



2016 – 2018

// SUSTAINABILITY REPORT

Foreword by the Managing Director

// CREATING THE FUTURE

//



AMINO HAS SET ITSELF THE GOAL OF CREATING THE FUTURE. We can convince our customers of the pharmaceutical industry, clinical nutrition application as well as of the infant nutrition, with amino acids obtained extractively or biotechnologically and processed to a high standard. Our flexible production, fast delivery times and customer-oriented, quick decisions in compliance with highest quality standards are inherent attributes of AMINO in the market.

The key to our success as an amino acid manufacturer: we listen carefully to our customer's requests, develop optimal solutions and always try to exceed our customers' expectations. This approach has made us more innovative and efficient in recent years. Creating the Future – true to this guiding principle, we work as a team, day after day, to optimize proven working methods and break new ground in order to become even more innovative and to shape the future.

Sustainability is nothing new for AMINO and has always been part of our thinking. In order to be competitive in the long term, we need innovation, investment and growth. At the same time, economic success is inextricably linked to social justice and

ecological compatibility. Sustainability plays an important role in our minds. They expect products and technologies from us, which meet high ecological and social standards and which are economical at the same time.

With the entry into force of Directive 2014/95/EU of the European Parliament, companies with more than 500 employees are required to prepare a sustainability report starting in 2017. Although AMINO does not meet this criterion, we are voluntarily accepting this obligation, because in our opinion, transparency is a basic quality of sustainability.

Thank you for your interest in learning more about our sustainability activities.

Best regards,

Dr. Lutz Thomas
Managing Director

// IN LINE WITH OUR GUIDING PRINCIPLES

At AMINO, transparent, environmentally conscious and socially responsible actions are an important part of our sustainable corporate policy. In order to ensure that we act ethically correct, both internally and externally in 2013, management and employees developed our internal guidelines together with our SHEE officer (SHEE stands for Safety, Health, Environment and Ethics).

Integrity, performance, communication, sustainability, responsibility and respect are the values of AMINO. Each value is specified by guiding principles and explained by short texts, which are available to each employee and handed over personally to each new employee. Everyone should be familiar with AMINO's corporate culture and goals and represent them with conviction.

// Integrity

Integrity makes our actions transparent along the entire production and supply process.

// Performance

For us, performance means creating something we can be proud of.

// Communication

We trust each other and seek exchange in order to continue improving. We listen to every employee – that is practiced communication.

// Sustainability

By sustainability we mean the compatibility of economic efficiency with the compliance of social, ecological and ethical standards.

// Responsibility

Responsibility means standing up for our own actions and those of others.

// Respect

We achieve good cooperation through mutual respect and appreciation of each individual.



ALL THRUSTS OF THE CORPORATE EVOLUTION ARE IMPLEMENTED IN ACCORDANCE WITH THE CORPORATE VALUES OF INTEGRITY, PERFORMANCE, COMMUNICATION, SUSTAINABILITY, RESPONSIBILITY AND RESPECT.

The objectives are accompanied by numerous projects and underpinned by investment and organizational packages of measures. It is particularly important to us to inform our stakeholders about our progress in the area of sustainability with our second Sustainability Report.

// Dr. Lutz Thomas
Managing Director

// FOLLOWING GLOBAL GUIDELINES

As a globally acting company, we view it as our responsibility to make our business activities as transparent as possible. In doing so, we follow the standards of the Global Reporting Initiative (GRI), which has defined global sustainability guidelines for the areas of economy, ecology and social affairs. We have assigned two of our corporate values to each of these three areas so that we can provide comprehensive reporting on all aspects of sustainability in line with our values.

// Economics

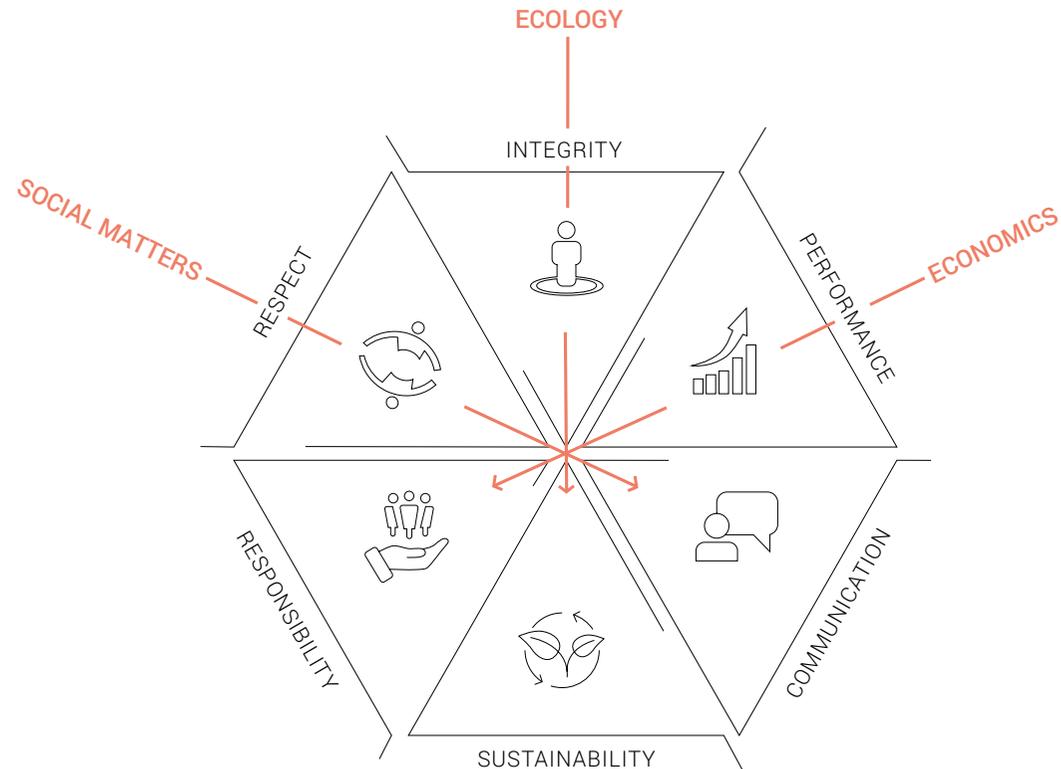
Our focus is on the direct economic value generated and distributed by AMINO. We consider our economic success to be intrinsically linked with social justice and environmental compatibility. Being a reliable employer and acquiring a considerable proportion of our employees and managers from the immediate region is also an important priority at AMINO.

// Ecology

We report the key topics energy, water, emissions and waste as well as on the evaluation of our suppliers regarding ecologic aspects. The compliance with laws and guidelines is of essential importance here.

// Social matters

This area concerns aspects such as employment, the relationship between employees and employers, occupational health and safety, training and further education, diversity and equal opportunity, screening the labor practices of our suppliers, freedom of association and the right to collective bargaining agreements.



End customer

// WE FOCUS ON **THE PEOPLE**

Starting with baby and infant nutrition, through clinical nutrition and dietetics to active pharmaceutical ingredients – due to the broad spectrum of applications for our amino acids we reach millions of people worldwide with our products. For producing high-quality products for our customers, responsible and sustainable acting in all areas is therefore indispensable.

As an amino acid manufacturer, we supply our customers in the pharmaceutical and nutrition industry with first-class amino acids and premixes to make an active contribution to human well-being. This is why we place people at the center of our activities, continuously develop our working methods and processes and position ourselves sustainably for the future.



Materiality analysis

// THESE TOPICS ARE **IMPORTANT TO US**

We conducted a materiality analysis to identify the sustainability issues that are important for AMINO and the relevant stakeholder groups. It was based on the principles formulated by the Global Reporting Initiative (GRI). The results were presented to AMINO's management and discussed. The materiality analysis is to be developed further in subsequent years in order to determine the main effects of our actions, to address the concerns of our stakeholders and to sharpen our strategic focus on sustainability.



SUSTAINABLE DEVELOPMENT IS THE CENTRAL OBJECTIVE OF AMINO GMBH.

The most important key points of the fundamental growth strategy are determined by the cornerstones of sustainable growth in the core business of pharmaceutical amino acids, the improvement of internal and external processes, the resource conservation and the establishment of an innovation platform for research & development of new products and services for our customers.

// Kai-Philipp Thomas
Marketing & Sales
Managing Director AMixCo GmbH
Authorized Signatory

// COMBINING **SUCCESS AND SUSTAINABILITY**

Based on these key issues and our sustainability strategy, we defined sustainability targets for AMINO. They serve as guidelines for defining suitable projects for improving our sustainability performance, prioritizing actions and making progress measurable.



THE INTEGRATION OF INTERNAL AND EXTERNAL PROCESSES, FUNCTIONS AND PROCEDURES AS WELL AS MANAGEMENT SYSTEMS WAS PREPARED IN NUMEROUS WORKSHOPS.

In the medium term, this is to be brought together in an interdisciplinary approach and organized in a staff function reporting to management. A clear definition of processes is a prerequisite for increasing efficiency, conserving resources and finally digitizing business processes and synchronizing them with customer expectations and legal requirements. The management systems of quality assurance, resource management, for example energy management according to DIN ISO 50001, supply chain management and production and sales planning are to be integrated and made available transparently with suitable digital tools. In this way, the efficiency of the company is to be increased efficiently, in line with the corporate values.

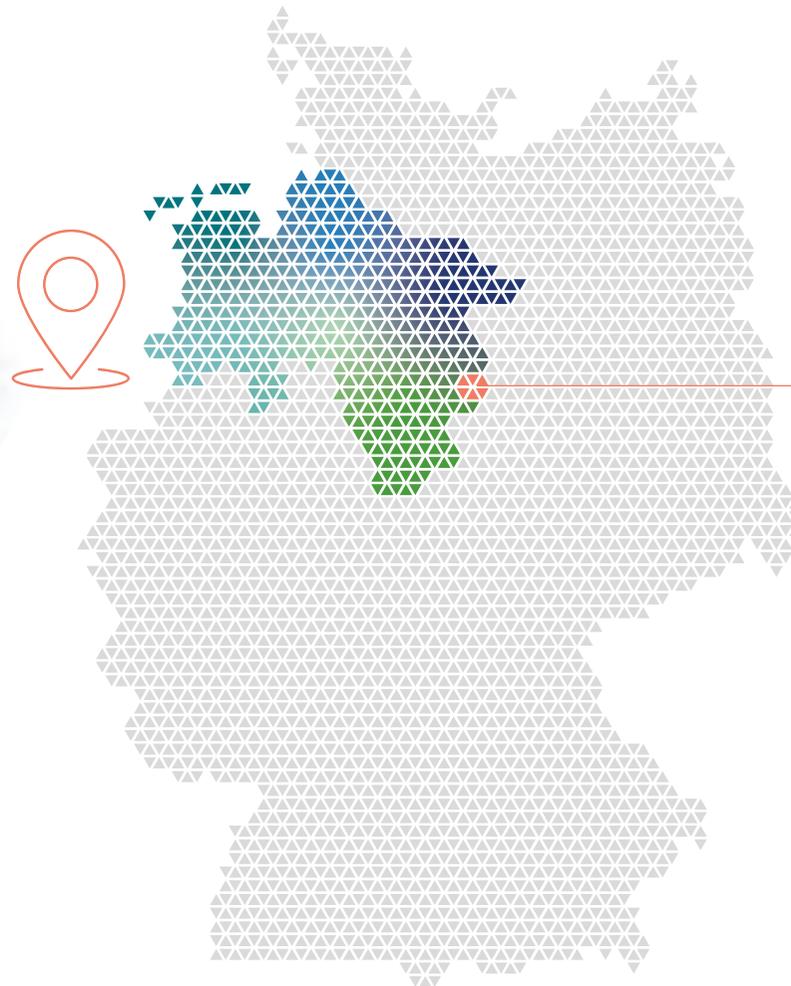
// **Norman Willatowski**
Operations

Topics	Status	Goal	Until
Corporate Governance 	All employees are aware of the Code of Conduct	Convert content into verifiable measures and introduce performance reviews	2020
	Supplier Code of Conduct is available, written confirmation of suppliers are available	Document compliance with criteria as part of supplier audits	2020
Employees 	During the reporting period, several measures has been taken in the area of personell development and succession planning, particularly in the management	Provide a workplace, in which the best people want to work	Ongoing
		Making AMINO more visible as an outstanding employer of the region as part of an employer branding process	Ongoing
Safety 	The quality of our products is one of our most important corporate values. The production of high-purity amino acids is only possible with permanent quality assurance of all processes	Introduction of FSSC 22000 (abbreviation for Food Safety System Certification), a management system for ensuring product safety while producing products for human consumption	2021
Environmental Protection 	Since 2013 our energy management is certified according to ISO 50001:2011	Recertification of energy management according to ISO 50001:2018 and implementing the measures of our action plan	2020

About AMINO

// THAT'S **WHAT DEFINES US**

AMINO is an internationally supplier of amino acids and similar active ingredients. Our pharmaceutical and infusion-grade amino acids are produced, controlled, stored and transported under strictest Good Manufacturing Practice quality assurance standards. Our range of services includes the production of amino acids as nutrients and active ingredients, the production of amino acid premixes and the development of new products and services for our target market.

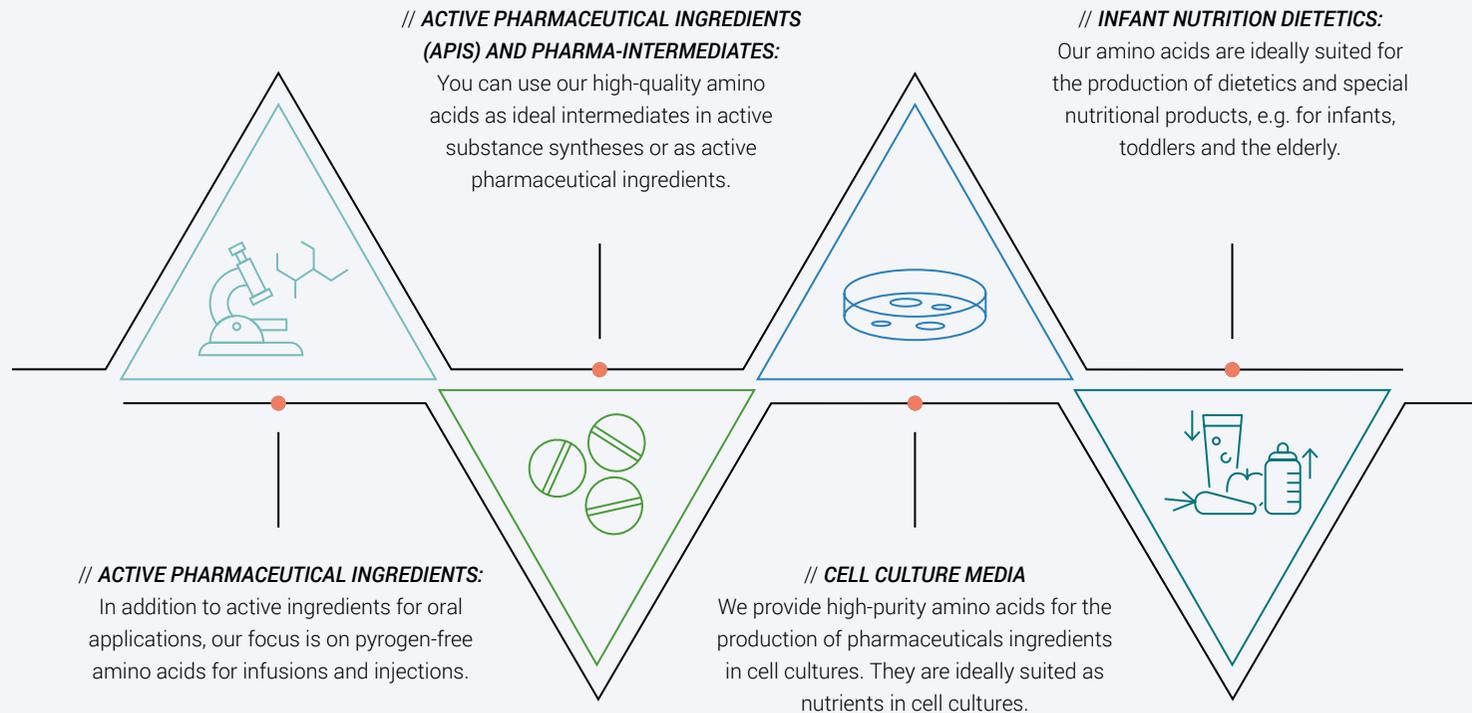


At our **SITE IN FRELLSTEDT** (Lower Saxony, Germany) we produce daily pure amino acids and develop solutions to satisfy highest demands.



// THE BUILDING BLOCKS OF LIFE

AMINO focuses on amino acids for quality-sensitive applications under Good Manufacturing Practice with a focus on active pharmaceutical ingredients and nutrients for clinical-medical nutrition applications. Completion of the amino acid range is progressing, numerous regulatory approvals have been obtained and more have been submitted. Customers in the pharmaceutical and nutrition industries are supplied worldwide.



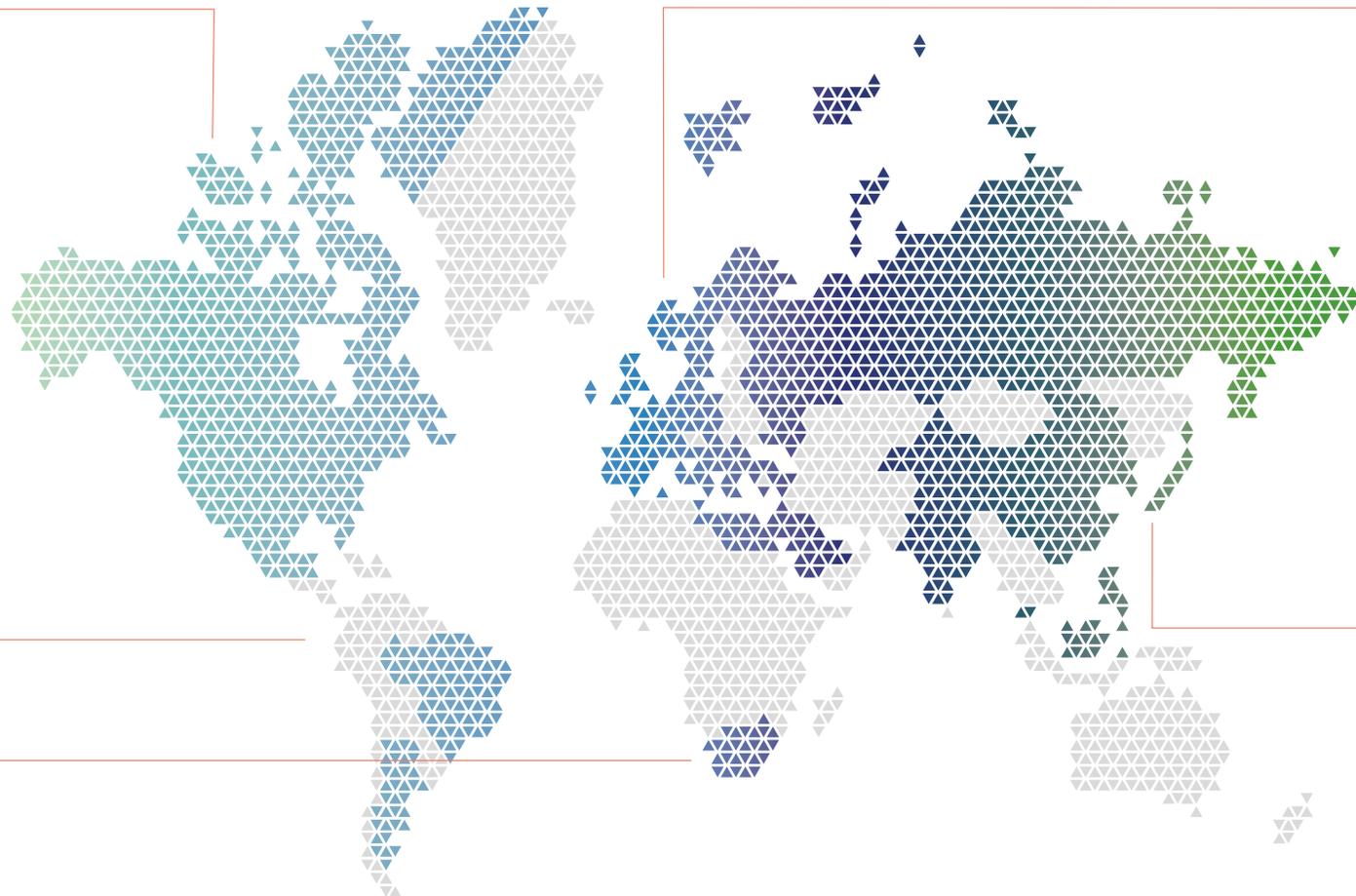
Countries of delivery

// WIR BELIEFERN **KUNDEN WELTWEIT**

We deliver our products far beyond the borders of Germany to more than 30 countries worldwide. Our customers are companies in the pharmaceutical industry and for clinical-nutritive applications. We work together with authorized distributors on a regionally limited basis. The increasing geographical expansion of the sales organization will be underpinned by completing the company's approval and registration expertise.

NORTH AMERICA

Canada
Mexico
USA



SOUTH AMERICA

Argentina
Brazil

AFRICA

Egypt
South Africa
Tunisia

EUROPE

Austria
Belgium
Croatia
Czech Republic
Denmark
Finland
France
Germany
Greece
Great Britain
Hungary
Ireland
Italy
The Netherlands
Norway
Poland
Portugal
Romania
Russia
Sweden
Switzerland
Slovakia
Slovenia
Spain
Turkey

ASIA

China
India
Indonesia
Israel
Japan
Malaysia
Pakistan
Philippines
Saudi Arabia
Singapore
South Korea



Jürgen Fächler/stock.adobe.com

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01

// Our focus: **Economics**

// **Creating the Future**

Our focus is on the direct economic value generated and distributed by AMINO. We consider our economic success to be intrinsically linked with social justice and environmental compatibility. Being a reliable employer and acquiring a considerable proportion of our employees and managers from the region is also an important priority at AMINO.



// BECAUSE YOU
ARE **OUR FUTURE**

// CONSTANT DEVELOPMENT

The goal to develop further has pushed our company in recent years. The expansion of our production and sites, many new buildings on our premises, the renewal of our production facilities and the permanent expansion of our product range have enabled us to grow our amino acids business and focus even better on the needs of our customers.

In this context, two business units have been established to help us to constantly stay an innovative amino acids manufacturer in the future. **AMixCo Premix GmbH** is one of the pillars of our business units and deals with the production of individual premixes of nutrients and active ingredients.

The second pillar is the team of our **AMINO VATION** which constantly develops new solutions for customer-specific problems and deals with revolutionary and innovative ideas. Both business areas strive to develop continuously, to break new ground and to never stand still.

/ FURTHER INNOVATIONS

The subsidiary **AMINO Korea Co.**, founded in 2018, will expand the business of amino acids with pharmaceutical quality in Asia by improving partnerships with customers and suppliers promptly and sustainably, thereby accelerating the international growth strategy.

In order to strengthen the supply of raw materials by means of backward integration, **Amino Manufacturing South Africa Pty Ltd. (AmSA)** was established in 2014.

FACTS ABOUT THE COMPANY



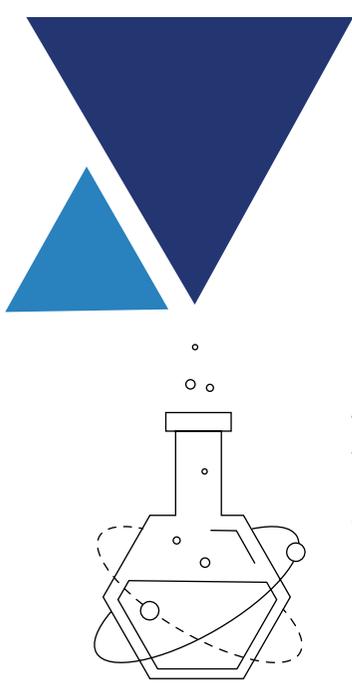
AMINO is an owner-managed medium-sized GmbH within the meaning of § 267 (2) HGB. 75 % of the shares belong to the family holding FaThom GmbH, owned by the family of managing director Dr. Lutz Thomas, while 25 % of the shares are held by Balard Gesellschaft für industrielle Beteiligungen mbH, Hamburg.

SIZE OF THE COMPANY AT FRELLSTEDT

	2016	2017	2018
Total number of employees	93	96	105
Sales revenues	26,864	29,048	32,576
EBITDA	5,233	5,891	5,434
Balance sheet total	32,938	31,341	40,197
<i>(in TEuro)</i>			
Number of products offered	32	32	33
Equity ratio	26.7 %	34.2 %	32.4 %
Production volume <i>(in t)</i>	1,217	1,277	1,417

AMixCo Premix

// **INDIVIDUAL COMPOSITIONS** TAILORED TO YOUR NEEDS



The subsidiary AMixCo Premix GmbH, based in Bochum, was founded in 2017 to enter the market of amino acid mixes. As a supplier of premixes of nutrients and active ingredients, AMixCo ensures the correct composition of amino acids in various pharmaceutical and dietary products.

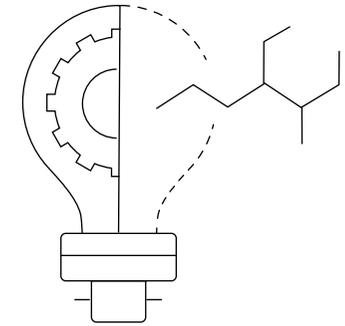
Under the new brand AMixCo, amino acid premixes of high quality and high reliability are offered in tailor-made formulations. Customized packaging and formulation are core competences, which are the focus of AMixCo's offering to its customers.

AMixCo's new positioning means an expansion of the product and service repertoire for customers and also builds on AMINO's established market and production expertise to meet specific customer requirements.



AMINO VATION

// DISCOVER **NEW** **POSSIBILITIES** TOGETHER



With our business unit AMINO VATION, we have created a new platform, which enables us to respond even faster and more specifically to the wishes of our customers. Whether it is about optimized processes, new products like individual amino acids or revolutionary ideas: With the high level of expertise in our team, we develop individual solutions for concrete problems and pursue the best measures for smooth implementation.



IN 2019, A MODERN INNOVATION CENTER WILL BE SET UP UNDER THE AMINO VATION BRAND AS PART OF A PROJECT MANAGED INDEPENDENTLY BY THE EMPLOYEES WITH THE AIM OF ACHIEVING THE GOAL OF INNOVATION. THE NEWLY HIRED SCIENTISTS FROM ALL OVER GERMANY WILL BE GIVEN COMPLETE FREEDOM TO CREATE THE DESIRED WORKPLACE OF THE FUTURE.

Locally and organizationally separated from the strictly regulated field of pharmaceutical amino acids, ideal conditions for creativity, flexibility and self-organization of the R&D team are created. Organizational ambidexterity as a prerequisite for long-term success, i.e. the consistent, simultaneous processing of completely different tasks, is the motivation of the company. Validated procedures and stringent work regulations on the one hand, innovation, maybe even disruption, on the other hand should be realized side by side. Innovation and creativity require a high degree of freedom, entrepreneurship and flexibility.

With an investment sum of almost 15 % of the annual turnover of the reporting year 2018, AMINO emphatically supports this course-setting for the future.

// Kai-Philipp Thomas
Marketing & Sales
Managing Director AMixCo GmbH
Authorized Signatory



// REWARDED PERFORMANCE



/ For its activities in the field of Research & Development (R&D), AMINO GmbH was awarded with the seal of approval **"Innovative through Research"** by the German Stifterverband in 2018. The association regularly collects data to determine the innovative strength of German companies and to develop appropriate funding concepts.



/ As one of the finalists of the **"Unternehmerpreis der Region 38"** Dr. Lutz Thomas was honored as an outstanding entrepreneurial personality in 2018. The jury honored him for his entrepreneurial success, his innovative ideas and exemplary corporate management as well as his commitment to Region 38 and the resulting engagement.



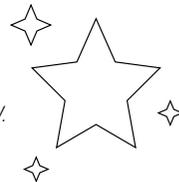
/ In 2016 AMINO was nominated for the renowned **Lower Saxony Foreign Trade Prize**. The Foreign Trade Prize is awarded to innovative companies in Lower Saxony, which are able to assert themselves on export markets abroad.



Niedersachsen

/ Important memberships

- Unternehmerverband Niedersachsen*
- Verband der Ernährungswirtschaft*
- Arbeitgeberverband Braunschweig*
- VEA Bundesverband der Energieabnehmer e.V.*
- Industrieklub Braunschweig von 1918 e.V.*

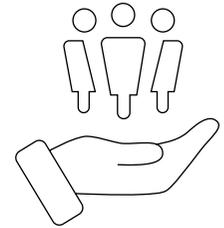
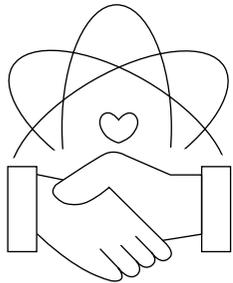


// ETHICAL ACTIONS, ETHICAL BUSINESS

Responsible, prudent and sustainable corporate management has always been a high priority at AMINO. Our primary goal is to comply with legal requirements and voluntary internal codes of conduct (compliance).

In order to ensure this, management relies on various internal control and risk management systems and has established a compliance organization within the company. The core areas of this risk management are strategic and operational corporate planning, internal reporting and the internal control and compliance system

Our internal guideline is the AMINO Code of Conduct. Violations of general guidelines or behaviors can be reported anonymously in our corruption channel.



// amino.de
/en/amino
/responsibility
/ethics

There have been no incidents of corruption

We are not aware of any violations with social and economic laws and regulations.

CORRUPTION CHANNEL

I WANT TO REPORT VIOLATIONS OF THE CODE OF CONDUCT

// TESTED AND CERTIFIED



The procurement of raw materials of sufficient quality and at market prices from qualified, regularly audited suppliers is one of AMINO's core competencies and forms the basis of its business. In the reporting period, re-audits and new qualifications of suppliers – partly for new products and innovative processes - were carried out in many cases. In addition to the quality aspects of the products, their manufacture and control, ethical business principles and sustainability issues are increasingly reviewed.



THE SELF-COMMITMENT TO SUSTAINABILITY ALONG THE ENTIRE VALUE CHAIN FROM RAW MATERIAL PROCUREMENT TO THE USE OF OUR PRODUCTS BY THE CUSTOMER IS CONSIDERED AND ADDITIONALLY AUDITED EXTERNALLY.

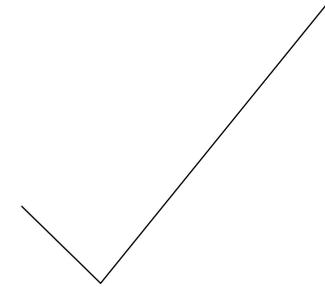
In addition to the quality audits for Good Manufacturing Practice (GMP) required in the industry, AMINO also regularly undergoes best practice audits with the four pillars of work, safety & health, environment and business ethics and the certification of its energy management according to DIN ISO 50001. This business conduct is projected on business partners to an increasing extent and is a prerequisite for qualification.

// **Jörn Oetken**
Quality Management





// TESTED AND **CERTIFIED**



/ Ethical Base Code

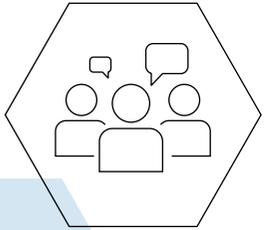
We are committed to the principles of the internationally recognized Ethical Base Code developed by the Ethical Trading Initiative. On this basis, we have drawn up a binding code of conduct for our suppliers and service providers. The code of conduct contains regulations on the protection of human rights, health and safety at work, remuneration, environmental protection, integrity, compliance with regional, national and international laws as well as the ban on child and forced labour and anti-corruption guidelines. The written confirmation of the Supplier Code ensures that AMINO's suppliers and service providers also comply with their legal and ethical requirements.

// SEDEX-Membership

Since 2010 AMINO is member of the Supplier Ethical Data Exchange (SEDEX). This platform offers companies the opportunity to present their activities in the field of responsible management and to make them accessible to customers and/or suppliers. The aim is to make the entire supply chain transparent.

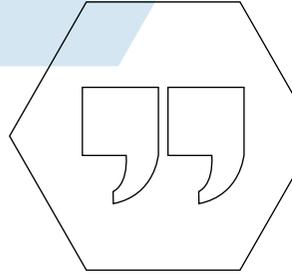
// SMETA-Audit

As part of an audit, AMINO has been successfully examined for compliance with occupational safety, environmental, social and ethical standards and can now officially call itself an SMETA-certified company. According to the SMETA certification, AMINO can be identified under SEDEX (Supplier Ethical Data Exchange) by customers from all over the world as a company that is aware of its responsibility towards its employees, the environment and its customers.



Dialogue with stakeholders

// REGULAR TALKS



One goal of AMINO's sustainability strategy is to regularly discuss various sustainability issues with stakeholders. To this end, it is essential to know the needs, requirements and interests of the most important stakeholders. These include **customers, suppliers, employees, shareholders, authorities and investors**. But we also maintain close contact with groups that are only indirectly connected to our operations.

As stakeholders, we consider all groups that are directly affected by our business activities and orientate ourselves especially on their proximity to our production facilities. The selection was made as part of the preparation of the AMINO Sustainability Policy 2015. As part of the Materiality Analysis in 2018, the selection was reviewed and confirmed.

Providing information to our stakeholders involves the following process steps: identifying and prioritizing relevant issues, validating their completeness, and subsequent verification.



// CUSTOMERS



// SUPPLIERS



// EMPLOYEES



// SHAREHOLDER



// AUTHORITIES



// INVESTORS

// ON A GROWTH COURSE

Our management approach is effective, because while the market volume for pharmaceutical amino acids is growing worldwide at a price-adjusted rate of about 3 to 5%, AMINO, adjusted for special factors, again grew disproportionately strongly in 2018 with 11.4% of sales and 18.5% of sales.

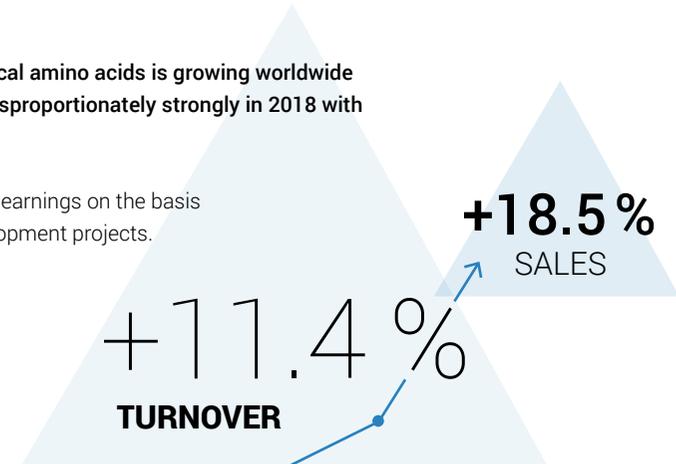
AMINO has thus repeatedly achieved above-average growth rates with good earnings on the basis of adequate medium-term financing of the business and pending development projects.



THE SUSTAINABLE GROWTH STRATEGY WITH GROWING INTERNATIONALIZATION OF BUSINESS RELATIONS IS SUPPORTED BY INVESTMENT AND ORGANIZATION.

In addition to the accompanying expansion of production capacity, numerous aspects of resource conservation will be given an even greater focus. The term resources thereby includes a multitude of ecological, ergonomic and regulatory aspects in the life of the organization.

// Dr. Lutz Thomas
Managing Director



DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

	2016	2017	2018
Revenues	26,864	29,048	32,576
Material costs	15,410	16,234	17,304
Personnel costs	3,864	4,479	4,769
Interest rates and similar expenses	1,383	1,105	839
Taxes on income and return	783	1,074	996
Donations	2	0	3

(in TEuro)

□ □
So far, no significant financial consequences have arisen from climate change.

Financial support from the public sector

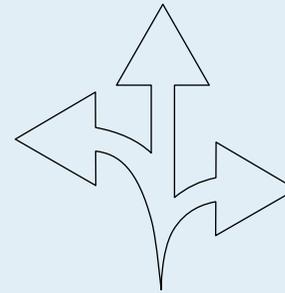
// FINANCIAL SUPPORT

The State of Lower Saxony, the Federal Government as well as the European Regional Development Fund have granted **EUR 1.8 million** to the company to expand its business premises. The Investitions- und Förderbank Niedersachsen (NBank) thus honours the company's willingness to invest and its commitment to the location in Frellstedt, district of Helmstedt.

AMINO will invest **EUR 9 million** in the coming years, among others into the construction of a new research and development center and the modernization of the utilities at the location. The declared aim of the company is to further increase the innovative strength of AMINO GmbH and to prepare the site of the former sugar refinery even better for the future.



1.8 Mio EUR
SUBSIDY



9 Mio EUR
INVESTMENT

02

// Our focus: **Ecology**

// **Creating the Future**

We report on the key topics energy, water, emissions and waste as well as the evaluation of our suppliers regarding ecologic aspects. The compliance with laws and guidelines is of essential importance here.

INTEGRITY



SUSTAINABILITY

// BECAUSE WE
GIVE EVERYTHING
FOR **OUR FUTURE**

// SUCCESSFUL SAVINGS

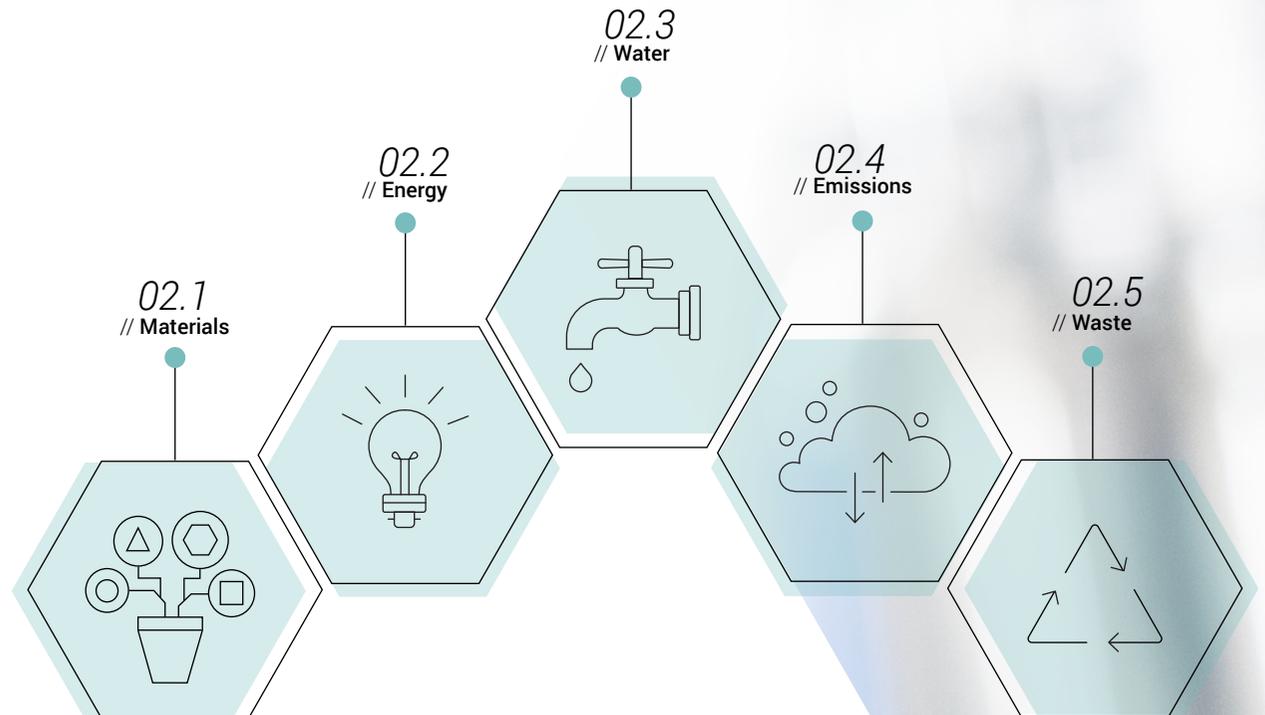
Energy costs are a major cost drivers at AMINO after raw materials cost and personnel. Within the framework of an annually updated action plan, measures are defined to save energy costs. Water supply and waste water are also integral components of our energy management. Our emissions are essentially determined by our electricity and natural gas consumption, which we monitor via our energy management system.



AT AMINO, THE CO₂ FOOTPRINT AND SPECIFIC ENERGY CONSUMPTION ARE REDUCED STEP BY STEP, FRESH WATER CONSUMPTION IS REDUCED AND WASTE WATER QUANTITIES AND QUALITIES ARE SUBJECTED TO A NEW LEVEL OF MONITORING AND TREATMENT.

The recycling of by-product streams is to be intensified and the best possible secondary use of waste products, for example in the area of energy use, is to be researched. Strict separation of solid waste with recycling is common practice. Unused buildings at the site are gradually being dismantled and areas unsealed. Existing buildings are gradually being renovated in terms of energy efficiency or replaced in accordance with modern requirements.

// Norman Willatowski
Operations



Increasing awareness

// ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN

AMINO targets to meet the increasing demands of its customers regarding sustainable products and technologies as well as the fulfillment of ecological and social standards. In order to achieve this goal, we make our business processes transparent and comprehensible – from procurement to production.

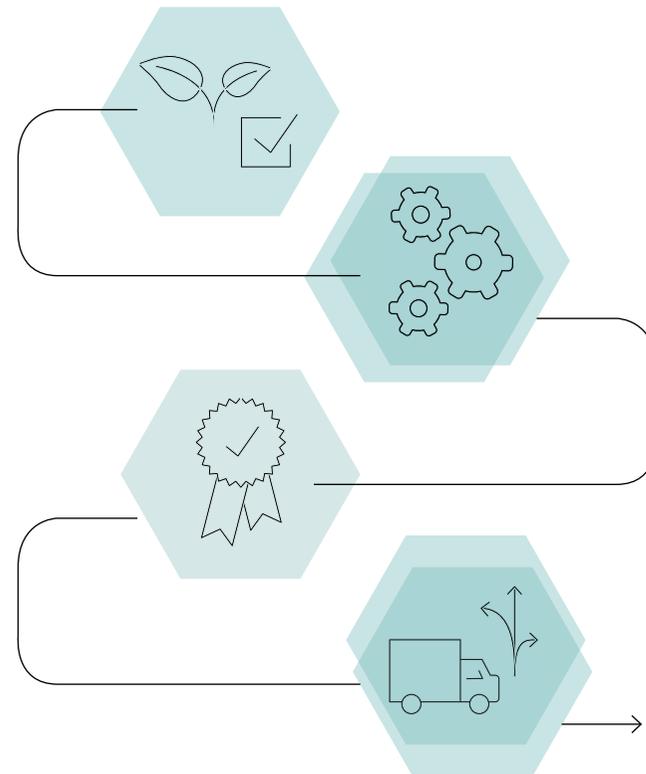
// Growing political regulations

Political developments also highlight the increasing importance of resource conservation and environmental protection. At the World Climate Conference 2015, 196 countries committed themselves to limit global warming to a maximum of 2 °C. This was followed by the 17 Sustainable Development Goals (SDGs). At the UN Climate Change Conference in Katowice in 2018, further steps were determined to counteract climate change.

One concrete legal change that directly affects AMINO is the new packaging law. In force since 1 January 2019, it demands, among other things, higher recycling quotas. As we have been disposing of 90 percent of our waste separately by type for years, we naturally meet the requirements.

- We have not been able to identify a case of non-compliance with environmental laws and regulations. To the best of our knowledge,
- AMINO has not violated any laws or regulations.

- We are not aware of any negative environmental impacts in the supply chain.
-



// APPRECIATION OF THE ENVIRONMENT AND EMPLOYEES



Important impetuses for our company's own transparency come from international customers who have to comply with the relevant requirements and regulations in their respective countries. This also includes sustainability reports. Even though we are not yet required to calculate a carbon footprint or prepare a sustainability report, we are happy to accommodate these requests from our customers. As we see it, doing so presents a great opportunity to continuously improve our own sustainability, based on a conscientious approach to social and environmental issues.

As a manufacturing company, we attach great importance to the protection of the environment and our employees. The precautionary approach is an integral part of our risk management. Naturally, all manufacturing processes comply with the strict standards and regulations of Good Manufacturing Practice. We document our responsibility towards the environment by successfully recertifying our **energy management system** in 2017, by balancing our annual **carbon footprint** and by auditing it via EcoVadis as part of the chemical industry's "Together for Sustainability" initiative.



/ EcoVadis

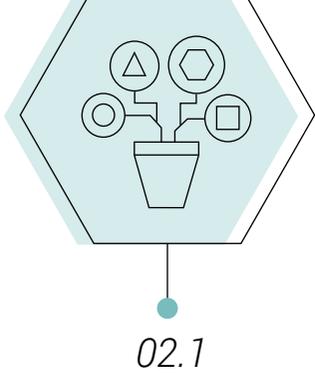
EcoVadis is an independent platform for CSR assessments on which companies can have their standards and measures on corporate responsibility recorded and evaluated. We are proud to have achieved the "Gold" rating in 2017, making us one of the top five percent of the best rated companies. We are pleased with the positive recognition of our efforts to achieve sustainability, and we are motivated and committed to further improve our performance.



/ Energy Management System

Economic efficiency for the benefit of the environment: Part of AMINO's sustainability program and its energy policy is to closely monitor and reduce its consumption of electricity, natural gas and water. The underlying energy management system of DIN ISO 50001:2011 was implemented and successfully certified.





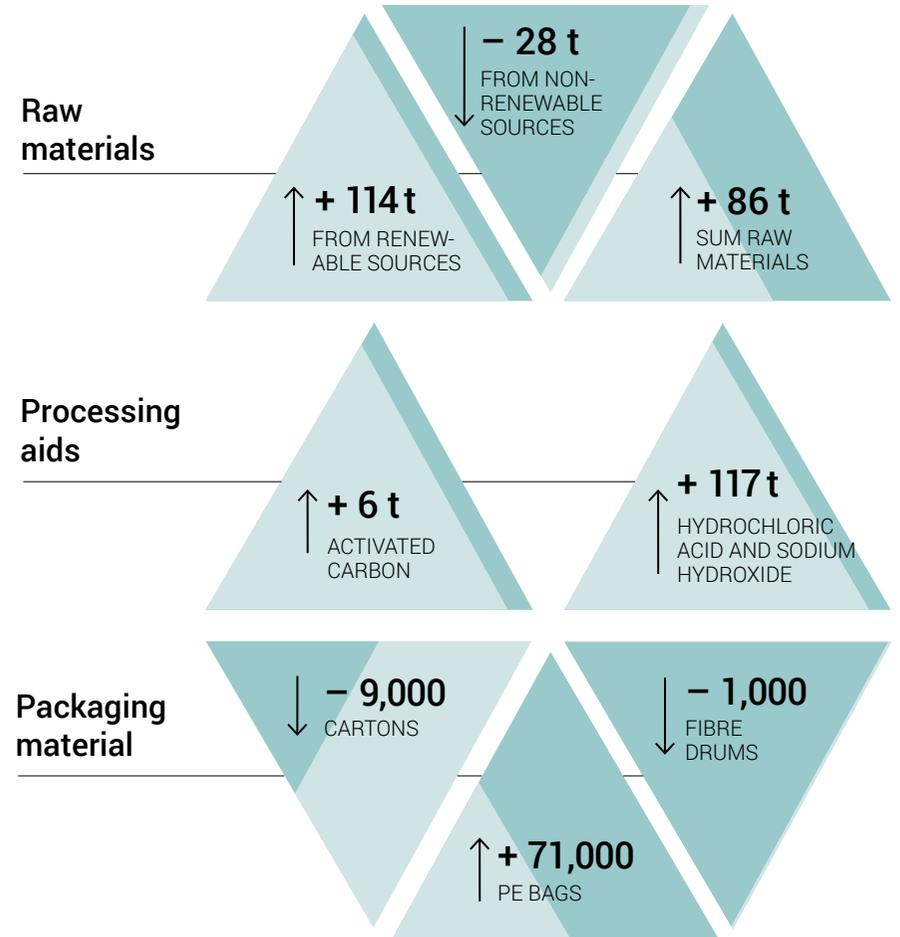
// RESSOURCES AND RESPONSIBILITY

02.1

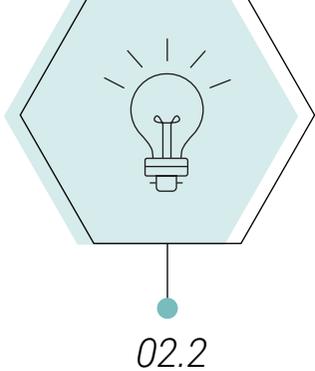
MATERIALS USED ACCORDING TO WEIGHT AND VOLUME

	2016	2017	2018
Raw materials			
From renewable sources	1,329	1,398	1,512
From non-renewable sources	78	78	50
Total raw materials	1,407	1,476	1,562
(in t)			
Processing aids			
Hydrochloric acid and sodium hydroxide	1,360	1,572	1,689
Activated carbon	68	73	79
(in t)			
Packaging material			
Fibre drums	27	31	30
Cartons	21	19	10
PE bags	130	85	156

(Pcs. in thousand)



Used materials in comparison 2017 - 2018



Energy consumption

// USING ELECTRICITY **MORE EFFICIENTLY**

Our energy management is effective, because the specific energy input (MWh per t of product) has been reduced.

ENERGY CONSUMPTION WITHIN THE ORGANIZATION

	2016	2017	2018
Distribution of electricity consumption			
Energy supply	1,736	1,722	1,607
Production	1,441	1,468	1,604
Lighting	386	348	400
Administration	262	252	279
Other	137	227	200
Result internal consumption of electricity	3,962	4,017	4,090

(MWh)

Internal consumption natural gas

	20,647	23,197	21,563

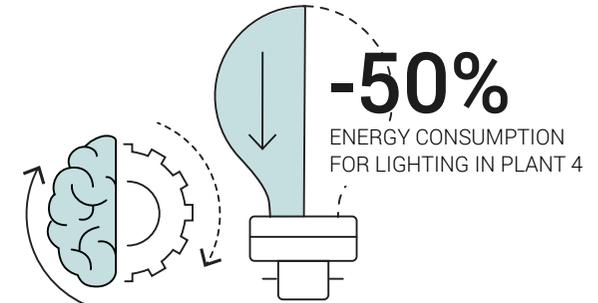
(MWh)

ENERGY INTENSITY

	2016	2017	2018
Electricity	3.26	3.15	2.89
Natural gas	16.97	18.16	15.22

(MWh/t production)

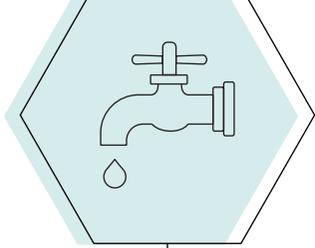
Despite a slight increase in energy costs, the energy costs per ton of product produced have fallen significantly.



// Because of our certified energy management system according to ISO 50001, specific energy consumption was significantly reduced in the reporting period. An intelligent control system **reduced the energy consumption for lighting in Plant 4 by 50 percent to 50,000 kWh.**

// The switch from a central cooling water supply for our plants to decentralized cooling in 2018 and 2019 will **reduce electricity consumption by around 100,000 kWh per year** after the natural draft cooling tower has been shut down, despite the doubling of the cooling capacity. The investments required to implement the project amount to around 800,000 EUR.

// In the reporting period, it was once again possible to use the production facilities more efficiently by constantly increasing productivity.



02.3

Water and waste water

// CONSCIOUS USE, SAFE DRAINAGE

WATER AS A SHARED RESOURCE



The water withdrawal is 100 % metered.

	2016	2017	2018
Pumping well water	218,217	210,893	162,950
Municipal water supply	915	971	388
Total water withdrawals	219,132	211,864	163,338

(in m³)



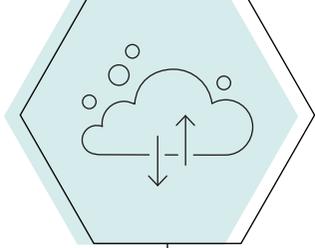
Our waste water is fed into a sewage treatment plant. Therefore, water bodies and associated habitats are not affected.

WASTE WATER DISCHARGE BY QUALITY AND POINT OF DISCHARGE

	2016	2017	2018
Waste water	126,037	158,388	126,081

(in m³)





02.4

Emissions

// USED **SAVING POTENTIALS**

Reduction of GHG emissions

The relevant factor influencing AMINO's GHG emissions is energy consumption. Energy consumption is monitored by our energy management system. Savings potentials are raised within the framework of multi-year action plans.

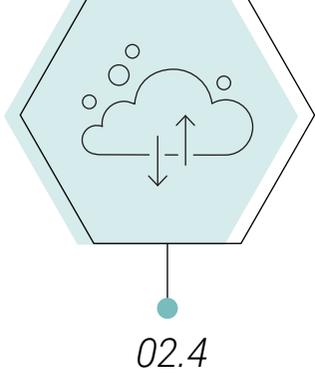


EMISSIONS

		2016	2017	2018
Direct GHG emissions (Scope 1)	Steam	4,129	4,639	4,313
	Vehicle fleet	9	8	8
	Total Scope 1	4,138	4,647	4,321
	(tCO ₂ equivalent)			
Indirect energy-related GHG emissions (Scope 2)	Electricity	2,456	2,491	2,536
	Total Scope 2	2,456	2,491	2,536
	(tCO ₂ equivalent)			



The table will be continued on the next page.



Emissions

// USED **SAVING POTENTIALS**

EMISSION		2016	2017	2018
Other indirect GHG emissions (Scope 3)	Packages	4,081	2,758	4,899
	Chemicals	218	261	283
	Waste and waste water	202	220	203
	Business travel	125	48	82
	Employee journey	64	64	64
	Total Scope 3	4,690	3,351	5,532
	(tCO ₂ -Äquivalent)			
Intensity of GHG emissions	Scope 1 GHG emissions	4,138	4,647	4,321
	Scope 2 GHG emissions	2,456	2,491	2,536
	Scope 3 GHG emissions	4,690	3,351	5,532
	Total GHG emissions	11,284	10,489	12,389
	(tCO ₂ -Äquivalent)			
	Emission index	9.3	8.2	8.7
	(tCO ₂ -Äquivalent / t Production)			

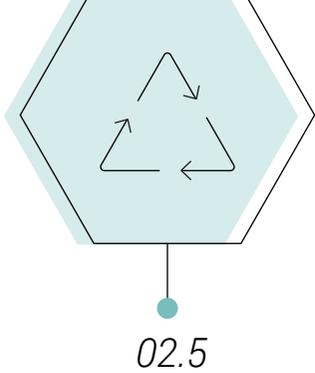


AMINO does not emit any ozone-depleting substances.



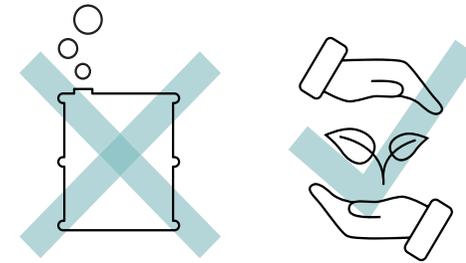
AMINO does not emit any oxides or other significant air emissions.





Waste

// DISPOSAL AND **RECYCLING**



WASTE BY TYPE AND DISPOSAL METHOD

Waste code	Designation waste code	Internal designation	Disposal method	2016	2017	2018
				(in t)	(in t)	(in t)
150101	Paper and cardboard packaging	Paper with drums	Material recycling	35	35	36
150102	Plastic packaging	Foil PE 80/20	Material recycling	11	10	8
15102	Plastic packaging	Big Bags white	Material recycling	2	0	4
170201	Wood packaging	Old wood incl. drums	Thermal utilization	36	36	30
150106	Mixed packaging	Commercial waste	Thermal utilization	23	28	29
150203	Absorption and filter materials	Activated carbon	Thermal utilization	193	202	196
Total				300	311	303



 AMINO does not produce hazardous waste.

03

// Our focus: **Social matters**

// **Creating the Future**

This area concerns aspects such as employment, the relationship between employees and employers, occupational health and safety, training and further education, diversity and equal opportunity, screening the labor practices of our suppliers, freedom of association and the right to collective bargaining agreements.

RESPECT



COMMUNICATION

// BECAUSE WE
ONLY WANT **THE
BEST FOR YOU**



Family business

// CREATING THE FUTURE TOGETHER

AMINO GmbH is a family business in the classical sense: a company headed by a family member, occupying a highly specialized niche. Like many other family businesses, we belong to the hidden champions.



**I WOULD LIKE TO TAKE THIS OPPORTUNITY
TO THANK OUR CURRENT 115 EMPLOYEES.**

With their know-how, their commitment and their willingness to help creating the future, they form the basis for AMINO's long-term success. In particular the topics of resource efficiency and occupational safety make it clear that we can only achieve our goals, if everyone participates and is ready for change and new solutions.

// Dr. Lutz Thomas
Managing Director



// Kai-Philipp Thomas
Marketing & Sales
Managing Director AMixCo GmbH
Authorized Signatory



// Katja Thomas
Human Resources

The family spirit is also reflected in our dealings with our employees. We attach great importance to the fact that every employee can contribute his ideas and assume responsibility from the very beginning. In addition, flat hierarchies characterize our entrepreneurial thinking and actions. This not only shortens the path to corporate management, but also ensures proximity to customers, products and our processes right from the start.

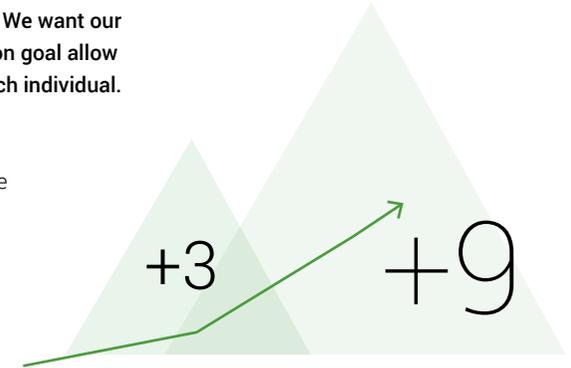
In addition to the personal atmosphere, AMINO focuses on the long-term development of each employee and the company. A spirit of partnership with our employees, innovation leadership and entrepreneurial personal responsibility are the basic prerequisites for the sustainable, profitable growth of our company. For our employees, this means a high degree of freedom as well as the opportunity to make a long-term contribution to us and actively contribute to the development of the company.

// CREATING **SOMETHING GREAT** TOGETHER

Transparency and safety are not only important core factors of our work with regard to our products. In our teams, too, we focus on clear communication, respectful and appreciative interaction and an honest exchange of opinions. We want our employees and the practiced values to be the foundation of our actions. Only a strong team spirit and a common goal allow us to deliver top performance for our customers and at the same time promote the personal development of each individual.



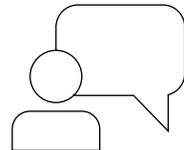
Our management approach is successful. Indications of this include our growing workforce, a growing number of training occupations, the salary trend in the reporting period, the expansion of the company pension scheme, the increasing number of training days per employee.



IN THE SHORT TERM, THE CORPORATE VALUE COMMUNICATION IS TO BE PUT AT THE CENTER WITH A FOCUS ON INTERNAL INFORMATION EXCHANGE.

Supported by a communications specialist, communication within the organization is to be further improved within the framework of operational improvement management, for example. The aim is to enable and accelerate decentralized decision-making on the basis of information and transparency. In times of increasing complexity, communication plays a decisive role in overcoming current and future objectives.

// **Christina Ziebart**
Human Resources
SHEE officer



SIZE OF WORKFORCE

	2016	2017	2018
Number of employees	93	96	105
Employees full-time	78	83	91
Employees part-time	8	8	9
Marginal employment	7	5	5
Temporary employment	4	1	3
Trainees	5	5	6
External employees (temporary workers)	0	0	0
<i>Employees in foreign branches:</i>			
Amino Co. Ltd, Seoul, South Korea	0	0	2
Amino Manufacturing Pty. Ltd., Kloof, South Africa	8	8	8

Fluctuation

// SURPASS OURSELVES

NEW HIRES AND EMPLOYEE TURNOVER

	2016	2017	2018
Total number of employees per capita including managing director and trainees	93	96	105

Explanation of personnel fluctuation per capita

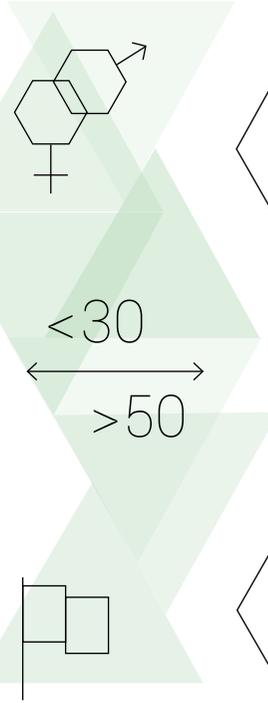
Employees Business & Development / Research & Development	13 ⁺⁴	13	13
Employees Quality Management	11	14 ⁺³	17 ⁺³
Employees Operations	46 ⁺⁷	46	52 ⁺⁶
Employees Purchasing & Finance/ Human Resources/ IT Administration	18	18	17 ⁻¹
Trainees	5	5	6 ⁺¹
Net migration (inflows/outflows)	+5	+3	+9
<i>Fluctuation rate in % (excluding trainees)</i>	<i>3.1</i>	<i>9.4</i>	<i>8.8</i>

AMINO is not bound by any
 collective bargaining agreement.

Composition of workforce

// PEOPLE AT AMINO

SIZE OF WORKFORCE	2016	2017	2018
Employees male	60	63	69
Employees female	33	33	36
Employees under 30 years	10	17	19
Employees between 30 and 50 years	55	59	66
Employees over 50 years	28	20	20
Employees German citizenship	88	94	100
Employees foreign citizenship	5	2	5



AMINO recognizes and supports the right to freedom of association and collective bargaining agreements. By signing our code of conduct, our suppliers undertake to recognize this right and also comply with the labor laws of their respective country with regard to labor practices. Full compliance with the current legal regulations is also required, of course.

Company benefits

// FOR OUR **EMPLOYEES**



Without distinguishing between part-time and full-time, company benefits apply to all permanent employees. AMINO offers the following standard benefits:

// **Occupational health care**

// **Accident Insurance (Management)**

// **Parental leave**

// **Group insurance contract** with the Hamburg pension fund of 1955 VVaG 'Pensionskasse Ernährung und Genuss'

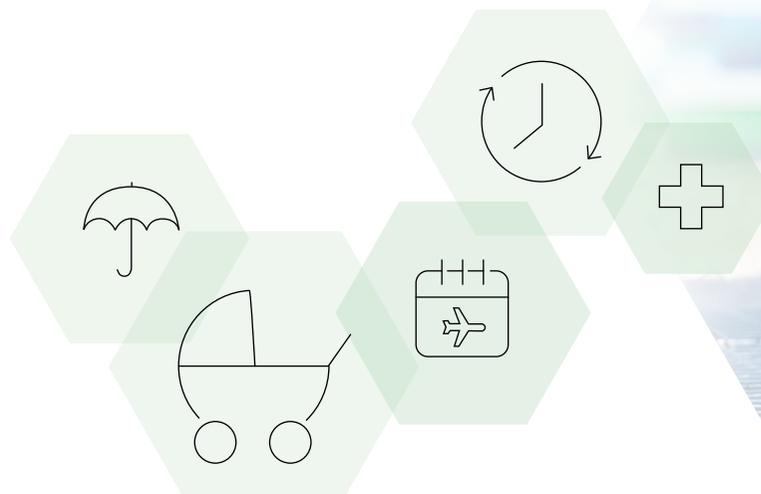
// **Variable salary component**

// **Flexible work time**

// **30 days recreation holiday per year**

// **Increasingly individualized shift plans**

We rely on our own initiative when it comes to training and further education. We support further training by adjusting working hours and also financially.



PARENTAL LEAVE

	Men	Women
Total number of employees entitled to parental leave during the reporting period 2016 / 2017 / 2018	4	5
From that, total number of employees on parental leave	4	5
Total number of employees returning after parental leave during the reference period	4	1
Total number of employees, who returned after parental leave and were still employed 12 months after their return	4	1
Return rate and remain rate	100 %	100 %

Company benefits

// FOR OUR **EMPLOYEES**



// **Company pension**

AMINO pays all permanent employees an annual company pension of € 614.00 at the end of the probationary period and all part-time employees a proportional amount according to their weekly working hours. Trainees receive this company pension already at the start of their training, i. e. independent of the probationary period.

In addition, employees have the opportunity to increase the amount of their company pension monthly or annually through deferred compensation. Almost all employees take advantage of this offer and convert their remuneration into the annual special bonus. In 2018, a company agreement was adopted, which implements the law on the strengthening of company pensions in a sustainable manner.

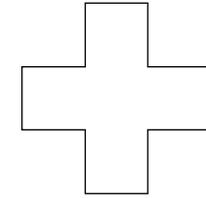
Due to the positive development
at AMINO, salaries developed as follows
in the reporting period:



AMINO informs its employees about forthcoming operational changes early and comprehensively. With regard to notification deadlines, the provisions of §§ 90, 92 and 111 BetrVG apply.

Occupational safety and health protection

// SAFETY FIRST

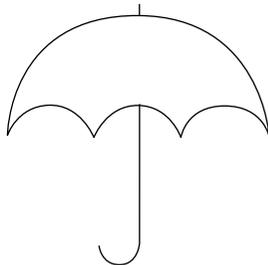


Safety at work and the health of employees are particularly important for AMINO. Because only if employees are fit and healthy, they can exploit their full potential. The company wants to fulfill its responsibility and duty of care for its employees to the fullest extent and therefore focuses on systematic occupational safety and health protection.

The management has commissioned an officer to maintain internal and legal occupational safety standards. Regular meetings of the working committee are held. In addition, AMINO is advised by an external occupational safety specialist. In the event of an accident or near-accident, appropriate training is provided occasionally.

Our occupational health and safety committee, in accordance with Section 11 of the German Occupational Safety and Health Act (Arbeitsschutzgesetz), is comprised of a representative of the management, two internal health and safety officers, two members of our Staff Council, our fire prevention officer, and an external occupational health and safety specialist. Therefore, 6% of our employees are members of the occupational health and safety committee.

There is no correlation between employment at AMINO and the illnesses of our employees, as the table below shows.



There were no work-related illnesses, occupational diseases or work-related fatalities during the reporting period. Minor, non-reportable injuries are the most frequent type of accident.

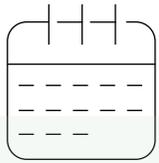
EMPLOYEE PARTICIPATION, CONSULTATION AND COMMUNICATION ON OCCUPATIONAL HEALTH AND SAFETY

	2016	2017	2018
Type of injuries according to the evaluation of the health and safety committee protocols			
Reportable occupational accidents	1	1	5
Reportable commuting accidents	0	1	1
Minor injuries, not reportable	20	30	30
Work-related illnesses/occupational diseases	0	0	0
Work-related fatalities	0	0	0
Sick days	726	667	950
Scheduled work days	20,269	21,582	22,636
Lost work days	4 %	3 %	4 %
Attendance rate	96 %	97 %	96 %

Promotion of employee health

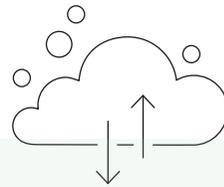
// GOOD FOR PEOPLE AND THE ENVIRONMENT

During the campaign period from 1 May to 31 August 2018, AMINO employees took part in the campaign "Cycle to work". The aim was to ride their bike to work for at least 20 days to get to work or parts of it, thus promoting their own health and relieving the burden on the environment.



60
WORKING DAYS

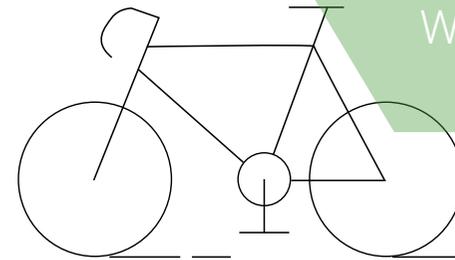
1,623.4
KILOMETRES



177.28 kg
CO₂-SAVINGS



37,987.56
CALORIES



An initiative
of ADFC and ACK
CYCLE TO
WORK

// VARIOUS **ENTRY OPPORTUNITIES**

So far AMINO has trained in the following professions:

- // Industrial clerks (3 years of training)
- // Electronics technician for industrial engineering (3.5 years of training)
- // Industrial mechanic (3.5 years of training)
- // Warehouse logistics specialist (3 years of training)

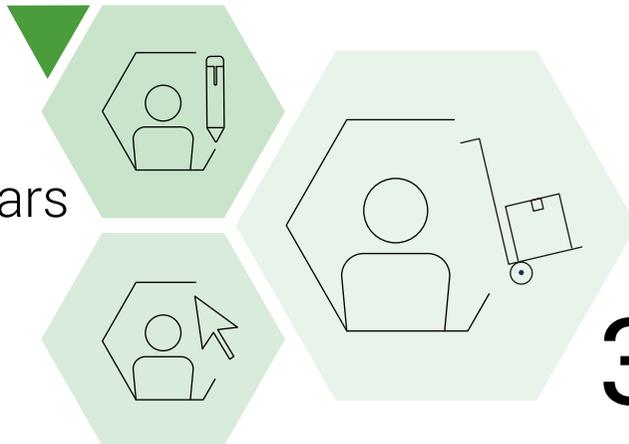
In the future, we will be able to offer further apprenticeships:

- // IT specialist for system integration (3 years of training)
- // Chemical worker (3.5 years of training)

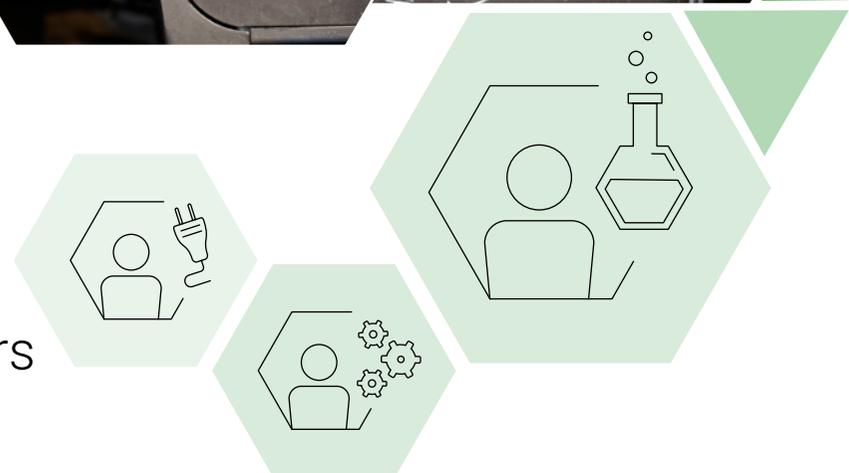
In cooperation with the Ostfalia University of Applied Sciences, it is also possible to offer a dual course of study in the field of Computer Science.



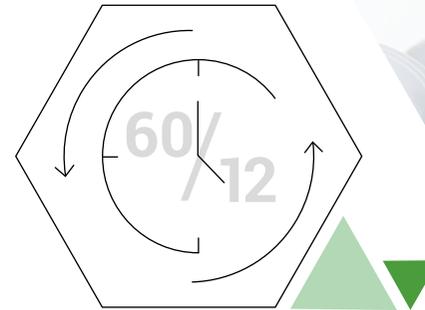
3 years



3.5 years



// TRANSPARENT **TIME MANAGEMENT**



Average number of hours of education and training per year per employee

	2016			2017			2018		
Business & Development/ B&D	1.6 (21/13)	0.5 (04/08)	3.4 (17/05)	1.9 (25/13)	1.2 (07/06)	2.6 (18/07)	3.7 (48/13)	2.3 (18/08)	6.0 (30/05)
Quality Management	0.6 (07/11)	0.7 (07/10)	0 (00/01)	0.6 (08/14)	0.7 (08/11)	0 (00/02)	2.2 (37/17)	2.2 (28/13)	2.3 (09/04)
Operations	0.5 (25/46)	3 (03/01)	0.5 (22/45)	0.7 (33/46)	10.0 (10/01)	0.5 (23/45)	0.9 (49/52)	0 (00/02)	1.0 (49/50)
Purchasing & Finance/ Human Resources/ IT Administration	0.9 (17/18)	0.15 (02/13)	3.0 (15/05)	0.7 (13/18)	0.6 (08/14)	1.3 (05/04)	1.3 (22/17)	0.6 (09/14)	4.3 (13/03)
Total	0.8 (70/88)	0.5 (16/32)	1.0 (54/56)	0.9 (79/91)	1.0 (33/32)	0.8 (46/58)	1.6 (156/99)	1.5 (55/37)	1.6 (101/62)
	(Average number of training days)	(Average women)	(Average men)	(Average number of training days)	(Average women)	(Average men)	(Average number of training days)	(Average women)	(Average men)
	(Total number of training days / Total number of employees)	(Days/ Women)	(Days/ Men)	(Total number of training days / Total number of employees)	(Days/ Women)	(Days/ Men)	(Total number of training days / Total number of employees)	(Days/ Women)	(Days/ Men)

Diversity in control bodies and among employees

// FLEXIBILITY DUE TO **DIVERSITY**

Responsible for strategy, alignment and control is our shareholder and managing director Dr. Thomas, who is supported by three authorized representatives. A flat organizational structure ensures clear and rapid decision-making processes. The management principle of AMINO guarantees each employee a high degree of personal responsibility and scope of action. The management style is cooperative, collegial and unbureaucratic. Clear goal orientation combined with the transfer of responsibility keep AMINO flexible and decisive.

The **management level** at AMINO consists, beside the Managing Director, of Operations, Quality Management, Supply Chain Management, Production/Procurement Planning, Sales & Customer Services, AminoVation and Human Resources. Of these, 2 positions are held by women and 6 by men. One person is younger than 30 years, 5 persons are between 30 and 50 years old and 2 persons are older than 50 years.

Our **Staff Council** was comprised of five members during the reporting period. In 2016 and 2017, the ratio of women to men was at 1:4 and has changed positively to 2:3 in 2018.



The proportion of female employees among the staff remained constant at 34 % in the reporting period.

2
WOMEN

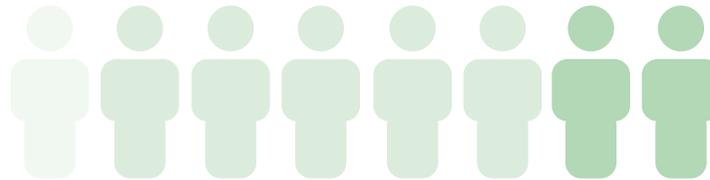
6
MEN



<30
YEARS

30–50
YEARS

>50
YEARS

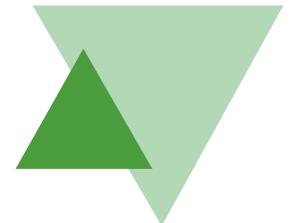
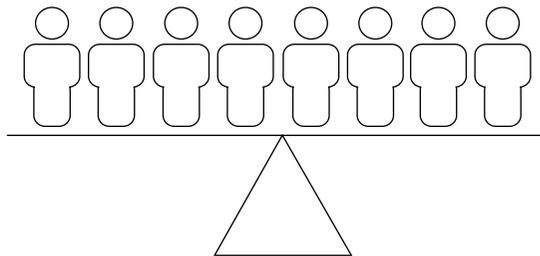


// FOCUS ON **MUTUAL RESPECT**

To guarantee equal opportunities is just as natural for AMINO as to oppose and prevent any form of discrimination and harassment. The recruitment, remuneration and development of employees are based exclusively on their qualifications and skills for the respective tasks. It goes without saying that employees, business partners and third parties are not discriminated against. This is laid down in our Code of Conduct. Violations of this Code are investigated by our compliance organization and sanctioned, if necessary. There were no incidents of discrimination in the reporting period.



There were no incidents of discrimination in the reporting period.



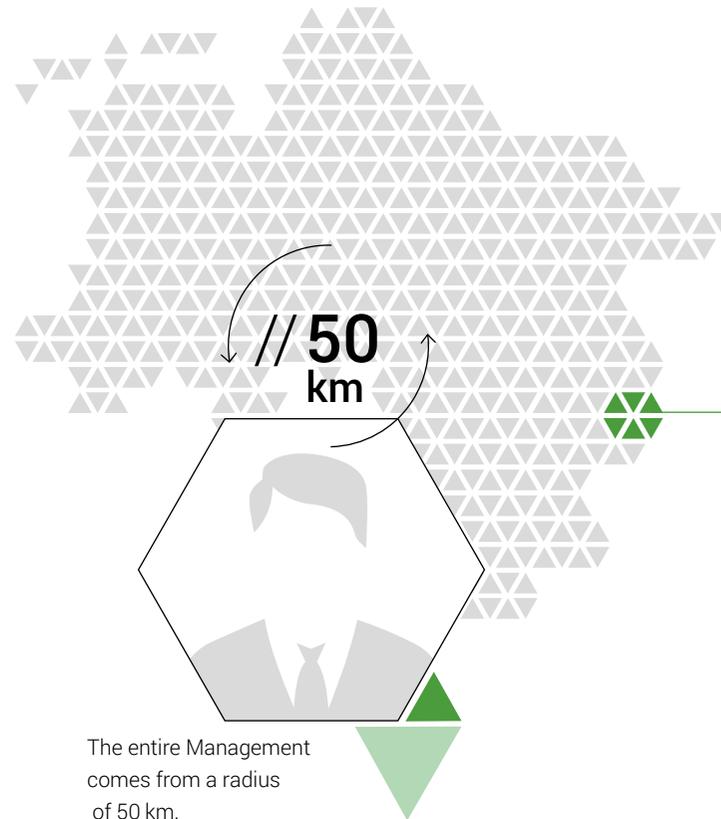
Involvement of local communities

// A SUSTAINABLE LOCATION

// AMINO took over an old sugar refinery site in 2006 as part of a management buy-out. The challenge lies in the successive transformation of a 100-year-old sugar refinery into a modern pharmaceutical company. The advantage lies in the environmentally friendly and resource-efficient re-use of the site.

// The affiliation to the pharmaceuticals and nutrition markets as well as the market demand from multinational pharmaceutical companies are AMINO's unique selling points at Helmstedt region. AMINO is an important employer in the financially and structurally weak area. After all, over 90 % of the employees come from within a radius of 50 kilometres.

// Local associations are supported with an annual contribution.



THE MORE THAN
100 YEAR OLD

**OLD SUGAR REFINERY
LOCATION IN FRELLSTEDT**

offers us the opportunity
of an environmentally friendly
and resource-efficient
re-use of the site.



*Local and regional
purchasing plays only a
subordinate role.*

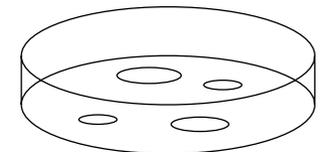
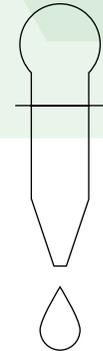
The entire Management
comes from a radius
of 50 km.

Customer health and safety

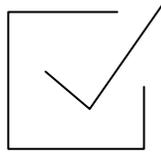
// OUR **ZERO DEFECT PHILOSOPHY** – HIGHLY RECOMMENDED

You can thus rest assured that AMINO supplies active pharmaceutical ingredients and nutrients of first-rate quality for clinical-medical nutritional applications. However, our quality promise not only extends to our products, but also to the sustainability of all our actions and operations. To us, meeting environmental and ethical criteria along the entire value chain is an integral part of our work. And we want to be measured by that as well.

//
The trust that our customers around the world put in us is the result of the consistently high quality of our active pharmaceutical ingredients and nutrients, which are subject to ongoing tests, checks and controls at all levels of the production process. To ensure that we can meet the requirements imposed on us at all times, we have established a continuous internal improvement process and use quality assurance systems to implement our **zero defect philosophy** in production. Of course, we also comply with the strict production standards and latest regulations set forth by the Good Manufacturing Practice (GMP) guidelines.



// OUR **ZERO DEFECT PHILOSOPHY** – HIGHLY RECOMMENDED



The protection of customer data follows the legal regulations. There were no data protection complaints during the reporting period.

//

As an active pharmaceutical ingredient manufacturer, AMINO is subject to supervision by the **local supervisory authorities** (Staatliches Gewerbeaufsichtsamt), and is also inspected by other regulatory authorities, such as the U.S. Food and Drug Administration, on a regular basis.

//

We use state-of-the-art biotechnological and chemical-physical processes for manufacturing our products. During ongoing production, our specialists **take samples** on a regular basis, **and evaluate them on the spot**. Our in-house laboratory uses the entire range of chemical, physical, and microbiological methods of analysis. In addition to finished products and raw materials, all intermediate products, auxiliary materials and packaging are inspected and checked there, as well.

//

Moreover, **strict industrial hygiene practices** ensure the maximum purity and highest effectiveness of our entire product range. The release and approval of our products in compliance with the regulations of the German Medicinal Products Act (Arzneimittelgesetz) are exclusively handled by experts with longstanding professional experience.

// QUALITY CONTROLS AT ALL LEVELS

//

The satisfaction of our customers is the goal of our actions. We can only achieve this through the absolute reliability of our products. This is why our **quality assurance processes** start even before the actual production.

//

We place the highest value on transparency with our cooperation partners and suppliers right from the procurement of the raw materials. Through our **quality management systems**, we check the quality of the raw materials and ensure that they comply with international standards and specifications.

//

We provide **safety data sheets** for all our products. They are intended to provide the professional user with the necessary data and recommendations for handling our products in order to take the necessary measures for health protection, safety at work and the protection of the environment. Possible hazards are indicated by pictograms on the product label.



//

Regulation (EC) No. 1907/2006 on the registration, evaluation, authorization and restriction of chemicals (REACH) has formed the legal basis for the safe handling of chemicals to protect the environment and human health throughout Europe since 1 June 2007. This regulation affects less than 5 % of AMINO's sales.

All REACH requirements are met.



During the reporting period there were neither violations related to product and service information and labelling, nor violations in connection with marketing and communication.

// WE REPORT TO YOU

This report has been prepared in accordance with the GRI standards Option Kern (GRI 2016).*
This report has not been externally verified.

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Contact

// QUICKLY AND EASILY INQUIRED

Thank you for your interest in learning more about
our sustainability activities.

If you have any questions about sustainability at AMINO,
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[//amino.de/en/amino/responsibility/sustainability](https://amino.de/en/amino/responsibility/sustainability)

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