

Enjoy Wine & Spirits

# Sustainability report

2021 Financial  
year





# A word from the CEO

**2021** has undeniably been an eventful year, with the effects of the pandemic being felt more in some periods than others. As the number of vaccinations has increased, so the number of people falling seriously ill has decreased, to the delight of everyone. We have all been affected in one way or another, both personally and professionally, and will probably have to live with the consequences of the pandemic for some time to come. One such consequence is the supply of raw materials, with aluminium, for example, having been in short supply. This has affected the availability of cans, considered climate-smart packaging, wholly in line with developments in our industry. Another consequence is apparent in the transport sector, which throughout the year has endured a lack of capacity, leading to significantly increased transport costs, as well as longer lead times, which have affected and challenged our industry, along with many others. We have coped well despite these challenges, and our commercial partners have succeeded in adapting their operations under the circumstances. The hospitality industry has gradually recovered as restrictions have been eased. More and more of our customers are getting in touch about new and expanded business opportunities. The importance of partnerships in developing sustainable business for all parties in good times and bad has undoubtedly been a key factor for success.

It has unfortunately become clear in many areas during the year that climate change is really happening. Looking at the grape harvest for 2021 in Europe as a whole, it's clear that Europe's vine growers have been severely tested, with some areas having been hit harder than others. France has been one of the worst affected countries, with the harvest down by a full 30% on a normal year. Some regions have lost as much as 70% of their harvest! At a time when organic products are growing in popularity, there are signs that consumers are now looking beyond the organic label. An organic product produced as a result of dubious working conditions will ultimately leave a bad taste in the mouth. We believe that 'decent' drinks taste better and are therefore proud to be members of the Beverage Industry's Climate Initiative (Dryckesbranschens Klimatinitiativ), and all our producers have agreed to abide by our code of conduct. Choice of packaging has a major environmental impact and mindful choices can contribute to reduced environmental impact. It is now possible to find outstanding wines in cans, PET, and bag-in-box (BIB) packaging. These types of packaging are certainly not suitable for storing wine, but when it comes to wine for immediate consumption, these are a climate-smart choice.

It is our ambition to help educate consumers about wine, but also to make it easier to make mindful choices. It is therefore gratifying to be able to report that our podcast 'Vin för Rookies' (Wine for Rookies) has found an appreciative audience. Industry colleagues, consumers, bar staff and commercial partners like our format, which comprises 15-minute episodes in which we share our knowledge in a simple way and answer all manner of questions.

During the year we decided to change warehousing partner, finally settling on DLP. DLP's objective is to be a long-term private partner that focuses on flexibility and close customer relationships. Sustainable goods distribution is deemed increasingly important for the future, and we feel that our two companies share some fundamental values. Together we want to contribute to a better, more sustainable drinking culture. We should also mention the events in eastern Europe, which are being felt far and wide. The war in Ukraine will undoubtedly affect us all and a great many industries as well. However, the greatest impact is being felt by all the innocent people caught up in events. I therefore take great pride in representing a company that has chosen to support UNHCR and its work to help people in need. No one can do everything, but we can all do something to contribute to a sustainable world, together.

Finally, I would like to say a huge, heartfelt thank you to all our employees, as 2021 was a year like no other. I still think we coped fantastically well and that we adapted to the situation as best we could. Things only work that easily in a responsible organisation, and that gives me high hopes for the future.

A positive and sound thought on which to end. 🍷

## Sustainability report 2021 financial year

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The contact person for this report is Johanna Setterblad, 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 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



**Peter Kokovic —**  
CEO, Enjoy Wine & Spirits



# 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 673. It is our fifth report and relates to 2021. 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

For a number of years now we have followed a set of values based on our catchwords of Innovation, Passion and Responsibility, which are abbreviated to IPA in Swedish. In 2021 the management team completed a leadership programme together with the management team from our sister company Di Luca & Di Luca. As an element of the programme we have produced a group-wide leadership strategy based on the expertise, values and behaviours that we have identified as being important for our success in a highly competitive market.

During the year we have employed a lot of new colleagues, and seen a gradual increase in the number of people working in the office. With all that in mind, in 2022 we intend to carry out value work in partnership with our employees in order to further develop our existing corporate culture. ♀



– Johanna Setterblad,  
sustainability officer at Enjoy  
Wine & Spirits

# Bottled With Care

Bottled with Care is the in-house name for our sustainability work. Our culture and our dedicated employees are the foundation for our sustainability work. We have been affiliated to the Beverage Industry’s Climate Initiative since 2018, which is a venture on which we cooperate with one vision in mind: “A beverage industry without impact on the climate, where every drop counts.”

Like 2020, 2021 has been an eventful year owing to the pandemic that has left its mark on both our society and our everyday lives. We returned to our principal workplace, the office, back in the autumn, with the option of working remotely one or two days a week. Our culture and our dedicated employees are and have been a source of strength for the company these past two years, during which we have experienced not just the pandemic, but also unrest in the world around us. As a company, we have coped relatively well with the changes that have taken place this past year. Our restaurant sales channel and exports have recovered well during the latter part of 2021.

During the year we decided to appoint DLP as our new warehousing partner, and to establish a logistics department with our own personnel (a function previously outsourced to PostNord). Sustainability was an important factor for us when it came to choosing a new warehousing partner. Our new partner maintains a steady focus on sustainable development and has communicated their intent to adapt their operation in 2022-2023 by assuming greater responsibility throughout the value chain. They plan to phase out their agency solution in favour of employing their own personnel. DLP has decided to invest in social sustainability by offering increased employment security. In 2021, DLP made the decision to switch transport solution. The move to a new

carrier has meant greater responsibility in terms of environmental impact, with the aim of reducing carbon dioxide (CO<sub>2</sub>) emissions year on year. The new transport solution has resulted in customers like us having to pay more for transport. It is a matter of course for Enjoy to work with a warehousing partner with a clear sustainability agenda, which enables us to make a difference together.

Our sustainability work is conducted together with Systembolaget under 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 a more climate-smart beverage industry), and with Worldfavor, through which we monitor our producers and growers. All participants have now been measuring their footprints for four 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, and 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 that can reduce climate impact, and work has continued in 2021 to build support for the study and show what’s possible by setting ambitious climate goals. The plan for 2022 is for members to formulate climate goals.

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. Our employees are also asked to sign up to our 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 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. With the aid of one 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 the past two years because of, for example, travel bans during the pandemic.

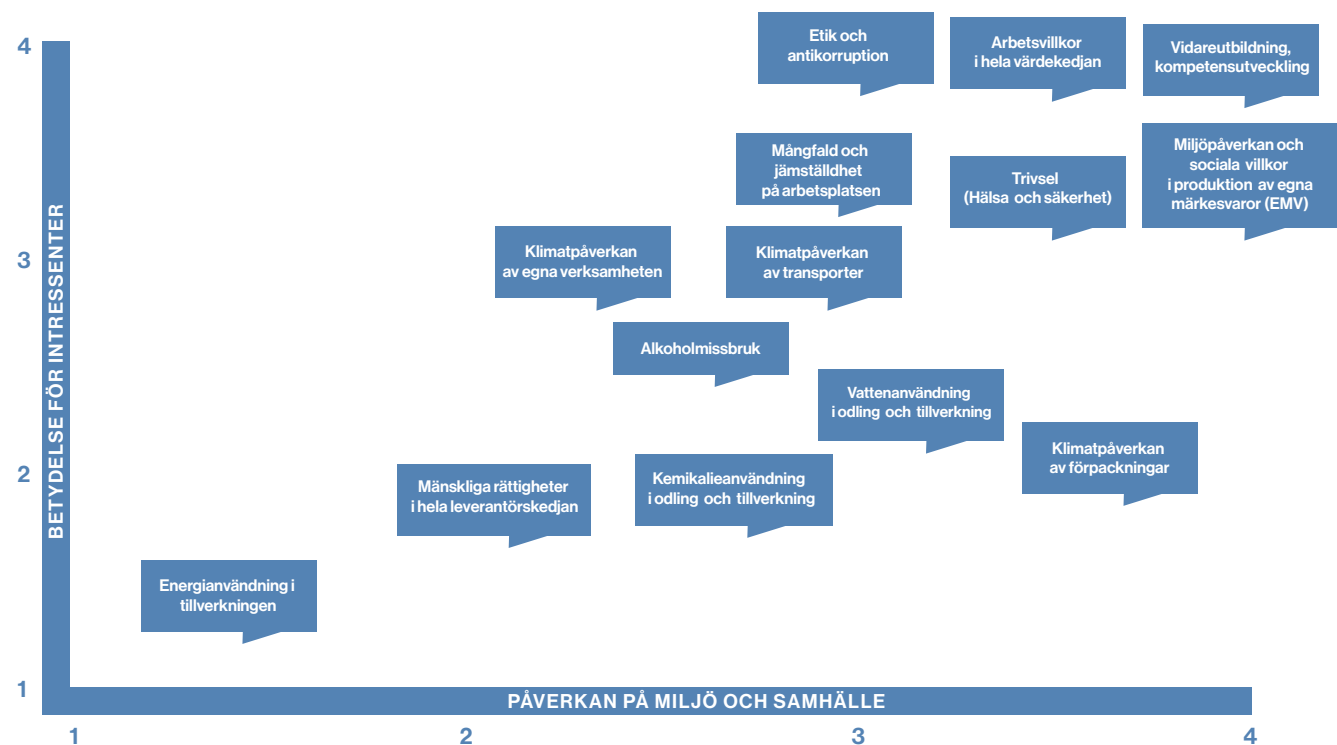
The board is ultimately responsible for our sustainability work as far as the operational work is concerned, while sustainability management is implemented by a sustainability officer and a steering group consisting of four people.

The group met six times during the year and focused on various elements of our sustainability work. In 2021, we also implemented the communication strategy and action plan adopted by the board in August 2020. We have produced an English version of our sustainability report for 2020, which we have distributed to our producers and key partners, and we have distributed and digitalised the sustainability folder that we produced during 2020. We are continuing to develop our website in order to clarify what sustainability means to us, and we communicate regularly on the topic of sustainability through our social media channels. Our sustainability team has also actively encouraged employees to monitor their personal carbon footprint as a way of raising awareness about how we as individuals, and the choices we make, affect this. 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 when we will continue our work to address the climate challenge. We are humbled by the tumultuous events now taking place in Europe, which of course also bring new challenges. We believe in the power of working towards shared climate goals because together we can make a real difference! ♀



# Materiality analysis and dialogue with stakeholders



Our materiality analysis from 2017 still forms the basis for this work and it is our assessment that no new risks have arisen since our workshop and stakeholder engagement back in 2020.

As part of our stakeholder engagement we have asked our customers, producers, commercial partners and employees what they consider to be risks. 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 Self-Assessment Questionnaires (SAQ) 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. This could change if the categorisation of Systembolaget's shelves is modified.

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

	Risk/Materiality	Significance of the risk	Why is this considered to be material to Enjoy?
<b>Cultivation and production</b> 	Ethics and anti-corruption throughout the value chain.	The risk is the occurrence of dubious business practices, such as gifts or wrongful conduct.	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.
<b>Range</b> 	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.
<b>Transport and storage</b> 	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.
<b>Offices and employees</b> 	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 54% of our total climate impact, which is higher than before because the impact from our own activities has declined considerably during the pandemic. The key figures show how many of our active producers have signed up to Systembolaget's Code of Conduct and thus our Code of Conduct (CoC). Prior to 2020, the CoC was dealt with manually.



2019: 68%  
2020: 100%  
2021: 100%

## Range

The key figure shows our proportion of ECO litres sold at Systembolaget as a share of our total sales in litres.

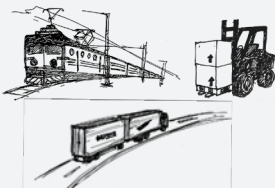


2019: 28%  
2020: 23%  
2021: 24%

Target for 2022  
25%

## Transport and storage

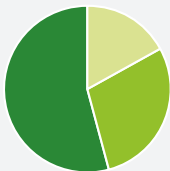
Transport accounts for 9.5% of our total climate impact and the percentage distribution of transport is as shown in the pie charts. The key figures show our climate impact in kilograms of carbon dioxide equivalents (kg CO<sub>2</sub>e) for transport per KSEK of sales. Our change to the product portfolio has meant that we have not achieved our mode of transport targets. The objective for 2022 is to continue focusing on optimising our transport operations.



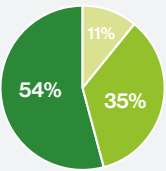
CLIMATE IMPACT OF TRANSPORT  
kg CO<sub>2</sub>e/KSEK:



2019:  
3.1



2020:  
3.1



2021:  
3.3

Rail  
Sea  
Road

Target for 2022  
3.0 kg CO<sub>2</sub>e/KSEK  
Rail: 60 %  
Sea: 35 %  
Road: 5 %

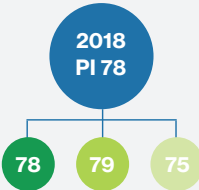
## Offices and employees

With the exception of 2019, we conduct annual anonymous surveys, giving staff the opportunity to reflect on how they feel and their work situation.

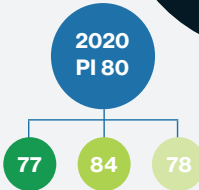


### PERFORMANCE INDEX

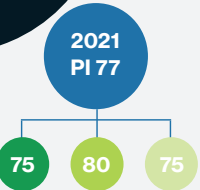
Stimulating leadership  
The team's performance  
environment  
Personal leadership



Work attendance  
99.12%  
Proportion of  
employees %  
women/men: 48/52



Work attendance  
99.28%  
Proportion of  
employees %  
women/men: 48/52



Work attendance  
98.6%  
Proportion of  
employees %  
women/men: 50/50

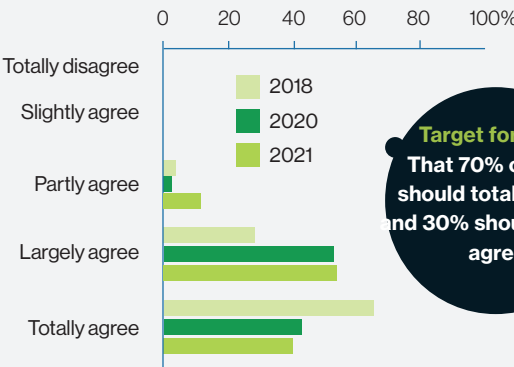
Target for 2022  
PI 80  
80 80 80

Work attendance 99.5%  
Proportion of employees %  
women/men 50/50

## ENJOY ENGAGEMENT

Engagement and satisfaction

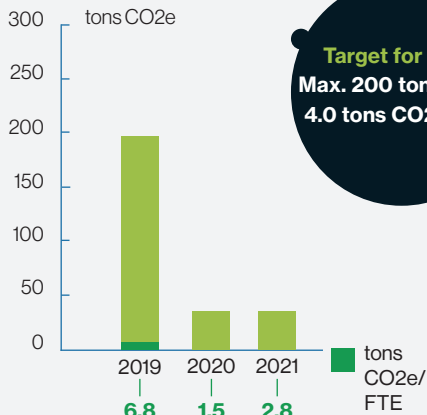
"I feel highly engaged by my job"



Target for 2022  
That 70% or more  
should totally agree  
and 30% should largely  
agree

## CLIMATE IMPACT FROM OUR OWN ACTIVITIES

Our own activities account for 0.4% of our total climate impact.



Target for 2022  
Max. 200 tons CO<sub>2</sub>e  
4.0 tons CO<sub>2</sub>e/FTE

## Consumption

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



### NON-ALCOHOLIC CONSUMPTION IS:

2019: 10%  
2020: 9%  
2021: 9%

Target  
for 2022  
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 CO<sub>2</sub>e/KSEK. The target for 2021 was 12 kg, which we achieved.

2019: 14.3 kg  
2020: 12 kg  
2021: 12 kg

Target for 2022  
10 kg



# The global goals

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



**T**hrough 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.

#### > 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 Code of Conduct 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)

Each year we follow up on our own climate impact at our office at Södermalm. This is minimal when considering our value chain as a whole, but we still want to contribute in any way we can to a

more sustainable environment. We sort waste for recycling and offer the option to borrow bicycles and electric mopeds for meetings in town. As a way of encouraging our employees to cycle, we have also introduced benefit bikes. The pandemic left its mark on our activities in 2021, and a lot of meetings were conducted online, which has helped to reduce our environmental impact.

#### > 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 careful to comply with Swedish alcohol law in all of our activities. Wine is our core business, but we also supply spirits. 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 our climate impact from transport and strive to reduce this in collaboration with our third-party logistics provider. We also follow up on the 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, as well as for the emissions produced by our transport operations. Like many other companies, we have seen our internal climate impact in terms of emissions linked to business travel fall over the past two years because of the pandemic. 🌱

# Cultivation and production



**Q**

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

Germany is the country from which most of our wine is purchased, followed by Italy, France, Spain and the USA. The rest comes from varied locations depending on which products we have in our range, such as cider, 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 25% of sales (by volume).



>Code of Conduct

100% of our producers surveyed through Worldfavor have signed up to our Code of Conduct, which sets out 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

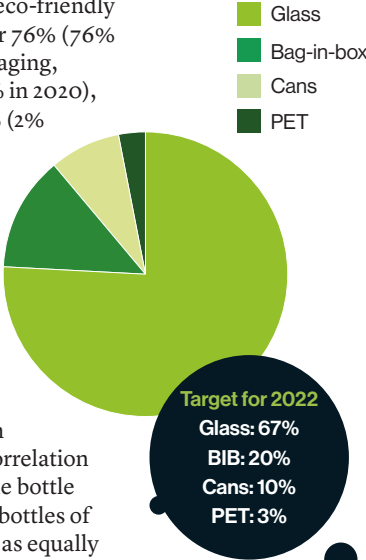
The fact that wine is an agricultural product means that the methods of production are many and varied depending on supply and demand in the various regions. Agricultural activities always have an impact on nature, but with knowledge and good cultivation methods this can be reduced. A couple of the major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

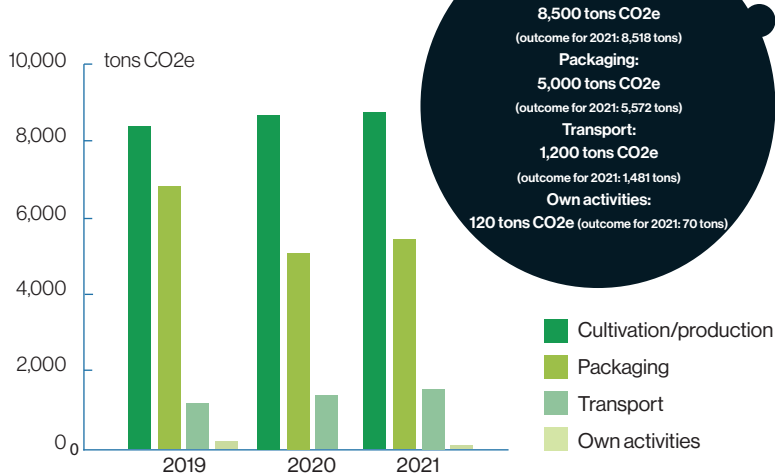
>Climate impact from packaging

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 2021, glass accounted for 76% (76% in 2020) of our climate impact from packaging, while bag-in-box accounted for 13% (16% in 2020), cans for 8% (6% in 2020) and PET for 3% (2% in 2020).

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





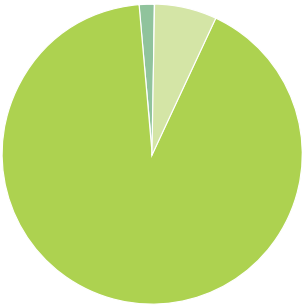


# Our range



Our range is characterised by both depth and breadth. It is vibrant and is regularly updated to reflect contemporary trends and customer demand. It encompasses wine, spirits, cider, non-alcoholic wines and mineral water. Wine is the dominant category and accounts for 86% of the annual sales volume at Systembolaget. Quality is a keyword when it comes to building our range. Our range consists of a mix of agency brands and own brands.

Our 2021 range by product category. Sales by litre.

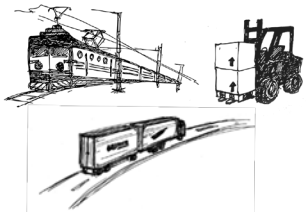


- Wine
- Water
- Spirits

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, 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. Our objective for 2022 is for 25% of our range to be organic and/or ethically labelled (e.g. FairTrade). 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 non-alcoholic range is an essential cornerstone in our work to promote moderation.”

# Transport and storage



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



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

As mentioned in an earlier section, Bottled with Care, we decided in spring 2021 not to renew our agreement with PostNord for third-party logistics operations. We signed a new agreement with a warehousing partner, DLP. Like us, our warehousing partner has a clear focus on sustainability. We also decided in 2021 to begin booking our own inward freight transports and have therefore also signed our own transport agreements. Sustainable transport and distribution solutions are a key factor for us, and we are mindful of the fact that shipping and transport have a huge climate impact. Through our collaboration with DLP and our own logistics department and transport agreements for inward freight, we have strengthened our efforts and our ability to continue making our work more transparent while reducing

our climate impact. In 2015 we became one of the first Swedish wine importers to adopt carbon-offset measures for the climate impact from our shipping activities and business travel. A majority of our transport to Sweden goes by rail. Trains roll all the way to our warehousing partner's facility 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. Shipping full units means our transport operations are now climate-smarter. Our warehousing partner 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 comprises ferry services and airports within the Nordic region.



# Offices and employees



**O**ur office is at Alsnögatan 11 on Södermalm in Stockholm. It is 700 m<sup>2</sup> and accommodates a total of 25 employees. The climate impact from our own activities during the pandemic constitutes less than 1% 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 CO<sub>2</sub> 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.

With the pandemic continuing in 2021, a lot of people continued to work from home. We maintained our policy from 2020 to allow a limited number of people to be present in the office at the same time, and this was managed by registering names in a shared file. With the Public Health Agency of Sweden (Folkhälsomyndigheten) updating its recommendations during the autumn, a gradual return to the office for three or four days a week was implemented. Owing to increased infection rates and new, more stringent restrictions at the start of the winter, we returned to the message of following the Public Health Agency of Sweden's recommendations, which meant working from home as far as possible. Despite the significant changes of the past few years affecting both employees and managers, routines have

been successfully adapted to enable a digital work life.

We have systematic work environment management in place and have ensured that our premises have been suitably adapted for requirements associated with the pandemic. We have observed through our work environment management that remote working works well in a purely practical sense, but that general wellbeing is affected by not going to work and interacting with colleagues on a daily basis. Gruppo Energia, which comprises seven employees from Enjoy and our sister company Di Luca & Di Luca, continued to meet 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.

Leadership training was provided in 2021 organised by 'Coaching by U' for all managers at Enjoy. The aim was to develop leadership at all levels.

We have chosen 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. Carbon offsetting takes place in collaboration with the company ZeroMission, and this year we have chosen to support a local project:

> **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:

> 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, vegetables 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 have installed garbage disposal units in our kitchen. 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 useful, as they replace fossil-based alternatives.



# Consumption




# W

e 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. As we predominantly sell alcoholic beverages, we think it is important to protect public health by communicating with people in a responsible way.

The pandemic has naturally had an impact on how and where we are able to communicate. A large number of fairs and events have been cancelled during the year. We managed to participate in two local fairs, in Linköping and in Västerås, during early autumn, before restrictions saw the cancellation of fairs and other industry events.

This year we have focused on digitalising the content previously published in Wine & Friends, a magazi-

ne that we used to produce and distribute. Articles, images, tips and expertise have been re-edited and repackaged for inclusion in newsletters, on the website, on our social media channels and in our podcast 'Vin för Rookies'.

We have followed the CR communication plan that we produced last year, and have developed the Sustainability section of our website. There you will find all our sustainability content, supplied in what is hopefully an easier-to-read format. Our sustainability reports are also available in this section in both Swedish and English for anyone who would like to find out more. This year we have also published content about the Beverage Industry's Climate Initiative because we believe it is an important and positive collaborative project for the industry, which we would like more people to discover and join. It was exciting to see how Systembolaget was inspired by our efforts in their communication on the climate impact of packaging. We have employed a stair-like image to illustrate this, which they have also done. 

## Our communication with consumers

### 'Vin för Rookies' podcast

During the year our podcast 'Vin för Rookies' (Wine for Rookies) has continued to be a popular source of wine knowledge. The first episode was broadcast in December 2018 and by the end of 2021 we had produced 64 episodes and two special 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 wine and explore a variety of themes. During the year we have produced episodes on Portugal and climate-smart choices, wine fairs, Marche, California and Barbaresco wines, and wines to enjoy with crayfish. This year we are trialling monthly episodes and supplementing these with special episodes on specific dates that discuss current topics and answer listeners' questions. 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 appreciated 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. The past two years of pandemic have unfortunately meant that we were unable to organise any physical wine-tastings or events, which normally are an important channel of communication for us.

### 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, this year too. This indicates that our communication of content that consumers want to read is improving, i.e. we offer highly relevant content.

### 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. The cookie policy that was introduced at

the start of the year has interfered with our ability to monitor traffic, but we are working on a solution that involves implementing a new application on our site. The KPIs that indicate how satisfied readers are with our content are all pointing in the right direction. In 2022 we will also develop the search engine marketing (SEM) function to direct traffic to our current and popular articles. One of the best pieces of news is that we have an excellent customer satisfaction score, compared with other sites. Our desktop site has a score of 33, while our mobile site has a score of 39. This is proof that the investments we have made in both website content and performance are paying dividends.

### 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 followed our channel strategy and publication plan and are now evaluating, improving and supplementing the new concepts launched last year. Dryckesskolan (Drinks school), weekly wine tips, five facts about a grape or region and our sustainability concept are all designed to inspire and guide consumers through the world of wine.

During the autumn we conducted a survey on Instagram about the type of content our followers would like to see. We learned that while they obviously want tips about wines, the most popular content tends to be fun and factual, e.g. content about wine tours, wine hotels and wine-tastings.

### Fairs and events

Much like 2020, 2021 was a quiet year as far as fairs and events went. These are normally an important activity for us. We have felt the absence of our usual fairs and industry events 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. We have still been able to attend two local fairs this year, in Linköping and in Västerås, which provided eagerly awaited and much-needed opportunities for us to meet consumers. We had looked forward to celebrating 25 years in business with a large event, but have had to amend our plans this year too owing to the pandemic. We now hope to celebrate our 25th anniversary in August 2022, a full two years after the fact.

# Recycling




# W

e 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
102-1	Name of the organization	4
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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
102-7	Scale of the organization	4, 16
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, 12, 13
102-13	Membership of associations	5
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 &amp; Spirits</i>	
102-46	Defining report content and topic Boundaries	4
102-47	List of material topics	7
102-48	Restatements of information: <i>no changes from the previous year</i>	
102-49	Changes in reporting: <i>no changes from the previous year</i>	
102-50	Reporting period	4
102-51	Date of most recent report: <i>25-05-2021</i>	
102-52	Reporting cycle	4
102-53	Contact point for questions regarding the report	3
102-54	Claims of reporting in accordance with the GRI Standards	4
102-55	GRI content index	20
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	7
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 <sub>2</sub> e)	
305-2	Energy indirect GHG emissions (Scope 2: 2.3 tCO <sub>2</sub> e)	
305-3	Other indirect GHG emissions (Scope 3: 6958 tCO <sub>2</sub> e)	
305-4	GHG emissions intensity	8, 9
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	8, 11, 12, 13