



## 2023 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: Daniel Bächler, Matthias Schwyn, Anita Holzer, Manuel Dubacher, Urs Furrer

Together we are moving forward and building the foundations to ensure that the pure power of nature and our healthy Müesli can be enjoyed for generations to come.

During this process, we have had to learn to roll with challenges, accept that we cannot change everything and be patient as sometimes things don't happen

quite as quickly as we would like. Still we persevere, and we are moving step by step towards our set climate goals.

In this second Sustainability Report from bio-familia AG, we will tell you all about where we are heading and our small successes that deserve to be celebrated.

Handwritten signatures of the executive board members: Daniel Bächler, Matthias Schwyn, Anita Holzer, Manuel Dubacher, Urs Furrer.



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Be inspired by our philosophy!



# Who we are

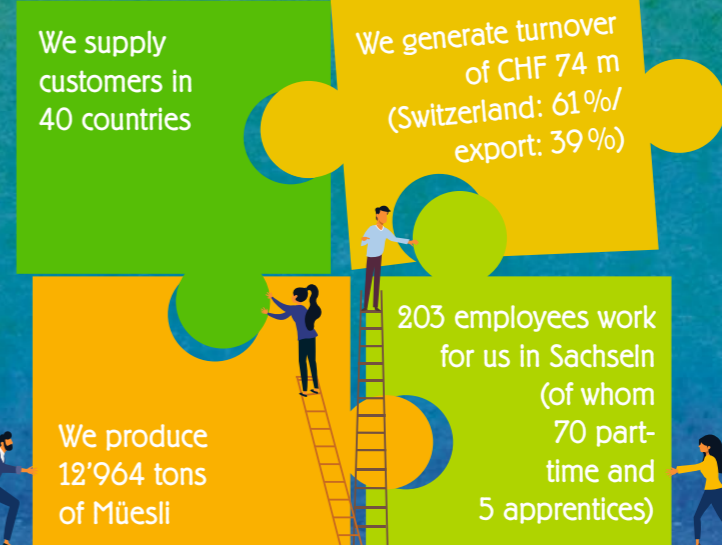
We embody our values.

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 over 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.



Source: 2023



# Our journey

As a Müesli and organic pioneer, we've been working to protect the environment since the very beginning.

Step by step, we are working towards our net zero goal. We are constantly dealing with conflicts between the different objectives of the various dimensions of sustainability. Here, the important thing is to maintain a balance and secure the long-term existence of the company. This is the only way that we can make our contribution to protecting the health of people and our natural environment.

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

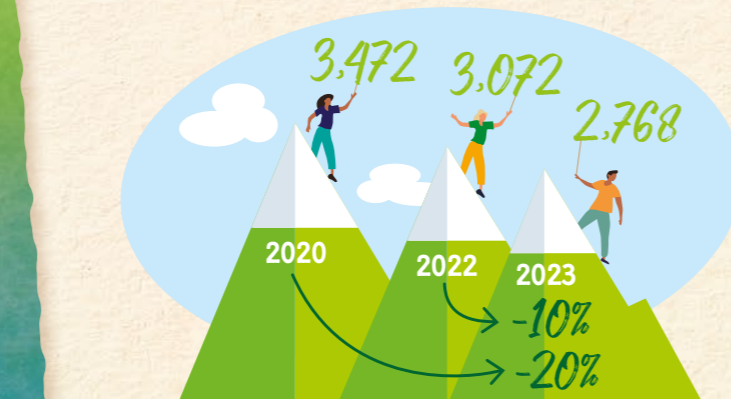
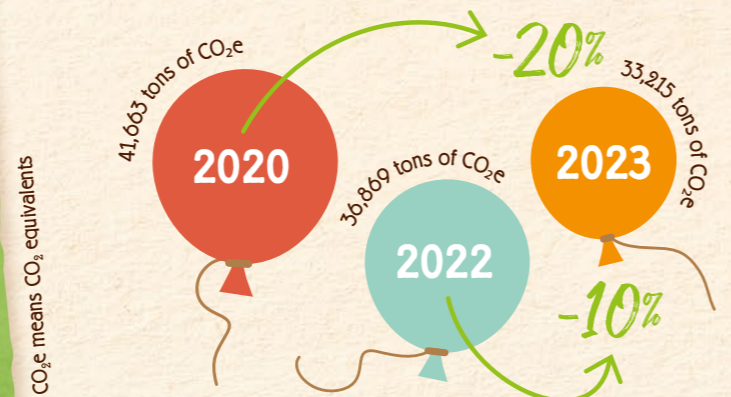


## Where we are today

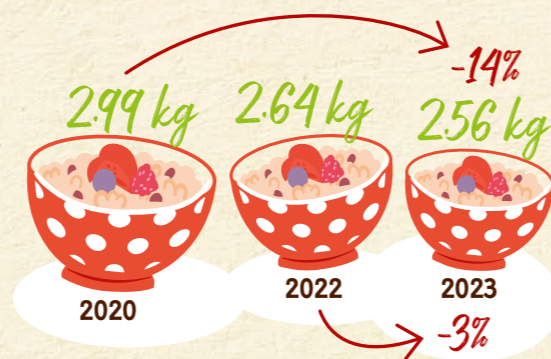
In comparison to the previous year and 2020, the year in which we started collecting data, we saw a small improvement in our carbon footprint in 2023.

By working together with our suppliers, we now have access to more transparent and more precise data than we did in the year that we started measuring. We believe that it is important to point out that the improvements seen in the figures are not solely a direct result of new measures being taken.

In the future, we aim to obtain even more precise information in order to better identify the starting points and effects of the measures.



In 2023, our CO<sub>2</sub>e emissions corresponded to those of 2,768 Swiss residents



In 2023, 1 kg of Müesli had a CO<sub>2</sub>e footprint of 2.56 kg

## Where we want to get to

We make efforts to reduce harmful emissions caused directly, as well as ones caused indirectly by our raw materials and suppliers. As part of this commitment, we developed short- and long-term climate targets at the end of 2022. These are aligned with the SBTi targets of limiting global warming to 1.5 degrees Celsius.



## SDGs - our common targets

Here are the main 'Sustainable Development Goals' we are working towards:

- 2 ZERO HUNGER** End hunger, achieve food security and improved nutrition and promote sustainable agriculture. Ensure sustainable food production systems and implement resilient agricultural practices.
- 3 GOOD HEALTH AND WELL-BEING** Ensure healthy lives and promote well-being for all at all ages. Reduce premature mortality from non-communicable diseases such as diabetes.
- 8 DECENT WORK AND ECONOMIC GROWTH** Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. Protect labour rights and promote safe and secure working environments for all workers, including migrant workers.
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION** Ensure sustainable consumption and production patterns. Achieve the efficient use of natural resources. Substantially reduce waste generation. Raise awareness about sustainable lifestyles among consumers.
- 13 CLIMATE ACTION** Take urgent action to combat climate change and its impacts. Provide the resources and capacity to mitigate climate change.
- 15 LIFE ON LAND** Protect, restore and promote sustainable use of terrestrial ecosystems. Halt land degradation and biodiversity loss. Prevent and restore degraded soil. Take action to combat the loss of biodiversity.



We are convinced that everyone must contribute to achieve positive change. Therefore we support the Sustainable Development Goals (SDG) and the international community's ambitious plan for addressing global challenges such as climate change, malnutrition and equitable growth. Our actions align with various SDGs.





We are committed to the health of nature



We are committed to the health of nature

Nature is the basis of our existence. It's up to us to honour and protect it.

It is important to cut greenhouse gas emissions and avoid them as far as possible. We want to have a positive impact on the climate.

To do so, we need to both protect and regenerate nature and its resources.

We are creating greater transparency in our supply chains. A healthy natural environment can only be ensured if every part of the system is oriented towards achieving this goal.

**Here's what we have achieved so far:**

- Reduced the number of plastic spoons sold with Top Cups
- Replaced three-layer composites with aluminium in our packaging to a minimum
- Reduced packaging material in our cardboard consumer packagings
- Sustainability-related issues and carbon footprints have a fixed place on our agenda in meetings with suppliers
- 100% eco-energy: naturemade star
- Sold unpackaged Müesli in our factory outlet
- Collaborated with Too Good To Go in the fight against food waste
- Increased the number of farms that grow grain in a regenerative way from four to eight

**Goals we want to reach by the end of 2024:**

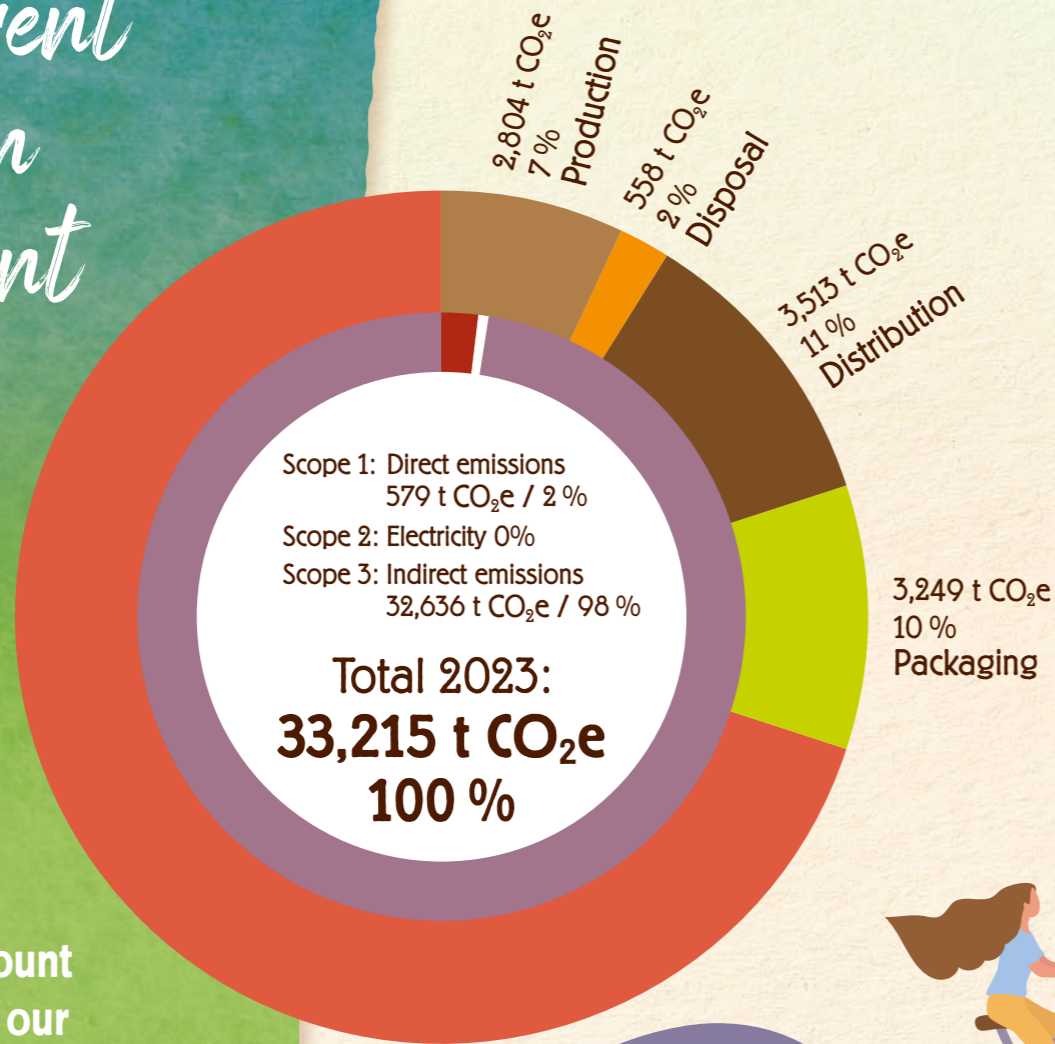
- Define the most important levers for optimising our raw materials
- Evaluate solutions for raw materials (e.g. chocolate and coconut flakes) that do not require deforestation in order to be extracted
- 10% of our suppliers are part of the Science Based Targets Initiative (SBTi)
- Transport goods from the warehouse in Schafisheim to Sachseln by electric lorries
- Switch to electric heating in one out of three lines of conveyor ovens
- Optimise ventilation/heating in the mixing plant to consume as little energy as possible
- No plastic spoons with Top Cups
- Test the technical feasibility of a recyclable mono foil solution with a barrier layer and start using it with selected products
- Collect food waste data and take the necessary measures
- The number of farms that grow grain in a regenerative way is increased to at least twelve

Our contribution towards meeting the Sustainable Development Goals (SDGs)





# Our current carbon footprint

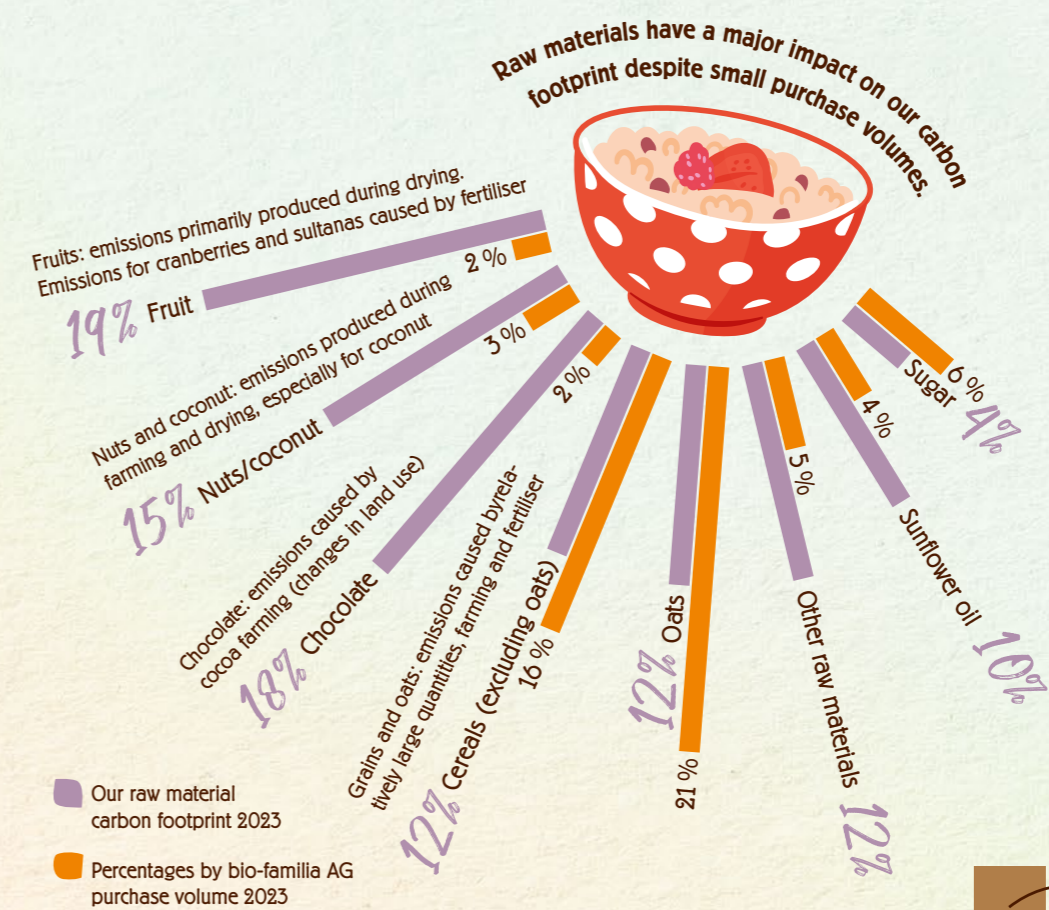


## Raw materials account for the majority of our CO<sub>2</sub>e emissions

Optimisations in the raw materials and in our range of products, as well as smaller production quantities, have resulted in better KPIs.

Dried fruits, chocolate, nuts and coconut have the biggest impact on our carbon footprint.

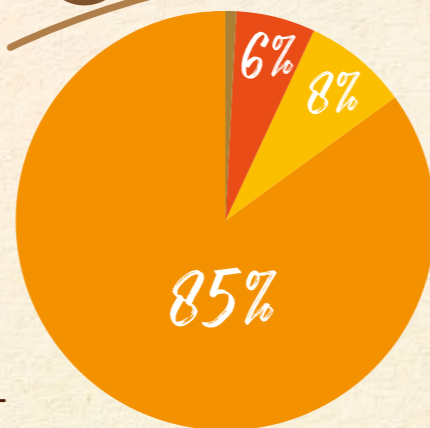
Our aim is to achieve greater transparency in this area. As such, the measures taken by raw material suppliers are reflected in the KPIs and the correctly determined starting points.



### Our domestic and international business trips in 2023:

We produced 68 tonnes of CO<sub>2</sub>e through our business trips in 2023. We offset this through myclimate by helping to finance their Gold Standard-certified biogas plants project in India.

**Our approach:** always first attempt to travel by train. Only fly when there is no other option.



- Car 8 %
- Train 1 %
- Airplane 85 %
- Overnight stays 6 %

Share of total greenhouse gases caused from business travel

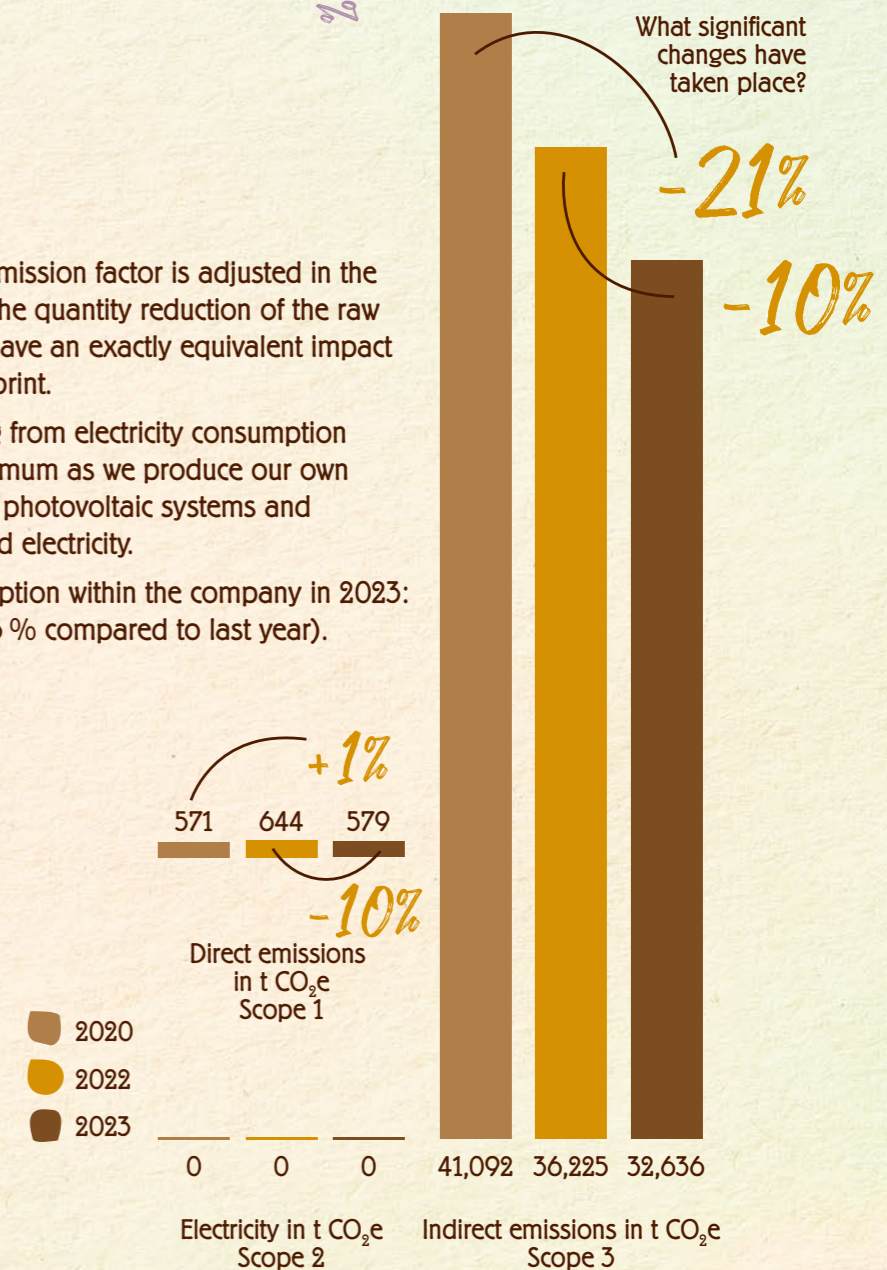
### Reducing CO<sub>2</sub> with Ökospass

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.

With dried fruits, the emission factor is adjusted in the calculation. As such, the quantity reduction of the raw materials does not have an exactly equivalent impact on our carbon footprint.

Emissions resulting from electricity consumption are kept to a minimum as we produce our own electricity through photovoltaic systems and purchase certified electricity.

Energy consumption within the company in 2023: 4,915 MWh (-5 % compared to last year).

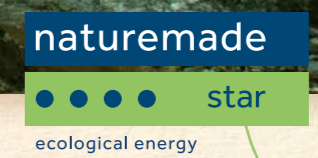






100% eco-energy

Using eco-energy allowed us to save 251 t of CO<sub>2</sub>e compared to the standard electricity mix in 2023.



Fly over our PV systems:



### 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 (64%) and Sarnen (31%). 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 22.3 t CO<sub>2</sub>e.

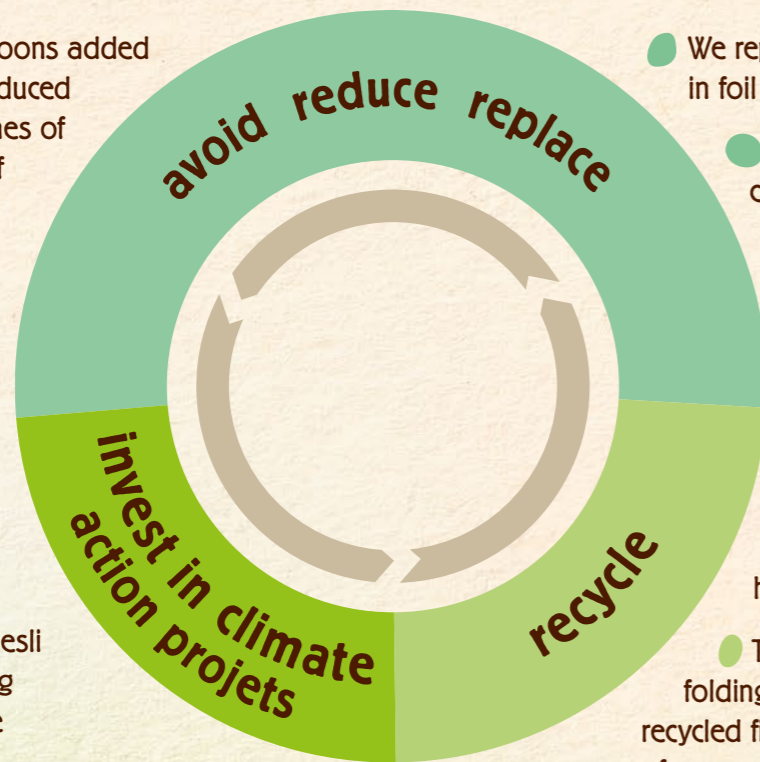
Thanks to the naturemade star quality label, both the environment and the climate benefit more. The drinking-water power plants that supply our energy are subject to strict regulations to protect plants and animals. In addition, for each kilowatt-hour of energy supplied, a contribution is made to an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



# Avoiding, reducing, replacing, recycling and offsetting 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.



- The number of plastic spoons added to Top Cups has been reduced by 69% (saving 3.5 tonnes of plastic and 11.3 tonnes of CO<sub>2</sub>e).
- Unpackaged Müesli ingredients are sold at our factory outlet.
- CO<sub>2</sub> emissions generated during the production of foil for printed familia Müesli packaging are offset using Gold Standard myclimate climate action projects.

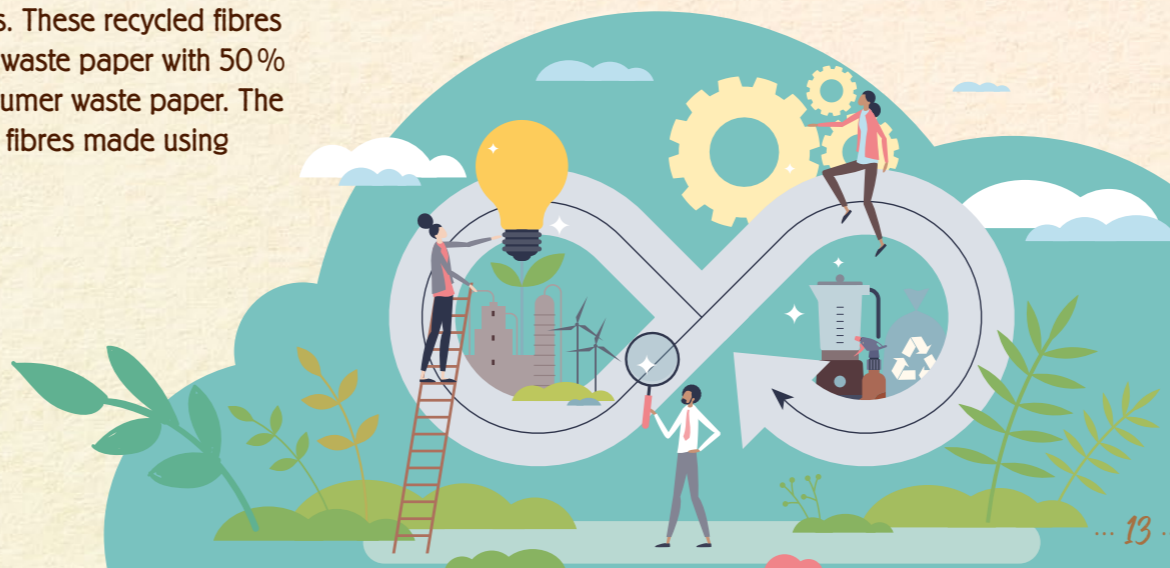
- We replaced aluminium barriers in foil packaging with alternatives.
- We also now use a thinner cardboard for our large folding boxes.
- Top-Cups made from pure PET will be able to be recycled once a suitable collection system has been created.
- The cardboard used for our folding boxes is made from 95% recycled fibres. These recycled fibres come from sorted waste paper with 50% coming from post-consumer waste paper. The other 5% comes from fresh fibres made using FSC-certified wood.



## What challenges are we currently facing?

Our products are packaged in a protective atmosphere. This ensures high freshness and quality until the end of the minimum shelf life. To achieve this, the foil used in the packaging must be completely airtight. Currently, state of the art is a composite film with a protective barrier layer.

The aim now is to find suitable solutions for a recyclable mono foil with a barrier layer.



# Our packaging

Packaging accounts for 10% of our overall carbon footprint.

Various requirements need to be considered, as the packaging provides protection for the products and thus ensures food safety. Ultimately, we do not want to unnecessarily burden the environment with products that go off prematurely and are wasted.





# How we combat food waste



Did you know that more than **a third** of all food ends up in the bin?



## Use, don't lose

Muesli from overproduction and trial runs that is still good to eat is offered to charitable organisations (e.g. Caritas or Tischlein Deck dich), sold via the bio-familia school camp Muesli campaign or at a reduced price in the online shop, factory outlet or the Too Good To Go app.



Together with Too Good To Go, we've already saved **1,757** packages of muesli from going to waste and saved 4.7 t of CO<sub>2</sub>e.



## 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.

Production volume 2023



# Our current waste

0.29 % waste (38 t)  
0.52 % animal feed (68 t)

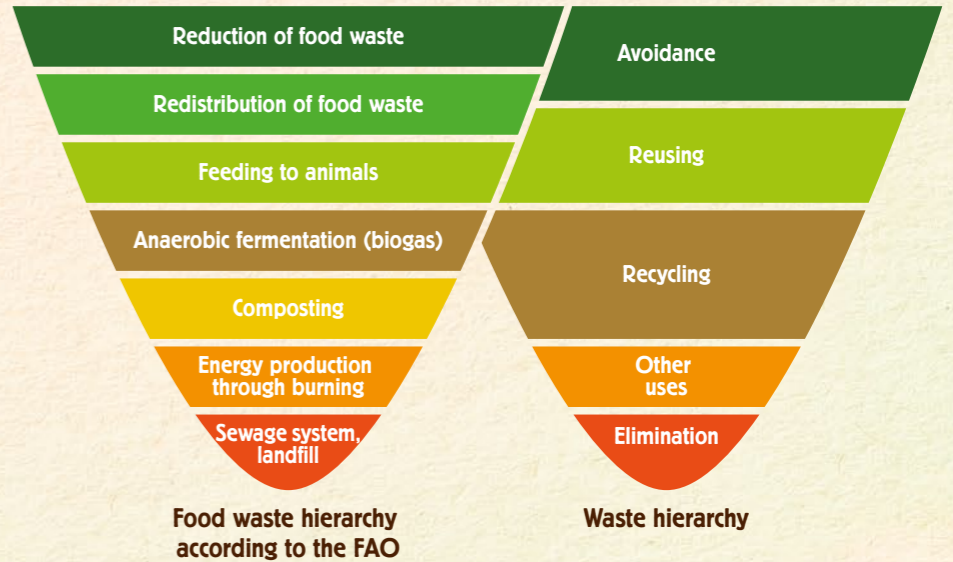
Total food waste **0.82%**



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

Total waste		Water consumption	
380 t	2020	6,417 m <sup>3</sup>	
373 t	2022	6,571 m <sup>3</sup>	
333 t	2023	6,239 m <sup>3</sup>	

## Our Food Loss and Waste Policy is in line with the FSSC 22000 Quality Standard



## Tackling food waste together.

As a Waste Warrior Brand (WAW), we have been helping to inform consumers about food waste since 2022.





# Regenerative agriculture

The ground beneath our feet is our essential foundation, and it provides the main ingredient in bio-familia's Muesli: 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



## 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 joined forces with the association Agricultura Regeneratio to promote regenerative agriculture in Switzerland. Four farms began growing grain using regenerative agricultural methods in 2022. As of 2023, eight farms are involved in this initiative. The land farmed using these regenerative methods has tripled and now covers 68 hectares. The humus balance measurements carried out on the farms show that this has helped to boost humus formation (+600 kg per hectare) which is great to see. We aim to increase the number of farms involved in this initiative every year and raise awareness of regenerative agriculture.



Daniela and Lukas Rediger from the Margarethengut farm check the wheat.



Find out more about regenerative agriculture







We are committed to the health of people

\* healthy cultivation

\* healthy creation

\* healthy indulgence

**Here's what we have achieved so far:**

- familia Müesli is only using hazelnuts from the Happy Hazelnut project
- Additional 5 days of paternity leave
- Progressively increased annual leave to 25 days
- Digital training tool is launched with individual learning content
- Defined a maximum total sugar content of 14% for all new familia products in the Swiss market
- Reduced the sugar content of familia crunchy Müesli

**Goals we want to reach by the end of 2024:**

- Offer Müesli with Happy Hazelnut-certified hazelnuts to private label
- Expand our health-promoting range for our employees
- Digital training tool is used by all employees
- Publish our carbon footprint for Swiss familia Müesli online
- Selection of ingredients' origins is visible online



We are committed to the health of people

We only use all-natural ingredients so that you can enjoy a variety of wonderful flavours, improve your well-being and give your energy levels a boost.

The perfect product only exists when the people who create it are also thriving. Accordingly, we make every effort to establish healthy and fair working conditions for those who grow our ingredients.

In the production of Müesli in Sachseln, we ensure that our employees can work in a healthy and positive manner. This way, they produce Müesli with great joy, making a valuable contribution to the health and well-being of people.

Our contribution towards meeting the Sustainable Development Goals (SDGs)





# 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 60t of hazelnuts from the Happy Hazelnut project in 2023.

## Additional labels:

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





# Healthy creation

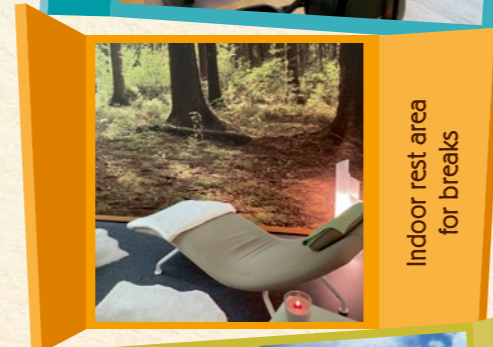
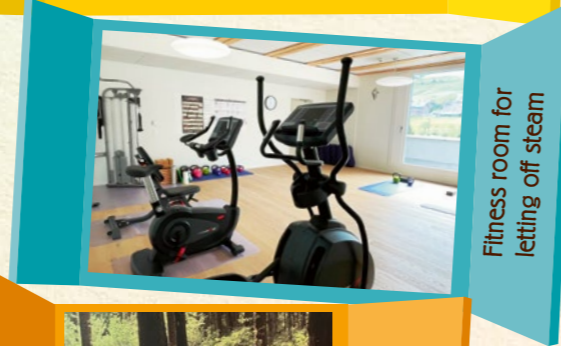
Around 200 employees create the müsli with great pride in the heart of Switzerland.

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.

Spaces where employees can switch off



# Occupational safety

Occupational accident & illness KPIs 2023:  
 Absenteeism as a result of an accident: 1.37 %  
 Absenteeism due to illness: 3.36 %  
 Days lost (illness + accident) per full-time employee: 11.8 days



+ 14 First Aiders

+ Employee representation on the FCOS by a member of the Works Council

## Valuable moments together



### 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
- Cost of direct external training and development per person per year in 2023: CHF 833.–
- Individualised content is conveyed in a digital training platform (202 active users by the end of 2023)
- Staff turnover as at 31/12/2023: 10.2 %



### 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. first aid course, herb hiking tour)
- 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





# More transparency

## 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.



**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.



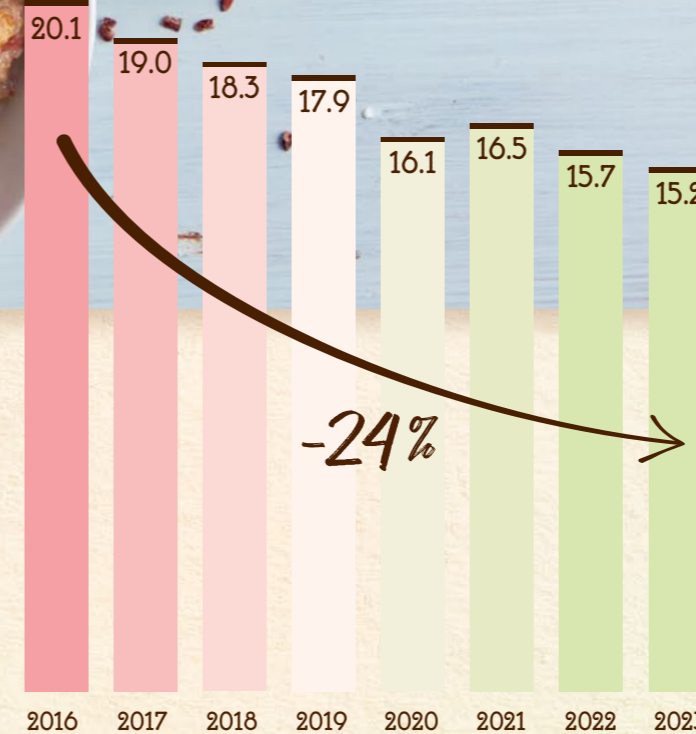
**Health tips:** we explain the health-related properties of our ingredients and give tips for a healthy lifestyle on packaging and online.



**Carbon footprint:** together with our partner, we have established a basis for measuring the carbon footprint of each type of familia Müesli. In the future, we will be able to share this information with consumers.



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



**Average total sugar content of familia recipes**  
(in g / 100 g)

We have been able to cut the average total sugar content of all familia cereals sold in Swiss retail outlets by 24 % in the last eight years.

Nevertheless, we remain dedicated to reducing the amount of sugar in our products and offering consumers the very best Müesli.

### 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 2023, the median quantity of added sugar in familia cereals was 10.9 g per 100 g. Accordingly, we have already reached the reduction targets agreed with the federal government, which were supposed to be met by 2024.







# Our future is NOW

We can only guess what the future might bring.  
As we all know, NOW is the time to face the future by  
acting – not alone, but together!  
That's why we promote the exchange with partners and  
participate in committees to identify movements early  
and actively advance sustainability and nutrition topics.





# Thank you ...

... for taking the time to learn more about our sustainability efforts. We hope that we've been able to provide you with an insight into our current situation and what is to come.

More about our sustainability projects can be found on our website: [www.bio-familia.com](http://www.bio-familia.com)

We would be delighted to hear any questions or suggestions you may have regarding our sustainability report. Please send them to [info@bio-familia.com](mailto:info@bio-familia.com).



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