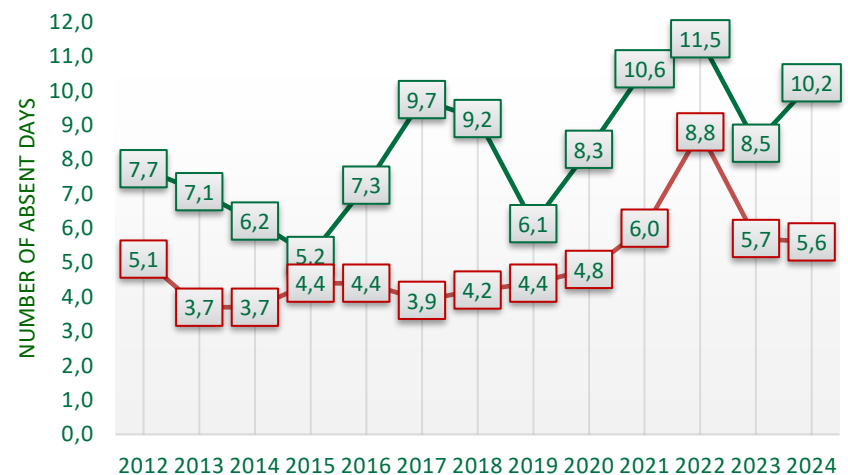
The sickness absence in Taster Wine per employee – excluding long-term absence - totalled in 2024 5,6 workday. Our ambition is that the sickness absence – excluding long-term absence – does not exceed 5 workdays annually in average per full-time employee.

The sickness absence in Taster Wine per employee – in total – was in the previous financial year, 10,2* workdays in average per full-time employee per year. This constitutes a small increase compared to 2023. Our goal is a maximum of 6 workdays in average per full-time employee per year.

In the coming year, we will continue having focus on ensuring the good working environment.

* 7 out of 9 employees with long-term absence has returned to the work place and resumed normal work load.

Absence per employee per year



■ Total absence
■ Excluding long-term absence

The calculations have been made for the group.

Staff Conditions

Significant risks related to staff conditions

The management has not identified any areas, in which we unintentionally can deteriorate substantially the influence on the staff conditions.

Results achieved

The management is very satisfied that the focus on staff conditions has had the positive effects described on the first pages of this report.

At the same time, we believe that with a continued focus on this topic, we will be able to further reduce the number of accidents and sickness absence



Staff Conditions

Policy for the underrepresented gender

Gender composition in management

	2023	2024
Number of members in the top management	4	4
Underrepresented gender, percentage in the top management	25%	25%
Number of people at other management levels	10	10
Underrepresented gender at other management levels (percentage)	10%	10%

As of 2024, the underrepresented gender constitutes 25% of Taster Wine's top management, and the company is therefore not required to set a target for the gender composition in the top management. However, the board has an internal policy to increase the proportion of the underrepresented gender at other management levels, including the executive board and managers with employee responsibility, who report to the executive board.

The overall goal of the policy is to create a good and diverse workplace that promotes equal career opportunities for women and men. Taster Wine aims to create an open and unbiased culture for employees, where individuals can make the best use of skills and talents regardless of gender.

In 2024, a target has been set for the underrepresented gender in other management levels, aiming to increase from the current 10% to 25% by 2028.

The following key elements are part of achieving this goal:

- When filling positions at all formal management levels, a formal recruitment process is followed to ensure the recruitment of the best-qualified employee. For each hiring, it is aimed that candidates of both genders are considered. To ensure equal opportunities for both genders, Taster Wine focuses on offering flexible working conditions, further education, and personal development.
- Through ongoing dialogue between the manager and the employee, focus is ensured on a good work/life balance, as well as clarification of the individual employee's ambitions for development and career goals.

Taster Wine recognizes that women are underrepresented at other management levels and will continue to focus on increasing the proportion of women in the organization at the management level.

Human rights

Policy on the issue

We wish to ensure that we, neither directly nor indirectly, have a negative influence on the compliance with internationally agreed human rights, and in all aspects, we wish to contribute to ensuring that human rights are respected. We continuously work on expanding our and our suppliers' positive impact on human rights through our Code of Conduct.

Significant risks related to human rights

The management has not identified any areas, in which we can deteriorate the influence on human rights.

Results achieved

We believe that our focus on this topic has had a positive effect on our surroundings, even if this is not measurable.



Anti-corruption and bribery



Policy on the topic

With regards to corruption and bribery, we have a policy of zero tolerance.

We have a high standard in this regard and our actions are based on a thesis that our surroundings must not see our actions as being corrupt nor see our dispositions as attempts of giving or taking bribery.

Substantial risks related to anti-corruption and bribery

The management has not identified any areas, in which we unintentionally and to a significant degree can have an impact on anti-corruption and bribery.

We deal with this risk by communicating clearly to the staff what our policy on this topic is. In this way, we make sure that everybody knows our position on this topic.

Results achieved

The management is not aware of any situation arising during the year that could raise suspicions of corruption or bribery, which is considered satisfactory.

Supplier relations

We import our products from small as well as large suppliers from all over the world, and to us it is important to have a solid and constructive cooperation with our suppliers, thus improving quality and food safety and making sure that sound and well-structured CSR conditions exist throughout the chain of values.

We continuously work on improving and strengthening our cooperation with our suppliers and on a yearly basis, we elaborate a supplier evaluation to be able to monitor our suppliers and make sure there is a positive development where wanted. Without exception, our suppliers of raw material and finished goods are subject to well defined guidelines, which they have to follow. This includes that they have to fill in and sign our Code of Conduct. With this, our suppliers have confirmed that they work under the same CSR guidelines as Taster Wine.



Results

AMBITION FOR 2024	RESULT FOR 2024
To keep our IFS certification at Higher Level	Taster Wine received a score of 99.43% in the latest audit in February 2024, thereby maintaining certification at higher level.
To keep our electricity consumption per produced liter to 75 watt	In 2024 we used 66 watt per produced liter.
To keep our water consumption per produced liter to 40 cl.	In 2024 our water consumption was 39 cl per produced liter.
To keep the absence (excluding long-term absence) to a maximum of 5 working days in average per full-time employee per year	In 2024 the level of absence was 5,6 days (long term absence excluded) (in total) per full-time employee.
To keep the total absence to a maximum of 6 working days in average per full-time employee per year	In 2024 Taster Wine had an average of 10,2 days of sick leave per full-time employee.
0 work related accidents and near-by incidents in 2024	Taster Wine had 2 work related accidents and 0 near-by incidents in 2024.

The future

Working with CSR is also a future project and an important point of orientation in our daily work, culture and our self-understanding.

Our ambitions will be followed closely via our CSR work which ensures progress and specific results. We will continuously expand and adjust our CSR work as changes are implemented in the area.



The future

AMBITION FOR 2025

- To keep our IFS certification at Higher Level ≥ 95 %
- To keep our electricity consumption per produced liter at 75 watt
- To keep our water consumption per produced liter at 40 cl
- Total absence (excluding long-term absence) of maximum 5 working days in average per full-time employee per year
- Total absence of maximum 6 working days in average per full-time employee per year
- 0 work related accidents
- 0 near-by accidents