



## 2024 Sustainability Report

You want a  
sustainable world.  
So do we.





# Our purpose:

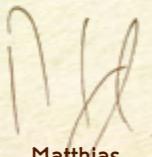
We are committed to producing delicious products you'll love, and to the health of people and nature.

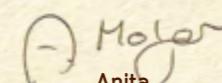


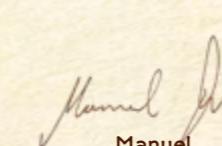
The bio-familia executive board: Matthias Schwyn, Anita Holzer, Manuel Dubacher, Urs Furrer

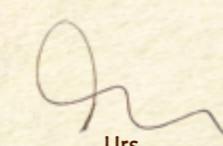
Nature is our origin — and our source of strength. That's why we do everything we can to respect and protect it. We believe that even small steps make a difference — especially when we take them together. At the same time, we care deeply about the well-being of all people: we have always used natural ingredients to provide strength and energy. Only

when the people who create our products are doing well can we produce something truly great. That's why we're committed to fair and healthy working conditions — from cultivation and processing to our own site in Sachseln. After all, this is the only way to create genuine, sustainable enjoyment.

  
Matthias Schwyn

  
Anita Holzer

  
Manuel Dubacher

  
Urs Furrer



# Who we are \*

We embody our values. \*

bio-familia AG was founded in 1954 in Sachseln in the canton of Obwalden.

Long before the word 'sustainability' was on everyone's lips, we produced the first organic Müesli. The family-owned company has consistently taken a pioneering role with its sustainable initiatives and healthy Müesli offerings.

Nowadays, bio-familia Müesli can be found in about 40 countries, and the Swiss word 'Müesli' pops up in many foreign languages.

● **Enthusiasm:** our employees play a key role in our success by inspiring our customers and consumers.

● **Competence, commitment:** we are capable and responsible, and we make top-quality products. We are decisive and innovative; together, we give our best every single day.

● **Tradition, authenticity:** we respect our roots as pioneers, which allows us to develop our unique strengths. We treat each other with kindness, trust and honesty.



# That's our goal

As a pioneer in organic food and Müesli, we've been committed to healthy people and a healthy nature since our very beginning.

We firmly believe: only together can we drive positive change towards a fairer, healthier world. That's why we support the Sustainable Development Goals (SDGs) and the global effort to tackle challenges like climate change, malnutrition and inclusive growth.

Find out which SDGs we focus on in our actions.



## What matters most to us

In order to better align our sustainability efforts with our long-term strategy, we carried out a double materiality assessment.

### Climate

- 1 Energy & emissions scope 1-3
- 2 Climate risks

### Sustainable supply chain

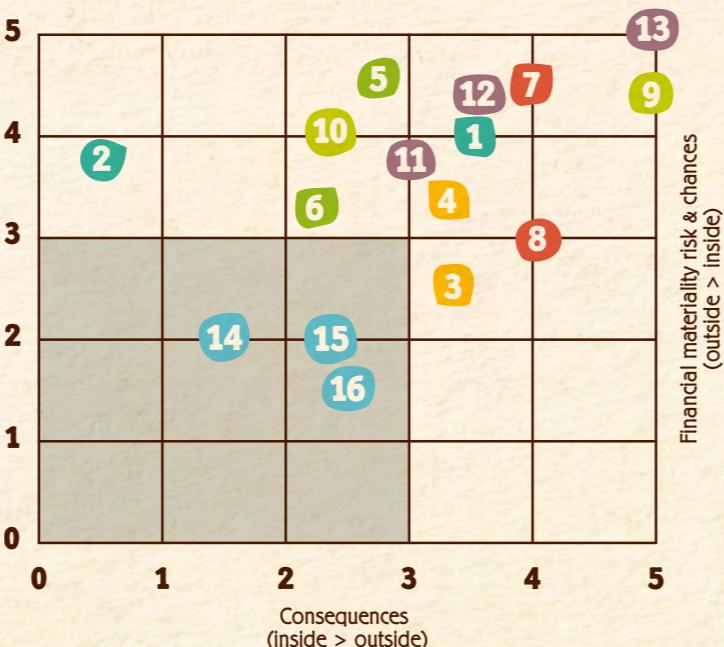
- 3 Biodiversity
- 4 Labour conditions in the supply chain

### Circular economy

- 5 Packaging
- 6 Food Waste

### Social responsibility

- 7 Working conditions bio-familia
- 8 Nutrition



In our double materiality analysis, we examine our impact from two perspectives: On the one hand, we assess how our business activities affect the environment and society. On the other, we consider which sustainability topics are economically relevant to us – today and looking ahead. This ensures that we focus on what truly matters: people, nature, and our company.

## Our climate targets

Since the end of 2022, we have been voluntarily committed to the Science Based Targets initiative (SBTi), aligning our climate action with scientific standards – to make a measurable contribution to global climate protection.

Short-term target 2020–2030  
Direct greenhouse gas emissions -42 %  
Indirect emissions -25 %



SCIENCE  
BASED  
TARGETS  
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

These are the actions we plan to take and implement over the next twelve months.



We're continuing to reduce emissions at our production site by converting one of our band ovens from propane gas to green electricity. This change will allow us to save around 30 tonnes of CO<sub>2</sub>e in 2025 – and around 100 tonnes annually from 2026 onward.



Our local transport runs with a new electric truck.



We're selling our first Müeslis in recyclable mono-material film.



We support regenerative farming in Switzerland by offering financial incentives.



We're increasing transparency and collecting more precise climate data on our raw materials.



We're exploring sourcing solutions for ingredients like chocolate and coconut flakes to ensure no deforestation is involved in their production.



We're developing a talent management programme to foster and support our employees in a targeted way.



We continue to focus on a healthy and balanced composition for familia Müesli.

## Our actions

# Where we are today

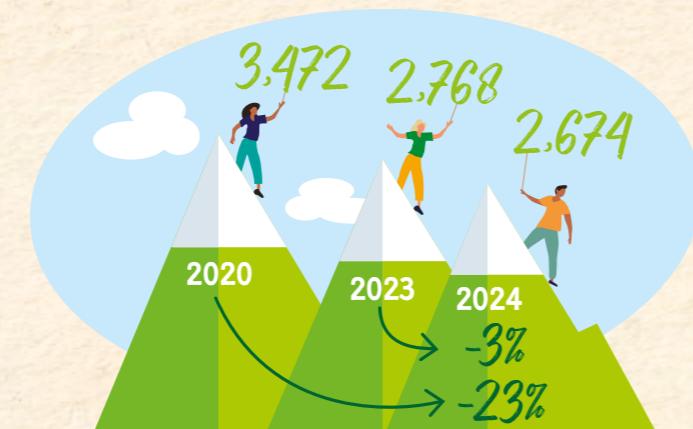
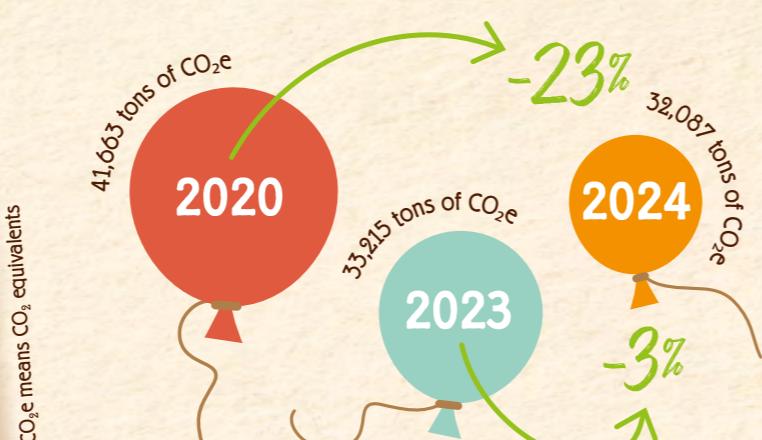
We want to do our bit to protect the climate – not only through reducing direct emissions, but also along our supply chain. Step by step, we're moving closer to our long-term net zero climate goal.

The data we use is collected in partnership with a sustainability consultancy. You can see the methodology behind our data collection [here](#).

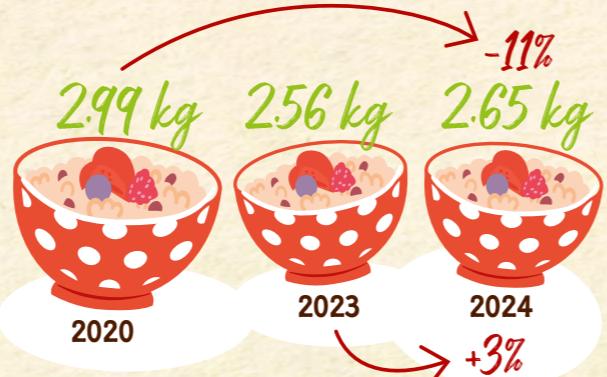


## Our carbon footprint

Our current climate figures show some improvement – primarily due to lower production and purchasing volumes. More valuable, however, are the insights we have gained from discussions with our suppliers and partners. By initiating discussions and creating transparency together, we can identify the levers that really make a difference – more precisely than ever.



In 2024 our CO<sub>2</sub>e emissions corresponded to those of 2,674 Swiss residents

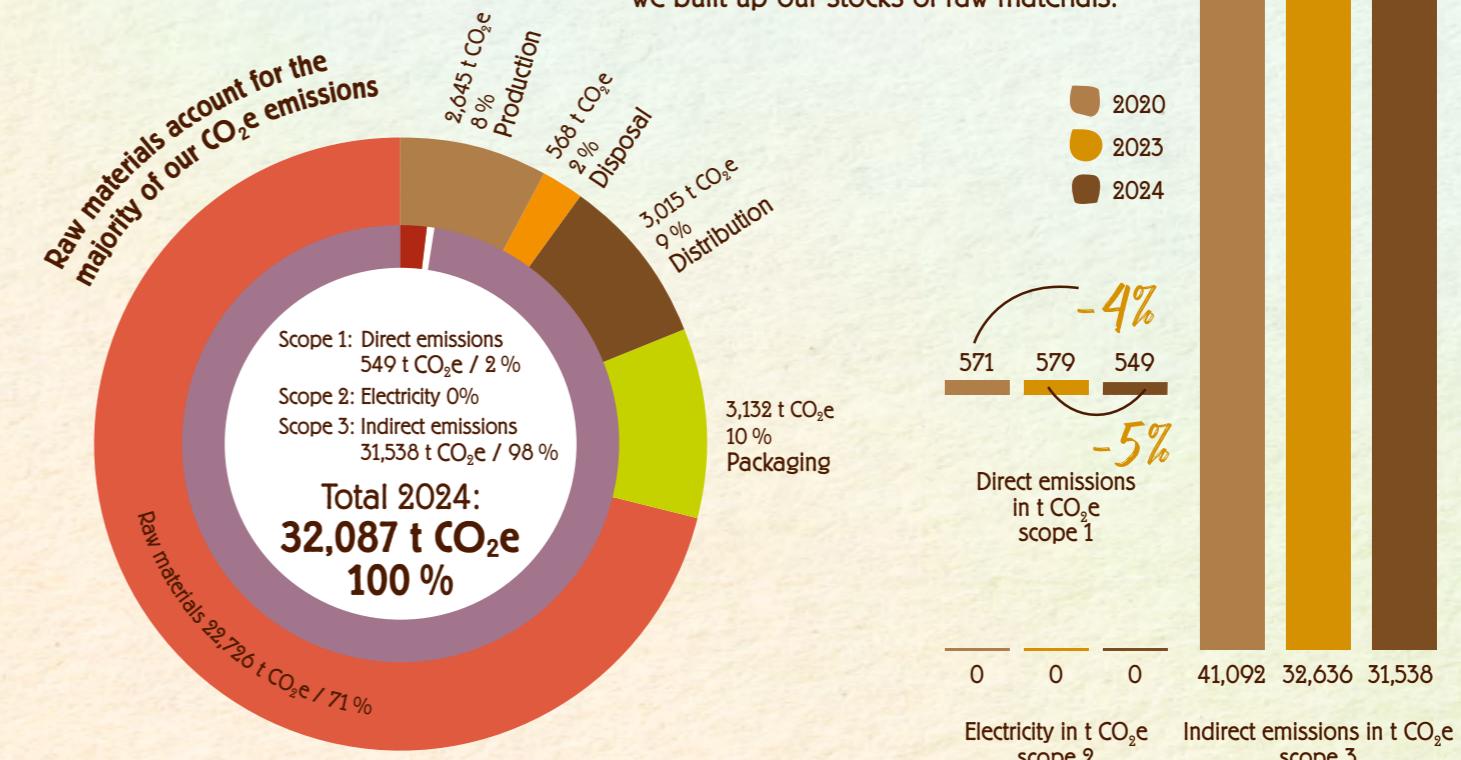


In 2024, 1 kg of Müesli had a CO<sub>2</sub>e footprint of 2.65 kg

**What's different?**  
In 2024, our energy consumption fell by 4 % to 4,699 MWh. The main reason was the decline in sales. A rainy summer without heatwaves also contributed, as this meant noticeably lower cooling requirements.

The lower production volume resulted in 5.2 % lower propane consumption – and a similar reduction in CO<sub>2</sub>e. As our ovens work less efficiently at lower capacity, this decline was in fact disproportionately low, though only slightly.

In response to the longer transport times (especially from overseas), we built up our stocks of raw materials.



## Are we on track?

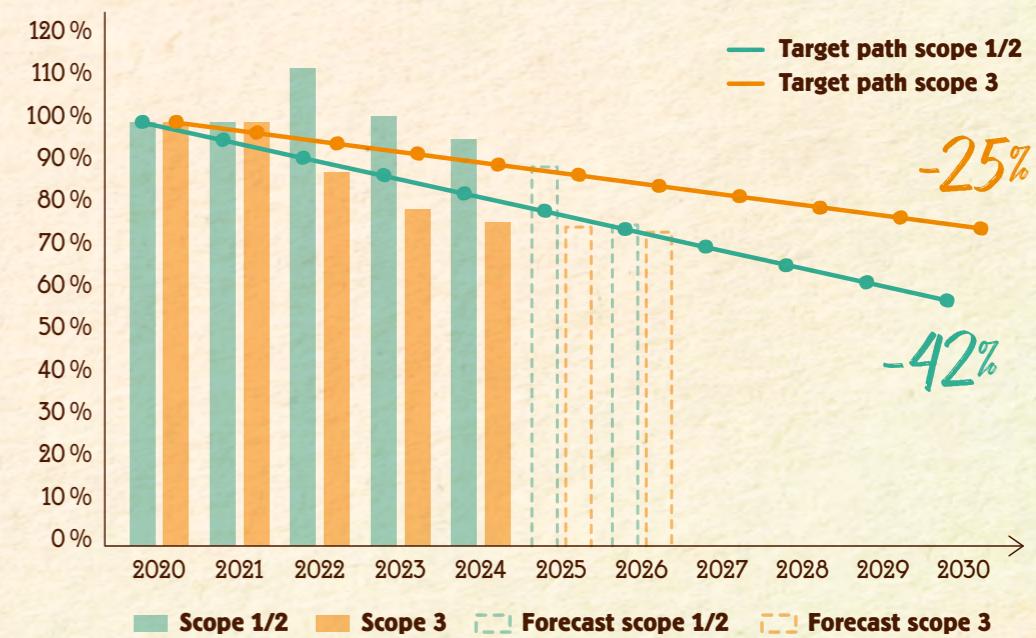
We are moving in the direction of the desired reduction pathway. Reductions in scope 1 will become apparent from 2025 thanks to technological investments. Moreover, real improvements in raw materials can only be achieved in the medium to long term.



### EcoVadis Sustainability rating

EcoVadis is the leading provider of sustainability ratings for companies. It evaluates companies according to four categories: environment, labour & human rights, ethics and sustainable procurement.

In 2024, we were awarded the bronze medal – putting us in the top 35 % of companies rated by EcoVadis in our industry.



Source: bio-familia data collection for EnaW



Fly over our pV system.



Our 137 kWp PV system on the roof of our company's headquarters in Sachseln has been supplying electricity since 2019 – enough for around 25 single-family homes. This covers the entire electricity requirements of our office building (Minergie-A), our charging points for e-bikes and e-cars, and our outdoor lighting, including in the car park.

## Electricity from local drinking-water power plants

All bio-familia's energy needs have been met by naturemade star eco-energy since 2013. This is sourced from local drinking-water power plants in Sachseln (86%) and Sarnen (9%). The 1,000 m<sup>2</sup> PV system on the roof of our headquarters in Sachseln produces the remaining 5%. The drinking-water power plants cause 25 t CO<sub>2</sub>e.

naturemade  
star  
ecological energy

12 RESPONSIBLE CONSUMPTION AND PRODUCTION  
∞

13 CLIMATE ACTION  
eye icon

Thanks to the naturemade star quality label, both the environment and the climate benefit more. The drinking-water power plants that supply our energy are subject to strict regulations to protect plants and animals. In addition, for each kilowatt-hour of energy supplied, a contribution is made to an ecological fund. These contributions are then used to renature bodies of water and create new habitats.

# Raw materials – our biggest lever

Our greatest opportunity for reducing CO<sub>2</sub>e lies in raw materials – and so do the biggest challenges.

Together with our suppliers, we are creating more transparency in order to define the correct starting points. 10% of our suppliers have now also committed to SBTi – after all, we can only achieve climate targets by working together.

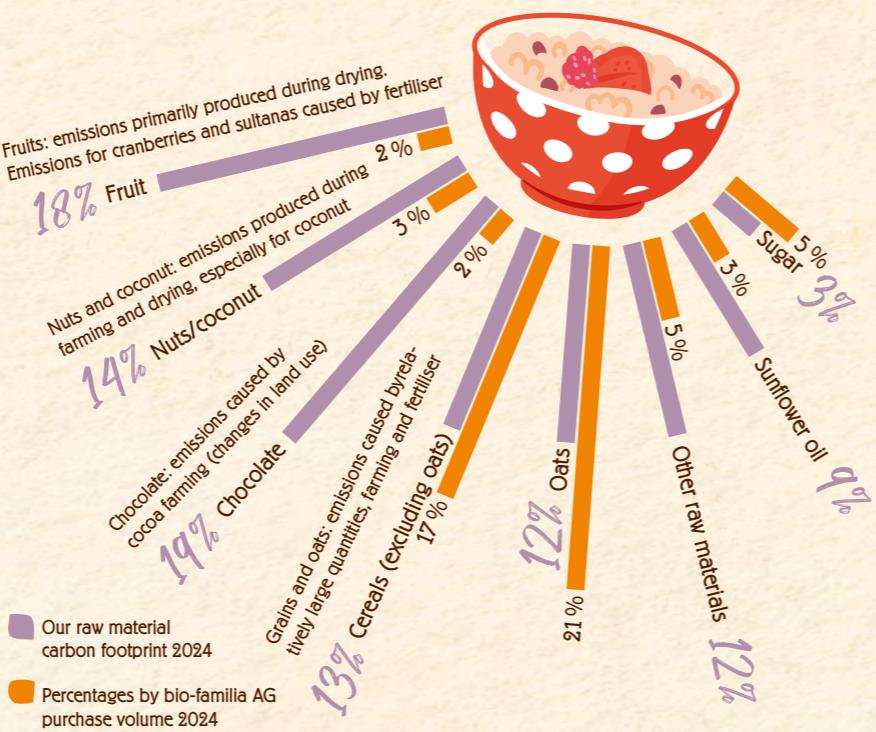


## Raw materials have a major impact on our carbon footprint despite small purchase volumes

### What has changed in terms of raw materials?

In 2024, we switched all coconut chips to Fairtrade. We have also changed our chocolate to a variety with a higher cocoa content as a filling.

We have made preparations in order to be ready when the EUDR deforestation regulation enters into force. For example, raw materials that pose a risk of forest clearance are recorded in our risk analysis. We have initiated a supplier survey for this purpose.



### Reducing CO<sub>2</sub>e with Ökospass

The employees' commutes are not offset. bio-familia provides its employees with the Ökospass, an incentive to commute to work using public transport, bicycles, walking or carpooling. The Half Fare Travelcard is free, and both electric cars and e-bikes can be charged at no cost.



## Greater knowledge – greater impact

We are constantly working to make our supply chains transparent – a real challenge, as we process around 300 raw materials from all over the world in Sachseln. We pay particular attention to freeze-dried fruit, sultanas, hazelnuts and oats.

Further analysis shows that some raw materials have better CO<sub>2</sub>e footprints than assumed in the initial calculation. We are now deepening our analyses – and including processing and the energy sources used. The more precise the data, the more targeted our collaborative work to identify the right levers for change.



## Our transport methods

### Distance is not necessarily a disadvantage

Each raw material must be considered holistically. The means of transport is often more decisive for the carbon footprint than the delivery distance. An external expert helps us to calculate our transport emissions.

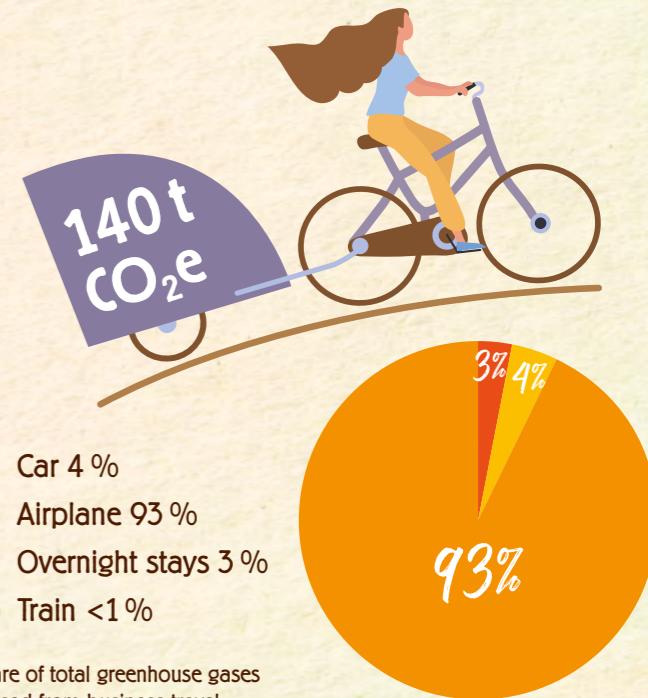
### Putting our trust in electric mobility

Deliveries from our warehouse in Schafisheim to Sachseln are made by electric lorries. This saved 135 tonnes of CO<sub>2</sub>e in 2024. From 2025, our 18-year-old van will also be replaced by an electric van, meaning that our local transport will be fully electric.



### Our business trips in Switzerland and abroad in 2024

We produced 140 tonnes of CO<sub>2</sub>e through our business trips in 2024. We offset this through myclimate by helping to finance their Gold Standard-certified biogas plants project in India. Due to customer transfers in Asia and increased local sales activities in America, more flights were booked in 2024.





# Healthy cultivation

We are committed to social sustainability.

This paves the way for a stable society that everyone can take part in. Human dignity, workers' rights and human rights should be guaranteed generation after generation.

## Happy Hazelnut

The Happy Hazelnut project is committed to socially and environmentally responsible hazelnut production in Turkey. 2/3 of the hazelnuts produced worldwide are manufactured in this region.

Two of the goals of the project are to improve the living conditions of migrant workers and their families and to avoid child labour. We have been supporting this project since it was established in 2013, and Happy Hazelnut certified hazelnuts are used in our familia Müesli.

We sourced 40 t of hazelnuts from the Happy Hazelnut project in 2024.



Matthias and Roland of bio-familia AG on a visit to our hazelnut suppliers in Turkey.

### Transparent and responsible

We want to know exactly where our raw materials come from – and under what conditions they are produced. That's why we use the Unicef Business Atlas to assess potential human rights risks every year. Where necessary, we make clear agreements with our suppliers to ensure fair conditions and avoid child labour. At the moment, we don't see any need for action – and that's exactly how things should continue: transparent, responsible, and on equal terms with all our partners.

## Our labels:

As we source raw materials from all over the world, the support of labels is very important to us.



# Regenerative agriculture

The ground beneath our feet is our essential foundation, and it provides the main ingredient in bio-familia's Müesli: grains. Unfortunately, the state of Swiss agricultural soils is concerning. That's why we advocate for regenerative agriculture.

Regenerative agriculture repairs and protects damaged and overused agricultural soil. At the same time, it promotes biodiversity, supports sparing water use and helps to protect the climate.

Urs Grüter from the Birkenhof farm takes a sample of the soil.



Find out more about regenerative agriculture.



Toni Schönbächler from Rickenbach inspects the ancient spelt.

## The five principles of regenerative agriculture



1. Biodiversity in and above the soil
  - through crop rotation and by promoting biodiversity.



2. Minimising soil disturbance
  - scaling back soil preparation and minimising the use of agricultural adjuvants.



3. Continually rooted soil
  - leaving living roots in the soil, nourishing the soil life.



4. Keeping the soil permanently covered
  - by means of undersowing, catch crops and crop residues, for example.



5. Integrating animals
  - optimised pasture management and free-range livestock husbandry.



We have been committed to regenerative agriculture in partnership with the Agricultura Regeneratio association since 2022. Our aim is to increase the use of regeneratively grown cereals and therefore healthy soils. However, 2024 was a particularly challenging year: changeable weather in Switzerland led to significantly lower yields on the eight farms that are already using regenerative methods. This makes our financial contribution all the more appreciated, as it helps motivate farmers to continue relying on regenerative methods. Twelve farms have pledged to plant cereals regeneratively for 2025. Together, we want to develop agriculture that's fit for the future, step by step – for healthy soils and sustainable collaboration.



# Our packaging

Packaging accounts for 10 % of our overall carbon footprint.

Our packaging protects the Müesli, ensures freshness and product safety – from the first to the last spoonful. At the same time, it meets high standards for material, function and design. We continuously improve our packaging with one clear goal: making it even more sustainable.



## Packaging strategy: avoid, reduce or replace materials

Packaging material is minimised wherever possible. However, protecting our products remains our utmost priority. After all, what is the impact of a product that goes off within a short space of time? Food waste! And that's what we want to avoid.

### Responsible packaging – our actions at a glance:

#### No spoon, less plastic:

Our Top-Cups come without plastic spoons – cutting unnecessary waste right from the start.

#### Recyclable mono-film instead of composite film:

The technical testing of a recyclable mono-material film with barrier layer was successful. It will now replace our composite film – without compromising on quality or freshness. The first customer orders are ready, and we're now gaining hands-on experience with the new material while optimising our machines for efficient mono-film packaging.

#### Shipping with reused cardboard instead of new material:

Around 6,200 e-shop parcels per year are cushioned with clean, shredded cardboard from our own operations – reused instead of discarded.

#### Sustainable Müesli cartons:

Our Müesli folding boxes and outer cartons are FSC-certified. The cardboard is made of 95 % recycled fibres – half of which comes from post-consumer waste paper. The other 5 % comes from fresh fibres made using FSC-certified wood.



## This is where we stand on waste

In production, we were able to slightly reduce feed and food waste volumes. At the same time, losses on the raw material side increased. Overall, this led to a slight rise in total food waste.



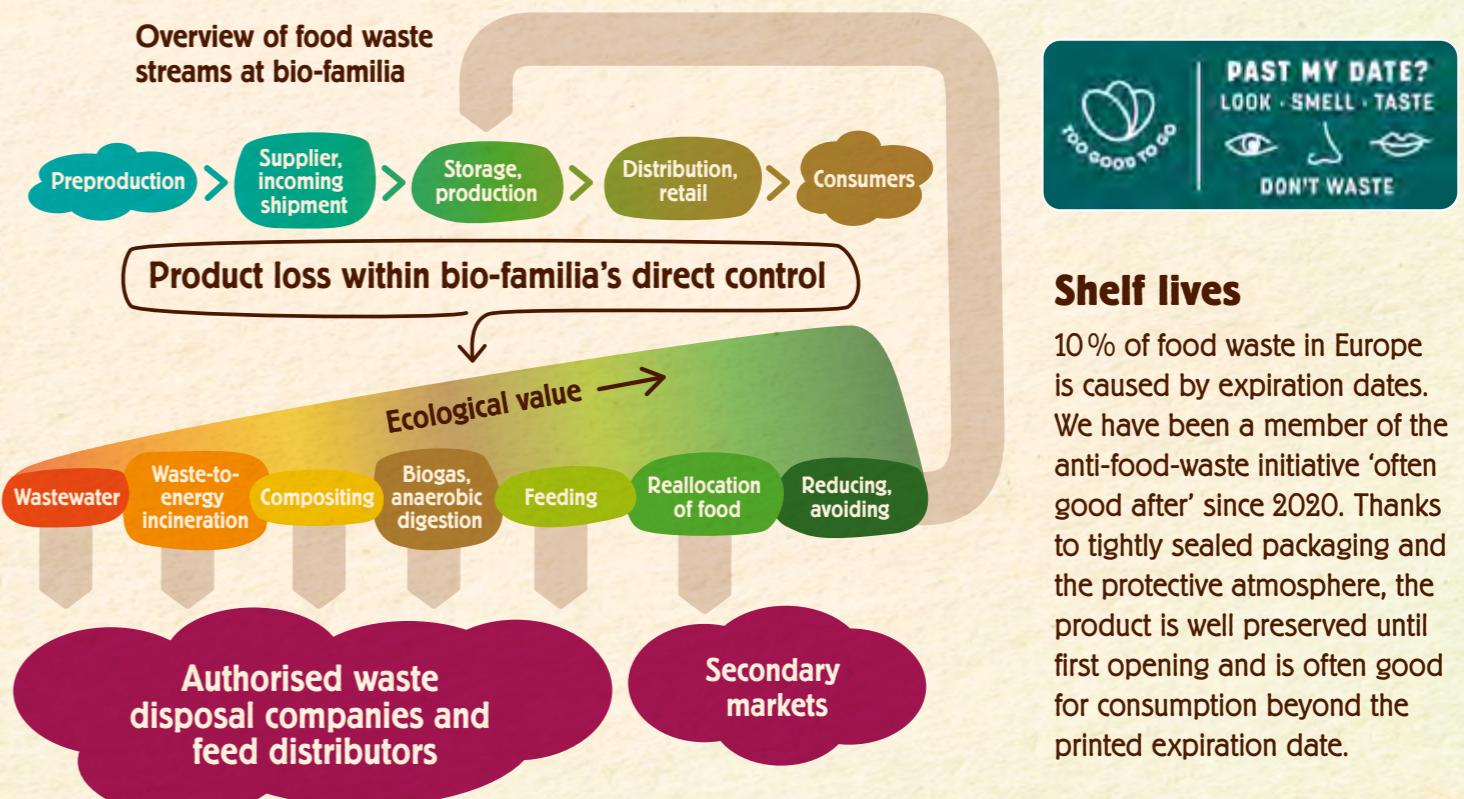
### Resource consumption at bio-familia's in Sachseln

Total waste	Water consumption
380 t	2020 6,417 m <sup>3</sup>
333 t	2023 6,239 m <sup>3</sup>
322 t	2024 6,098 m <sup>3</sup>

Waste consists mainly of cardboard, paper and general refuse, with over 55 % being recycled.

### Our waste concept

We're committed to ensuring that all recyclables and waste are recovered in the most sustainable way possible.



### Shelf lives

10 % of food waste in Europe is caused by expiration dates. We have been a member of the anti-food-waste initiative 'often good after' since 2020. Thanks to tightly sealed packaging and the protective atmosphere, the product is well preserved until first opening and is often good for consumption beyond the printed expiration date.

# Healthy creation

Around 200 employees create the müesli with great pride in the heart of Switzerland.

We put the needs of our employees first. The 'healthy creation' promise forms the basis of all our reasoning as an employer.

A welcoming environment and one-of-a-kind cooperation are central to our culture. We give our employees targeted support and the opportunity to switch off.

As they strongly identify with our products and feel like they are doing something meaningful, our employees pour their passion into their jobs – every single day.



## Opportunities for balance



... 18 ...

## Valuable collaboration



## Company healthcare management

The physical and mental health of our employees is a very high priority for us.

- Health-focused events at work and during leisure time (e.g. laughter workshop, health awareness session)
- Regular physiotherapist-guided ergonomics sessions in the production department and the workplace
- Opportunity to schedule a free osteopathy treatment every month
- Workplace risk assessments for pregnant employees
- Financial support for sporting activities



- 14 First Aiders
- Employee representation on the FCOS by a member of the Works Council
- Personalised protective equipment (e.g. prescription safety glasses) is now co-financed
- A counter in the workplace displays the number of accident-free days with a positive effect



**Occupational accident & illness KPIs 2024:**  
 Absenteeism as a result of an accident (% of employee hour): 0.50  
 Occupational accident rate (OAs) per 1,000 FTEs: 67.44  
 Non-occupational accident rate (NOAs) per 1,000 FTEs: 122.6  
 Days lost (illness & accident) per FTE: 10.8 days



... 19 ...

## We develop our employees

Once a year, we hold meetings with all our employees. During these, we set goals and carry out skills assessments.

- Continuous development through internal and external training courses
- Training for a healthy leadership
- Free online language course
- Individualised content is conveyed in a digital training platform (180 active users by the end of 2024)
- Talent development and management established as a strategic priority
- Cost of direct external training and development per person per year in 2024: CHF 825.–
- Staff turnover as at 31/12/2024: 7.97 %





# Healthy indulgence

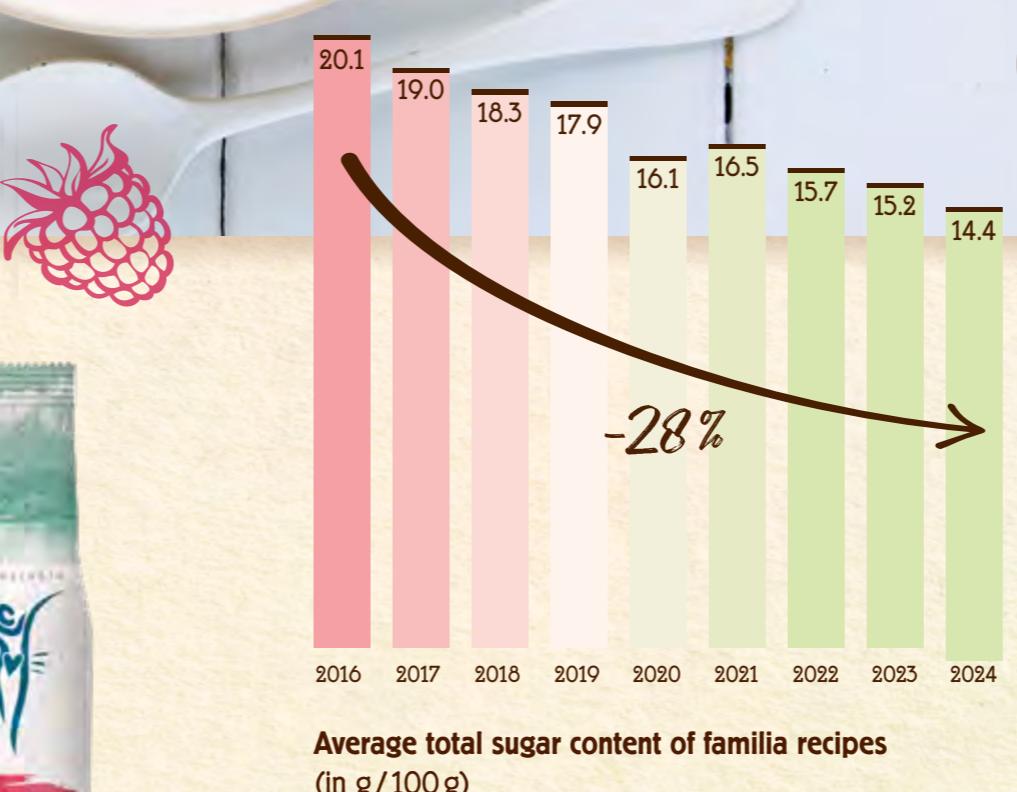
We create the best Müesli by using exquisite natural ingredients. Consumers are given the opportunity to find out more about the products, allowing them to make their own healthy, sustainable choices.

## Our sugar reduction promise

In 2015, we signed the voluntary Milan Declaration together with former Federal Councillor Alain Berset and nine Swiss food manufacturers and retailers. The aim of this declaration is to reduce the sugar content of cereals and yoghurt.

Specifically, this relates to a reduction of 15 % to 12.8 g per 100 g in all breakfast cereals by 2024 (the median was 15 g per 100 g in 2018).

At the end of 2024, the median quantity of added sugar in familia cereals was 11.1 g per 100 g. Accordingly, we have reached the reduction targets agreed with the federal government, which were supposed to be met by 2024.



Our innovations are designed to enhance people's well-being.

# More transparency

**The origin of raw materials:** It is of great importance to us to create more transparency along our entire value chain. Goal is that consumers find the information about the origins of their Müesli online.



**Carbon footprint:** Together with our sustainability partner, we have established a basis for measuring the carbon footprint of each type of familia Müesli. On our website we share this information with consumers.



**Health tips:** We explain the health-related properties of our ingredients and give tips for a healthy lifestyle on packaging and online.



**Recipe ideas:** We share recipes that bring people more variety in everyday Müesli.





# Our future is NOW

These days, it's not about celebrating ourselves as a company doing 'something' for the environment and for the next generations. It's about pulling together, taking responsibility, and actively making a difference.

Sometimes, all it takes is a few small impulses to spark exactly the right change. That's why we collaborate with a wide range of partners – to inspire one another, encourage progress, and move forward together.



# Thank you ...

... for taking the time to read our sustainability report. Every valuable insight from outside helps us make an even greater impact. Together, we want to keep moving forward – for people and nature.

We look forward to your ideas, thoughts and suggestions at [info@bio-familia.com](mailto:info@bio-familia.com).



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