

Enjoy Wine & Spirits

Sustainability report

2022
Financial
year





A word from the CEO

2022

To begin, a brief reminder of how 2022 began. Russia’s invasion of Ukraine is a tragedy that has created victims and suffering in and around Ukraine, and its impact has been felt further afield too, in Europe and the rest of the world. In the wake of the invasion came the big economic surprise of the year, namely a shift in the global economy. After a decade of positive growth and low inflation, the world took a U-turn. There have, however, also been positive developments during the year, with increased solidarity and cohesion in the West, and enormous investments in climate solutions and green energy. A welcome and much-needed result of the Western World’s desire to be more energy independent and to phase out fossil fuels more quickly. The International Energy Agency (IEA) reports that renewable energy capacity will double over the next five years – more than we have managed in the past 20 years!

One consequence of global factors has been increased energy prices and reduced access to packaging materials, which has affected our business in various ways and resulted in cost increases. Inflation too has had an impact, prompting a steady rise in the interest rates of central banks, which has changed consumer behaviour at Systembolaget. The premiumisation trend of recent years has weakened as households are forced to cut back on their spending. We expect this trend to persist in 2023.

Our comprehensive and diverse beverage portfolio has enabled us to respond to various forms of changed consumer behaviour. As pandemic restrictions eased, we saw a shift in sales during the year from Systembolaget to the hospitality industry. In 2022 we were named Beverage Supplier of the Year by Sweden’s leading hotel chain, Nordic Choice Hotels. This is an honour we are incredibly proud of, as it is proof of all the hard work that our sales team has put into making us the most sought-after supplier among our customers.

Looking at the grape harvest for 2022 in Europe as a whole, it’s clear that the year has largely been a return to normal. At the same time, we have to acknowledge that some areas are, from a historical perspective, seeing lower harvests more frequently. From experiencing small harvests once every ten years, growers are now being forced, in the most extreme cases, to factor in the risk of a significantly reduced harvest every other year. This is one effect of the climate change that has become increasingly evident and which could well affect the future supply of wine.

While it may be true that organic products are growing in popularity, there are now signs that the trend is plateauing, albeit at a high level. A total of 26% of all wine sold at Systembolaget is now organically grown. We are also seeing Systembolaget encouraging initiatives that aim to reduce the environmental impact of packaging – something we warmly welcome. It is already possible to find outstanding wines in cans, PET, and bag-in-box (BIB) packaging. Although these types of packaging struggle to maintain the quality of wine over time, they are an excellent choice in many situations. It is not the thickness of the glass that determines how long a wine can be stored. Our hope is that a growing number of consumers choose alternative packaging or lightweight glass moving forward.

During the year we organised an extensive leadership programme for all managers and conducted work to do with values that we, as a company, encourage and strive to uphold. Our corporate culture is thriving and is shaped by our employees and their unique personalities. I am incredibly grateful to all our talented colleagues and proud of everything that we achieve together. In a transformative year we have adapted quickly to changed conditions and, in so doing, have strengthened our position. This is only possible with a responsible organisation and community, which fills me with hope for both a positive and sustainable future. 🍷

Sustainability report 2022 financial year

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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 661. It is our sixth report and relates to 2022. It has been produced in accordance with the Swedish Companies Act and the voluntary framework GRI (Global Reporting Initiative). As GRI has been extensively revised, this report has been produced ‘with reference to’ GRI Standards (2021). The aim in the coming years is to further develop reporting procedures in line with the EU’s legal requirement known as CSRD (the Corporate Sustainability Reporting Directive), as well as the upcoming mandatory standard for sustainability reporting, ESRS (European Sustainability Reporting Standards), where separate sustainability reporting will no longer be an option, but must be integrated into the annual financial report. The purpose of the report is to identify our material sustainability risks and explain 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*. Our collaboration with external expertise (U&We) provides support for our production and quality assurance of climate data.

>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

With knowledge, experience, passion and sound business acumen, we produce and supply beverages from around the world, all to offer consumers attractive beverage experiences.

>Our vision

We drive development and are a leading supplier on the Nordic beverage market.

>Our values

In 2022 we carried out work focusing on our values in partnership with our employees in order to refine our existing corporate culture. This work resulted in four maxims that represent our values. These are: We’re always driven to do more; We display empathy and understanding; We have vision; and We are passionate and approachable.

In 2022, the management team completed a leadership programme together with the management team from our sister company Di Luca & Di Luca. During the year we have employed new colleagues and have seen a gradual increase in the number of people working in the office.

>Developed whistle-blowing system

Enjoy Wine & Spirits conducted a feasibility study in 2022 focusing on the implementation of a whistle-blowing system in 2023, which is intended to provide an additional channel for reporting any serious irregularities. We do not tolerate discrimination, bullying, harassment or victimisation in any form. Reports are submitted anonymously. However, we do encourage open dialogue between employees and managers.

— Maria Tillander,
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.”

We began 2022 dealing with the aftereffects of the pandemic, and February saw the start of the war in Ukraine. Consequently, 2022, like 2021, has been an eventful year, with challenges for us as a company in society in general and our everyday business. The war has also led to a shortage of materials, such as glass bottles and other packaging. We have faced major challenges to do with logistics and transport during the year too. Our culture and our dedicated employees have been a constant source of strength over the past two years. As a company, we have coped relatively well with the changes that have taken place this past year.

In early 2022 we completed the relocation of our warehouse and changed logistics partner, from PostNord to DLP. Our new, internal logistics department also became fully operational during the year. 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. DLP has opted to phase out their agency solution in favour of employing their own personnel, as a way of investing in social sustainability by offering increased employment security. In 2022 DLP

switched transport solution, which has meant greater responsibility in terms of environmental impact, with the aim of reducing carbon dioxide (CO₂) emissions year on year. 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 five years based on the Greenhouse Gas Protocol (GHG), which is an internationally accepted standard for calculating and reporting greenhouse gas emissions. We measure our emissions according to GHG, and naturally we want to contribute the information we have to hand, and so we report our emissions using a digital tool supported 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 2022 to build support for the study and show what’s possible by setting ambitious climate goals.

With the aid of one of our digital tools, Our Impacts, 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.

We approach sustainability in a business-like 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

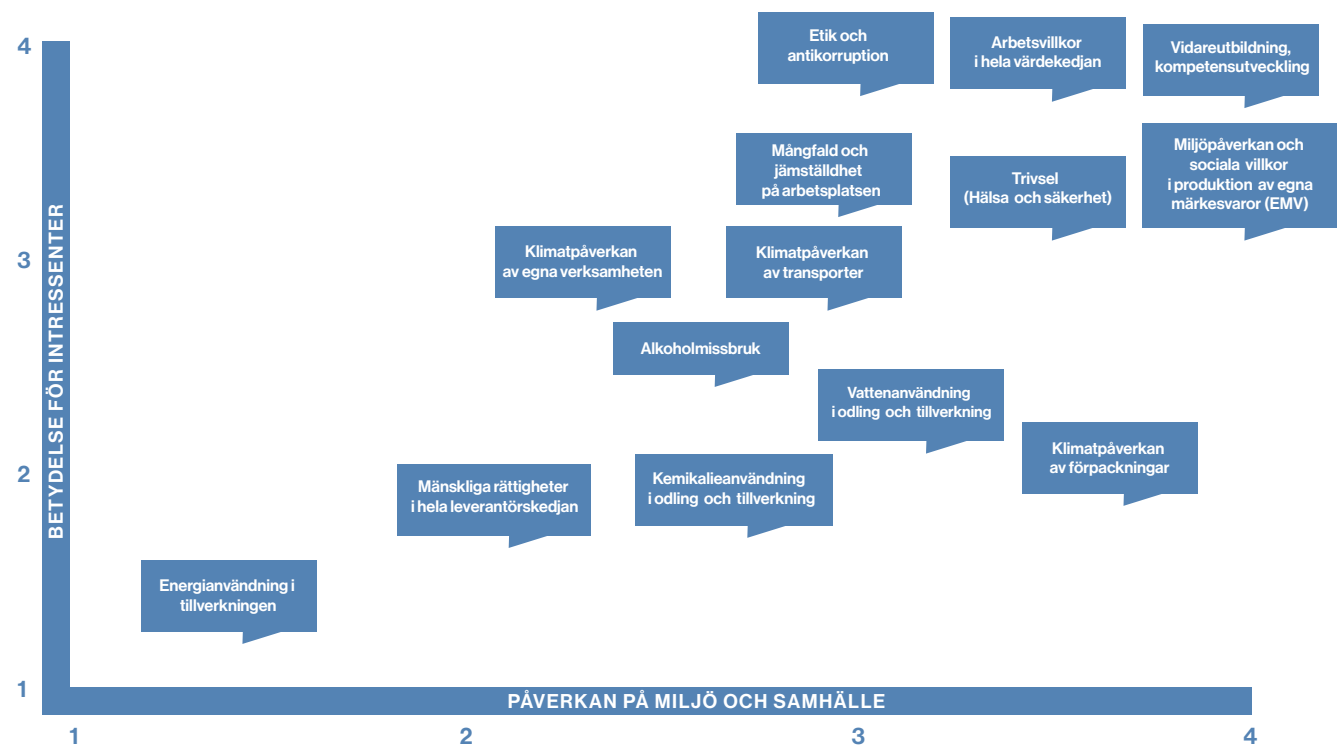
sign up to our code of conduct. All of our employees have signed up to our code. We also have a whistle-blowing system. The responsibility for overall strategies, objectives and measures rests with the management team and sustainability officer. The board is ultimately responsible for our sustainability 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 four times during 2022 and focused on various elements of our sustainability work. We have produced an English version of our sustainability report for 2022, 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 team 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 five during the year.

We now look forward to a new year when we will continue our work to address the climate challenge. We are humbled by the tumultuous events 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-As-

essment 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. We will be updating our materiality analysis in 2023 to ensure compliance with the GRI (2021) requirements on double-materiality. 📌

	Risk/Materiality	Significance of the risk	Why is this considered to be material to Enjoy?
Cultivation and production 	Ethics and anti-corruption throughout the value chain.	The risk is the occurrence of dubious business practices, such as gifts or improper 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 greenhouse gas emissions 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 supply 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.	Greenhouse gas emissions from producer to consumer by sea, rail and road.	This is a material risk 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.	Greenhouse gas emissions from our own activities such as business travel, heating, paper purchasing, wastage and recycling.	It is important for us to monitor our own activities and address 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 57% of our total climate impact, which is higher than before because the impact from our own activities 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.



2020: 100%
2021: 100%
2022: 100%

Range

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

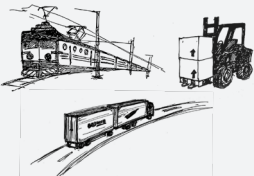


2020: 23%
2021: 24%
2022: 22%

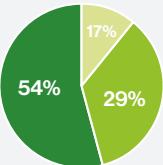
Target for 2023
25%

Transport and storage

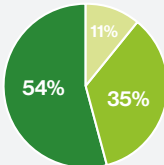
Transport accounts for 5.8% of our total climate impact and the percentage distribution of transport is as shown in the pie charts. The key figures show our climate impact in kilograms of carbon dioxide equivalents (kg CO₂e) for transport per KSEK of sales. The change in our working method has meant that we now have improved control over the logistics flow, which has resulted in a marked improvement in the quality of data gathered. The objective for 2023 is to continue focusing on optimising our transport operations.



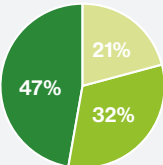
CLIMATE IMPACT OF TRANSPORT
kg CO₂e/KSEK:



2020: 3



2021: 3



2022: 2

Rail
Sea
Road

Target for 2023
3.0 kg CO₂e/KSEK
Rail: 60 %
Sea: 35 %
Road: 5 %

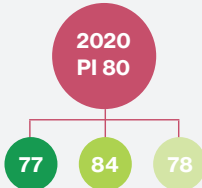
Offices and employees

We conduct an annual anonymous survey, giving staff the opportunity to reflect on how they feel and their work situation.

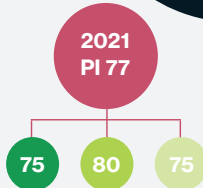


PERFORMANCE INDEX

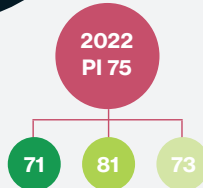
- Stimulating leadership
- The team's performance environment
- Personal leadership



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



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



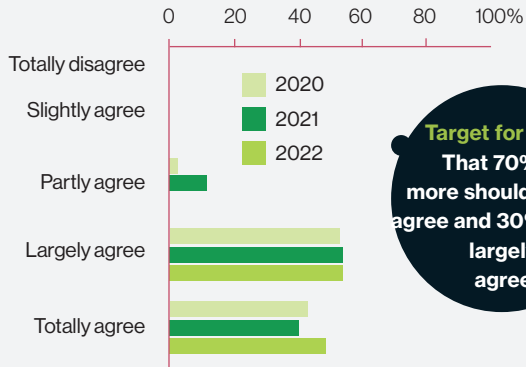
Work attendance 98.8%
Proportion of employees %
women/men: 45/55

Target for 2023
PI 80
80 80 80
Work attendance 99.5%
Proportion of employees %
women/men 50/50

ENJOY ENGAGEMENT

Engagement and satisfaction

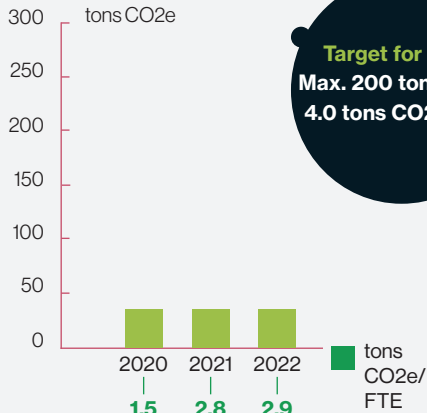
"I feel highly engaged by my job"



Target for 2023
That 70% or more should totally agree and 30% should largely agree

CLIMATE IMPACT FROM OUR OWN ACTIVITIES

Our own activities account for 0.5% of our total climate impact.



Target for 2023
Max. 200 tons CO₂e
4.0 tons CO₂e/FTE

Consumption

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



NON-ALCOHOLIC CONSUMPTION IS:

2020: 9%
2021: 9%
2022: 13%

Target for 2023
15%

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.

2020: 12 kg
2021: 12 kg
2022: 12 kg

Target for 2023
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.



Through our collaboration with Systembolaget we have also conducted an analysis of how our sustainability work links 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 prevent 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. It is important to us to have a close relationship with our producers and to organise annual visits to our largest suppliers to be able to confirm compliance with laws and regulations. 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 on 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 gave us pause for thought and we now organise more digital meetings and travel less.

> 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. Systembolaget introduced a new beverage label called Sustainable Choice in 2022. This label means that the beverage is environmentally certified, has packaging with a lower climate footprint, and is rated as approved in Systembolaget's analysis of working conditions in cultivation and production. We are working hard to encourage our producers to switch to the Sustainable Choice label. Any move in the right direction is important, such as switching to lightweight bottles.

> 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.

Cultivation and production



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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 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 used and water usage in production.



Image: Fontanafredda

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 26% of sales (by volume).



>Code of Conduct

100% of our producers have signed up to our CoC. We are not prepared to work with suppliers who do not adhere to our CoC. The policy is based on the UN’s Declaration of Human Rights and conventions of other international bodies. Systembolaget and the 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 vineyards. In addition to our producers signing up to our Code

of Conduct, we have adopted a more in-depth approach and survey our producers by asking them to answer a set of 70 questions about the company’s responsibilities as far as sustainability is concerned. 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.

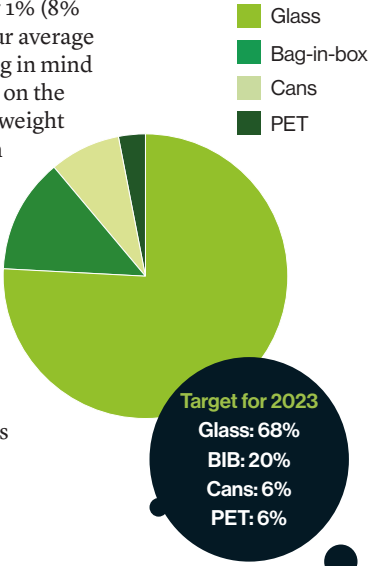
>Climate impact in wine-growing and production

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 vineyards also has an impact on the climate. Cultivation and production accounts for 57% of our total climate impact, which is a considerable proportion. We can influence this by engaging in continuous dialogue with our producers.

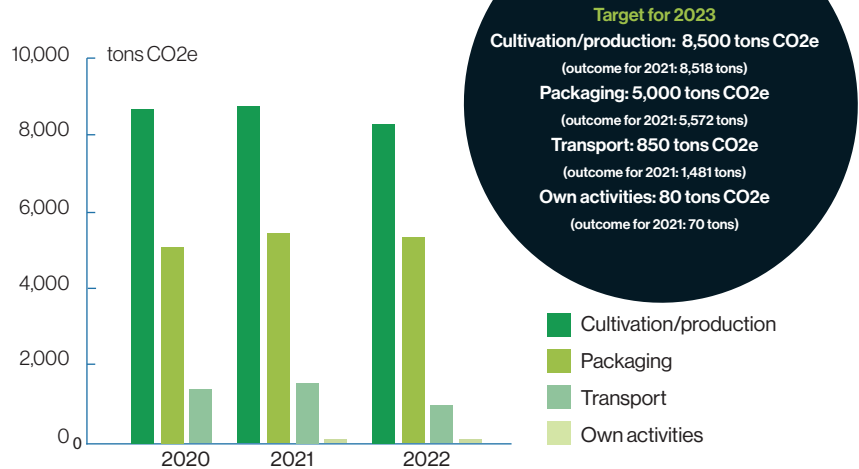
>Climate impact from packaging

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 2022 glass accounted for 84% (76% in 2021) of our climate impact from packaging, while bag-in-box accounted for 13% (13% in 2021), cans for 1% (8% in 2021), and PET for 2% (3% in 2021). Our average wine bottle weighs 557 grams, and bearing in mind the significant impact that glass can have 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 consumers to see lighter bottles of the same height as equally attractive.



Total climate impact





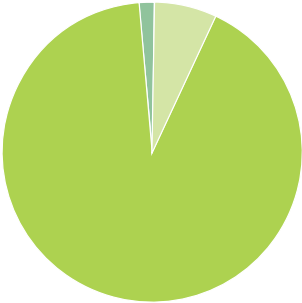
Our range

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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 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.

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 products. Sales of organic products equate to just over 22% of our total sales volume. Our objective for 2023 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. 🍷

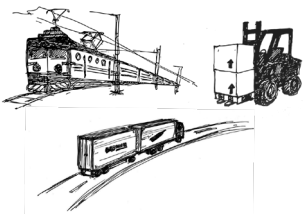


- Wine
- Water
- Spirits



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

Transport and storage



Trains roll all the way to 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, in 2022 we completed the relocation of our warehouse and changed logistics partner, from PostNord to DLP. Like us, our warehousing partner has a clear focus on sustainability. 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, as well as 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. As part of this, we now book our own transports from producers, meaning we can, in a more environmentally efficient way than before, optimise these using groupage. Our purchase planning also ensures full trucks every time. Our in-house

logistics department enables us, now more than ever, to focus on inventory optimisation, which in the long term means that we can work proactively with products with declining sales to ensure that obsolete inventory remains as low as possible and therefore has a positive environmental impact.

A majority of our transport to Sweden goes by rail. Trains roll all the way to our warehousing partner's facility in Jordbro, helping us to avoid costly and environmentally harmful transshipment and road transport from rail terminals to warehouse facilities. 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



A total of 25 people work at Enjoy Wine & Spirits' office at Södermalm in Stockholm. The year began with an increase in Covid-19 cases and the majority of our employees working from home. As soon as the restrictions were lifted, however, we returned to our main workplace – the office. In order to ensure a stimulating environment for those returning to Södermalm, we put extra effort into providing an inspiring office environment, organising everything from tastings to talks and other events. We believe in activities where what's important is working together to create the best conditions for a successful business, and having fun along the way. We still offer a certain amount of flexibility, as a good work-life balance is also important.

Focus on values

We invested time and resources on employee and manager development in 2022, focusing predominantly on the company's culture and values. This has involved additional surveys about our values and values workshops for each team to clarify how each department is contributing to the best company culture. We have employed an external consultant to help us develop our collaboration and self-leadership. Our managers, and the managers at our sister company Di Luca & Di Luca, are members of a forum that has met twice during the year to network, discuss leadership and development, and exchange knowledge. Work to extensively renovate and extend our premises also began in autumn 2022. This will provide us with more space, new technology and a more inspirational environment. This work is expected to be completed in Q1 2023.

We calculate our carbon footprint

The climate impact from our own activities increased during 2022, but was still less than half that recorded in 2019, prior to the pandemic. This is due to increased post-pandemic travel and to some people continuing to work at home. The climate impact from our own activities was 0.5 per cent, compared to 3 per cent in 2019. Using the Our Impacts tool, we calculate our own carbon footprint based on electricity consumption at the office, consumption of office materials, business miles driven and the climate impact of flights taken. We have chosen to use carbon offset for our emissions 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:

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.

We also use Our Impacts to measure the carbon footprint of our transport activities, both transport into Sweden from abroad, and distribution from our warehouse to our customers. CO₂ emissions from our various packaging solutions are also calculated. Total CO₂ emissions for these different categories amounted to 14,310 tons in 2022, which is 8 per cent lower than in 2021. 🍷

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

- > We sort our waste for re-cycling. 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 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. As usual, our sustainability report is published in both Swedish and English on our website.

We have followed our communication plan for the CR field, and this year we have also published content on enjoywine.se about the Beverage Industry's Climate Initiative because we believe it is an important and positive collaborative project, which we would like more people to discover and join.

In May 2022 we engaged in positive dialogue with representatives of Systembolaget during a visit to our premises. We outlined our sustainability work and the opportunities and challenges that we think lie ahead for the industry as a whole as it looks to transition. 🍷

Our communication with consumers

Wine-tastings, events and fairs

Getting to attend a professionally organised wine-tasting is something we know is appreciated by our consumers. In the event of producer visits and 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. We have seen our eagerly awaited tastings, events and fair, which were put on hold during the pandemic, return in 2022. The highlight of the year was, without doubt, our celebrations to mark our 25th anniversary, which saw guests invited to Nationalmuseum in Stockholm on 7 September.

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. Our website should make it easier for consumers to choose beverages, and it must be possible to navigate the site and find sustainable products with ease. We have used Systembolaget's information and classifications within the sustainability field

when designing the website. We make it easy for consumers to make sustainable choices by providing a range of filters for searches and clear search results. We also use the website to educate our consumers by supplying facts and information about producers who work with sustainability.

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. 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.

'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 2022 we had produced 76 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 about Chardonnay, Alicante, vintage champagne, Alsace and Tuscany. We have also produced an episode in which we answered listeners' questions.



Recycling



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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.”

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NOTES		
Note 1	Enjoy Wine & Spirits had 27 employees in 2022.	
Note 2	Of the 27 employees, 2 provided temporary full-time cover.	
Note 3	There was a product recall during the year because of inadequate labelling.	
Note 4	The company does not have collective agreements but largely provides benefits corresponding to those offered in collective agreements.	
Note 5	The company is preparing to begin such work in 2023-24.	
Note 6	No incidents have occurred during the year.	