

Enjoy Wine & Spirits

Sustainability report

2020
Financial
year





A word from the CEO

2020

is the year a global pandemic struck. A lot of people have fared badly, both personally and professionally, and seen their life’s work destroyed. The hospitality industry has been particularly hard hit, something that naturally has a knock-on effect on us. Despite

that, however, we have coped relatively well and have been able to maintain a steady supply chain for wine from Europe throughout the year.

Many European countries shut down completely during the pandemic, but fortunately for us our producers were able to carry on, with only a few having to shut down production for a short period. Most managed to remain open by following the guidelines, allowing staff to work in shifts and imposing strict limits on contact. Our decision to keep more products than normal in stock in Sweden was another way of safeguarding deliveries.

At a time when many people, including ourselves, were concentrating on surviving and keeping their business going, here at Enjoy we also kept up our focus on climate issues in partnership with the Beverage Industry’s Climate Initiative (Dryckesbranschens Klimatinitiativ).

A major element in that has been organising a workshop that enabled the management team and the sustainability team, in consultation with U&We, to discuss challenges and sustainability risks. We have also embarked on greater stakeholder engagement by asking our customers, producers and key partners what they consider to be risks. From that we have been able to establish that our greatest climate impact still comes from cultivation and production, which is the most difficult area for us as an importer to influence. However, we support and participate in, for example, the audits that Systembolaget regularly conducts with the aim of encouraging suppliers to move towards more sustainable operations. Efforts that naturally had to be adapted during 2020, but which have nevertheless continued through alternate means.

Here at Enjoy we are also committed to the Beverage Industry’s Climate Initiative, which since 2019 has aimed to measure the industry’s climate footprint. During 2020 we continued to monitor our own climate footprint and worked towards our collective goals. It is also our express ambition to actively participate in educating consumers about wine, which is why it is so gratifying to be able to report that our podcast ‘Vin för Rookies’ (Wine for Rookies) has found an audience and been well received. Industry colleagues, consumers, bar staff and commercial partners like our format, which comprises 15-minute episodes in which we discuss and educate listeners on everything to do with the world of wine.

Finally, I would like to say a huge, heartfelt thank you to all our employees. 2020 was a transformative year for us all. In purely technical terms, we were well prepared for events, having already introduced Office 365 and completed the associated training. However, in practical terms, swapping colleagues for partners, kids and pets, and switching from the office to home-working, with all that that entails, was another matter entirely. I still think we coped fantastically well and that everyone adapted to the situation as best they could. Things only work that easily in a prudent organisation, and that gives me high hopes for the future.

We are all contributing to this transition – a positive and sound thought. 🍷

Christian Di Luca
— CEO and part-owner,
Enjoy Wine & Spirits



Sustainability report 2020 financial year

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The contact person for this report is Lisa Gunnarsson, sustainability officer.

About Enjoy Wine & Spirits
We are a family company with our roots in Italy and a presence throughout the world. Our portfolio consists of small-scale, artisan wine producers combined with more established and larger producers. Our range also features a growing selection of bottled beers and spirits. Our focus is sustainability in all aspects. If we were to agree on a motto, it would be: that we aim to produce good beverages and for everything we do to uphold the highest level of quality. It's as simple as that.

-  facebook.com/enjoywine.se
-  instagram.com/enjoywine
-  youtube.com/enjoywinespirits

Introduction

“We take responsibility for our employees, their health and development.”

This is a sustainability report from Enjoy Wine & Spirits AB (corporate ID no. 556457-7509), which is an unlisted private company with sales of MSEK 678. It is our fourth report and relates to 2020. It has been drawn up according to Global Reporting Initiative guidelines (GRI) and aims to fulfil the ‘core’ level. The purpose of this report is to present a survey of our material sustainability risks and how we handle and deal with them. This report is divided according to our value chain, and covers: *cultivation and production, range, transport and storage, offices and employees, consumption and recycling.*

> About Enjoy Wine & Spirits AB

Enjoy Wine & Spirits is one of the largest wine importers on the Swedish market, as well as one of Systembolaget’s longest-standing suppliers of wine. We are part of the Gruppo Di Luca group, which comprises three companies: Di Luca & Di Luca, which buys foods and supplies the largest wholesalers through, among other channels, its own brand Zeta; Deli Di Luca, a deli and restaurant at Folkungagatan 110 in Stockholm; and Enjoy Wine & Spirits, which imports wine, cider and spirits from around the world.

> Our business concept

We aim to sell drinks that contribute to quality of life.

> Our vision

We aim to inspire and create quality of life through sensational drink experiences.

> Our values

We have clear and distinct values that form the very core of our business. Our values are *Innovation, Passion* and *Responsibility* (IPA in Swedish).

Innovation:

Innovation has always been a part of our DNA irrespective of whether this relates to packaging, range, communication or attending fairs. We love to drive development and are constantly striving to expand boundaries. Tr3 Apor wine is an excellent example of our innovative spirit.

Passion:

Passion and commitment are two strong catchwords for us. A passion for what we do, the way we do it and, not least, those we do business with.

Responsibility:

We take responsibility for our employees, their health and development. We take responsibility for sustainable business activities and for a sound and healthy drinking culture. ♻️



Bottled With Care

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hat a year we have been through! The significant upheaval we’ve all experienced meant it was more important than ever to preserve and protect our company’s culture, commitment and employees. Many companies encountered their first real test in 2020, which we have come through relatively unscathed. Of course, our restaurant sales channel was hit hard, but we have tried to protect our staff and customers to the best of our ability. Many of our producers were affected by lockdowns, but it was still possible to harvest the grapes and ship the wine to us, albeit with longer lead times. Many industries have lost momentum as far as sustainability work goes, but together with Systembolaget we have kept up our efforts in terms of the Beverage Industry’s Climate Initiative (an initiative launched by the Swedish Brewers

Association, the Swedish Spirit and Wine Suppliers Association (SVL) and Systembolaget to enable everyone to contribute to making the industry more climate-smart) and Worldfavor, through which we monitor our producers and growers. We have all now been measuring our footprints for three years based on the Greenhouse Gas Protocol (GHG), which is an internationally accepted standard for calculating and reporting emissions of greenhouse gases. We already work with Our Impact, where we measure our emissions annually according to GHG, but naturally we want to contribute the information we have to hand, so we are now also reporting our emissions in Position Green, which is a digital tool used by the Beverage Industry’s Climate Initiative. The advantage of this is that we are able to compare our results with others in the same industry. Systembolaget and the Beverage Industry’s Climate Initiative have conducted an impact study that analysed external factors and company-specific data. The aim of the study was to identify measures to reduce climate impact and thereafter set goals for the initiative as a whole. The hope now is to set collective goals during 2021.

We deal with sustainability in a businesslike way throughout our operations. We have an environmental policy, an alcohol policy, a social media policy and a combined work environment policy and equality policy, and furthermore all our employees must sign up to our Swedish Code of Conduct.

Immediate managers and HR supervisors are responsible for responding to any questions or clearing up any uncertainties. All of our employees have signed up to our code. We also have a whistle-blowing system, which we have not needed to

use during the year. The responsibility for overall strategies, objectives and measures rests with the management team and sustainability officer.

In close collaboration with U&We, we have conducted a comprehensive sustainability analysis of both our operations and our suppliers for the purpose of finding out how our value chain affects the planet. In 2020 we sent out 443 Self-Assessment Questionnaires (SAQs) to selected producers in risk countries, which they have been able to complete using our digital tool Worldfavor.

With the aid of another of our digital tools, Our Impact, we have been measuring and recording the climate impact caused by our business activities since 2015, and have seen huge differences emerge in 2020 because of, for example, travel bans during the pandemic.

The board is ultimately responsible for our sustainability work as far as the operational work is concerned, while sustainability management is implemented by a sustainability officer and a steering group consisting of four people.

The group met a number of times during the year and focused on various elements of our sustainability work. We have, for instance, created a comprehensive sustainability folder, where we report on our sustainability work in the hope of inspiring others. Our sustainability officer has reported on sustainability issues at management group meetings and also internally at monthly meetings. The board has been kept up to date with developments during the year through board meetings, of which there have been six during the year.

We look forward now to a new year that is more reminiscent of pre-Covid times, although it’s our opinion that many changes are here to stay. We also believe it will be easier to tackle the climate challenge together and that broader cooperation has a greater impact. ♻️

“Many industries have lost momentum as far as sustainability work goes, but together with Systembolaget we have kept up our efforts in terms of the Beverage Industry’s Climate Initiative and Worldfavor, through which we monitor our producers and growers. Despite many companies having encountered their first real test, we have tried to maintain commitments around the climate issue.”

– Lisa Gunnarsson, sustainability officer at Enjoy Wine & Spirits



Materiality analysis and dialogue with stakeholders



We organised a workshop during the year that enabled the management team and the sustainability team, in consultation with U&We, to discuss our challenges and sustainability risks. We have also embarked on greater stakeholder engagement by asking our customers, producers and key partners what they consider to be risks.

Our materiality analysis from 2017 is still the basis for this work and no new risks have arisen since our workshop and stakeholder engagement. It emerged from our discussions with stakeholders that one of our key risk

areas is working conditions, ethics and anti-corruption in production, where we work in close collaboration with our largest stakeholder Systembolaget. Together, we survey our producers using SAQs and follow up on the results. Another of our risks is the environmental and social impact of our operations involving our own brands (Private Label) because we bear complete producer responsibility. We are working hard to change packaging because we feel that this has a significant environmental impact, although it is not a major commercial risk, which it may become if there is a change of categorisation on Systembolaget's shelves.

The materiality analysis will be updated regularly and serves as a guide for our long-term sustainability work.

Cultivation and production



Risk/Materiality

Ethics and anti-corruption throughout the value chain.

Significance of the risk

The risk is the occurrence of dubious business practices, such as gifts or wrongful conduct.

Why is this considered to be material to Enjoy?

Because it occurs in countries where we operate.

The environmental impact and social conditions in production of own brands (Private Label).

The substance of the risk is working conditions and environmental impact such as spraying of crops and emissions of greenhouse gases from transport.

This is a commercial risk for us when it is Private Label products – which means that we ourselves bear producer responsibility.

Range



Social conditions throughout the supplier chain.

Working conditions at suppliers, the right to form a union and thus the right to collective agreements, the risk of child labour, the risk of slave labour and other human rights issues.

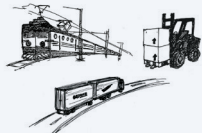
Because the risks are present within wine production in countries and regions where we do business.

Product quality.

The risk is that our products are defective, such as sediments, oxidation, cork defects or substandard packaging.

We secure deals based on our knowledge of good wines and the target group's preferences, as well as customer satisfaction.

Transport and storage



Climate impact from transport.

Emissions of greenhouse gases from producer to consumer by sea, rail and road.

It is essential for us since our range is produced in locations other than Sweden and this affects the environment in the form of emissions.

Offices and employees



Diversity and equality in the workplace.

Gender, religion, sexual orientation should not affect employment and/or setting of wages.

We want to be an attractive employer and develop our business through diversity.

Further training, skills development for employees.

If we do not keep our expertise up to date, we run the risk of missing out on business. (Language, product knowledge, digitalisation, sustainability.)

Knowledge is passion, which is a driving force in our business.

Job satisfaction.

The risk of losing employees because we don't offer an attractive workplace and fill employees with enthusiasm to remain and develop with the business.

It is important for us that our employees are happy – since an enjoyable workplace helps everyone do a better job.

Climate impact from our own activities.

Emissions of greenhouse gases from our own activities such as business travel, heating, paper purchasing, wastage and recycling.

It is important for us to follow our own activities and monitor our own climate impact.

Our sustainability goals

Our sustainability work, both strategic and operational, is based on our value chain, comprising the following sustainability areas: *cultivation and production, range, transport and storage, offices and employees, consumption and recycling*. Measurable

goals have been set in the areas where we have scope to influence things, based on our role. The outcomes are reported below and in various sections of the sustainability report.

Cultivation and production

Cultivation and production accounts for 55% of our total climate impact, which is higher than before because the impact from our own activities has declined considerably due to the pandemic. The key figures show how many of our active producers have signed up to Systembolaget's Code of Conduct and thus our CoC in Worldfavor. Prior to 2020, the CoC was dealt with manually.



2018: 88%
2019: 68%
2020: 100%

Range

The key figure shows our proportion of ECO litres sold at Systembolaget as a share of our total sales in litres. The reduced proportion is due to a fall in sales of our organic cider, but our target is 25%.

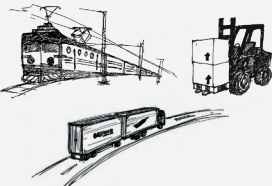


2018: 14%
2019: 28%
2020: 23%

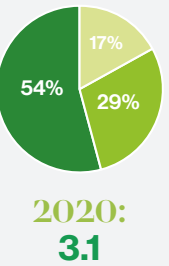
Target for 2021
25%

Transport and storage

Transport accounts for 9% of our total climate impact and the percentage distribution of transport is as per the pie charts. The key figures show our climate impact in kilograms of carbon dioxide equivalents (kg CO₂e) for transport per KSEK of sales. Our change to the portfolio has meant that we have not achieved our mode of transport target, but we are focusing on optimising our transport operations.



CLIMATE IMPACT OF TRANSPORT
kg CO₂e/KSEK:



Rail
Sea
Road

Target for 2021
3.0 kg CO₂e/KSEK
Rail: 60%
Sea: 35%
Road: 5%

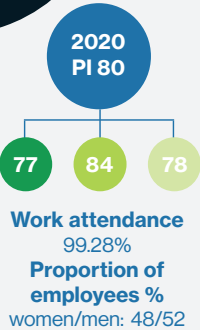
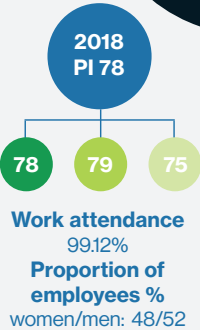
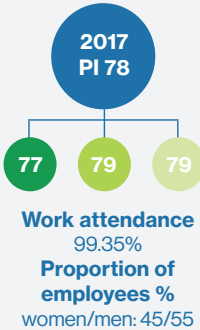
Offices and employees

We did not conduct a survey in 2019 and the objective was to conduct one in 2020, which we did.



PERFORMANCE INDEX

Stimulating leadership
The team's performance environment
Personal leadership

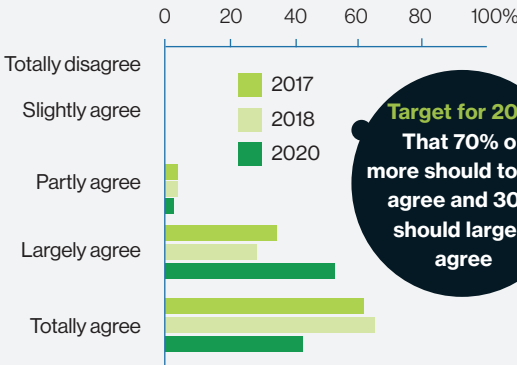


Target for 2021
PI 80
80 80 80
Work attendance 99.5%
Proportion of employees %
women/men 50/50

ENJOY ENGAGEMENT

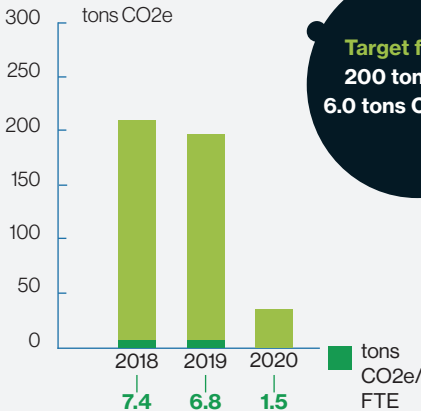
Engagement and satisfaction

"I feel highly engaged by my job"



CLIMATE IMPACT FROM OUR OWN ACTIVITIES

Our own activities account for 0.2% of our total climate impact



Consumption

The key figure shows non-alcoholic consumption as a percentage of our total sales in litres.



NON-ALCOHOLIC CONSUMPTION IS:

2018: 9%
2019: 10%
2020: 9%

Target for 2021
10%

Recycling



Packaging accounts for 36% of our total climate impact. Consequently, recycling is important to us and the key figure shows the climate impact for packaging in kg CO₂e/KSEK. The target for 2020 was 13 kg, which we achieved due to increased sales of BIB and PET.

2018: 15 kg
2019: 14.3 kg
2020: 12 kg

Target for 2021
12 kg

The global goals

Our sustainability work is governed by our own analysis. Based on this we can clearly see how we can work towards the global goals.



Through our collaboration with Systembolaget we have also conducted an analysis of how our sustainability work is connected to the global goals. Our sustainability work is governed by our own analysis, and from this we have been able to clearly see how we can map our own efforts against the global goals.

Of the 17 global goals, five are of particular importance to us and our operations.

> Clean water (goal 6)

Growing grapes requires water. Water is now a scarce commodity in many parts of the world. In some areas, wine-growers use pesticides to defend against infestations. These pesticides penetrate into the soil, with the risk of contaminating groundwater and making it unfit for use. Consequently we have set a goal of increasing the proportion of organic wine in our range. In addition, we undertake carbon-offset measures to compensate for our climate impact in the form of supporting a project that provides clean drinking water in Uganda.

> Decent work and economic growth (goal 8)

We do business with producers in risk countries. Consequently, it is important to positively influence the producers to provide decent working conditions. We do this with the aid of Worldfavor, our CoC and e-Sat, a digital management tool for conducting surveys among our producers. Find out more on page 13.

> Sustainable cities and communities (goal 11)

Despite the fact that our own environmental impact is almost negligible if you look at the whole of our value chain, we are working towards sustainable cities. We sort waste for recycling, grow vegetables on our roof terrace and offer bicycles to borrow for meetings in town. As a way of encouraging everyone to cycle, we also introduced benefit bikes during 2020.

> Responsible consumption and production (goal 12)

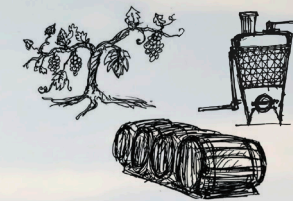
We deal in alcoholic drinks. Moderation is a keyword for us. Our range will always contain non-alcoholic options. We are also careful to comply with the Swedish alcohol law in all of our activities. Wine is our core business, but we also supply spirits. However, our spirits portfolio has a distinct high-quality profile.

We make a living from products that come from agriculture, and it is essential for us to work to promote sustainable, long-term agriculture. Many of the wine world's plantations are currently threatened by climate change.

> Climate action (goal 13)

An analysis of how our value chain affects the environment shows that cultivation, transport and packaging account for the greatest proportion of our climate impact. We follow up on climate impact from transport and strive to reduce this in collaboration with our third-party logistics provider. We also follow up on climate impact from our own activities. In addition, we undertake carbon-offset measures for the environmental impact from our business travel by air and road. Like many other companies, we have seen a dramatic reduction in our own climate impact in 2020 because of the pandemic. 📌

Cultivation and production



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surveys and finding out in detail about working conditions, work environment, human rights, equality

uality is always a major focus when selecting our producers. We inform all our partners, both suppliers and customers, that we actively implement CR (Corporate Responsibility). We do this by, for example, conducting

and diversity. We ask all our producers about their production processes, how they guarantee good conditions for their employees and how they deal with other sustainability risks.

We also have our own production to a certain extent. We produce Private Label products, for which we have more stringent responsibility, as we bear producer responsibility. We hold discussions with our main producer to gain an understanding of the volume of pesticides and water usage in production.



Many of our producers in Europe are moving towards an organic approach and policy, primarily due to climate change.

>Wine-growing in brief

The process of producing wine from grapes is ancient and the methods numerous. Today only the grape species *Vitis Vinifera* is used (99% of all wine production) with just a few unique exceptions. There are four main factors that influence the character of a wine: climate, soil, grape variety and vinification, i.e. the actual wine production process. Differing climate zones in Europe and the so-called New World (USA, Chile, Argentina, South Africa, Australia and New Zealand), between the 30th and 50th parallel, in both the northern and southern hemispheres, together with grape varieties and soil, offer a world of possibilities for this fantastic agricultural product. From small local farmers via cooperatives to large conglomerates, wine is a table drink in the majority of the world. Only in non-wine-producing parts of the world is it seen as a luxury item. The growing season from grape to harvest is heavily dependent on the weather and work out in the vineyards is demanding. After harvesting, the work in the winery commences, involving pressing and fermentation, followed by maturing and bottling before the product can leave the vineyard for consumption.

>Where do we buy our wine from?

Italy is the country where most of our wine is purchased, followed by Germany, France, the USA and Spain. The rest comes from varied locations depending on which products we have in our range, such as cider, beer, fortified wine and spirits. In countries from which most of our wine is purchased we have effective transport agreements in place and we measure the climate impact from rail, road and sea transport.

Many of our producers in Europe are moving

towards an organic approach and policy, primarily due to climate change and to benefit their own health and that of their staff. Climate change due to global warming is well on the way to re-drawing the wine map and its influence on the character of wines. In Sweden, organic wine accounts for just over 23% of sales (by volume).

South Africa and Chile have long been under the magnifying glass as so-called risk countries. Systembolaget is the body that decides which countries are classed as risk countries based on Maplecroft’s industry-specific risk analysis. It has been much more difficult in risk countries to check and follow up on the BSCI (Business Social Compliance Initiative) requirements set for social and working conditions for employees at our producers.



>Code of Conduct

100% of our producers surveyed through Worldfavor have signed up to our Code of Conduct (CoC), which specifies how we want to collaborate with our suppliers. The policy is based on the UN’s Declaration of Human Rights and conventions of other international bodies. Other Nordic alcohol monopolies apply the same code of conduct. The Code of Conduct has been compiled by amfori BSCI (amfori Business Social Compliance Initiative). This is a global, non-profit organisation that works to promote social responsibility within a number of sectors, from raw

material production to finished product. Systembolaget is a member of amfori BSCI, and as an importer we are thus included in the BSCI work.

Compliance with the Code of Conduct is followed up by us and by Systembolaget via independent on-site inspections at our producers’ facilities and their plantations.

In addition to our producers signing up to our Code of Conduct, we go into further detail and survey our producers by asking them to answer a set of 70 questions dealing with corporate responsibility. For this purpose we use the digital management tool e-Sat and Worldfavor. This enables us to engage in clear and active dialogue and to follow up on their work within different areas, such as work environment issues, anti-corruption, human rights, equality and diversity, as well as monitor risks, both social and environmental. If we don’t get the responses we want, we hold discussions with our producers regarding the shortcomings that exist and thus help to improve their knowledge and commitment in step with improvement work.

>Climate impact in wine-growing and production

The fact that wine is an agricultural product means that the methods of production are many and varied depending on supply and demand in the various regions. Agricultural activities always have an impact on nature, but with knowledge and good cultivation methods this can be reduced. A couple of the major climate villains in cultivation are production of

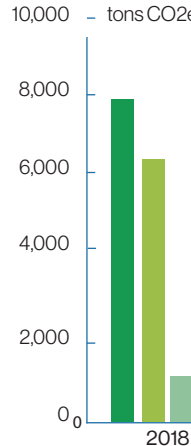
pesticides, use of artificial fertilizer and fuel for processing machines and transport vehicles. Electricity production for use in the production process and pumping of water to plantations also has an impact on the climate. Cultivation and production make up 55% of our total climate impact, which is a considerable proportion, but it is difficult for us to have any influence on this.

>Climate impact from packaging

Selling wine also involves in large part selling packaging, and 36% of our total climate impact comes from packaging. In an effort to reduce our footprint, we select as far as possible the most eco-friendly options such as aluminium, PET and lightweight glass and paper/plastic packaging in the form of bag-in-box. In collaboration with our suppliers and in consultation with our customers we endeavour to satisfy everyone’s requirements under our eco-friendly prerequisites. In 2020, glass accounted for 76% (73% in 2019) of our climate impact from packaging, while bag-in-box accounted for 16% (17% in 2019), cans for 6% (8% in 2019) and PET for 2% (1% in 2019).

Our average wine bottle weighs 557 grams, and bearing in mind how much glass impacts on the climate we are striving to convert to lightweight bottles, which is an increasingly common concept in the wine world. Any bottle weighing 430 grams or less is given a lightweight marking, a scheme introduced by Systembolaget as part of its climate efforts. According to a study in the UK (WRAP 2008), there is a strong correlation between both the weight and height of the bottle and the perceived price. We want lighter bottles of the same height to be seen as equally attractive by consumers. Another aspect of a lighter bottle is that it is easier to serve from.

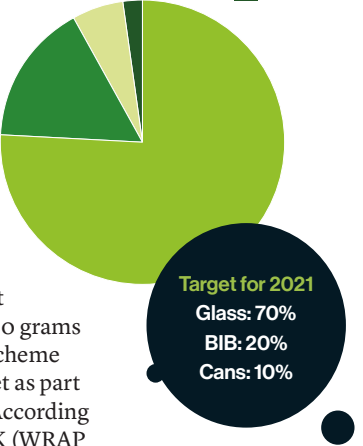
Total climate impact



Target for 2021
Cultivation/production:
9,000 tons CO2e
(outcome for 2020: 8,509 tons)
Packaging:
7,000 tons CO2e
(outcome for 2020: 5,525 tons)
Transport:
1,200 tons CO2e
(outcome for 2020: 1,408 tons)
Own activities:
180 tons CO2e
(outcome for 2020: 38 tons)

Cultivation/production
Packaging
Transport
Own activities

Glass
Bag-in-box
Cans
PET



Target for 2021
Glass: 70%
BIB: 20%
Cans: 10%



Our range

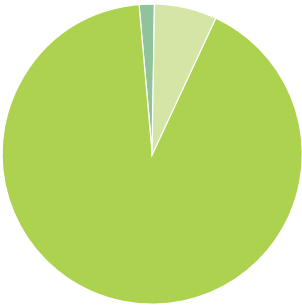
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ur range is characterised by both depth and breadth. It is vibrant and is regularly adapted to reflect contemporary trends and customer demands. It encompasses wine, spirits, cider, non-alcoholic wines and mineral water. Wine is the dominant category and accounts for 90% of the annual sales volume. Quality is a keyword when it comes to building our range.

Our range consists of a mix of agency brands and own brands. We have a close and family-type partnership with around 80 producers throughout the world, all carefully selected for their high quality. With regard to our own brands, Tr3 Apor, Barrel and Drums and The Brand New Republic, we control the entire value chain and can thus influence the quality of the products. Sales of organic products equate to just over 19% of our total sales volume. We have an objective for

20% of our range to be organic and/or ethically labelled (e.g. Fairtrade) by 2020. This objective will be achieved by converting conventional wines to organic or by securing new deals with organic products. Our non-alcoholic range is an essential cornerstone in our work to promote moderation and thus contribute to sustainable business activities. ♣

Our 2020 range divided by product category. Sales by litre.



■ Wine
■ Water
■ Spirits

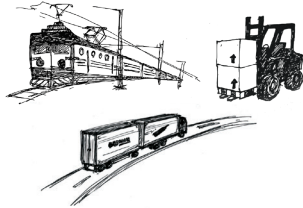


“Our non-alcoholic range is an essential cornerstone in our work to promote moderation”

Transport and storage



Trains roll all the way to PostNord's warehouse facilities.



Thanks to our collaboration with PostNord we avoid costly, environmentally harmful road transport from rail terminals to warehouse facilities.

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e have a third-party logistics partnership with PostNord. Sustainable transport and distribution solutions are a key factor for us. Through analysis we know that shipping and transport has a huge environmental impact, and through our collaboration with PostNord we are constantly striving to reduce that impact. We were one of the first Swedish wine importers to decide to undertake carbon-offset measures for the climate impact from our shipping activities. For example, 54% (59% in 2019) of our transport to Sweden goes by

rail. Trains roll all the way to PostNord's warehouse in Jordbro, which means that we avoid costly and environmentally harmful transshipment and road transport from rail terminals to warehouse facilities. We are always striving to optimise our transport back to Sweden. We do this by loading optimum quantities, making it both cheaper and climate-smart to ship full units. PostNord is responsible for ensuring that our products are delivered on a daily basis from the warehouse in Jordbro to customers throughout Sweden, such as Systembolaget stores, restaurant wholesalers, direct-purchase restaurants and Travel Retail, which constitutes ferry services and airports within the Nordic region. ♣

Offices and employees



Our office is at Alsnögatan 11 on Södermalm in Stockholm. It is 700 m² and accommodates a total of 25 employees. The climate impact from our own activities during the pandemic constituted less than 0.5% of our total climate footprint. Therefore we devote time and energy to making eco-smart choices. We are convinced that this creates the right mindset among our employees.

With the aid of the digital tool Our Impact we keep a check on how our own actions are affecting the climate. Via Our Impact we calculate the climate impact of factors such as our power consumption, our annual consumption of paper, business miles driven and our emissions from air travel.

In 2015, we began carbon-offset measures for our climate impact and we add up annual total CO₂ emissions from our transport to Sweden and distribution to customers. We also include all business travel by air and road and the environmental impact of our office activities.

The pandemic meant 2020 was a year unlike any other and we saw the majority of our employees switch to working from home almost overnight. It was possible, if necessary, for a limited number of people to be in the office at the same time, and this was managed by registering names in a shared file. Despite the huge upheaval experienced by both employees and managers, people adapted surprisingly well. All the necessary IT tools, such as Office 365, were in place, and all training had been completed by the time our entire workforce was faced with a new digital work environment at the start of the year. Today, these tools are familiar to most people, and we are continuing to focus on how we use them, while also promoting digital collaboration and their consistent use.

The advent of coronavirus has led us to introduce systematic work environment management, which in turn has meant additional measures at our premises, such

as floor markings in conference rooms, enhanced cleaning procedures, improved ventilation and a maximum limit on the number of people present at the same time at our premises. We have organised a number of pulse meetings to ensure the wellbeing of our employees and intensified our efforts to maintain a good work environment and corporate culture. Autumn 2020 saw the creation of Gruppo Energia, with employees from Enjoy and our sister company Di Luca & Di Luca meeting regularly to discuss various health promotion activities during the pandemic and in more normal circumstances. The group arranged, among other events, exercise sessions on Teams, lunchtime walks and breakfast talks on Teams on subjects such as how to keep energy levels up during the working day. All employees were also given a yoga mat and resistance band to encourage them to do some simple exercises at home.

Being a manager when your team is not on site also has its challenges and involves finding new ways to lead. For that reason, towards the end of the year all departmental managers received training on remote management. The training included information and discussions about how leaders need to change their leadership approach to ensure an effective and motivated team when managing people remotely.

In close collaboration with the company ZeroMission we have chosen to support two local projects. We have chosen these because we want to undertake carbon offset based on a certification system that is internationally accepted, provides additionality, is measurable, verifiable and permanent, and contributes to long-term sustainable development.

> **Project Solvatten** is a water purification project in Uganda that saves time and improves people's health in many ways, primarily among women and children.

> **Project in Nakau**, a group of islands in the Pacific, where we are involved in helping to stop devastation of the rainforest. The project involves the local population in long-term conservation and protection of the rainforests through payment for ecosystem services. 🌱



Owing to the pandemic we were unable to hold our regular wine-tasting sessions at our office in Stockholm.

Here are some examples of what we do at the office:

- > We grow vegetables on our roof terrace. The aim of this is to be able to offer staff locally grown and organic vegetables for lunch.
- > In collaboration with Ragnsell, we sort our waste for recycling. Paper, plastic, glass and metal are sorted into recycling containers.
- > We always buy organic food, such as butter, milk, fruit, greens and coffee.
- > We have the opportunity to exercise in working hours. Twice a week we exercise together on a voluntary basis.
- > We offer our staff a health check once a year. The health check aims to ensure fit and healthy employees.
- > We offer all employees an annual fitness allowance.
- > We offer all our employees massages in working hours.
- > We conduct an annual employee survey, providing an opportunity to give opinions anonymously.
- > We continuously update our employee manual, which can be found on the intranet, with information for employees.
- > We conduct an annual salary survey to ensure that we are totally equal, which we are.
- > We had garbage disposal units installed in our kitchen in 2018. This helps to break down some of our food waste, which is turned into biogas and biosludge that serves as a renewable fuel and a biological plant nutrient for agriculture, which are both good, as they replace fossil-based alternatives.

Consumption



We want to offer knowledge and expertise and communicate our messages via many different channels. Our ambition is to give consumers tips, inspiration, facts and hands-on advice about food and drink. For us, it is important to be informative and personal. We endeavour to do our bit to protect public health, as we primarily deal with products containing alcohol. We want to do this by communicating with people in a responsible way. The pandemic has naturally had an impact on how and where we are able to communicate. Fairs and events have been cancelled and, towards the end of the year, we decided to cease production and distribution of our popular magazine Wine & Friends. We have instead chosen to invest in digital channels that are growing in popularity. In 2021 we will devote considerable resources to digitalising and

packaging the content we have already produced for the magazine in order to be able to publish it on these growing channels: the website, newsletters, social media and our podcast.

This year we developed a CR communication plan to identify our key target groups, channels and messages. Two activities have dominated as regards our consumer target group. We have prepared a folder with easy-to-digest communication on the subject of sustainability, which we can also use when dealing with our restaurant customers. We have also started communicating more widely about sustainability on social media channels. Since autumn 2020 we communicate regularly by promoting messages focusing on, for example, the environmental impact of packaging, sustainable products and the beverage industry's joint climate initiative. 🍷

Our communication with consumers

'Vin för Rookies' podcast

During the year our podcast 'Vin för Rookies' (Wine for Rookies) has become a popular source of wine knowledge. The first episode was broadcast in December 2018 and by the end of 2020 we had produced 44 episodes. In each episode, which lasts approx. 15 minutes, our experts Thomas Holstein and Johan Eklöf chat to interested guests in order to teach listeners more about and explore a variety of themes relating to wine. We have released episodes discussing topics such as organic wines, various packaging, aeration, warming, sugar in wine as well as different regions and grapes. Each episode concludes with our motto "Måttligt smakar bäst" (roughly "Best enjoyed in moderation"). We have an e-mail address linked to the podcasts, and we encourage listeners to get in touch with ideas for future episodes.

Wine-tastings

Getting to attend a professionally organised wine-tasting is something we know is apprecia-

ted by our consumers. In the event of producer visits or new launches we hold tasting events at our office or at a local venue. A meeting with a wine-maker creates familiarity and whets the appetite for our products. This difficult year has unfortunately meant that we were unable to organise any physical wine-tastings or events, which normally are an important channel of communication for us. On Fridays during the spring we arranged live tastings online through social media channels with two of our sommeliers.

Newsletter

Every week we send out a digital newsletter featuring up-to-the-minute news, knowledge and tips. We often include references to interviews, podcast features and articles we produce for and publish on enjoywine.se. We strive to present organic and vegetarian alternatives and to communicate about prudent consumption. It is gratifying to see the number of subscribers to our newsletter growing steadily.

Website – Enjoywine.se

We are continuing to develop our website in a manner that enables consumers to find product information about our wines and easily learn more about our efforts to promote sustainability. During the year we have worked hard to improve the design, functionality and performance of the website. Traffic to the site has increased by 130% from 2019 to 2020, which is fantastic. We are also seeing a growing number of repeat visitors to the site, who are staying longer and reading more of our available content.

Social media

Facebook and Instagram are important communication channels for us. Followers of our social media channels receive tips, advice and sometimes a unique insight into our day-to-day life as one of Sweden's leading wine importers. During the year we have launched a number of new social media concepts to encourage greater engagement. Our Dryckesskolan (Drinks school), weekly wine tips, five facts about a

grape or region and a sustainability concept are all designed to inspire and guide consumers through the world of wine.

Fairs and events

2020 has been a year unlike any other as far as fairs and events are concerned, and these would normally be an important activity for us. We feel the absence of our usual consumer fairs keenly, as they provide us with an opportunity to meet consumers on home ground. Getting to talk about our wines and communicate the values behind our producer and product choices provides a unique opportunity for highly valued interaction with our customers. They also provide our employees with the chance to learn more about the products, socialise with other departments and get feedback from consumers. This year we have sporadically trialled digital events. We hope to soon be back in a position where we can meet up for shared wine experiences.

Recycling



We are affiliated to and collaborate with Svensk Glasåtervinning, which recycles over 90% of all glass packaging in Sweden. As importers, we have a so-called producer responsibility, which means that all companies that import and sell products also have a responsibility to ensure the packaging is collected and recycled. We are proud of the fact that a large percentage of our packaging is recycled in collaboration with Svensk Glasåtervinning and that together we are striving for a sustainable society for future generations. By being economical with natural resources and melting down glass used by ourselves and our consumers, we achieve energy savings of 20% compared to starting with new raw materials.

We are also affiliated to the Packaging and Newspaper Collection Service (FTI), which is responsible for recycling packaging and newspapers in Sweden. These operations are funded by packaging fees paid by ourselves and others, thereby fulfilling our legal producer responsibility. FTI is owned by a group of companies that manufacture, sell, supply and recycle packaging and newspapers.

We are proud of the fact that our consumers recycle our packaging at FTI's recycling stations or at household collection stations, so that it can be made into material for new products. 🍷

“We offer tips, inspiration, facts and hands-on advice about food and drink via many different channels.”

GRI index

Enjoy Wine & Spirits' sustainability report follows GRI (Global Reporting Initiative) guidelines.

GRI	GRI content index	page
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102-3	Location of headquarters	3
102-4	Location of operations	4
102-5	Ownership and legal form	4
102-6	Markets served	4
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102-8	Information on employees and other workers	9, 16
102-9	Supply chain	12
102-10	Significant changes to the organization and its supply chain	3, 5
102-11	Application of the Precautionary Principle or approach: <i>in our operations we take into account the precautionary principle</i>	
102-12	Externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses	5, 13
102-13	Membership of associations: <i>not applicable</i>	
102-14	Statement from senior decision-maker	3
102-16	Values, principles, standards, and norms of behavior	4
102-18	Governance structure	5
102-40	List of stakeholder groups engaged by the organization	6
102-41	Collective bargaining agreements: 0%	
102-42	Identifying and selecting stakeholders	6
102-43	Approach to stakeholder engagement	6
102-44	Key topics and concerns raised	7
102-45	Entities included in the consolidated financial statements: <i>only Enjoy Wine & Spirits</i>	
102-46	Defining report content and topic boundaries	4
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102-48	Restatements of information: <i>no changes from the previous year</i>	
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102-54	Claims of reporting in accordance with the GRI Standards	4
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102-56	External assurance: <i>the report has not been assured by a third party</i>	
103-1	Explanation of the material topic and its boundary	6
103-2	The management approach and its components	5
103-3	Evaluation of the management approach	5
205-2	Communication and training about anti-corruption policies and procedures	13
305-1	Direct GHG emissions (Scope 1: 12 tCO ₂ e)	
305-2	Energy indirect GHG emissions (Scope 2: 2.3 tCO ₂ e)	
305-3	Other indirect GHG emissions (Scope 3: 6,958 tCO ₂ e)	
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