



SUSTAINABILITY REPORT
2013-2015



Creating Future



Dr. Lutz Thomas, Managing Director

WITH COMPLETE CONVICTION AND COMMITMENT

Sustainability is a key focus at AMINO, because our business is geared towards continuity. This principle is an integral part of our entrepreneurial mindset – with complete conviction and commitment, and of course in the best interest of our customers, who expect us to provide sustainable products and technologies that meet high environmental and social responsibility standards while being cost efficient at the same time. In our first sustainability report, we would now like to describe how we meet these requirements and standards.

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.

The preparation of this report has sharpened our focus on sustainability even more, providing us with valuable impetus for innovations, which we expect will substantially increase our efficiency. Furthermore, as a manufacturing company, we place a high priority on protecting the environment and our employees. This precautionary approach is part of our risk management system. In line with this, our energy management system was certified under ISO EN 50001 in 2014, and in 2015, we calculated our carbon footprint for the first time, which is an important tool for reducing and avoiding CO₂ emissions.

We view the use of management systems as “guide rails” that help us to continue to further advance our company, communicate our entrepreneurial vision internally, and delegate management tasks among several shoulders. To create synergies, we will consolidate these tools in the medium term. In the short term, our goals are to achieve the savings targets and reductions defined by our energy management, while continuing to monitor and calculate our carbon footprint.

We have undergone an audit as part of the “Together for Sustainability” initiative developed by the chemical industry. With this sustainability report, our aim is to provide you with detailed information about our environmental and social commitment and involvement as well as their economic impact. When preparing the report, we aligned it with the sustainability reporting guidelines of the Global Reporting Initiative G4 (GRI 4). We are aware that we do not fulfill all of its criteria yet. However, we have committed to the goal of accepting this challenge and will have a certification audit conducted in the near future.

Dr. Lutz Thomas
Managing Director

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ASSUME RESPONSIBILITY

At AMINO, sustainability is a question of social and environmental responsibility. In the areas of product safety and the safety of our stakeholders, as well as with respect to health, environment and ethics, we meet the high standards of the Sedex Members Ethical Trading Audit (SMETA) and are certified accordingly. As part of our energy policy, we are committed to accurately monitoring and reducing our electricity, natural gas and water consumption.

And for us, regional solidarity is part of sustainability, too. For example, 90 percent of our employees, including managers, come from a radius of 30 kilometers around our headquarters in Frellstedt, in the German state of Lower Saxony. More information about our sustainability program can be found on the following pages.

CREATE THE FUTURE TOGETHER



Lisa-Sophie Müller, Kirsten Schröter, Christina Ziebart at the 2015 Sustainability Action Day

AMINO GmbH, based in Frellstedt, Germany, is an internationally successful company. In more than 30 countries around the globe, we are already renowned as a manufacturer of high-quality amino acids and other biological substances. Our customers are global players in the pharmaceutical and nutrition industries.

The amino acid business dates back to 1958, and emerged as a side activity of producing liquid sugar based on beetmolasses. It was only in the course of restructuring the company as part of a management buy-out that AMINO evolved into a globally operating supplier of high-quality amino acids and similar active ingredients.

Up until September 30, 2014, AMINO maintained an amino acid fermentation plant in Denmark. Since then, we have outsourced the fermentation process to a contract manufacturer in Asia. Moreover, to boost our raw materials supply through backwards integration, we founded AMINO Manufacturing South Africa (Pty) Ltd. (AmSA) on July 10, 2014. AMINO is a member of the German Association of Energy Consumers (Bundesverband der Energieabnehmer e.V., VEA), and the Association of the Nutrition Industry (Verband der Ernährungswirtschaft e.V., VdEW). Today, AMINO GmbH is a 75 percent owned subsidiary of the family holding, FaThom GmbH, based in Wolfenbüttel, Germany, of which Dr. Lutz Thomas, our Managing

Director, is a shareholder. The remaining 25 percent is owned by Balard Gesellschaft für industrielle Beteiligungen mbH, Hamburg. From our viewpoint, our success is not only due to our specialized expertise and state-of-the-art production technology, but also to our management approach. With a lean organization and streamlined decision-making processes, we are able to quickly and flexibly respond to customer requirements, and be agile in the market. We foster a collaborative management style that encourages our staff to act independently and on their own initiative. Because we are convinced that only trust and honest appreciation create a positive atmosphere of dedicated teamwork.

This perspective also shapes our corporate strategy, which is based on ethically responsible and sustainable business operations. To leverage this conviction for the quick and efficient achievement of our goals, our management and employees teamed up to develop guidelines that form a binding framework for the cooperation within our company and with our customers and partners.

Company Figures Frellstedt Location

	2013	2014	2015
Sales revenue	21,205	25,940	26,321
Fixed assets	11,177	11,122	13,327
Current assets	13,212	16,673	14,999
Balance sheet total	24,422	28,032	28,493
Net equity	5,378	6,223	7,133
Liabilities	17,470	20,135	19,949
EBITDA	2,930	4,465	4,017
(in TEUR)			
Equity ratio	22.0%	22.2%	25.0%
Production volume	1,026 t	1,212 t	1,116 t

UTILIZE CORPORATE VALUES AS SUCCESS FACTORS

We regard our jointly developed guiding principles and values as a binding framework for the cooperation within our company and with our customers and partners. These values are consistently implemented in our day-to-day work, make us authentic, and are instrumental in our success.

PERFORMANCE

We set clear goals and targets, strive to achieve them efficiently, and allow ourselves to be measured by the results. We aim for the highest quality, utmost care and best service. Good manufacturing practices are our obligation and our commitment. We integrate the individual strengths of our employees into a team, in order to accomplish first-class results.

RESPECT

The communication and interaction within our team and with customers and partners are distinguished by respect. It is expressed in fairness, tolerance, openness and friendliness. This attitude is based on a positive image of people and their dignity. We support each other and try to find the optimal solution for our customers.

INTEGRITY

We are reliable and honest in all respects. We deliver on our promises and do as we say. All of our actions, dealings and procedures are transparent and aligned with our corporate values. Integrity is the basis of the credibility we have in the eyes of our customers and partners.

RESPONSIBILITY

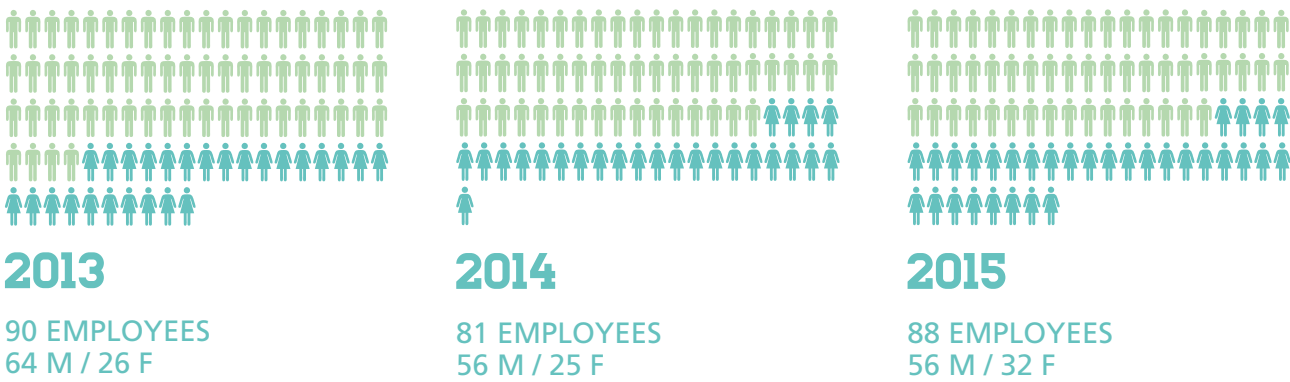
At AMINO, assuming responsibility means taking initiative, actively tackling challenges, and continuously looking for new and better solutions. In line with this, we encourage our staff to work independently and foster their creativity.

By consistently meeting new challenges together as a team, we create the future of both our company and our partners. We also feel responsible to protect the environment and are committed to minimizing environmental impact and conserving resources.

COMMUNICATION

The exchange of knowledge and experience among our employees is one of the pillars of our success. Open, ongoing and lively communication creates the basis for this culture of sharing.

This approach in turn leads to the greatest possible transparency for our employees and customers during all our projects – and to optimal results. Ongoing training and further education for our staff complements the exchange of knowledge and information.



The proportion of women employees is rising steadily at AMINO. The figure has increased from nearly 29% in 2013 to 36% in 2015. With regard to the nationality and age structure of our employees, there were no significant changes in this period.

More Information About our Employees	2013	2014	2015
Full-time	76	68	73
Part-time	8	8	8
Marginal	6	5	7
German nationality	86	76	83
Foreign nationality	4	5	5
< 30 years	18	12	16
30 – 50 years	56	48	50
> 50 years	16	21	22
Business & Development department	5	6	9
Quality Management department	11	10	11
Operations department	56	49	45
Purchasing & Finance HR / IT Administration department	15	13	18
Trainees	3	3	5
Temporary employees (contract staff)	0	0	0
Fluctuation Figure	17	-9	+7

EARN TRUST THROUGH RELIABILITY

At AMINO, our customer focus is a commitment that we take very seriously. By quickly and flexibly responding to market conditions and individual requirements, we play an active and sustainable role in helping to shape the future of our business partners.

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.

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.

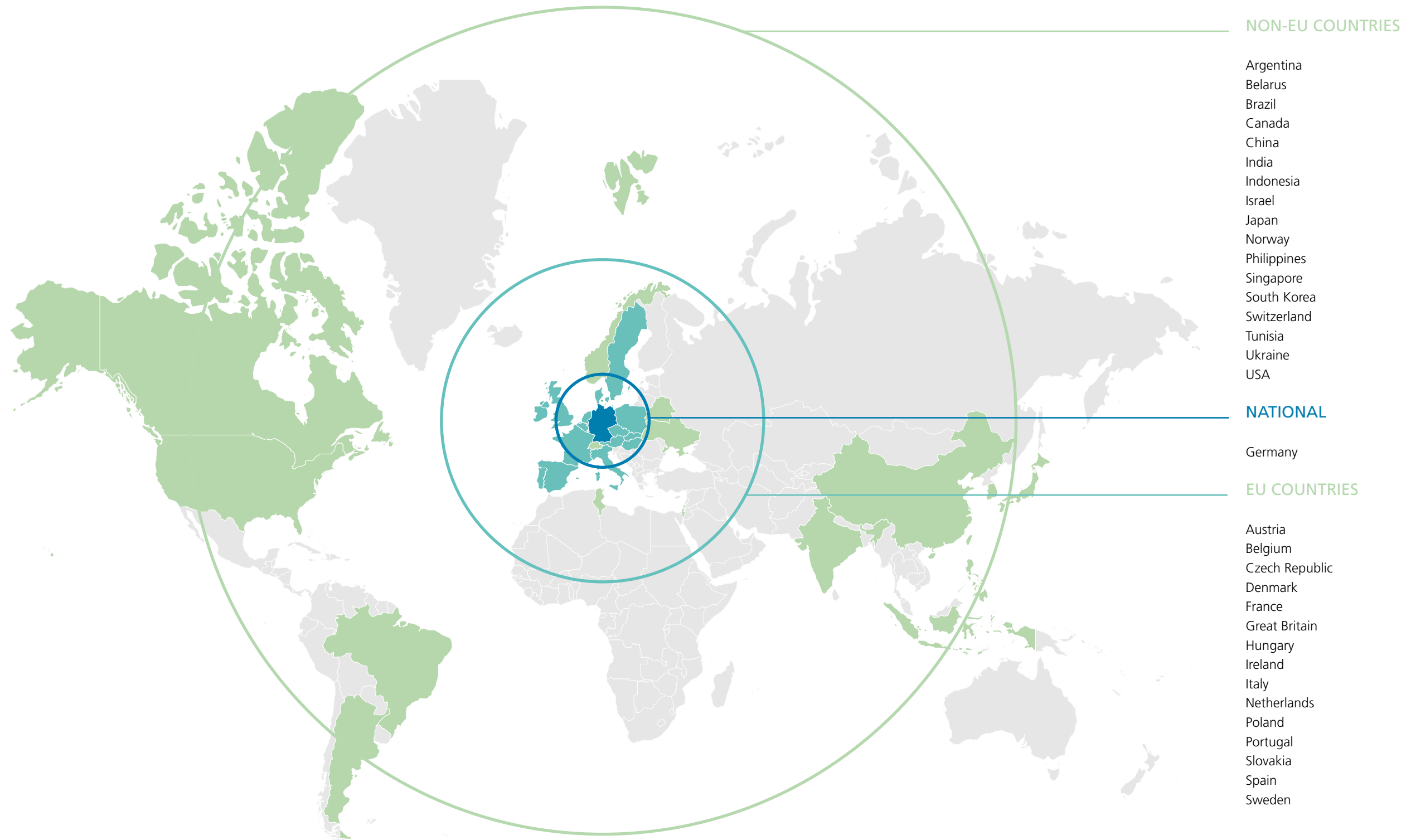
Moreover, strict industrial hygiene practices ensure the maximum purity and highest effectiveness of our entire product range. The release and approval of our products in compliance with the regulations of the German Medicinal Products Act (Arzneimittelgesetz) are exclusively handled by experts with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

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.



Katja Thomas, Head of Human Resources

CONVINCE WITH QUALITY



GUARANTEE TRANSPARENCY AND SAFETY



Roman Majewski, Site Services

AMINO has been a member of SEDEX (Supplier Ethical Data Exchange) since 2010. This platform is dedicated to promoting responsible and ethical business practices in global supply chains and ensuring transparency along the entire supply chain.

At AMINO, transparency is an important criterion of sustainability, and one which we meet by communicating information on a regular basis and through our memberships in organizations and associations. As stakeholders, we first and foremost consider all groups that are directly affected by our business activities and in particular, take into account their level of involvement in our production processes. These include our own employees and shareholders as well as our customers, suppliers, banks and the authorities. Moreover, we also we maintain close contact with groups that are only indirectly connected to our operations.

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

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, which includes regular auditing. During these supplier audits, we increasingly examine ethical business principles and sustainability issues as well.

Our membership in the Energiemanagement-Club Region Braunschweig-Wolfsburg (Energy Management Club – Braunschweig-Wolfsburg Region) allows us access to information on the topic of energy management and enables us to exchange knowledge and experience with other companies. In addition, we are members of the German Association of Energy Consumers (Bundesverband der Energieabnehmer) and the Association of the Nutrition Industry (Verband der Ernährungswirtschaft).

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.

Financial Figures

	2013	2014	2015
Sales revenue	21,205	25,940	26,321
Material expenses	15,410	17,988	16,130
Personnel expenses	3,485	4,062	3,884
Interest and similar expenses	768	1,153	1,137
Taxes on income and profit	297	452	523
Donations	1	2	3

(in TEUR)



MEET HIGH ENVIRONMENTAL STANDARDS

Increasing our efficient use of resources and reducing environmental impact are fundamental principles of our sustainability policy.

We are committed to implementing these principles consistently along the entire value chain, from raw material sourcing up to delivery of our products. To this end, all of our business processes are subject to environmental analyses on a regular basis.

REDUCE CONSUMPTION AND EMISSIONS



Matthias Fricke, Manufacturing

All of AMINO's environmentally-oriented measures and activities aim to increase material and energy efficiency. For example, as part of our energy management system, we have defined specific reduction and savings targets that we intend to reach by 2017.

The lower electricity consumption figure in 2015, as compared to previous years, is mainly due to a more efficient cooling system. Additional electricity savings of 150,000 kWh per year were achieved by programming a pressure regulator for our cooling water pumps. In addition, the elimination of a 30-kW cooling water pump also contributed to significant savings in 2015.

For fire protection reasons, only safety starters are used for all light sources during the regular inspections. The lighting in unused buildings was dismantled. Potential measures for

increasing material efficiency arise, for example, from the monitoring and analysis of the daily output per plant and product.

Furthermore, our company's idea management program encourages the submission of ideas that improve environmental protection measures or help conserve energy, raw materials and auxiliary materials. The amount of the variable salary component for our employees depends in part on the degree to which the targets of the efficiency measures, which are newly defined each year, are achieved.

Energy Consumption
within the Organization
in MWh

	2013	2014	2015
Utilities	2,066	1,879	1,698
Production	1,519	1,427	1,249
Lighting	535	472	425
Administration	246	239	235
Other	133	221	88
Total internal consumption: Electricity	4,499	4,238	3,695
Internal consumption: Natural gas	27,843	24,002	19,966

Energy Intensity
in MWh / t Production

	2013	2014	2015
Electricity	4.38	3.50	3.31
Natural gas	27.14	19.80	17.89

Greenhouse Gas (GHG)
Emissions in t CO₂ Equivalents

	2013	2014	2015
Direct GHG Emissions Scope 1			
Steam	5,568	4,800	3,993
Vehicle fleet	8	9	9
Total Scope 1	5,576	4,809	4,002
Indirect GHG Emissions Scope 2			
Electricity	2,789	2,628	2,291
Total Scope 2	2,789	2,628	2,291
Other Indirect GHG Emissions Scope 3			
Packaging	3,864	3,853	3,704
Chemicals	272	280	246
Waste and waste water	391	320	261
Business trips	96	96	103
Employee commutes	38	38	38
Total Scope 3	4,661	4,587	4,352
Total GHG emissions	13,026	12,024	10,645
Emissions Index (t CO ₂ equivalents / t production)	12.7	9.9	9.5

In 2015, we succeeded in reducing our CO₂ emissions by 11 percent as compared to the previous year.

Total Water Withdrawal by Source



Total Volume of
Waste Water Discharge



We have our own wells that we use for our water supply requirements. All water usage is measured by meters. Through efficiency measures and by installing a well control system, we were able to achieve significant savings. The same applies to our volume of waste water, which we reduced by 75,000 m³ in 2014, and by 40,000 m³ in 2015. As a significant discharger, we send the wastewater to a sewage treatment plant, so that bodies of water and the related habitats that depend on them are not affected.

Together with the operator of the wastewater treatment plant, we are working on optimizing purification processes and setting the course for the future of our location.

AMINO does not emit substances that deplete the ozone layer or have other major impacts on the environment and climate.

ACT ENVIRONMENTALLY AWARE AND CLIMATE-FRIENDLY

Our company’s idea management program encourages employees to submit ideas for improving environmental protection measures and conserving resources. Furthermore, we offer additional incentives through variable salary components, the amount of which depends in part on the degree to which the targets of our efficiency measures are achieved.

There have been no violations of environmental laws and regulations. During the initial calculation of our carbon footprint in 2014, we also analyzed our transport routes. Since the raw materials from the upstream production stage are primarily transported by sea to our production location, reducing CO₂ emissions is difficult in this area, and thus will not be examined more closely for the time being.

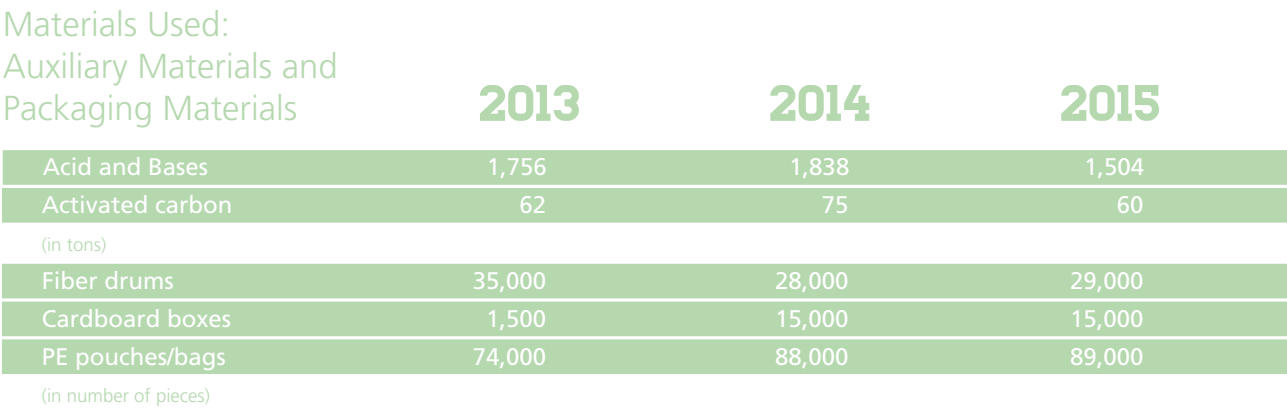
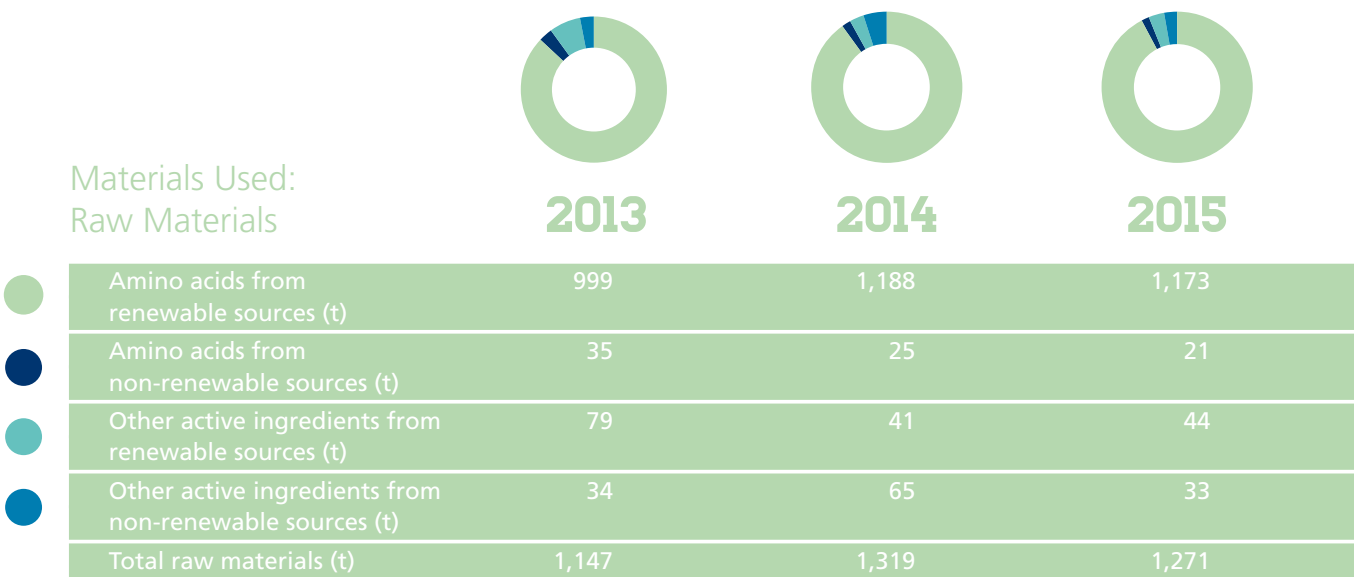
Back in 2013, we already switched to more environmentally friendly, propane-powered forklift trucks for handling internal transports within our company premises. Our customers’ use of the amino acids does not produce any residues, and packaging materials are directly sent to recycling facilities.

Within the scope of our energy management system, all service providers working on energy-relevant systems are assessed according to DIN EN ISO 50001. This also includes environmental aspects. Moreover, in future calls for bids, we

will also request suppliers to provide information about the carbon footprint of the supplied goods, and will consider this information when awarding the contract.

Our goal is the efficient and environmentally friendly usage of materials. The overwhelming majority of the amino acids we use originate from renewable resources, while the portion coming from non-renewable sources is very low. The total quantity of crude materials used for the manufacture of amino acids and other active ingredients, depends on the product mix being manufactured. In 2015, this figure amounted to 1,271 t. In contrast, the quantity of auxiliary materials used in the same period totaled 1,564 t.

AMINO does not utilize secondary raw materials. We sort our waste and recycle it whenever possible. In addition, we continuously reduce the amount of waste we generate. These substances are supplied for material recycling (MR) or thermal recycling (TR). AMINO does not cause pollution or spills.



Total Weight of Waste by Type and Method of Disposal (in t)

Waste Code	Description of Waste	*	2014	2015
150101	Paper and cardboard packaging	MR	35	28
150102	Plastic packaging	MR	16	12
150103	Wood packaging	MR	44	40
150106	Mixed packaging	TR	38	41
150203	Absorbent and filter materials	TR	197	172
Total			330	293

* Method of disposal: material recycling (MR) and thermal recycling (TR)



COMMIT TO SOCIAL MATTERS

We view the appreciative, respectful and responsible interaction with our stakeholders as the basis for a trusting and cooperative relationship. Therefore, aspects such as equal opportunity and anti-discrimination are just as important to us as open communication with the authorities and citizens of our region.

From our perspective, assuming social responsibility along the entire the value chain and especially in our immediate environment is a mainstay of a modern approach to business. That is why we subject our ethical principles to audits, and we expect the same from our suppliers around the world.

TREAT EACH OTHER AS EQUALS



Annika Viedt, Supply Chain Management

As an international company, AMINO is an important employer in the economically weak district of Helmstedt (located in Lower Saxony). We meet this responsibility by staying loyal to the region. The challenge is to progressively transform a 100-year-old industrial site used for the production of liquid sugar into a modern pharmaceutical company. The environmentally-friendly and resource-efficient reuse of the site is an expression of sustainability for us.

To manufacture the highest-quality active pharmaceutical ingredients and nutrients and operate on a sustainable basis, we not only need state-of-the-art facilities, but also well-trained, committed and motivated employees. We therefore strive to increase AMINO's attractiveness as an employer by offering our employees a wide range of further education and training opportunities, job security, health care benefits and social security, and by treating one another with sincere respect and appreciation. Moreover, we will also be putting a greater focus on demographic issues in the future.

Without distinguishing between full and part-time employees, all of our permanent salaried employees and wage earners receive our company benefits. These include occupational health care and preventive medical check-ups, a group insurance contract via the "Pensionskasse Ernährung und Genuss" pension fund, an accident insurance policy for management, a variable salary component, flextime, special leaves of absences for marriage, birth, death in the family

and moving, as well as 30 days of vacation leave per year and parental leave. Parental leave is a standard benefit in Germany which entitles employees to take unpaid leave from work after the birth of a child. Our employment contracts provide for an annual employee performance review for all employees.

The agreements concluded by management and the Staff Council apply collectively to all AMINO employees. With regard to the required notification periods concerning company agreements, including the question of whether they are specified in collective agreements, the provisions in sections 90, 92 and 111 of the German Works Council Act (Betriebsverfassungsgesetz) apply. As part of the "Sozialpartnerinitiative lebenslanges Lernen" ("Social Partners Initiative – Lifelong Learning", or SPILL for short), AMINO implemented company projects from 2010 to 2013 that aimed to boost the competitiveness and innovative strength of our company and secure the jobs and the employability of our staff.

Total Number of Employees,
Turnover Rate and Fluctuation
Figure

	2013	2014	2015
Total number of employees (per capita), including managers and interns/trainees	90	81	88
Turnover rate in %	4.4	14.9	5.7
Employee turnover (per capita) in detail			
Business & Development department	-1	+1	+3
Quality Management department	+1	-1	+1
Operations department	+14	-7	-4
Purchasing & Finance HR / IT Administration department	+3	-2	+5
Trainees/Interns	0	0	+2
Fluctuation Figure	+17	-9	+7

The significant increase in our staff in 2013 was necessary in preparation for an expansion of production capacity and the implementation of compaction measures. For the commissioning of the new production line, we have additionally hired ten temporary employees.

Average Hours of External Training and Further Education Days Per Year

2013

Employees in Department	Ø Training Days <small>(total no. of training days/total no. of employees)</small>	Ø Women <small>(days/women)</small>	Ø Men <small>(days/men)</small>
Business & Development	1.6 (8/5)	0.8 (3/4)	5.0 (5/1)
Quality Management	1.2 (13/11)	1.3 (12/9)	0.5 (1/2)
Operations	0.7 (38/56)	1.0 (1/1)	0.7 (37/55)
Purchasing & Finance/ HR / IT Administration department	0.7 (11/15)	1.0 (11/11)	0.0 (0/4)
Total	0.8 (70/87)	1.1 (27/25)	0.7 (43/62)

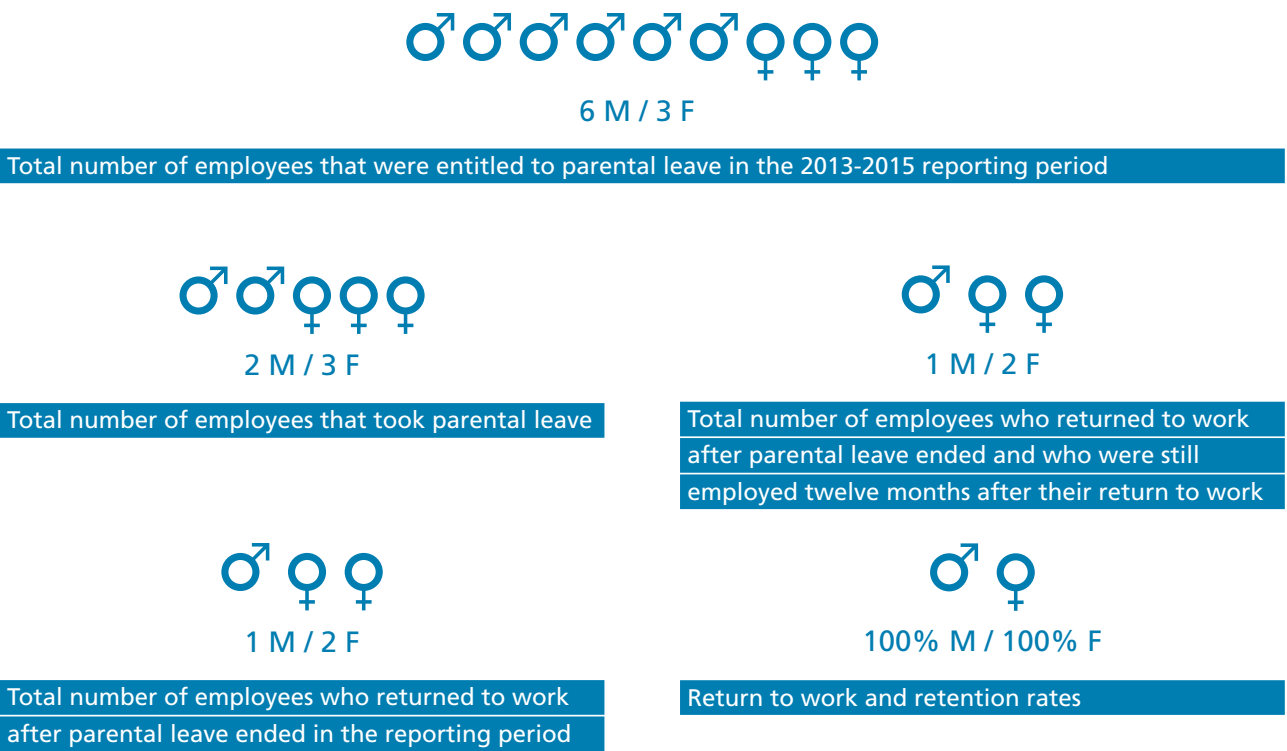
2014

Employees in Department	Ø Training Days <small>(total no. of training days/total no. of employees)</small>	Ø Women <small>(days/women)</small>	Ø Men <small>(days/men)</small>
Business & Development	0.8 (5/6)	1.0 (4/4)	0.5 (1/2)
Quality Management	1.4 (14/10)	1.6 (14/9)	0 (0/1)
Operations	1.0 (51/49)	2.0 (2/1)	1.0 (49/48)
Purchasing & Finance/ HR / IT Administration department	0.8 (11/13)	0.5 (5/10)	2.0 (6/3)
Total	1.0 (81/78)	1.0 (25/24)	1.0 (56/54)

2015

Employees in Department	Ø Training Days <small>(total no. of training days/total no. of employees)</small>	Ø Women <small>(days/women)</small>	Ø Men <small>(days/men)</small>
Business & Development	1.7 (15/9)	2.0 (12/6)	1.0 (3/3)
Quality Management	1.4 (15/11)	1.4 (14/10)	1.0 (1/1)
Operations	2.0 (90/45)	2.0 (2/1)	2.0 (88/44)
Purchasing & Finance/ HR / IT Administration department	2.1 (37/18)	1.7 (24/14)	3.2 (13/4)
Total	1.9 (157/83)	1.7 (52/31)	2.0 (105/52)

Return to Work and Retention Rates After Parental Leave, by Gender



To train and qualify our employees, we also utilize external training and further education. All of our company divisions use these offerings to the same extent. The average number of training days per employee per year has more than doubled between 2013 and 2015.

Of the nine men and women entitled to parental leave, five employees took parental leave during the reporting period. Our experience shows that both the return to work rate and the retention rate of our employees after parental leave has ended is 100%.



Christian Sputh, Manufacturing

Composition of the Staff Council



2013
5 STAFF COUNCIL MEMBERS
3 M / 2 F



2014
5 STAFF COUNCIL MEMBERS
4 M / 1 F



2015
5 STAFF COUNCIL MEMBERS
4 M / 1 F

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, 7% 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. Accordingly, the attendance rate increased by 2%, to 97%, between 2013 and 2015.

Our Staff Council was comprised of five members during the reporting period. In 2013, the ratio of women to men was at 2:3, then changed to 1:4 in 2014.

Type of Injury, Work-related Illnesses/ Occupational Diseases, Total Number of Work-related Fatalities, and Attendance Rate

	2013	2014	2015
Reportable occupational accidents	1	1	0
Reportable commuting accidents	1	0	2
Minor injuries, not reportable	23	23	30
Work-related illnesses/occupational diseases	0	0	0
Work-related fatalities	0	0	0
Sick days	575	683	670
Scheduled work days	19,293	19,448	19,525
Lost work days	5 %	4 %	3 %
Attendance rate	95 %	96 %	97 %

ENGAGE PARTNERS

The social standards of our sustainability policy do not only apply to our own company. We also expect our suppliers and service providers to conduct themselves properly in all respects, to comply with applicable national and international laws regarding working conditions, health, safety, and environmental protection, and to meet ethical standards.

In accordance with the ICH guidelines for Good Manufacturing Practice in active pharmaceutical ingredient manufacturing, AMINO has an established system for qualifying suppliers. This includes ensuring that all new raw material suppliers are audited on site and that the audits are repeated at regular intervals. As part of the audit, we examine whether the suppliers have implemented validated manufacturing processes and have a functioning quality management system, in order to make certain that the consistent quality of our raw materials is ensured.

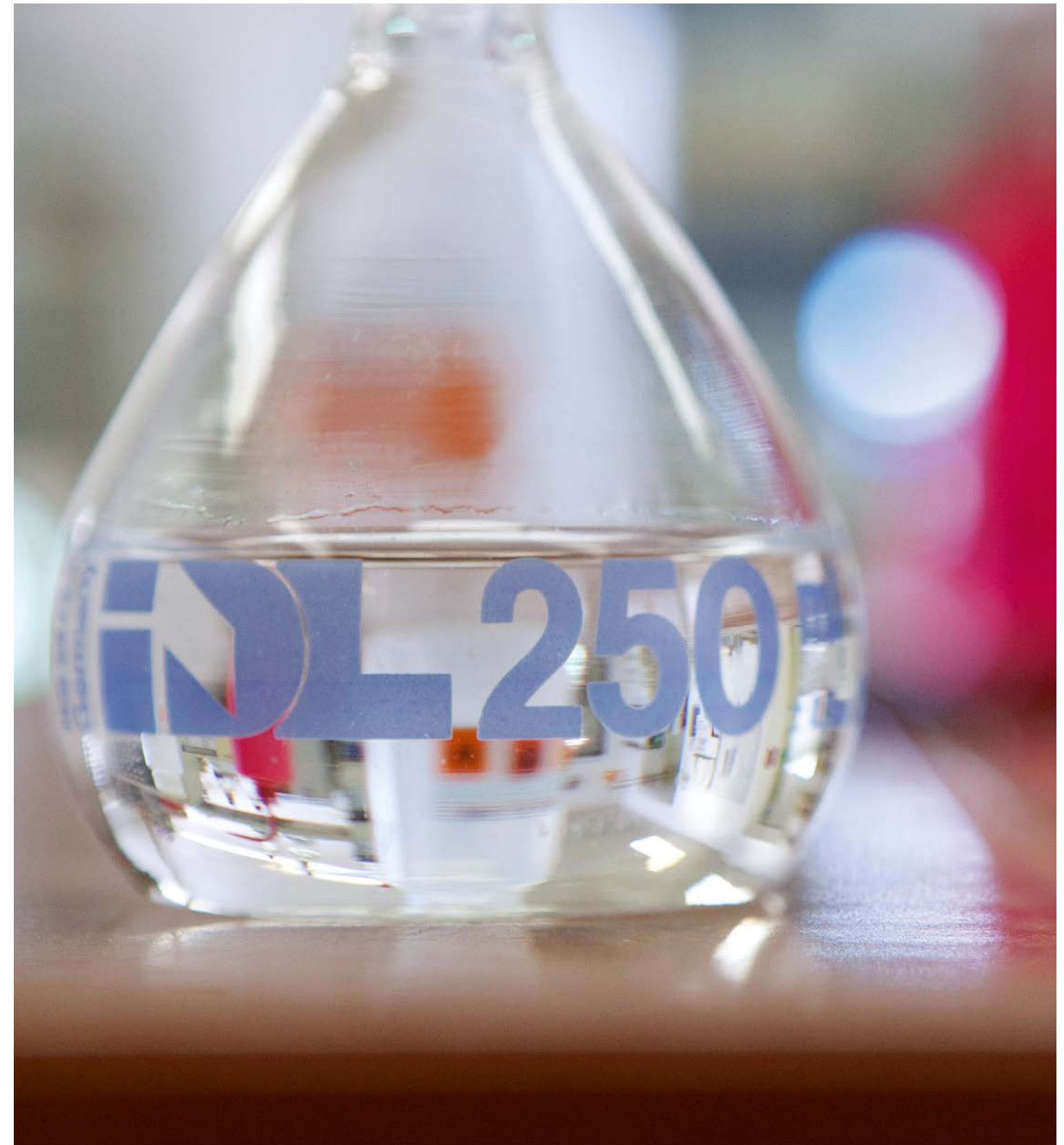
In addition, the suitability of the plants and equipment, cleaning procedures and testing methods is also verified. For suppliers of auxiliary materials and packaging materials, we always conduct an audit if we have reasonable doubts about the information provided in the supplier questionnaire. These audits primarily assess the quality assurance system.

Our supplier qualification system includes annual supplier evaluations, during which the quality of the supplied raw materials is assessed, documents are checked to ensure

they are up to date, and the suppliers' adherence to delivery schedules are reviewed.

Our company-wide quality management system guarantees the quality of our products for use in sensitive applications in the pharmaceutical industry and in nutrition products. For this reason, all of our suppliers and service providers are required to sign a code of conduct. The written confirmation of our code of conduct ensures that our suppliers comply with their legal obligations and meet our ethical standards.

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.





REPORT ON CORPORATE SUSTAINABILITY PRACTICES

In our first Sustainability Report, we focus on three particular areas that are equally relevant for both our company and our customers: economic, environmental, and social. The report was prepared in line with the core indicators of the Global Reporting Initiative (GRI) and covers the years 2013-2015.

CONCENTRATE ON THE ESSENTIAL ASPECTS

When selecting the GRI core indicators to be documented in this report, we equally considered our own objectives and targets as well as the requirements of our customers, which are derived from the respective terms and conditions, codes of conduct, and annual reviews. On this basis, the following aspects were the main areas of focus.

Economic performance: 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.

Environment: We report on materials, energy, water, emissions, waste and transport, as well as on the evaluation of our suppliers with regard to environmental aspects. The issue of compliance with laws and regulations is of essential importance to us.

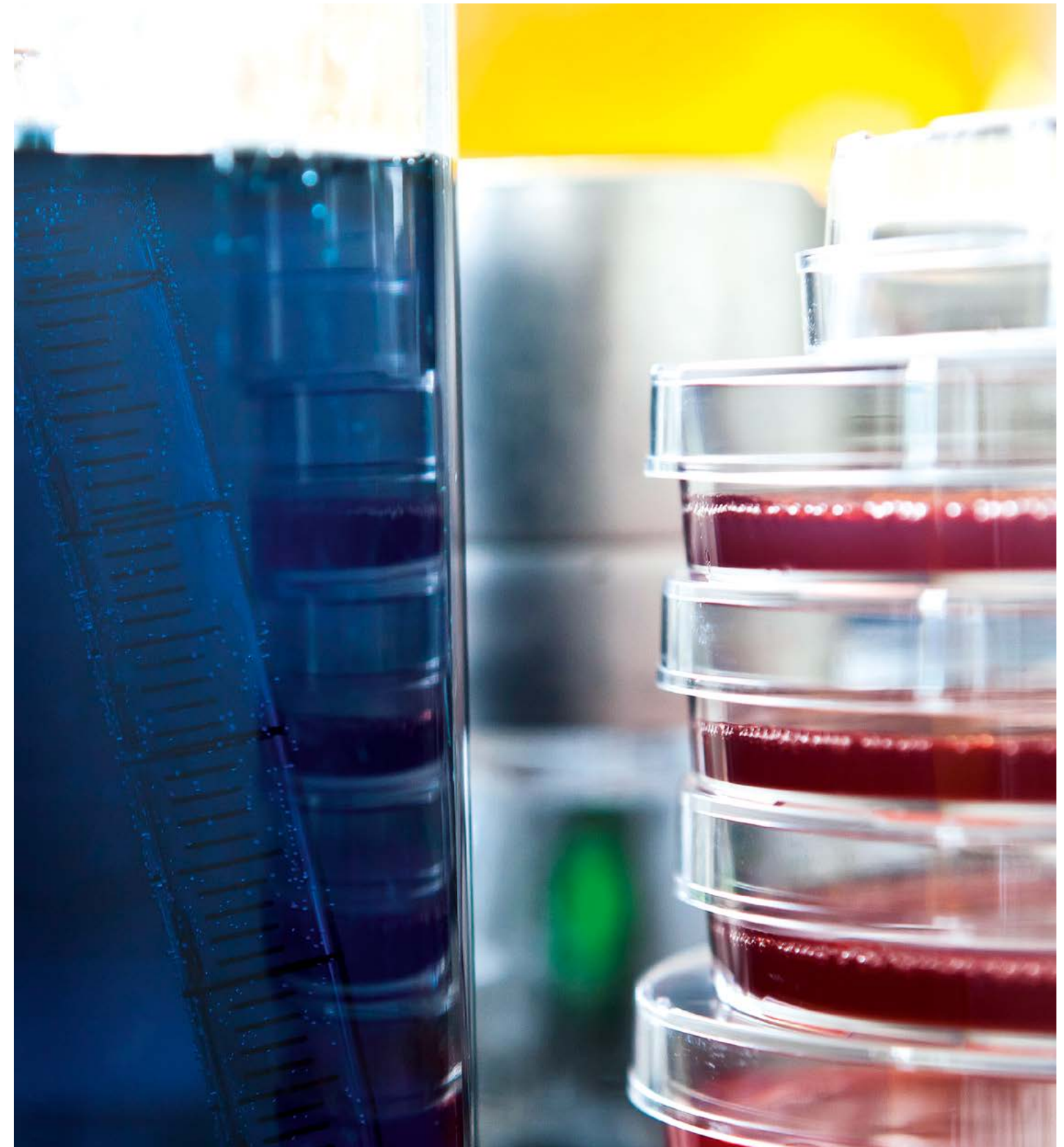
Social matters: This area concerns aspects such as employment, the relationship between employees and employers, occupational health and safety, training and further education, diversity and equal opportunity, screening the labor practices of our suppliers, freedom of association and the right to collective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

and the safety our customers. We have made every effort to make our sustainability policy transparent. If you have any further questions that are not answered in this report, please do not hesitate to contact us at any time. You can reach us in the following ways:

- by postal mail to
AMINO GmbH
An der Zucker-Raffinerie 9
38373 Frellstedt, Germany
- by phone at +49 5355 9100-0
- by fax to +49 5355 9100-713
- by e-mail to responsibility@amino.de

Please also visit our website for more information: <http://www.amino.de/responsibility.html>

AMINO will be publishing its sustainability reports every three years. The next reporting period will thus cover the years 2016-2018 and will be published in 2019.



GRI INDEX

AMINO’s first sustainability report is aligned with the reporting guidelines of the Global Reporting Initiative (GRI), fourth version (GRI 4). We are aware that we do not fulfill all of its criteria yet. However, we are committed to continuing to accept and meet this challenge.

Information on the GRI Indicators		Page Reference
Strategy and Analysis		
G4-1	Statement by the Managing Director	1
G4-3	Name of organization	7
G4-4	Primary products and services	7
G4-5	Location of the organization’s headquarters	7
G4-6	Number and names of countries where the organization operates	7, 13
G4-7	Nature of ownership and legal form	7
G4-8	Geographic breakdown of markets	12–13
G4-9	Scale (size) of the organization at the Frellstedt location	7
G4-10	Number of employees	9
G4-11	Percentage of total employees covered by collective bargaining agreements	27
G4-12	Organization’s supply chain	10
G4-13	Significant changes regarding the organization’s size, structure, ownership, or supply chain	7
G4-14	Precautionary approach and precautionary principle	1, 10
G4-15	Endorsement of external initiatives	15
G4-16	Memberships in associations	7
Material Aspects and Boundaries		
G4-17	List of entities included in the organization’s consolidated financial statements	7
G4-18	Process for defining the report content	36
G4-19	List of aspects contained in the report	36
G4-20	Aspects that are only material within the organization	36
G4-21	Aspects that are only material outside of the organization	36
G4-22	Restatements of information provided in previous reports	–
G4-23	Reporting of changes in aspects as compared to previous reporting periods	–

Information on the GRI Indicators		Page Reference
Stakeholder Engagement		
G4-24	List of stakeholder groups engaged by the organization	15
G4-25	Basis for identification and selection of stakeholders	15
G4-26	Organization’s approach to stakeholder engagement	15
G4-27	Reporting on key topics and concerns that have been raised by the stakeholders or were identified through their contributions	15
Reporting Profile		
G4-28	Reporting period	36
G4-29	Date of most recent previous report	–
G4-30	Frequency of reporting cycle	36
G4-31	Provision of contact point for questions regarding the sustainability report	36
G4-32	“Comprehensive” or “Core” option	1
G4-33	External assurance (audit)	–
Governance		
G4-34	Governance structure of the organization	7
Ethics and Integrity		
G4-56	Values, principles, standards and norms of behavior	8
Economic		
G4-DMA	Economic performance	7, 10
G4-EC1	Direct economic value generated and distributed	15
G4-EC2	Financial implications and other risks and opportunities for the organization’s activities due to climate change	–
G4-EC3	Coverage of the organization’s defined benefit plan obligations	–
G4-EC4	Financial assistance received from government	–
G4-EC5	Ratios of standard entry level wage compared to local minimum wage	–
G4-EC6	Proportion of senior management hired from the local community	5
G4-EC7	Development and impact of infrastructure services and services supported	–
G4-EC9	Proportion of spending on local suppliers	–
Environmental		
G4-DMA	Environmental	19, 22
G4-EN1	Materials used by weight or volume	23
G4-EN2	Percentage of materials used that are recycled input materials	22

Information on the GRI Indicators		Page Reference
Environmental		
G4-EN3	Energy consumption within the organization	19
G4-EN4	Energy consumption outside of the organization	–
G4-EN5	Energy intensity	19
G4-EN6	Reduction of energy consumption	19
G4-EN7	Reductions in energy requirements of products	–
G4-EN8	Total water withdrawal by source	21
G4-EN9	Water sources significantly affected by withdrawal of water	–
G4-EN10	Percentage and total volume of water recycled and reused	–
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	20
G4-EN16	Indirect greenhouse gas (GHG) emissions (Scope 2)	20
G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)	20
G4-EN18	Greenhouse gas (GHG) emissions intensity	20
G4-EN20	Emissions of ozone-depleting substances	–
G4-EN21	NOx, SOx and other significant air emissions	–
G4-EN22	Total water discharge	21
G4-EN23	Total weight of waste by type and disposal method	23
G4-EN24	Total number and volume of significant spills	22
G4-EN25	Waste deemed hazardous under the terms of the Basel Convention	–
G4-EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff	21
G4-EN27	Extent of impact mitigation of environmental impacts of our products during their usage	–
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed	22
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	22
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	22
G4-EN32	Percentage of suppliers that were screened using environmental criteria	22
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	–
G4-EN34	Grievance procedures regarding environmental aspects	–

Information on the GRI Indicators		Page Reference
Soziales		
G4-DMA	Social	27, 32
G4-LA1	Total number of employees, turnover rates and migration balance	27
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	27
G4-LA3	Return to work and retention rates after parental leave, by gender	29
G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	27
G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	31
G4-LA6	Type of injury, work-related illnesses/occupational diseases, total number of work-related fatalities, and attendance rate	31
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	–
G4-LA9	Average hours of training per year for external training and further education	28
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	27
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	27
G4-LA12	Composition of governance bodies	31
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	32
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining agreements are violated or may be at significant risk, and measures taken to protect these rights	32
G4-SO2	Operations with significant actual or potential negative impacts on local communities	27
G4-PR1	Percentage of significant product and service categories for which health and safety impacts were assessed to determine potential for improvement	10

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