



Coop Group **Progress Report 2022**

For people, animals and nature



The Bio Suisse Bud promises comprehensive sustainability, guaranteeing consumers a high level of enjoyment with a clear conscience. I would like to see more products with the Bud on the shelves.

Urs Brändli, President of Bio Suisse

Sustainable Product Ranges

I would like Coop, as a large retailer, to pay particular attention to local production and environmental compatibility. I want my daughter and future generations to be able to live in an environment that is still intact. That's why I place a lot of emphasis on the production and the origin of products.

Laura Giussani Bianchi, Coop customer

Sustainable Product Ranges



WWF expects Coop to be strongly committed to combating climate change, adopting ambitious supply-chain targets, implementing specific measures, and transparently communicating results.

Thomas Vellacott, CEO, WWF Switzerland

Environment and Climate Protection



I expect Coop to increasingly avoid using plastic packaging, to reduce it to a minimum and to only use it where absolutely necessary.

Aline Van Hoeken, Coop customer

Environment and Climate Protection

It is important for me to develop my professional skills, because I want to advance at Coop in the next few years. My goal is to lead a sales group in western Switzerland.

Magaly Weiler, Managing Director Freiburg South

Employees and Social Commitment



Under the Coop label "Solidarité", we produce high-quality products with social added value in our facility. We would like Coop to continue its commitment to sustainable products made by people with a disability.

Beat Ammann, Director of Basel's Bürgerspital hospital

Employees and Social Commitment

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Foreword by Philipp Wyss and Joos Sutter

Dear Readers

Sustainability is a part of everyday life throughout the Coop Group. It is integral to our business activities and, since 1973, has been strategically enshrined in our Articles of Association and Corporate Profile. This 2022 Progress Report illustrates how the Coop Group has developed in regard to sustainability over the 2022 financial year (01.01.2022 to 31.12.2022). In it, you will find detailed information about our progress towards our goals and about projects undertaken in the three pillars that are Sustainable product ranges, Environment and climate protection and Employees and social commitment. Some examples from 2022 are the introduction of the eco-score for transparency in our retail range, the construction of photovoltaic units to produce solar power and reduce operational emissions, and our commitment, as a progressive employer, to providing our apprentices with high-quality training.

As a cooperative, respecting, protecting and promoting human rights is both a central value and a self-evident core element of corporate responsibility. We have always been committed to implementing socially responsible working conditions in value chains and are keen to continuously improve social conditions within our global supply chains. In doing so, we take our lead from the UN Guiding Principles on Business and Human Rights as well as the relevant conventions and principles issued by the United Nations (UN), the Organisation for Economic Co-operation and Development (OECD) and the International Labour Organization (ILO).

With binding guidelines and directives for our employees and our business partners, we embed compliance with and implementation of human rights and set clear requirements for socially responsible production. Through supply chain risk mapping, we locate the relevant production stages and countries where compliance with socially responsible working conditions is at risk. We safeguard compliance and implementation with training courses and audits, with international standards, by supporting local flagship projects and by annually surveying targets on the implementation of social standards.

We take a clear stance on current sustainability issues that are relevant to society and explain our stance in transparent terms in our Policy Papers on various issues in the three pillars of sustainability.

With a view to the new 2022–2026 strategy period, we identified 26 key sustainability issues for the Coop Group which we then grouped and prioritized. In so doing, we took account of the expectations of our customers and other stakeholders as well as the UN Sustainable Development Goals and the concept of planetary boundaries.

For the 26 key issues, we specified targets and measures for all business areas that are reviewed annually by the Coop Group Board of Directors in order to identify any follow-up measures.

As a sustainability pioneer, going forward this means we will continue taking responsibility for the three pillars in a consistent manner throughout the Group. The same goes for those issues that present a major challenge, such as climate. In this regard, we are working with our suppliers to tackle the high percentage of emissions created upstream in our supply chains. We also remain committed to transitioning to rail freight, which has already saved over 16 million road kilometres. At nearly 40%, we transport more goods by rail than any other Swiss retailer.

We already boast the widest sustainable product range and increased our sales of sustainable products in the Coop Group to 6.4 billion Swiss francs in 2022. One particular highlight of the last year was the 30th anniversary of our partnership with Fairtrade Max Havelaar and the growth in our sales of fairtrade products to 830 million Swiss francs, meaning we are still the undisputed number 1 in Switzerland for sustainability. This benefits everyone: people, animals and nature, and we continue to forge ahead with a strong inner drive!

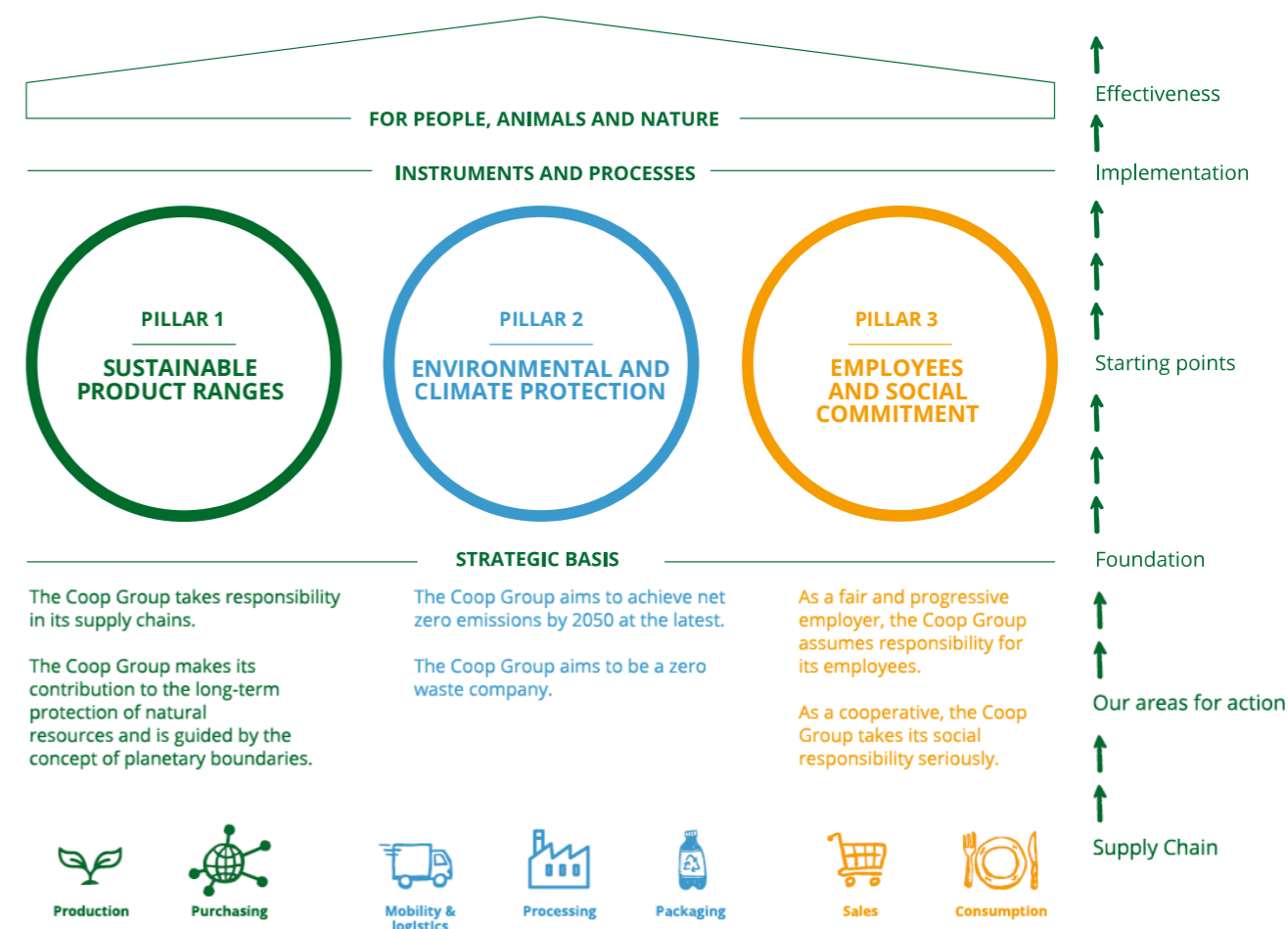
Joos Sutter
Chairman of the Coop Group
Board of Directors

Philipp Wyss
Chairman of the Coop Group
Executive Committee

Our strategy

As a Swiss cooperative with a tradition stretching back more than 150 years, the Coop Group's focus lies on its members and its customers. We firmly integrate sustainability into our core business and line responsibility. In 2021, we adopted our Sustainability Strategy 2022–2026 and anchored sustainability as an overarching theme for all business areas of the Coop Group: all subsidiaries address the issues defined by the strategy that are relevant to their business activities and set targets for these issues. An issue is relevant for a subsidiary if either the subsidiary offers products or services that contribute to the issue or if the impact of the subsidiary is large enough in relation to the entire Coop Group (for example, the energy consumption of a subsidiary in relation to the total energy consumption of the Coop Group). In the case of company expansions, for example through acquisitions of companies, their business activities are analysed with regard to the key issues and target agreements are introduced for the next possible calendar year. Whenever possible, the target agreements of all Coop Group companies relate to the same base year (2021). If this is not possible, we show and explain the deviation.

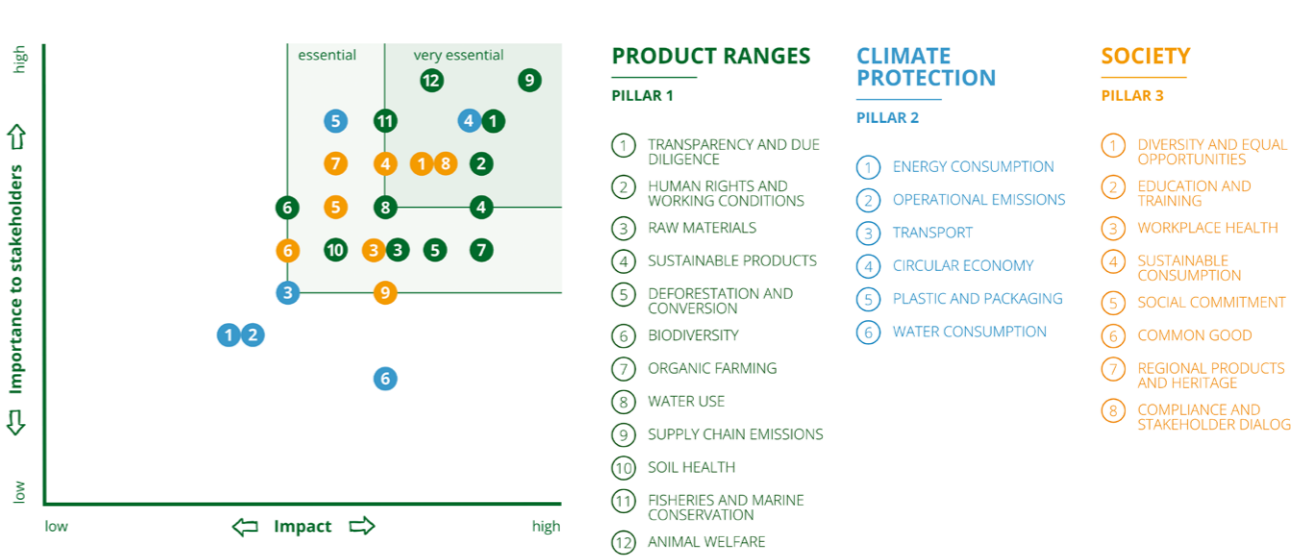
The focus of the 2022-2026 sustainability strategy is on sustainable products, the environment and climate protection as well as commitment to our employees and to society.



Our core business activities range from the purchasing and production of products in the food and non-food segment, to sales in our bricks-and-mortar and online channels along the entire value chain. We conducted a comprehensive, risk-based review to identify the positive and negative effects from a sustainability perspective on the various levels and assigned these to our areas for action and fields of activity.

Derivation of Key Issues

In the course of the new strategy period 2022–2026, we have completely reworked the key issues. The topics are derived from our business context as a large retailer in Switzerland and as an internationally active food producer and pan-European wholesaler. We have taken into account our complex supply chains that span the globe and present different challenges. Our statement on respecting, protecting and promoting human rights and our policy paper are at the root of the key topics we chose. The basic attitude anchored therein forms the foundation for measurable, integral objectives and flows into guidelines for our own business practices and those of our suppliers. As a cooperative, we attach importance to compliance with international regulations and derive our key issues from them – in particular from the Sustainable Development Goals of the United Nations and the concept of planetary boundaries. This resulted in 26 key issues for the Coop Group. We conducted a survey of retail and wholesale customers, a supplier survey and a comprehensive stakeholder survey. As part of the stakeholder survey, we sought the opinions of more than 60 representatives from science and politics, NGOs from the fields of environmental protection, health and human rights and social engagement, consumer organizations, trade unions and public authorities. Based on the results of the survey, we then grouped and prioritized the key topics.



In 2024, a review of the key topics is planned as well as a subsequent review of the objectives and measures. Every five years, we set ourselves new ambitious and concrete sustainability targets for our three business areas Retail, Production and Wholesale, taking into account the respective market. We communicate our efforts, progress and challenges transparently every year in the Sustainability Progress Report in reference with international standard for sustainability communication of the Global Reporting Initiative (GRI).

To ensure the effectiveness and credibility of our targets and measures, we are committed to implementing internationally recognized sustainability standards. We review the focal points annually and include newly identified and relevant topics in the next goal-setting process.

In this PDF you will find the first status report on target achievement for the target period 2022–2026. This report transparently compiles information on all 26 key topics and reports on our areas for action, our basic approach, the measurable goals we have set, the concrete measures, but also the existing potentials and changes in reporting. Significant changes in reporting on the 26 key topics can be found under the respective topic.

Management Structure and Organization of Sustainability Department

The Coop Group, which has a cooperative structure, is managed by a Board of Directors which has ten members. In 2022, four women and six men sat on the Coop Group Board of Directors. One member represents the concerns of Coop Group employees. The Coop Group's operational management is undertaken by a seven-strong Executive Committee. Since May 2021, Joos Sutter has been Chairman of the Board of Directors and Philipp Wyss has been Chairman of the Executive Committee. The Chairman of the Board of Directors has no operational functions within the Coop Group.

Strategies, targets and missions are approved and reviewed at the Board of Directors or Executive Committee level. The Coop Group's Board of Directors is also responsible for the annual review of the Sustainability Progress Report and for risk management with respect to economic, environmental and social risks. The materiality analysis also underwent a final review by the Board of Directors. Findings in the annual audit that lead to measures in subsequent years are finally approved by the Board of Directors and reviewed and continuously monitored by means of a follow-up report. In addition, in the area of risk management, we are in the process of setting up a due diligence process based on the OECD guidelines for the entire Coop Group. Coop's sustainability team is responsible for reviewing target attainment and ensuring the necessary operational aspects are in place. They maintain regular dialogue with sustainability officers in the three business areas Retail, Production and Wholesale.

Sustainable Development Goals

The UN Sustainable Development Goals (SDGs) set global priorities and targets up to 2030 intended to get the world on course towards sustainability and tackle the current economic, social and environmental challenges. As an international company, through our key issues we incorporate these global goals in our strategies and spheres of action, contributing to their achievement in the private sector.

A major influence is given due to our business activities for targets related to our supply chains or consumption. A relevant influence is given due to our business activities for goals that are indirectly related to the use of natural resources or to social issues.

MAJOR INFLUENCE

8

DECENT WORK AND ECONOMIC GROWTH

⇒

ORGANIC

⇒

FAIR TRADE

⇒

RAW MATERIALS

12

RESPONSIBLE CONSUMPTION AND PRODUCTION

⇒

TRANSPARENCY

⇒

FAIR TRADE

⇒

RAW MATERIALS

⇒

RESSOURCES

⇒

DEFORESTATION

⇒

BIODIVERSITY

⇒

ORGANIC

⇒

WATER USE

⇒

SUPPLY CHAIN EMISSIONS

⇒

SOIL HEALTH

⇒

FISHING

⇒

ANIMAL WELFARE

⇒

PACKAGING

RELEVANT INFLUENCE

1

NO POVERTY

⇒

FAIR TRADE

4

QUALITY EDUCATION

⇒

EDUCATION

3

GOOD HEALTH AND WELL-BEING

⇒

HEALTH MANAGEMENT

5

GENDER EQUALITY

⇒

DIVERSITY

10

REDUCED INEQUALITIES

⇒

PARTNERSHIP-ORIENTED

⇒

FAIR TRADE

14

LIFE BELOW WATER

⇒

FISHING

⇒

ORGANIC

⇒

RAW MATERIALS

13

CLIMATE ACTION

⇒

SUPPLY CHAIN EMISSIONS

⇒

BIODIVERSITY

⇒

DEFORESTATION

⇒

WATER USE

⇒

SOIL HEALTH

⇒

OPERATIONAL EMISSIONS

15

LIFE ON LAND

⇒

ANIMAL WELFARE

⇒

DEFORESTATION

⇒

BIODIVERSITY

⇒

RAW MATERIALS

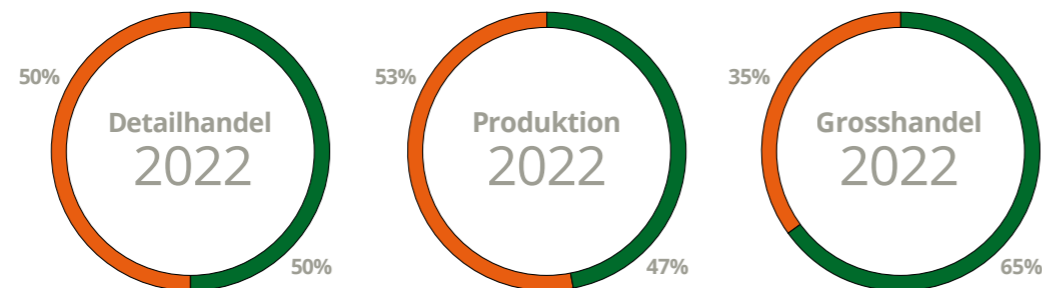
⇒

PACKAGING

Our targets

Every five years, we set ourselves new ambitious and concrete sustainability targets in the three pillars of sustainable product ranges, environment and climate protection, and employees and society. We provide transparent information on all 26 key topics, on our measurable goals and their degree of achievement, our concrete measures, but also the existing potential in the Retail, Production and Wholesale business areas.

At the end of 2022, we are on track at the Coop Group and have achieved 50% of the overall targets in the retail sector, 47% in production and 65% in wholesale trade.

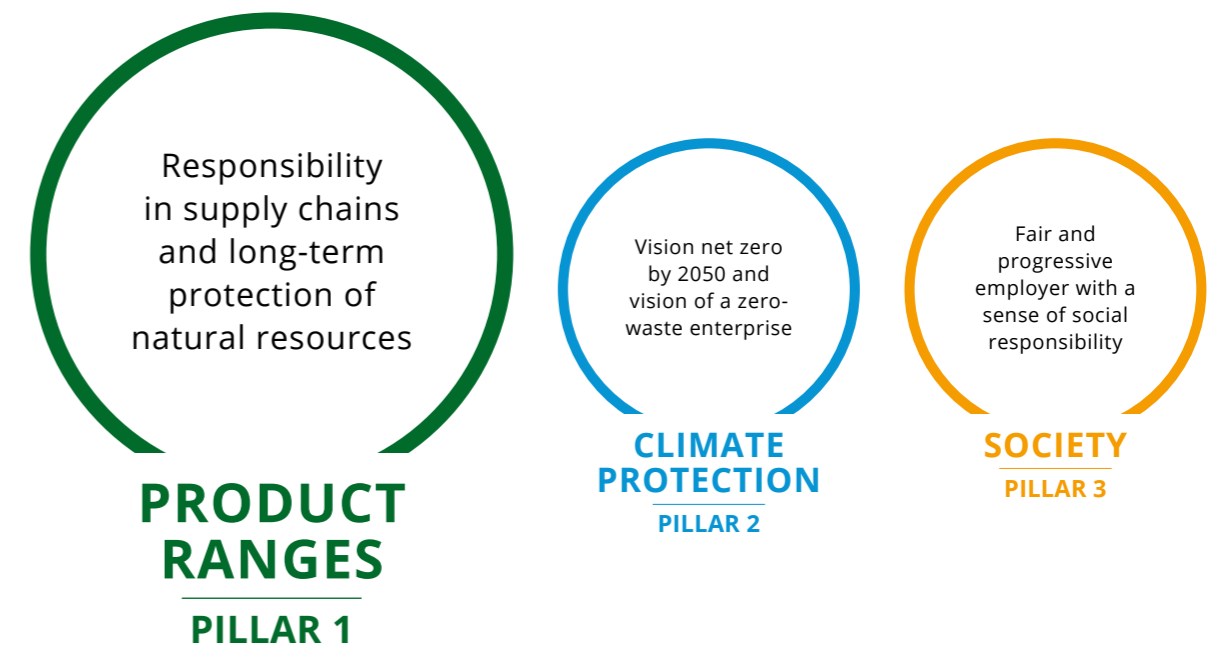


Green: Multi-year targets achieved **Red:** Multi-year targets not achieved

Pillar 1

Sustainable ranges

We design our range to promote sustainable consumption, prevent negative impacts on people and the environment at the production and processing stage, and preserve natural resources for future generations.



VISIBLE TRANSPARENCY



We create transparency and exercise due diligence in our supply chains



RELEVANCE

We want to know where our products come from, who produces them, and under what conditions. Our supply chains sometimes comprise many levels and maintaining sustainability standards is challenging. To boost transparency and traceability, we continually analyse our existing supply chains and adapt them to new insights. Examples of this include measures for water usage in the cultivation of products that require a lot of water. To enable our customers to make transparent buying decisions, the origin, product contents and manufacturing conditions must be clear, and visible on the packaging. We also publish our commitment in the annual Sustainability Progress Report and report openly and transparently on our targets and whether we have achieved them.

RETAIL

Target 1

For 100% of critical raw materials used in our own-label brands, we have transparency and traceability along the supply chain.

Target attainment: in %, estimated baseline value



[Policy Paper on Critical Raw Materials](#)

Note

The data available for the 2022 financial year exclude Jumbo. The key figures are being obtained and will be disclosed from the 2023 reporting year onwards.

Comments

We achieved the target for 2024 early, in 2022, and are on track. In 2022 we have information that ensures transparency and traceability for 94.0% of the critical raw materials used in our own-label brands.

The share is calculated on the basis of the weighted results of the individual business units according to turnover shares in 2019.

More information: [Policy Paper on Due Diligence](#)

RETAIL

Target 2

Every year, we discuss current sustainability topics with our strategically important brand suppliers.

✓ FULFILLED

Comments

We have discussed at least one sustainability issue with all 122 strategically important suppliers of branded products of the Coop supermarkets available from us. One of the issues discussed in 2022 was palm oil.

There were a total of 52 breaches in 2022 in connection with the impacts of products and services on health and safety. Nine of those violations resulted in a fine or sanction, 39 resulted in a warning, and there were four breaches of voluntary codes of conduct.

In 2022 there were a total of 36 violations in connection with product and service information and labelling. None of those violations resulted in a fine or sanction, 34 resulted in a warning, and there were two breaches of voluntary codes of conduct.

More information: [Policy Paper on Due Diligence](#)

Measures

- New organizational unit dedicated to supply chain management
- Review of our own-label brand ranges for challenges in the countries of origin with regard to cultivation and production and implementation of concrete projects for improvements directly in the supply chains
- Guideline on Sustainable Sourcing: binding for 100% of our suppliers of own-label and branded items
- Own-label brands Naturaplan and Naturafarm: traceability back to the farm, with ID code/name of manufacturing company on the packaging
- Own-label brand Naturaline bio & fair: traceability through numerical code beyond production stages

Inner drive in 2022

- Fund project: systematic analysis of the entire supply chain completed in regard to sustainability requirements for products involving higher risks in the country of production, such as coffee, bananas, roses or textiles
- Eco-score on the product: Coop launches the eco-score, a food label providing transparent information about a product’s environmental impact

HIGHLIGHTS
2022

>2,000
products given
an eco-score

PRODUCTION

Target

For 75 % of critical raw materials used in our own-label brands, we have transparency and traceability along the supply chain.

Target attainment: in %, estimated baseline value



Accepted standards: [Policy Paper on Critical Raw Materials](#)

Comments

A great success: in 2022 we have information that ensures transparency and traceability for 79.2 % of the critical raw materials used in our own-label brands. We have therefore exceeded the target for 2026.

There were a total of 31 breaches in 2022 in connection with the impacts of products and services on health and safety. Five of those violations resulted in a fine or sanction, 13 resulted in a warning, and there were 13 breaches of voluntary codes of conduct.

There were a total of eight violations in connection with product and service information and labelling in 2022. None of those violations resulted in a fine or sanction, six resulted in a warning, and there were two breaches of voluntary codes of conduct.

The share is calculated on the basis of the weighted results of the individual business units according to turnover shares in 2019.

More information: [Policy Paper on Due Diligence](#)

Measures

- Promotion of transparency and traceability by making switches and optimizations in supply chains
- For critical raw materials: compliance with sustainable minimum standards, traceability back to cultivation and production, compliance with animal welfare standards

HIGHLIGHTS
2022

100 %
cocoa and palm oil
at HALBA certified

100 %
fruit and vegetables
as well as rice from
risk countries at
REISMÜHLE NUTREX
certified

HIGHLIGHTS
2022

41 new items
in the Vonatur
range at TG AUSTRIA

SDGs



WHOLESALE

Target

For 75% of critical raw materials used in our own-label brands, we have transparency and traceability along the supply chain.

Target attainment: in %, estimated baseline value



Accepted standards: [Policy Paper on Critical Raw Materials](#)

Comments

A great success: we exceeded the target for 2025 early, in 2022. In 2022 we have information that ensures transparency and traceability for 71.4% of the critical raw materials used in our own-label brands.

There were a total of 25 breaches in 2022 in connection with the impacts of products and services on health and safety. Seven of those violations resulted in a fine or sanction, 18 resulted in a warning, and there were no breaches of voluntary codes of conduct.

There were a total of 15 violations in connection with product and service information and labelling in 2022. Six of those violations resulted in a fine or sanction, nine resulted in a warning, and there were no breaches of voluntary codes of conduct.

The data available for the 2022 financial year is not complete. The missing key figures are being obtained and will be disclosed from the 2023 reporting year onwards.

The share is calculated on the basis of the weighted results of the individual business units according to turnover shares in 2019.

Measures

- Expansion and promotion of our own-label brand Origine/Ursprung/ Vonatur: guaranteed traceability back to production
- Ongoing expansion of data collection, including product origin
- For critical raw materials: compliance with sustainable minimum standards, guaranteed traceability back to cultivation and production, compliance with animal welfare standards

Inner drive in 2022

- Critical raw materials defined, analysed and first measures initiated, including for palm oil and fish & seafood

FAIR TRADE FOCUSING ON PEOPLE



We are committed
to respecting human
rights and fair working
conditions



RELEVANCE

We scrutinize processes: the cultivation of raw materials, processing, trade. To combat poverty and ensure appropriate manufacturing conditions, we have been partnering with Fairtrade Max Havelaar since 1992. The Fairtrade label designates sustainably cultivated fair trade products from the global south. Minimum prices enable higher, stable incomes. The Fairtrade premium supports the development and expansion of local infrastructures, health or safety projects, education and training as well as product quality improvements. We also undertake concrete local projects with the aim of increasing wages and incomes to ensure a living wage or income irrespective of the economic situation and subject to certain agricultural conditions. Long-term trade relationships also assure producers they can rely on sales of their goods. Each year, we invest in the expansion of our Fairtrade range and prioritize fairly produced products.

RETAIL

Target 1

95 % of our own-brand suppliers with production in risk countries have a valid social standard audit report or certificate, of which 90 % are rated good.

Target attainment: in %, baseline value 2021



Accepted standards: amfori BSCI, SA8000, ETI/Sedex/SMETA, RBA, ICTI, RJC, FWF, Tfs, ICS, WRAP, IMO Fair for Life, IMO For Life, Fairtrade Standard for Small-scale Producer Organisations, Fairtrade Standard for Hired Labour

Comments

In 2022, 85 % of our own-label brand suppliers with production facilities in risk countries were able to provide evidence of a valid social standards audit or certificate. This means we have already achieved the target for 2023 and are on track. Of the audits or certificates presented to us, 97.9 % were rated good.

In 2022 sales of goods sourced from BSCI-compliant supplier businesses with production locations in risk countries totalled 361 million Swiss francs.

RETAIL

Target 2

We are increasing sales of fair trade products in the food sector (including flowers) to CHF 800 million.

Target attainment: in CHF m, baseline value 2021



Accepted standards: Fairtrade Max Havelaar, UTZ/Rainforest Alliance

Comments

In 2022 we have exceeded our target for our Fairtrade range and are the world's largest supplier of Fairtrade-certified products.

Measures

- Code of Conduct: prohibits any form of exploitation, extortion, bribery or corruption
- Mission Statement: clear stance on human rights and protecting the environment
- Long-lasting business relationships with Swiss service providers and producers
- Implementation of specific living income and living wage projects in the production countries
- Addition of more Fairtrade products and Fairtrade Sourced Ingredients (FSI) to the range

Inner drive in 2022

- Adoption of living income/living wage strategy to 2030
- Successful completion of the first living wage project in Swiss retail for banana-growing in the Dominican Republic
- Launch of new living income and living wage projects in the production countries

HIGHLIGHTS 2022

30 years partnership between Coop and Fairtrade Max Havelaar

Award: Coop awarded the Fairtrade Award 2022 in the retail trade category

HIGHLIGHTS
2022

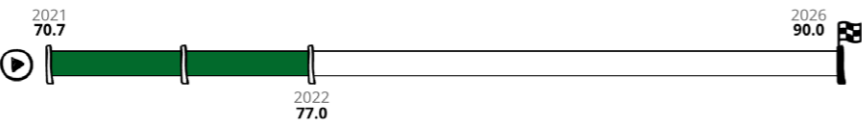
380:
HALBA's Sankofa
project pays 380
farmers a price for
cocoa that assures
them of a living
income

PRODUCTION

Target 1

90 % of our own-brand suppliers with production in risk countries have a valid social standard audit report or certificate, of which 85 % are rated good.

Target attainment: in %, baseline value 2021



Note

The data available for the 2022 financial year exclude Bell Food Group AG and the Coop bakeries. The missing key figures are being obtained and will be disclosed from the 2023 reporting year onwards.

Comments

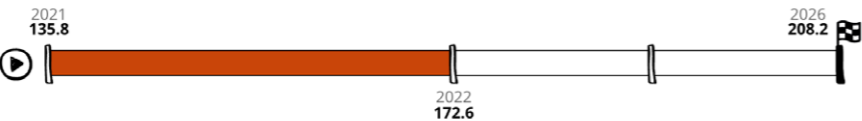
In 2022, 77 % of our own-label brand suppliers with production facilities in risk countries were able to provide evidence of a valid social standards audit or certificate. In 2022 we therefore achieved our target. Of the audits or certificates presented to us, 100 % were rated good.

In 2022 sales of goods sourced from BSCI-compliant supplier businesses with production locations in risk countries totalled 39.1 million Swiss francs.

Target 2

We are increasing sales of fair trade products to CHF 210 million.

Target attainment: in CHF m, baseline value 2021



Accepted standards: Fairtrade Max Havelaar, Fair Trade USA, IMO Fair for Life, gebana, claro fair trade, GEPA Fair+, UTZ/Rainforest Alliance

Comments

We have not met our target for our Fairtrade range and are continuing to expand the range

Measures

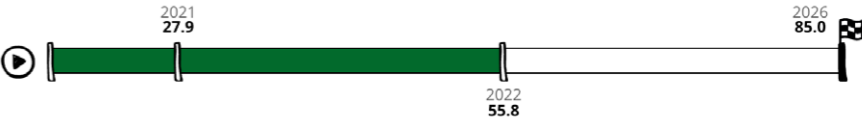
- Mission Statement: clear stance on human rights and protecting the environment
- Steadily increasing the use of fairly produced and traded raw materials and products with social added value

WHOLESALE

Target

85 % of our own-brand suppliers with production in risk countries have a valid social standard audit report or certificate, of which 80 % are rated good.

Target attainment: in %, estimated baseline value



Comments

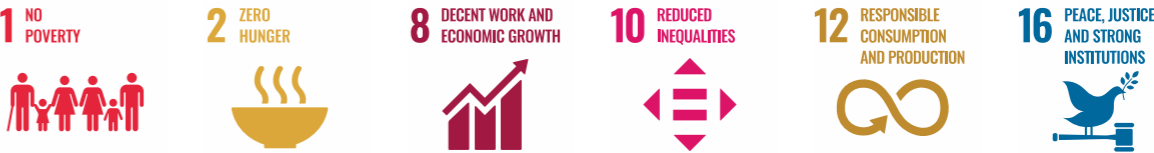
We exceeded the target for 2024 early, in 2022, as 55.8 % of our own-label brand suppliers with production facilities in risk countries can provide evidence of a valid social standard audit or certificate. Of those, 94.2 % are rated good.

In 2022 sales of goods sourced from BSCI-compliant supplier businesses with production locations in risk countries totalled 45.8 million Swiss francs.

Measures

- Mission Statement: clear stance on human rights and protecting the environment

SDGs



FOCUS ON RAW MATERIALS



We apply sustainability standards in the procurement of raw materials



RELEVANCE

Together with our stakeholders, we have identified the critical raw materials in our purchasing, and the biggest environmental and social challenges encountered in their production. It is our aim to consistently implement sustainable minimum standards in cultivation and production for all critical raw materials, and so minimize our negative impact. We focus on countries of origin where there is an increased risk of violations of social and environmental standards.

RETAIL

Our 21 raw materials

Target

We implement minimum sustainability standards for 100% of the critical raw materials used in our own-label brands, excluding meat, milk and eggs (see separate animal welfare target).

Target attainment: in %, baseline value 2021



Accepted standards: information about the accepted standards for each raw material is in the [Raw materials roadmap](#)

Note

The data available for the 2022 financial year exclude Jumbo. The key figures are being obtained and will be disclosed from the 2023 reporting year onwards.

Comments

In 2022, we achieved our target of 77.2% for the implementation of sustainable minimum standards for critical raw materials used in our own brands (excluding meat, milk and eggs) and are continuing to work on the expansion. In 2022, data was collected for the first time on the four new critical raw materials: coconut, almonds, cashews and tea.

The share is calculated on the basis of the weighted results of the individual business units according to turnover shares in 2019.

More information: [Policy Paper on Critical Raw Materials](#)

Measures

- Systematic implementation of sustainability standards for critical raw materials in cultivation and production. See the [Raw materials roadmap](#) for more information
- WWF review and approval of our targets for critical raw materials
- Fair, long-term and trusting business relationships
- Commitment to the development and refinement of sustainable minimum standards through active involvement in appropriate bodies.
- Long-standing partnerships with the WWF, Max Havelaar and Bio Suisse
- Guideline on Sustainable Sourcing: binding for 100% of our suppliers of own-label and branded items
- [Mission Statement](#): clear stance on human rights and protecting the environment

HIGHLIGHTS 2022

100%:
entire cut roses range
is Fairtrade-certified

Inner drive in 2022

- [Action 406](#): building up a transparent organic palm oil supply chain in direct partnership with small farmers in the Ivory Coast
- 4 new critical raw materials: data collected on coconut, almonds, cashews and tea for the first time

PRODUCTION

[Our 16 raw materials](#)

Target

We implement minimum sustainability standards for 90 % of the critical raw materials used, excluding meat, milk and eggs (see separate animal welfare target).

Target attainment: in %, baseline value 2021



Accepted standards: information about the accepted standards for each raw material is in the [Raw materials roadmap](#)

Comments

At 79.7 %, we achieved our target in 2022 for implementing sustainable minimum standards for critical raw materials used in our own-label brands (except meat, milk and eggs), and are on track. Data for four new critical raw materials, coconut, almonds, cashews and tea, were collected for the first time in 2022.

The share is calculated on the basis of the weighted results of the individual business units according to turnover shares in 2019.

More information: [Policy Paper on Critical Raw Materials](#)

Measures

- Systematic implementation of sustainability standards for critical raw materials in cultivation and production. See the [Raw materials roadmap](#) for more information
- Cultivating direct business relationships with producers and long-term partnerships with suppliers
- [Mission Statement](#): clear stance on human rights and protecting the environment

Inner drive in 2022

- HALBA – New Fund project: organic hazelnuts from North Macedonia
- HALBA – Founding of the SCOOPS COCOBIO small farmers’ cooperative for coconut in the Ivory Coast
- 4 new critical raw materials: for the first time, data collected on coconut, almonds, cashews and tea

HIGHLIGHTS
2022

100 %:
cocoa at
TG SWITZERLAND
certified

100 %:
cocoa and palm oil
at HALBA certified

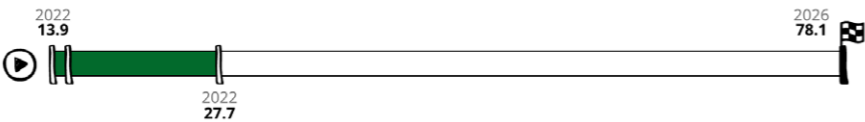
WHOLESALE

Our 10 raw materials

Target

We implement minimum sustainability standards for 75 % of the critical raw materials used in our own-label brands, excluding meat, milk and eggs (see separate animal welfare target).

Target attainment: in %, estimated baseline value



HIGHLIGHTS 2022

Initial analysis of critical raw materials completed

Accepted standards: information about the accepted standards for each raw material is in the [Raw materials roadmap](#)

Comments

We achieved the target for 2023 early, in 2022, and are on track. 27.7% of the critical raw materials used in our own-label brands (excluding meat, milk and eggs) meet a sustainable minimum standard.

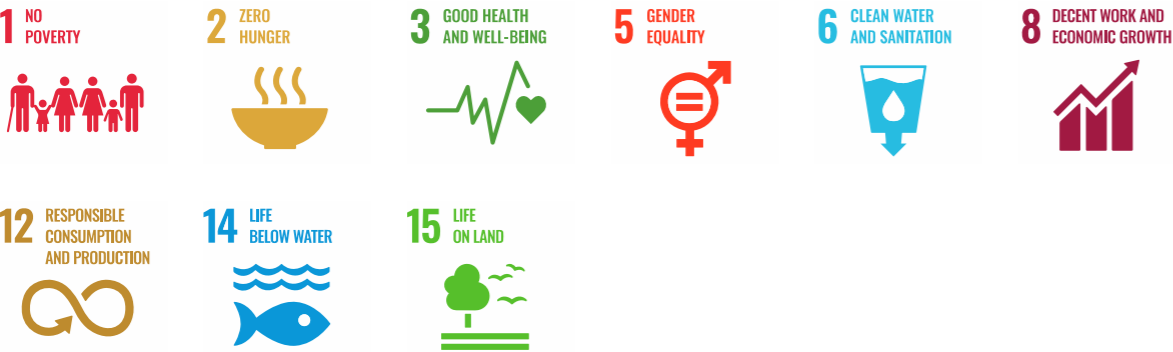
The share is calculated on the basis of the weighted results of the individual business units according to turnover shares in 2019.

More information: [Policy Paper on Critical Raw Materials](#)

Measures

- Systematic implementation of sustainability standards for critical raw materials in cultivation and production. See the [Raw materials roadmap](#) for more information
- Fair, long-term and trusting business relationships
- [Mission Statement](#): clear stance on human rights and protecting the environment

SDGs



PROTECTING RESOURCES FOR FUTURE GENERATIONS



We promote the reduced consumption of resources in our product ranges



RELEVANCE

We are committed to limiting our environmental footprint as much as possible at all stages of our supply chains – from raw material extraction to processing, trading, consumption, reuse and disposal. An economy embedded in natural material cycles with minimum resource consumption, whose development is not at the expense of other regions or future generations, contributes to resource conservation. To promote sales of sustainable products, we pursue the overriding objective of steadily increasing our sustainability sales year on year and offering the widest sustainable range.

RETAIL

Target 1

We are increasing sales of sustainable products to over CHF 6 billion.

Target attainment: in CHF m, baseline value 2021



Comments

We achieved our target in 2022 and generated total sales of around 5 billion Swiss francs from own-label sustainability brands in the food segment. This puts us on track.

RETAIL

Target 2

We are increasing sales of sustainable products in the non-food segment to CHF 700 million.

Target attainment: in CHF m, baseline value 2021



Comments

A great success: in 2022 we achieved sales of environmentally friendly products totalling 861.2 million Swiss francs in the non-food segment, already exceeding the target for 2026.

More information: [natural resources](#)

Measures

- Adoption of supplementary process targets with the WWF in the areas of water, biodiversity and critical raw materials
- Delivery of projects funded by the Coop Sustainability Fund that contribute to preservation of biodiversity and the sustainable use of water
- Promotion of water and soil standards for the cultivation of critical raw materials.

More information: [Raw materials roadmap](#)

Inner drive in 2022

- Introduction of paperless payslips, reducing the number of payslips physically generated and sent by 20,050 each month
- Introduction of paperless employment contract preparation

HIGHLIGHTS
2022

>400 tonnes
of paper saved –
by no longer auto-
matically printing till
receipts in Coop
supermarkets

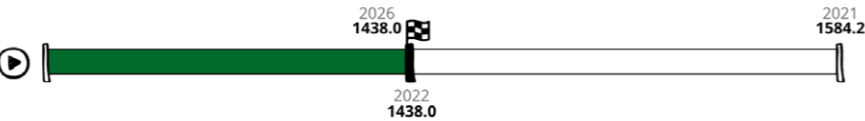
+24.5 %
rise in turnover from
sustainable products
at INTERDISCOUNT

PRODUCTION

Target

We are increasing sales of sustainable products to over CHF 1.5 billion.

Target attainment: in CHF m, baseline value 2021



Comments

A great success: in 2022 we achieved sales of sustainable own-label brands of around 1.43 billion Swiss francs in the food segment, already reaching our target for 2026.

More information: [natural resources](#)

Measures

- Promotion of water and soil standards for the cultivation of critical raw materials. **More information:** [Raw materials roadmap](#)

Tatendräng

- BELL SWITZERLAND: upporting the start-up Yasai, which grows fresh herbs through vertical varming

WHOLESALE

Target

We are increasing sales of sustainable products to over CHF 480 million.

Target attainment: in CHF m, baseline value 2021



Comments

A great success: in 2022 we achieved total sales of sustainable own-label brands of 869.5 billion Swiss francs in the food segment, already exceeding the target for 2026.

More information: [natural resources](#)

Measures

- Promotion of water and soil standards for the cultivation of critical raw materials. **More information:** [Raw materials roadmap](#)

Inner drive in 2022

- TG AUSTRIA: promoting and increasing sales of sustainable products

HIGHLIGHTS
2022

+26 %:
increase in sales
from sustainable
products at
TG SWITZERLAND

SDGs



COMBATING DEFORESTATION AND CONVERSION



We ensure that our supply chains are free of deforestation and conversion risks



RELEVANCE

We are committed to ensuring that our supply chains are free of deforestation and conversion risks. As product groups, meat, coffee, cocoa, palm oil, soya and wood make up a large proportion of our ranges and are a major component of our supply chains. Given the increased risk of deforestation of tropical rain forests and conversion of biodiverse ecosystems in the countries of origin for these raw materials, we pay particular attention to these six raw materials with regard to deforestation and conversion. We also class them as critical raw materials, which means we take a holistic approach to dealing with them. Our targets are based on the [WWF's Impor-
ted Deforestation report](#), the [Accountability Framework Initiative \(AFI\)](#) and Coop's own risk assessment of our supply chains.

RETAIL

Target

We ensure that 100% of the critical raw materials used in our own-label brands with a high risk of deforestation (soya, palm oil, coffee, cocoa, meat, wood and paper) come from sources free of deforestation and conversion.

Target attainment: in %, estimated baseline value



Criteria to be met: [Policy Paper on Deforestation and Conversion](#)

Note

The data available for the 2022 financial year exclude Jumbo. The key figures are being obtained and will be disclosed from the 2023 reporting year onwards.

Comments

In 2022, we achieved our target for implementing zero-deforestation and zero-transformation supply chain criteria for critical raw materials used with high deforestation risk, and we continue to work towards this goal.

The share is calculated on the basis of the weighted results of the individual business units according to turnover shares in 2019.

More information: [Policy Paper on Deforestation and Conversion](#), [Policy Paper on Pesticide Use](#)

Measures

- Systematic implementation of sustainability standards for critical raw materials in cultivation and production.
More information: [Raw materials roadmap](#)
- Delivery of concrete projects locally, in direct partnership with farmers and their organizations
- Systematically ascertaining the proportion of business partners with publicly visible voluntary commitments to deforestation and conversion-free supply chains
- Guideline on Sustainable Sourcing, Guideline on Palm Oil and Guideline on Wood and Paper Products: binding for 100% of our suppliers of own-label and branded items
- Development of, and collaboration with industry organizations
- Peat exit plan to protect moors

PRODUCTION

Target

We ensure that 85% of the critical raw materials used, with a high risk of deforestation (soya, palm oil, coffee, cocoa, meat, wood and paper), come from sources free of deforestation and conversion.

Target attainment: in %, estimated baseline value



Criteria to be met: [Policy Paper on Deforestation and Conversion](#)

Comments

A great success: in 2022 86.5% of the critical raw materials used that could encourage deforestation originated from deforestation and conversion-free sources, already exceeding the target for 2025.

The share is calculated on the basis of the weighted results of the individual business units according to turnover shares in 2019.

More information: [Policy Paper on Deforestation and Conversion](#), [Policy Paper on Pesticide Use](#)

Measures

- Systematic implementation of sustainability standards for critical raw materials in cultivation and production.
More information: [Raw materials roadmap](#)
- Systematically ascertaining the proportion of business partners with publicly visible voluntary commitments to deforestation and conversion-free supply chains
- Guideline on Sustainable Sourcing, Guideline on Palm Oil and Guideline on Wood and Paper Products: binding for 100% of our suppliers of own-label and branded items

Inner drive in 2022

- COOP BAKERIES: the SCOOPS PROPALO palm oil cooperative in the Ivory Coast certified by Bio Suisse
- HALBA – Fund project: FINCA project for cocoa farming in Ecuador with dynamic agroforestry, CO₂ offsetting along the supply chain, and promotion of young farmers

HIGHLIGHTS
2022

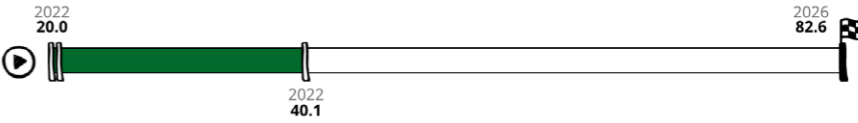
927 hectares of new dynamic agroforestry land thanks to HALBA projects

WHOLESALE

Target

We ensure that 85% of the critical raw materials used in our own-label brands with a high risk of deforestation (soya, palm oil, coffee, cocoa, meat, wood and paper) come from sources free of deforestation and conversion.

Target attainment: in %, estimated baseline value



Criteria to be met: [Policy Paper on Deforestation and Conversion](#)

Comments

We exceeded the target for 2023 in 2022 and are on track. In 2022, 40.1% of the critical raw materials used that could encourage deforestation originated from deforestation- and conversion-free sources.

The share is calculated on the basis of the weighted results of the individual business units according to turnover shares in 2019.

More information: [Policy Paper on Deforestation and Conversion](#), [Policy Paper on Pesticide Use](#)

Measures

- Systematic implementation of sustainability standards for critical raw materials in cultivation and production.
More information: [Raw materials roadmap](#)
- Systematically ascertaining the proportion of business partners with publicly visible voluntary commitments to deforestation and conversion-free supply chains

Inner drive in 2022

- TG GERMANY: RSPO-segregated certification for over 50% of palm oil non-food products

HIGHLIGHTS
2022

100 % cocoa deforestation and conversion-free at TG SWITZERLAND

SDGs



WORKING FOR BIODIVERSITY



We are committed to preserving biodiversity along our supply chains



RELEVANCE

The greater the biodiversity within an ecosystem, the better nature is able to adapt to changing environmental conditions. Biodiversity is essential to the life, survival and development of all living things. Since it is declining, the issue of biodiversity is becoming increasingly relevant. To protect nature, prevent damage to the natural ecosystems and counteract the attendant challenges of the future, we have enshrined the issue of biodiversity in our strategy and, by promoting organic farming, are committed to preserving biodiversity through projects and as part of our cooperation with the WWF.

RETAIL

Target

We adopt specific measures and implement concrete projects for this key issue. In 2023 we are carrying out a risk analysis of the entire range for biodiversity risks and are identifying hotspots. This will provide the basis for setting quantitative targets for retail, as part of our partnership with the WWF. In the long term, in the next target period from 2027 onwards we aspire to set quantitative targets for the whole Coop Group, thereby committing to the Science Based Target for Nature (SBTN).

More information: [Policy Paper on Biodiversity](#), [Policy Paper on Due Diligence](#)

Measures

- Promotion of organic farming
- Adoption of process targets with the WWF in the area of biodiversity
- Ongoing analysis of the raw materials we source and of our products for biodiversity risks
- Delivery of projects funded by the Coop Sustainability Fund that contribute to preserving biodiversity
- Biodiversity-friendly products in our ranges, such as Pro Specie Rara, IP-SUISSE and Hochstamm Suisse

Inner drive in 2022

- Start of phased switch to IP-SUISSE stone fruit
- Signature of statement of intent to reduce peat in the production of, and trade in vegetables and kitchen herbs as well as their seedlings
- Fund project: redesigning green space at the head office and implementing a landscape concept to promote biodiversity

PRODUCTION

Target

We adopt specific measures and implement concrete projects for this key issue. In the long term, in the next target period from 2027 onwards we aspire to set quantitative targets for the whole Coop Group, thereby committing to the Science Based Target for Nature (SBTN).

More information: [Policy Paper on Biodiversity](#), [Policy Paper on Due Diligence](#)

Measures

- Promotion of organic farming
- Planned in future: analysis of the raw materials we source and of our products for biodiversity risks

Inner drive in 2022

- Evaluation of winegrowing and crop cultivation project

WHOLESALE

Target

We adopt specific measures and implement concrete projects for this key issue. In the long term, in the next target period from 2027 onwards we aspire to set quantitative targets for the whole Coop Group, thereby committing to the Science Based Target for Nature (SBTN).

More information: [Policy Paper on Biodiversity](#), [Policy Paper on Due Diligence](#)

Measures

- Promotion of organic farming through our organic own-label brands
- Planned in future: analysis of the raw materials we source and of our products for biodiversity risks

SDGs



UNCOMPROMISINGLY ORGANIC



We promote organic farming



RELEVANCE

Organic agriculture is considerate of people, animals and nature. By relying on robust varieties, varied crop rotation and dispensing with chemical-synthetic pesticides, growth regulators and hormones, as well as protecting the climate organic farming helps preserve biodiversity and soil fertility. Smaller numbers, more space in the barn and access to the outdoors increase animal welfare. Therefore, we keep expanding our organic range every year, with the aim of promoting organic cultivation, encouraging consumers to make more environmentally conscious decisions and, through environmentally friendly production, protecting our natural resources – the soil, water and air.

RETAIL

Target

We are increasing sales of organic products in the food sector to CHF 2.1 billion

Target attainment: in CHF m, baseline value 2021



Accepted standards: Bio Suisse Bud, Bio Bud, Bud auxiliaries, EU organic logo, Demeter

Comments

We achieved our target in 2022 and generated total sales of 1.69 billion Swiss francs. To meet the strong demand for high-quality organic products, we further expanded our range and further increased our organic sales.

Measures

- WWF review and approval of our target for organic products
- Constant expansion of the organic and Demeter range
- Active marketing of our own-label organic brands Naturaplan and Naturaline
- Collaboration and purchasing projects with the Research Institute for Organic Agriculture (FiBL)
- Strategic partnership with Bio Suisse since 1993

Inner drive in 2022

- Fund projects: successful partnership with Sativa and GZPK – the ongoing projects help ensure the long-term competitiveness of seeds in organic farming
- Fund project: supporting the “Organic Europe Youth Event” as a Platinum sponsor to promote young talents in the organic sector

HIGHLIGHTS 2022

4,700 organic products

Partnership: Successful partnership with Sativa and GZPK

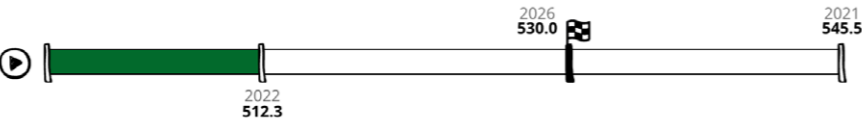
Project success “Organic sugar beet from Switzerland”

PRODUCTION

Target

We are increasing sales of organic products to CHF 530 million.

Target attainment: in CHF m, baseline value 2021



Accepted standards: Bio Bud, Bio Suisse Bud, Bud auxiliaries, Demeter, EU organic logo

Comments

A great success: in 2022 we achieved total sales of 512.3 million Swiss francs from organic products, already exceeding the target for 2026.

Measures

- Ongoing switch to, and greater use of organically produced raw materials
- Promotion of organic agriculture through various Fund projects and actions

Inner drive in 2022

- HALBA – Fund project: “Sustainable Mangos and Cashews” in partnership with gebana
- REISMÜHLE NUTREX: growth in organic sales

HIGHLIGHTS 2022

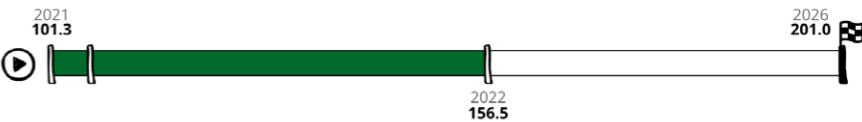
A first: first dynamic agroforestry land in the Sahel Zone

WHOLESALE

Target

We are increasing sales of organic products in the food sector to CHF 200 million.

Target attainment: in CHF m, baseline value 2021



Accepted standards: Bio Suisse Bud, Bio Bud, Bud auxiliaries, EU organic logo, Bioland, Naturland, AMA Biosiegel Herkunft Österreich and Demeter

Comments

We exceeded the target for 2024 in 2022 and are on track. Our organic sales in 2022 came to 156.5 million Swiss francs.

Measures

- Ongoing expansion of our range of organic products
- Promotion and expansion of our Natura own-label organic brand with country-specific and international products

Inner drive in 2022

- TG GERMANY – New Fund project: “Bio Möglichmacher:innen” (“Organic Enablers”, project to promote organic farming)
- TG AUSTRIA: growth in organic sales

SDGs



REDUCING WATER IN CROP CULTIVATION



We reduce our water footprint in our supply chains



RELEVANCE

As an international company, we bear responsibility for protecting natural resources. Due to the increasingly transnational complexity of supply chains in the food and textile industries, our product ranges include some products that may be associated with a high level of water stress in their countries of origin. To ensure the sustainable use of limited fresh-water resources in our supply chains, we are tackling the issue throughout the Coop Group. In our three business areas, we require the fulfilment of a water standard in the production of all fresh and processed fruit and vegetables originating from water-critical catchment areas. In retailing these requirements also apply to the purchase of flowers and plants. In the case of cotton, we rely on sustainably certified organic cotton that meets the additional water-management requirements of Bio Suisse.

RETAIL

Target

We adopt specific measures and implement concrete projects for this key issue. We want to ensure right now that water is used sparingly in the cultivation of our fruit and vegetables, both fresh and processed, as well as flowers and plants. Therefore, we have set ourselves targets for the implementation of water and soil standards that have been reviewed and approved by the WWF. See the [Raw materials roadmap](#) for more information. In 2022 we carried out a risk analysis of the entire range for water risks and identified hotspots, as a basis for measures in 2023. In the long term, in the next target period from 2027 onwards we aspire to set quantitative targets for the whole Coop Group, thereby committing to the Science Based Target for Nature (SBTN).

More information: [Policy Paper on Water](#)

Measures

- Delivery of projects funded by the Coop Sustainability Fund that contribute to sustainable water use
- Pesticide Guideline: guideline with its own blacklist for pesticide use binding on 100% of our own-label brand suppliers
- Support for regional projects to tackle water and climate problems, as a member of the "Swiss Water and Climate Forum"

Inner drive in 2022

- Hotspot analysis of ranges implemented, covering products originating from water stressed areas
- Quantitative targets adopted with the WWF for Retail

HIGHLIGHTS 2022

Water footprint calculated for the whole own-label brand range

100 % own-label brand range sustainably irrigated: avocados and berries

PRODUCTION

Target

We adopt specific measures and implement concrete projects for this key issue. We want to ensure right now that water is used sparingly in the cultivation of our fruit and vegetables, both fresh and processed, as well as flowers and plants. See the [Raw materials roadmap](#).

More information: [Policy Paper on Water](#)

Measures

- Pesticide Guideline: guideline with its own blacklist for pesticide use binding on 100% of our own-label brand suppliers
- Consistent implementation of water and soil standards for fresh and processed fruit and vegetables

WHOLESALE

Target

We adopt specific measures and implement concrete projects for this key issue. We want to ensure right now that water is used sparingly in the cultivation of our fruit and vegetables, both fresh and processed, as well as flowers and plants. See the [Raw materials roadmap](#).

More information: [Policy Paper on Water](#)

Measures

- Implementation of water and soil standards for fresh and processed fruit and vegetables

SDGs



EMISSIONS IN THE SUPPLY CHAIN



We reduce our CO₂e emissions in our supply chains



RELEVANCE

Anthropogenic global warming is one of the biggest societal challenges of the coming years. As a global company, we are aware of our responsibility, which is why we are committed to climate action. We want a national and international climate policy that limits the global increase in temperatures to significantly below 2 °C. We are committed to the Federal Council's net zero targets and revised our climate strategy in 2022. Our group-wide annual reduction paths for greenhouse gas emissions are based on science, in line with the requirements of the Science Based Target Initiative (SBTi). Therefore, we are dedicated to reducing both our direct emissions and upstream emissions within our supply chains. We intend to cooperate more with suppliers that have also committed to science-based reduction targets.

RETAIL

Target

We adopt specific measures and implement concrete projects for this key issue. We ascertained our footprint in 2022 and, based on this, are drawing up reduction plans for 2026 and beyond.

More information: [The Coop Group's emissions footprint](#)

Measures

- Adoption of process targets with the WWF in the area of supply chain emissions
- Future collaboration only with strategically important suppliers who set themselves ambitious climate targets and are committed to climate action
- Offsetting the emissions caused by our imported air freight (which is kept to a minimum), in partnership with the WWF

Inner drive in 2022

- Action 407: pilot project for hydrosalads and tomatoes from greenhouses in Switzerland heated without the use of fossil fuels
- Fund project: pilot projects to test agrivoltaic units in the cultivation of berries concluded

HIGHLIGHTS
2022

Data collection of the footprint for the entire Coop Group was fully ascertained

PRODUCTION

Target

We adopt specific measures and implement concrete projects for this key issue. We ascertained our footprint in 2022 and, based on this, are drawing up reduction plans for 2026 and beyond.

More information: [The Coop Group's emissions footprint](#)

Inner drive in 2022

- BELL SWITZERLAND – new Fund project: reducing methane among cattle from suckler cow husbandry

HIGHLIGHTS
2022

Data collection of the footprint for the entire Coop Group was fully ascertained

WHOLESALE


Target

We adopt specific measures and implement concrete projects for this key issue. We ascertained our footprint in 2022 and, based on this, are drawing up reduction plans for 2026 and beyond.


More information: [The Coop Group's emissions footprint](#)

SDGs


12 RESPONSIBLE CONSUMPTION AND PRODUCTION




13 CLIMATE ACTION



14 LIFE BELOW WATER



15 LIFE ON LAND



SOIL HEALTH



We ensure preservation of soil health



RELEVANCE

Supplying the world's steadily growing population with the food it needs depends crucially on the quality and fertility of the soils. Soil fertility influences climate change as, after the oceans, soil is the world's second-largest carbon sink. Furthermore, two thirds of all species live below the surface of the earth, so soil condition has a direct and indirect impact on biodiversity. As an international company, we bear responsibility for protecting natural resources and preserving soil health. We are committed to agriculture that preserves soil fertility, sees soil biodiversity as the basis for life, and maintains equilibrium in natural ecosystems. Therefore, we tackle the issue throughout the Coop Group, by promoting organic agriculture, implementing sustainability standards, and through our guideline on pesticide use.

RETAIL

Target

We are planning specific measures and projects for this key topic over the next few years

More information: [Policy Paper on Soil](#)

Measures

- Adoption of process targets with the WWF in the areas of water and biodiversity
- Promotion of organic agriculture
- Systematic implementation of sustainable minimum standards for critical raw materials in cultivation and production.
More information: [Raw materials roadmap](#)
- Analysis of our supply chains by 2026 with regard to high-risk provenance, identifying products from regions with a high risk of soil degradation and defining appropriate measures
- Pesticide Guideline: guideline with its own blacklist for pesticide use binding on 100% of our own-label brand suppliers

PRODUCTION

Target

We are planning specific measures and projects for this key topic over the next few years.

More information: [Policy Paper on Soil](#)

Measures

- Promotion of organic agriculture
- Systematic implementation of sustainable minimum standards for critical raw materials in cultivation and production.
More information: [Raw materials roadmap](#)
- Pesticide Guideline: guideline with its own blacklist for pesticide use binding on 100% of our own-label brand suppliers

WHOLESALE

Target

We are planning specific measures and projects for this key topic over the next few years.

More information: [Policy Paper on Soil](#)

Measures

- Promotion of organic agriculture
- Systematic implementation of sustainable minimum standards for critical raw materials in cultivation and production.

More information: [Raw materials roadmap](#)

SDGs



SUSTAINABLE **FISHING** AND PROTECTING THE OCEANS



We are committed to combating the overfishing of our oceans and to sustainable fisheries



RELEVANCE

According to the UN Food and Agriculture Organization (FAO), 34% of global fish stocks are currently overfished, and a further 60% are on the verge of overfishing. If certain species are missing in the sensitive ocean food chain, the composition of naturally occurring animal and plant species and the equilibrium of marine ecosystems is disrupted, accelerating the loss of marine biodiversity. At the Coop Group, we support sustainable fishing and are committed to scientifically based quotas and carefully managed fishing methods. As a founding member of the WWF Seafood Group, we have our entire range of fish and seafood regularly audited for sustainability by the WWF. We implement sustainability standards in our ranges and, through the Coop Sustainability Fund, promote research into alternative feed in fish farming.

RETAIL

Target

For 100% of of the fish and seafood used in our own-label brands., we have transparency and traceability along the supply chain.

Target attainment: in %, estimated baseline value



Accepted standards: information about the accepted standards is in the [Raw materials roadmap](#)

Comments

In 2022 we achieved our target for the implementation of sustainable minimum standards for fish and seafood with 74%, and are on track.

The share is calculated on the basis of the weighted results of the individual business units according to turnover shares in 2019.

More information: [Policy Paper on Fishing](#)

Measures

- Annual review and assessment of the entire fish and seafood range by the WWF
- WWF review and approval of our target for fish and seafood
- Guideline on Sustainable Sourcing of Fish and Seafood and animal welfare no-go list: binding for 100% of our suppliers of own-label and branded items
- Transparency for customers: shopping guide prepared together with the WWF provides a transparent overview of sustainable fish
- Range ASC and MSC-certified

Inner drive in 2022

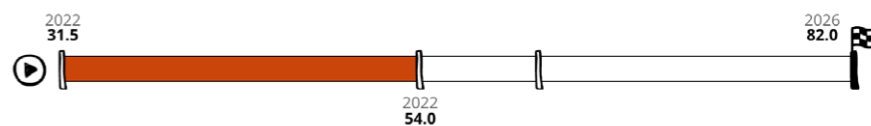
- [Action 134](#): In 2022, the sourcing of our organic farmed salmon was extended to Scotland as well as Ireland
- New Fund project: sourcing project launched for ASC and Bio Suisse-certified shrimps from India

PRODUCTION

Target

For 90 % of of the fish and seafood used in our own-label brands., we have transparency and traceability along the supply chain.

Target attainment: in %, estimated baseline value



Accepted standards: information about the accepted standards is in the [Raw materials roadmap](#)

Comments

In 2022 54% of our fish and seafood fulfilled sustainable minimum standards, which is just short of the 62 % target.

The share is calculated on the basis of the weighted results of the individual business units according to turnover shares in 2019.

More information: [Policy Paper on Fishing](#)

Measures

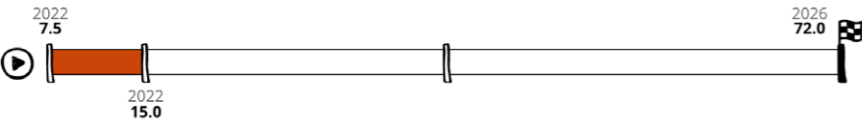
- Systematic implementation of sustainability standards for critical raw materials in cultivation and production.
More information: [Raw materials roadmap](#)
- Annual review and assessment of the entire fish and seafood range by the WWF

WHOLESALE

Target

For 75% of of the fish and seafood used in our own-label brands., we have transparency and traceability along the supply chain.

Target attainment: in %, estimated baseline value



Accepted standards: information about the accepted standards is in the [Raw materials roadmap](#)

Note

The target for Wholesale was based on the score allocated by the WWF, but has not been reviewed by the WWF. There is no partnership between the Transgourmet Group and the WWF.

Comments

We did not achieve our target in 2022 for implementing sustainable minimum standards for fish and seafood and are continuing to increase the number of standards implemented.

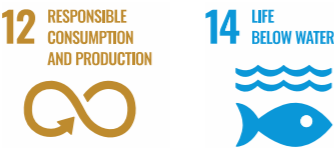
The share is calculated on the basis of the weighted results of the individual business units according to turnover shares in 2019.

More information: [Policy Paper on Fishing](#)

Measures

- Systematic implementation of sustainability standards for critical raw materials in cultivation and production.
More information: [Raw materials roadmap](#)

SDGs



BETTER ANIMAL WELFARE



We promote animal welfare



RELEVANCE

Eggs, milk and meat: we, and our customers, want these raw materials to come only from humanely reared animals, so we have firmly enshrined animal welfare in our strategy. Animal welfare refers both to the health and well-being of livestock and their ability to engage in natural behaviours. To ensure humane animal husbandry practices have been followed, we are committed to stringent, recognized animal welfare standards, promote innovative solutions for improving husbandry, and create a distinctive profile through various projects and schemes to promote animal welfare.

HIGHLIGHTS
2022

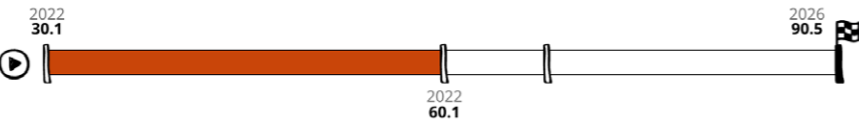
Conversion:
entire Qualité&Prix
milk range is IP
SUISSE-certified

RETAIL

Target

90 % of the animal raw materials used in our own-label brands are produced according to an animal welfare value-added standard.

Target attainment: in %, estimated baseline value



Accepted standards: [animal welfare matrix](#)

Comments

At 60.1%, we did not achieve our target in 2022 for implementing enhanced animal welfare standards and are continuing to work on this.

The share is calculated on the basis of the weighted results of the individual business units according to turnover shares in 2019.

More information: [Raw materials roadmap](#)

Measures

- Animal welfare no-go list: binding for 100 % of our suppliers of own-label and branded items

Inner drive in 2022

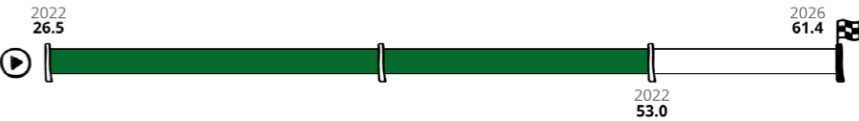
- New Fund project: launch of a project to utilize organically reared old hens
- New Fund project: launch of a project for slaughter according to the most rigorous animal welfare practices
- Fund project: renewal of a purchasing project for Bio Suisse-certified buffalo mozzarella

PRODUCTION

Target 1

60 % of the animal raw materials used in our production facilities in Switzerland are produced according to an animal welfare value-added standard.

Target attainment: in %, estimated baseline value



Accepted standards: [animal welfare matrix](#)

Comments

We exceeded the target for 2024 in 2022 and are on track. In 2022 53% of raw materials of animal origin used in our production facilities in Switzerland originated from animal-friendly production methods.

The share is calculated on the basis of the weighted results of the individual business units according to turnover shares in 2019.

More information: [Raw materials roadmap](#)

PRODUCTION

Target 2

22% of the animal raw materials used in our production facilities abroad are produced according to an animal welfare value-added standard.

Target attainment: in %, estimated baseline value



Accepted standards: [animal welfare matrix](#)

Comments

A great success: we exceeded the target for 2025 early, in 2022. In 2022, 21.1% of raw materials of animal origin used in our production facilities abroad originated from animal-friendly production methods.

The share is calculated on the basis of the weighted results of the individual business units according to turnover shares in 2019.

More information: [Raw materials roadmap](#)

Measures

- Animal welfare no-go list: binding for 100% of our suppliers of own-label and branded items

Tatendrang

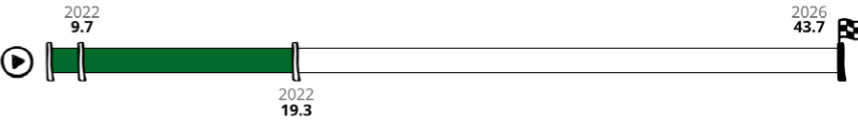
- BELL SCHWEIZ – Fund project on the stockmanship method

WHOLESALE

Target

45% of the animal raw materials used in our own-label brands are produced according to an animal welfare value-added standard.

Target attainment: in %, estimated baseline value



Accepted standards: [animal welfare matrix](#)

Comments

We exceeded the target for 2023 in 2022 and are on track. In 2022 19.3% of raw materials of animal origin used in our own-label brands originated from animal-friendly production methods.

The share is calculated on the basis of the weighted results of the individual business units according to turnover shares in 2019.

Measures

- Animal welfare no-go list: binding for 100% of our suppliers of own-label and branded items

Inner drive in 2022

- TG AUSTRIA: early removal of frogs' legs from the range

HIGHLIGHTS
2022

100%:
eggs with enhanced
animal welfare
standard at TG
SWITZERLAND and
TG GERMANY

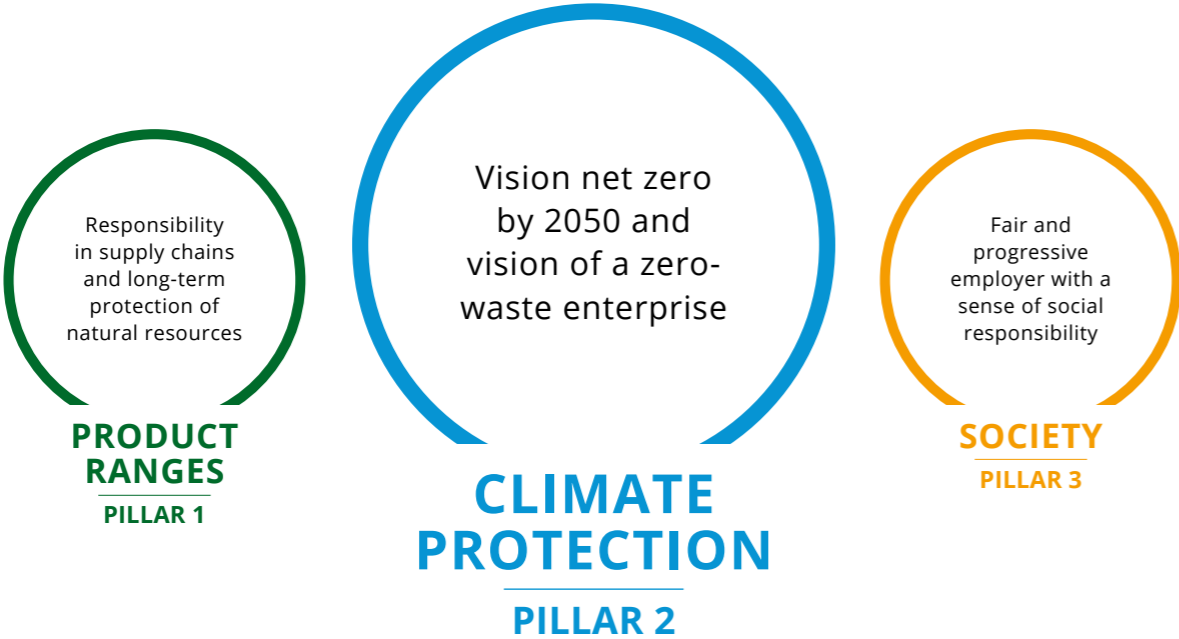
SDGs



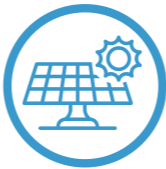
Pillar 2

Environmental and climate protection

For effective environmental and climate protection, we are committed to scientifically based climate targets and have confirmed this commitment by signing the Science Based Target Initiative (SBTi). We are lowering our energy consumption, investing in sustainable mobility and logistics solutions, and reducing our emissions and our water consumption. We collaborate with suppliers who are also committed to science-based climate targets. With our commitment to closed material cycles and innovative packaging solutions, we aspire to make efficient use of natural resources and protect the environment.



REDUCING ENERGY CONSUMPTION



We reduce our energy consumption



RELEVANCE

We need energy in all our business activities: at sales outlets, in logistics, at the manufacturing companies and in wholesale. We are continually cutting back on this energy consumption and use electricity from renewable energy sources, such as hydro, wind or solar power. We are rapidly increasing the number of photovoltaic units to generate solar energy on the roofs of our sales outlets, manufacturing companies and distribution centres. To further reduce our electricity consumption, we use energy efficiently with measures such as efficient lighting and electrical appliances. In new and renovated buildings, we use renewable energies for heating systems. In our distribution centres and production facilities we are continuing to switch to renewable heating, and we largely forgo fossil fuels in our rented properties. In addition to Scope 1 and 2, Categories 3.8 and 3.14 were also taken into account in the calculation.

RETAIL

Target 1

We are reducing absolute energy consumption by 8% compared to 2021.

✗ NOT FULLFILLED

Comments

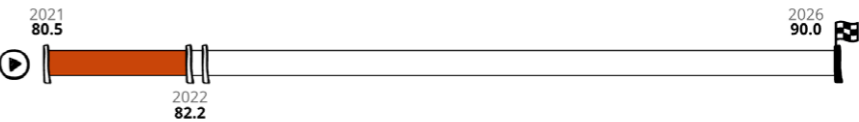
We did not reach our target in 2022 and increased our energy consumption by 0.9% compared to 2021.

RETAIL

Target 2

We are increasing the share of renewable energy sources to 90 % (excluding transport).

Target attainment: in %, baseline value 2021



Comments

In 2022 we increased our share of renewable energy sources by 1.7 %, bringing it to 82.2%. We narrowly missed our annual target of 82.4%.

Compared with 2021, which is the baseline year for data collection, our overall energy consumption in 2022 is 8,603 MWh higher. The reason for this is the electricity consumption and the energy consumption caused by transports. The increased energy consumption due to transports is mainly due to the growth of railCare. We set 2021 as the baseline year because we began our new strategy period in 2022, and are therefore tackling our climate strategy with science-based reduction schedules.

Measures

- Newbuilds and renovations in warehouses, sales outlets and at head office planned and optimized according to environmental specifications and Minergie standard
- Use of 100% LED lighting in newbuild sales outlets and ongoing switch to LED in renovated stores
- Electricity from Switzerland, consistently from hydropower
- Low-CO₂ energy generation
- Construction of photovoltaic units on sales outlets and logistics centres and increase in rate of self-sufficiency for electricity
- Installation of closed refrigerating units and use of waste heat from cooling equipment

Inner drive in 2022

- Newbuild: Photovoltaic unit on Fribourg Süd shopping centre in Villars-sur-Glâne

PRODUCTION

Target 1

We are reducing specific energy consumption per unit of goods sold by 5% compared to 2021.

✓ FULFILLED

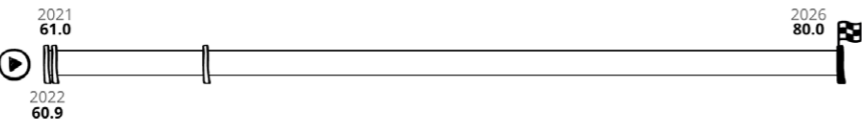
Comments

We achieved our target in 2022 and reduced our energy consumption per product unit by 3% compared with 2021. This puts us on track.

Target 2

We are increasing the share of renewable energy sources to 80%.

Target attainment: in %, baseline value 2021



Comments

With renewable energy making up 60.9% of our energy sources, we did not achieve our 64.8% target in 2022.

Compared with 2021, which is the baseline year for data collection, in 2022 we reduced our overall energy consumption by 9 993 MWh through savings on heating. We set 2021 as the baseline year because we began our new strategy period in 2022, and are therefore tackling our climate strategy with science-based reduction schedules.

Measures

- Newbuilds and renovations in warehouses, production sites and at head office planned and optimized according to environmental specifications and Minergie standard
- Construction of photovoltaic units on manufacturing facilities and increase in rate of self-sufficiency for electricity
- Continued use of waste heat and cold occurring in production processes
- Use of renewable energies to generate heat (e.g. wood chippings or heat pumps)
- Low-CO₂ electricity generation and optimization of the electricity mix at production sites abroad.
- Energy consumption analyses to identify scope for optimization in processing, and appropriate measures

WHOLESALE

Target

We are reducing specific energy consumption per m² used by 10% compared to 2021.

✓ FULFILLED

Comments

We achieved our target in 2022 and reduced our energy consumption per m² of space used by 4.4% compared with 2021. This puts us on track.

Compared with 2021, which is the baseline year for data collection, in 2022 we reduced our overall energy consumption by 3.990 MWh through savings on heating. We set 2021 as the baseline year because we began our new strategy period in 2022 and are therefore tackling our climate strategy with science-based reduction schedules.

Measures

- Newbuilds and renovation in warehouses, sales outlets and at head office planned and optimized according to environmental specifications and Minergie standard
- Low-CO₂ energy generation
- Renewable energy sources to generate heat

SDGs



OPERATIONAL EMISSIONS



We reduce and eliminate our CO₂e emissions



RELEVANCE

To minimize our impact on climate change, we want to reduce our direct CO₂e emissions in Scope 1 and Scope 2. This encompasses emissions from directly controlled sources, such as trucks and heating, and emissions from the purchase of energy, such as electricity or heat. Therefore, in 2022 we ascertained the CO₂e footprint of the whole Coop Group and, based on this, identified the measures necessary to further reduce our emissions. We offset emissions from business trips, coop.ch delivery trips, air freight and business vehicles through climate protection projects along our own supply chain. In order to reduce emissions in upstream processes along our value chain in the long term, we are working with strategically relevant suppliers who are committed to science-based climate targets. Along our supply chains we use projects to reduce CO₂e emissions.

RETAIL

Target 1

As Coop Group, we are reducing the absolute CO₂e emissions by 21 % compared to 2021.

✓ FULFILLED

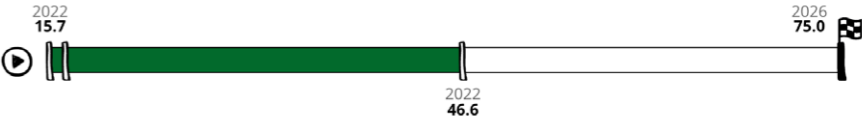
Comments

We reduced our CO₂e emissions by 12.9% compared with 2021. We exceeded the target for 2024 in 2022 and are on track.

Target 2

75% of our strategically important suppliers confirm the implementation of scientifically-based climate targets.

Target attainment: in %, estimated baseline value



Note

By science-based climate targets, we mean emission reduction targets for Scope 1, Scope 2 and Scope 3 that contribute to limiting global warming to well below 2 °C by 2050. The data collected in relation to this target also include suppliers recognized as “committed” according to the criteria of the Science Based Targets initiative.

Comments

We exceeded the target for 2024 in 2022 and are on track. 46.6% of our strategically important suppliers pursue science-based climate targets. Strategically important suppliers are those that contribute to around 80% of turnover. Therefore, we can achieve the greatest possible impact with this target. The share is calculated on the basis of the results of the individual business units weighted according to 2021 turnover shares. Jumbo will report on this for the first time in 2023.

In 2022 our CO₂e emissions from directly controlled sources owned by us (Scope 1) were 238,046 tonnes. When ascertaining this key figure, we took account of the following CO₂ equivalents: CO₂/CH₄/N₂O/HFCs/PFCs/SF₆/NF₃. The share of biogenic emissions was 21,156 tonnes of CO₂e. We set 2021 as the baseline year for calculating these because we began our new strategy period in 2022 and are therefore tackling our climate strategy with science-based reduction schedules. In 2021, CO₂e emissions in Scope 1 were 235 945 tonnes. We used the “operational control” approach as per the GHG Protocol to calculate CO₂e emissions.

In 2022 our CO₂e emissions from purchased energy (Scope 2) totalled 58 318 tonnes. When ascertaining this key figure, we took account of the following CO₂ equivalents: CO₂/CH₄/N₂O/HFCs/PFCs/SF₆/NF₃. We set 2021 as the baseline year for calculating these because we began our new strategy period in 2022 and are therefore tackling our climate strategy with science-based reduction schedules. In 2021, CO₂e emissions in Scope 2 were 104 378 tonnes. We used the “operational control” approach as per the GHG Protocol to calculate CO₂2e emissions.

Measures

- Commitment to Science Based Targets initiative (SBTi) and attendant reduction in emissions according to science-based reduction schedules
- We discussed our commitment to the SBTi beforehand with our partner the WWF, and it is explicitly welcomed and supported by the WWF. Accordingly, the targets set will be incorporated in the climate action section of the performance agreement with the WWF.
- Pioneer in hydrogen-fuelled mobility, as a founder of the H₂ Mobility Association and with the construction of Switzerland’s first public hydrogen filling station
- Promotion of electromobility
- Use of carbon-neutral biodiesel from organic waste for our trucks (e.g. frying oil from our manufacturing companies and restaurants)
- Guideline on Sustainable Construction for Newbuilds and Renovations
- Founding member of WWF Climate Savers and now a Climate Partner of the WWF
- Avoidance of air freight or reducing it to an absolute minimum
- Conscious offsetting of emissions caused by air freight, coop.ch delivery trips and business trips
- Delivery of climate protection projects according to the Gold standard with the WWF

Inner drive in 2022

- Fund project: continuation of climate protection project in Brazil with Fair Recycling

PRODUCTION

Target

As Coop Group, we are reducing the absolute CO₂e emissions by 21% compared to 2021.

Comments

As regards our CO₂e emissions, at the Coop Group we pursue an overarching target. Our progress towards that target can be seen in the “Retail” section.

Measures

- Commitment to Science Based Targets initiative (SBTi) and attendant reduction in emissions according to science-based reduction schedules
- Use of carbon-neutral biodiesel from organic waste for our trucks (e.g. frying oil from our manufacturing companies and restaurants)
- Guideline on Sustainable Construction for Newbuilds and Renovation

WHOLESALE

Target 1

As Coop Group, we are reducing the absolute CO₂e emissions by 21% compared to 2021.

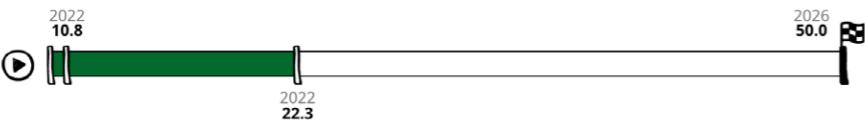
Comments

As regards our CO₂e emissions, at the Coop Group we pursue an overarching target. Our progress towards that target can be seen in the “Retail” section.

Target 2

50% of our strategically important own-label brand suppliers confirm the implementation of scientifically-based climate targets.

Target attainment: in %, estimated baseline value



Note

By science-based climate targets, we mean emission reduction targets for Scope 1, Scope 2 and Scope 3 that contribute to limiting global warming to well below 2 °C by 2050. The data collected in relation to this target also include own-label brand suppliers recognized as “committed” according to the criteria of the Science Based Targets initiative.

Comments

We exceeded the target for 2023 in 2022 and are on track. 22.3% of our strategically important own-label brand suppliers pursue science-based climate targets. Strategically important own-label brand suppliers are those that contribute to around 80% of turnover. Therefore, we can achieve the greatest possible impact with this target. The share is calculated on the basis of the results of the individual business units weighted according to 2021 turnover shares.

Measures

- Commitment to Science Based Targets initiative (SBTi) and attendant reduction in emissions according to science-based reduction schedules

SDGs

7 AFFORDABLE AND CLEAN ENERGY



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



13 CLIMATE ACTION



ENVIRONMENTALLY FRIENDLY FREIGHT



With railCare, we are systematically switching our Goods Transport within Switzerland from road to rail



RELEVANCE

By shifting our goods transportation in excess of 90 kilometres to rail, we are reducing the environmental impact in our logistics. As a result, we have already saved more than 16 million kilometres on the roads and, at almost 40%, are the retailer with the highest share of rail transport in Swiss delivery traffic. We use alternative fuels, such as biodiesel from waste or biogas, and are committed to innovative fuels such as hydrogen. We are reducing air freight to an absolute minimum. For unavoidable air freight as well as business trips and coop.ch delivery trips, we are taking responsibility by investing in climate protection projects with the WWF along our own supply chains. By basing our range around seasonal and regional products, we promote the purchase of products that have travelled shorter distances.

HIGHLIGHTS
2022

16 million
road kilometres
saved by shifting to
rail

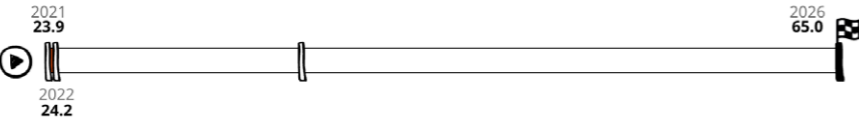
Rail transport:
Coop transports more
goods by rail than any
other Swiss retailer

RETAIL

Target

65 % of our goods transportation is effected using low-emission means of transport (own means of transport).

Target attainment: in %, baseline value 2021



Comments

At 24.2%, we did not achieve our target in 2022 for the share of goods transported using low-emission means of transport, and are continuing to work on this. Jumbo will report on this for the first time in 2023.

Measures

- Consistently shifting our goods transportation from road to rail for distances in excess of 90 kilometres
- Cargo sous terrain (CST): switching goods transport underground – initiation and co-development of the project from the outset
- Use of hydrogen trucks
- Use of electric trucks
- Use of carbon-neutral biodiesel from organic waste for our trucks
- Analysis system for optimizing the driving behaviour of our diesel trucks

Inner drive in 2022

- Fund project: further headway with the development of a nationwide hydrogen filling station network in Switzerland with the association H₂ Mobility Switzerland
- Pilot project using e-transporters to deliver orders

PRODUCTION

Target

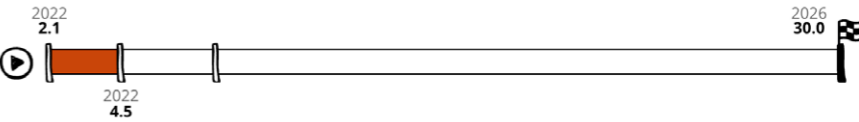
We are planning specific measures and projects for this key issue over the next few years.

WHOLESALE

Target

30 % of our goods transportation is carried out using low-emission means of transport (our own means of transport).

Target attainment: in %, baseline value 2021



Comments

In 2022 we used low-emission means of transport for 4.5% of our freight. This means we did not achieve our target of 7.9% in 2022. Transgourmet Poland and Romania are excluded from this target.

Measures

- Greater efficiency in logistics, switching goods transport
- Promotion of innovative transport systems based on renewable energies
- Development and trialling of future-proof mobility systems
- The truck fleets of all national subsidiaries are being steadily switched to renewable fuels

SDGs

13 CLIMATE ACTION



CLOSING MATERIAL CYCLES



We consistently close, slow down and reduce our material cycles



RELEVANCE

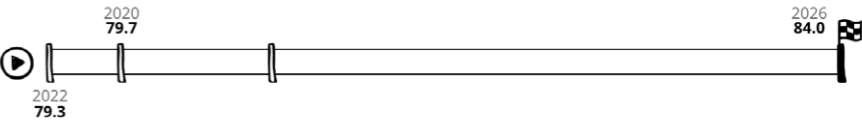
We aim to reduce our consumption of resources and use materials as efficiently and for as long as possible in closed cycles. Therefore, we are implementing innovative projects for the use of by-products of food production and closing packaging cycles in logistics with reusable packaging. We are a member of the “Circular Economy Switzerland” network and have reinforced our commitment to promoting the circular economy by signing the Circular Economy Switzerland Charter. We rigorously separate the company’s unavoidable own waste so that we can recycle these reusable materials. We are cutting food waste to an absolute minimum with flexible ordering systems. Goods that we do not sell but that are still in perfect condition are donated to social institutions. Products no longer fit for consumption are used as animal fodder or recycled at biogas plants.

RETAIL

Target 1

We maintain a waste recycling rate of at least 84%.

Target attainment: in %, baseline value 2020



Comments

With a waste recycling quota of 79.3%, we fell just short of our 80.6% target in 2022 and are continuing to work on this.

We generated 141,391 tonnes of waste in 2022, of which we recycled 112,052 tonnes. 29,339 tonnes were disposed of as general waste.

More information: [Policy Paper on the Circular Economy](#)

HIGHLIGHTS
2022

20 million
plates of food
donations to
“Tischlein deck dich”
and “Schweizer Tafel”
food banks

RETAIL

Target 2

We avoid food waste and ensure that 99.5% of food from our food sales outlets is for human consumption. Our aim is to double the volume of food we donate.

Target attainment: in %, estimated baseline value



Comments

In 2022, 96.6% of food was consumed by humans, so we did not quite achieve the target of 97.3% set for 2022. However, we did donate food that was still fit for consumption, providing enough for a total of 20.18 million full plates. We are therefore on track with our target of doubling the amount we donate.

Measures

- Each point of sale has a disposal concept specific to it and the specialist format involved
- Monthly recording of materials separately collected and recycled at sales outlets
- Sparing use of resources, promotion of their reuse through targeted waste management and the circular economy: reduction in volume of household waste, optimization of materials (taking due account of longevity, repairability, modularity) and increase in recycling rate
- Commitment to Swiss Recycling’s “circular economy platform” and to the “Allianz Design for Recycling Plastics”
- Organic waste is transformed into animal feed, biogas, biodiesel for our trucks, and the digestate into compost and liquid fertilizer for agriculture
- Guideline on secondary packaging

Inner drive in 2022

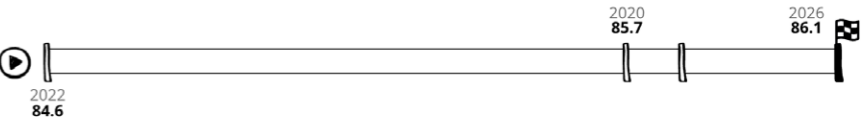
- Fund project: partnership with “Schweizer Tafel” and “Tischlein Deck’ Dich” food banks to prevent food waste
- Action 404: closing cycles in logistics with reusable packaging
- Circular sales outlet: store design with materials that can be reused in shop fitting after dismantling
- Pilot project with Too Good To Go: available in 150 Coop supermarket sales outlets
- Pilot project on food donations of frozen fresh meat towards the long-term goal of “Zero Waste in Meat”

PRODUCTION

Target 1

We maintain a waste recycling rate of at least 86%.

Target attainment: in %, baseline value 2020



Comments

With a waste recycling quota of 84.6%, we fell just short of our 85.8% target in 2022 and are continuing to work on this.

We generated 209,359 tonnes of waste, of which we recycled 177,195 tonnes. 32,164 tonnes were disposed of as general waste.

More information: [Policy Paper on the Circular Economy](#)

PRODUCTION

Target 2

We avoid food waste and ensure that 99 % of food produced reaches the sales channels.

Target attainment: in %, estimated baseline value



Comments

In 2022, 99.1% of food was consumed by humans, so we narrowly missed the target of 99.3% set for 2022.

Measures

- Organic waste is transformed into animal feed, biogas, biodiesel for our trucks, and the digestate into compost and liquid fertilizer for agriculture
- Closure of product cycles
- Analysis of industrial sidestreams at all manufacturing companies
- Monthly recording of reusable materials separately collected and recycled
- Sparing use of resources, promotion of their reuse through targeted waste management and the circular economy

Inner drive in 2022

- SWISSMILL – Fund project extended: Zoï pilot project to recycle milling by-products
- HILCONA: Development of a plant-based egg alternative from chickpea water, a by-product of hummus production

WHOLESALE

Target 1

We maintain a waste recycling rate of at least 70%.

Target attainment: in %, baseline value 2021



Comments

A great success: We achieved our target in 2022, with a recycling quota of 78.7%. We have therefore exceeded the target for 2026.

We generated 48,236 tonnes of waste, of which we recycled 37,950 tonnes. 10,286 tonnes were disposed of as general waste.

More information: [Policy Paper on the Circular Economy](#)

Target 2

We avoid food waste and ensure that 99.5% of food from our food sales outlets is for human consumption.

Target attainment: in %, estimated baseline value



Comments

In 2022, 99.2% of food was consumed by humans, so we achieved our target for 2022

Measures

- Recording of reusable materials separately collected and recycled
- Ongoing reduction in residual waste volume
- Sparing use of resources, Promotion of recycling with targeted waste management

Inner drive in 2022

- Projects at all national subsidiaries involving food donations to people in poverty

More information: [Policy Paper on the Circular Economy](#)

SDGs

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



13 CLIMATE ACTION



OPTIMIZING PACKAGING, REDUCING PLASTIC



We reduce our use of plastics and rely on sustainable packaging



RELEVANCE

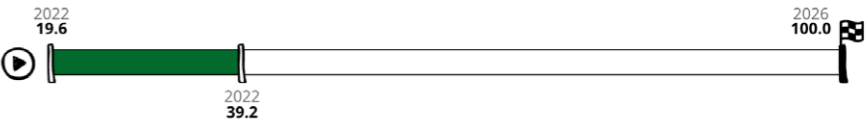
To save resources and avoid waste, we are continually reducing and optimizing our packaging material according to the 3R principle (Reduce, Reuse, Recycle) and switching to sustainable alternatives. In so doing, we consider the environmental footprint not just from a materials perspective: we take a holistic view of packaging with regard to its function and its influence on shelf life and on contamination of or damage to the product, in order to reduce potential food or product waste to an absolute minimum. Reducing and continually optimizing our packaging material enables us not only to save resources, but also save a lot of energy in manufacturing, transport and disposal.

RETAIL

Target 1

100 % of our own-label products are ecologically packaged according to our packaging guidelines.

Target attainment: in %, estimated baseline value



Note

The data available for the 2022 financial year exclude Jumbo. The key figures are being obtained and will be disclosed from the 2023 reporting year onwards

Comments

In 2022, 39.2 % of our own-label brand products were already ecologically packaged. We therefore exceeded our target for 2022 by 19.2% and are on track.

More information: [Policy Paper on Packaging and Plastic](#)

HIGHLIGHTS
2022

Innovation:
innovative packaging,
flower-wrapping
paper made from
plant waste, can
be recycled and is
compostable

RETAIL

Target 2

We are reducing plastic consumption in our own-label brand packaging and disposable ranges by 20% compared to 2021.

 NOT FULLFILLED

Note

The data available for the 2022 financial year exclude Jumbo. The key figures are being obtained and will be disclosed from the 2023 reporting year onwards.

Comments

In 2022, with a 3% reduction in plastic used in our packaging and single-use ranges, we fell just short of our –4% target.

Measures

- Steadily switching packaging to reduce plastic
- Expansion of range of unpackaged and reusable solutions in stores and in restaurants
- Packaging guideline: guideline with principles to promote sustainable packaging binding on 100% of our own-label brand suppliers

Inner drive in 2022

- Fund project: raising awareness of littering through the Coop “Wanderpreis” challenge trophy on IGSU Clean Up Day
- Reducing plastic for carrots: with the new packaging made from FSC certified paper and cellulose film for all carrots in 1-kilogram packs we are saving around 60 tonnes of plastic per year. The packaging can be recycled with waste paper.
- Pilot project: organic milk in reusable glass bottles at over 100 super-markets in the Nordwestschweiz-Zentralschweiz-Zürich region

PRODUCTION

Target

We are reducing plastic consumption per tonne of Goods sold by 15% compared to 2021.

 FULFILLED

Comments

We exceeded the target for 2024 in 2022 and reduced our plastic consumption per tonne of product by 9.9%.

More information: [Policy Paper on Packaging and Plastic](#)

Measures

- Packaging guideline: guideline with principles to promote sustainable packaging binding on 100% of our own-label brand suppliers
- Use of reusable containers in production

WHOLESALE

Target

We are reducing the amount of plastic used per tonne of product in own-label brand packaging by 10% compared with 2021.

 NOT FULLFILLED

Comments

In 2022 the amount of plastic used per tonne of product increased by 6% compared to the previous year. We did not achieve our 2022 target of reducing plastic by 2%. We are continuing to work on this reduction target.

More information: [Policy Paper on Packaging and Plastic](#)

Inner drive in 2022

- Fund project – TG GERMANY: comprehensive plastic and packaging strategy developed

SDGs



REDUCING
WATER CONSUMPTION



We reduce and optimise our own water consumption



RELEVANCE

As an international company, we bear responsibility for protecting natural resources. This includes not just our commitment to the sustainable use of fresh-water resources in our products’ supply chains, but also reducing and optimizing our own water consumption. Therefore, we record the water footprint of our operations on an annual basis and identify the measures necessary to further reduce our water consumption.

RETAIL

Target
We are planning specific measures and projects for this key issue over the next few years.

Comments
Our water consumption was 1,039,186 litres in 2022. The Coop Group's total water consumption was calculated at 8,070,350 litres.

Measures

- Adoption of process targets with the WWF in the area of water

PRODUCTION

Target
We are planning specific measures and projects for this key issue over the next few years.

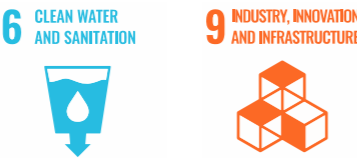
Comments
Our water consumption was 6,185,826 litres in 2022. The Coop Group's total water consumption was calculated at 8,070,350 litres.

WHOLESALE

Target
We are planning specific measures and projects for this key issue over the next few years.

Comments
Our water consumption was 845,338 litres in 2022. The Coop Group's total water consumption was calculated at 8,070,350 litres.

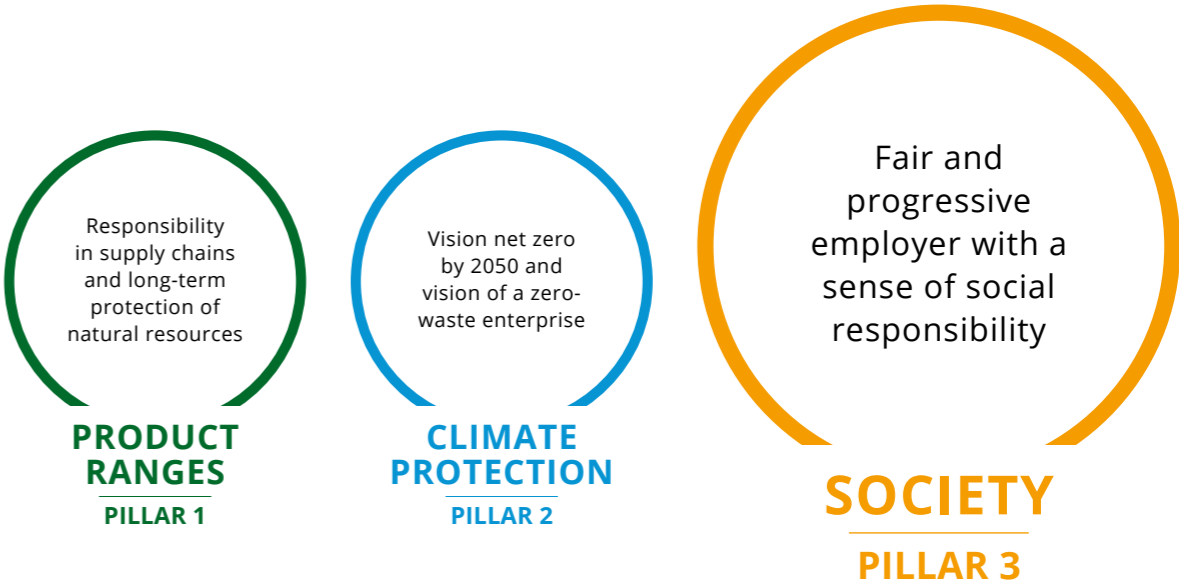
SDGs



Pillar 3

Employees and social commitment

As a cooperative geared towards sustainable, long-term corporate success, it is very important to us that we are an attractive and fair employer for our employees and that we take responsibility for society's health and well-being.



DIVERSITY TRULY MULTIFACETED



We promote
diversity and equal
opportunities



RELEVANCE

We aspire to a work environment in which all employees are treated fairly, regardless of their gender, their religious and sexual orientation or their ethnic background. Our open corporate culture enables people to thrive and develop their full potential. Over 90,000 employees from around 130 countries work together towards the Coop Group's success. This diversity presents great opportunities and is the foundation of our success. At the Coop Group, everyone is seen as an individual with unique skills. Inclusion is important to us, and we endeavour to give the people in our company equal opportunities and rights. Equality also matters greatly to us: from equal pay and part-time employment models to increasing the share of women in management positions.

HIGHLIGHTS 2022

Project
"Integration
Handicap" expanded
in the Eastern
Switzerland and
Ticino region

RETAIL

Target

Women account for 45% of management and 25% of senior management.

Target attainment: in %, baseline value 2021



Note

To ensure consistency between the Coop Group's reporting in the Annual Report and the Sustainability Progress Report, when calculating the key figures for this target attainment the data of the Coop bakeries are not counted towards the Retail business area, but towards the Production business area.

Comments

In 2022, 43% of management positions were held by women, which is just short of the 45% target. In senior management, we achieved our target, with 27.9% of senior managers being female.

In 2020, the Swiss Association for Quality and Management Systems (SQS) awarded the Coop business units "Fair Compensation" certification. The certificate confirms that Coop's remuneration policy satisfies the criteria for compliance with fair compensation. This is also proof that, at Coop, all employees have the same opportunities, regardless of gender or background. In 2022 Coop also passed its second audit for the "Fair Compensation" certificate.

According to the Coop Cooperative collective employment agreement (CEA), women are entitled to 18 weeks and men to three weeks of parental leave, starting from the birth of the child. In 2022, 865 women and 531 men took parental leave. We have not collected any information about the number of employees who returned to work in 2022 following parental leave. Likewise, no information has been collected about diversity in supervisory bodies and among employees in Retail.

The missing key figures are being obtained and will be disclosed from the 2023 reporting year onwards.

More information: www.coopjobs.ch,
[Policy Paper on Sustainable Personnel Management](#)

Measures

- Maternity leave: 18 weeks from 3rd year of service (on full pay)
- 15 days of paternity leave to be taken within one year of birth

Inner drive in 2022

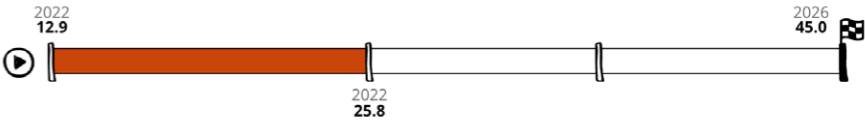
- Action 405: preliminary workplace integration apprenticeships for refugees and young people who have recently arrived in Switzerland
- New training on bullying, sexual harassment, discrimination and abuse of power at the workplace
- New e-learning courses are available in an array of languages, such as Tamil, Albanian and Chinese

PRODUCTION

Target

Women account for 35% of management and 20% of senior management.

Target attainment: in %, estimated baseline value



Note

To ensure consistency between the Coop Group’s reporting in the Annual Report and the Sustainability Progress Report, when calculating the key figures for this target attainment the data of the Coop bakeries are not counted towards the Retail business area, but towards the Production business area.

Comments

In 2022, 25.8% of management positions were held by women, so we did not achieve the target. In senior management, we achieved our target with 21.6% of senior managers being female.

In 2020, the Swiss Association for Quality and Management Systems (SQS) awarded the Coop business units “Fair Compensation” certification. The certificate confirms that Coop’s remuneration policy satisfies the criteria for compliance with fair compensation. This is also proof that, at Coop, all employees have the same opportunities, regardless of gender or background. In 2022 Coop also passed its second audit for the “Fair Compensation” certificate.

According to the Coop Cooperative collective employment agreement (CEA), women are entitled to 18 weeks and men to three weeks of parental leave, starting from the birth of the child. In 2022, 19 women and 45 men took parental leave. We have not collected any information about the number of employees who returned to work in 2022 following parental leave. No key figures are available for Bell Food Group AG. We have not collected any information about the number of employees who took parental leave in 2022 and returned to work following that leave. Likewise, no information has been collected about diversity in supervisory bodies and among employees in Production.

The missing key figures are being obtained and will be disclosed from the 2023 reporting year onwards.

More information: www.coopjobs.ch,
[Policy Paper on Sustainable Personnel Management](#)

The Policy Paper on Sustainable Personnel Management will also be extended to the Bell Food Group in 2023.

WHOLESALE

Target

Women account for 30 % of management.

Target attainment: in %, estimated baseline value



Comments

In 2022, 26.9% of management positions were held by women, which is just short of the 30% target.

At the Transgourmet national subsidiaries, country-specific rules apply to employees regarding the length of parental leave and various compa ratios between women and men.

TG SWITZERLAND: At Transgourmet Switzerland, women are entitled to 18 weeks and men to two weeks of parental leave, starting from the birth of the child. In 2022, 19 women and 39 men took parental leave. Of that number, 15 women and all the men returned to work. As a result of “Logib”, the certificate for equal pay, the compa ratio between women and men is 100 %.

TG GERMANY: No average amount of company-specified parental leave at Transgourmet Germany can be stated, as there are no company regulations on maternity or paternity leave. The statutory regulations or possibilities within the framework of maternity leave (six weeks before the birth to eight weeks after the birth of the child) and parental leave in all its variants apply after the birth (for the father) or after maternity leave (for the mother). 294 employees took parental leave in 2022 and 198 of them returned to work. The compa ratio between women and men is 92.6%.

TG POLAND: At Transgourmet Poland, women are entitled to 52 weeks and men to two weeks of parental leave. 65 employees took parental leave in 2022 and 64 of them returned to work. The compa ratio between women and men is 91 %.

SELGROS ROMÂNIA: At Selgros România, women are entitled to 18 weeks and men to two to three weeks of parental leave. In 2022, 107 women and 63 men took parental leave. Of that number, 80 women and all the men returned to work. The compa ratio between women and men is 86 %.

TG AUSTRIA: No average amount of company-specified parental leave at Transgourmet Austria can be stated. In Austria, women are entitled to statutory “maternity protection” of eight weeks, from eight weeks prior to eight weeks after the birth of the child. In exceptional cases, this can be extended to a maximum of 16 weeks. Maternity protection is followed by

unpaid parental leave, to which there is legal entitlement. Unpaid parental leave must last a minimum of two months and ends no later than on the child’s second birthday. The employee, not the employer, decides how long the unpaid parental leave will last. 57 employees took parental leave in 2022. Of that number, 18 women returned to work, seven individuals left the company and the remainder were still on parental leave at the time the data were collected. The compa ratio between women and men is 91.7%.

TG FRANCE: At Transgourmet France, women are entitled to eight weeks and men to 25 days of parental leave. 34 employees took parental leave in 2022 and 24 of them returned to work.

More information:
[Overview of diversity of management bodies and among employees](#)

Measures

- Raising employee awareness of justice issues with various training and e-learning courses (gender equality, measures to ensure non-discrimination in recruitment)

Inner drive in 2022

- TG AUSTRIA: new “Women’s Power” seminar added to the seminar programme

SDGs



TRAINING AND PROFESSIONAL DEVELOPMENT A WORLD FULL OF OPPORTUNITIES



We invest in our employees



RELEVANCE

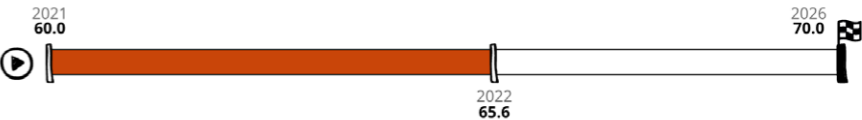
To us, sustainability means first and foremost having a forward-looking mindset. Therefore, we regard nurturing our specialists as essential to the company's success. As an exemplary and diverse provider of apprenticeships, we would like to give our apprentices the best possible grounding for the world of work, in all areas. Through targeted and effective talent management, at the Coop Group we offer our employees clear prospects for the future. We identify suitable promotion and professional development opportunities for all our employees, to equip them for new challenges and tasks. As well as a wide range of internal development opportunities, we also support external training and professional development. We attach importance to the individual benefit for employees who complete the training, and particularly encourage our employees in Switzerland to undertake courses leading to a nationally recognized qualification.

RETAIL

Target 1

Each year, we offer a training position to at least 2,000 candidates; 70 % of our trainees are kept on after they have finished their training.

Target attainment: in %, baseline value 2021



Note

To ensure consistency between the Coop Group's reporting in the Annual Report and the Sustainability Progress Report, when calculating the key figures for this target attainment the data of the Coop bakeries are not counted towards the Retail business area, but towards the Production business area.

Comments

With 2,449 apprentices we met our first sub-target in 2022. In 2022, we were able to keep 65.5 % of apprenticeship graduates in employment after graduation, which means that we just missed our target of 70 % for 2022.

RETAIL

Target 2

All employees undertake at least one (continued) professional development course each year; managers undertake four.

✗ NOT FULLFILLED

Note

For historical reasons, the data for the manufacturing company Pearlwater are subsumed under Retail. To ensure consistency between the Coop Group's reporting in the Annual Report and the Sustainability Progress Report, when calculating the key figures for this target attainment the data of the Coop bakeries are not counted towards the Retail business area, but towards the Production business area. No data for Interdiscount were taken into account when calculating the target attainment data.

Comments

In 2022, 85 % of our employees and 77% of our employees in management positions completed the intended number of training and professional development courses. We therefore did not meet our target.

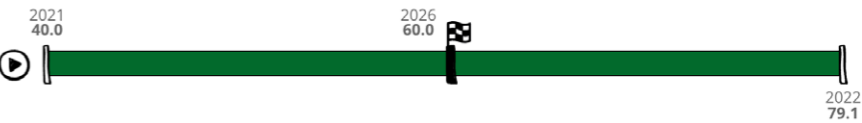
Women employed under the Coop Cooperative collective employment agreement (CEA) completed an average of 9.18 hours and men 13.96 hours of training and professional development. Women employed at management level completed an average of 36.03 hours and men 38.96 hours of training and professional development.

RETAIL

Target 3

60 % of our management positions are filled internally.

Target attainment: in %, estimated baseline value



Note

To ensure consistency between the Coop Group's reporting in the Annual Report and the Sustainability Progress Report, when calculating the key figures for this target attainment the data of the Coop bakeries are not counted towards the Retail business area, but towards the Production business area.

Comments

We exceeded our target by 19.1% in 2022 and are on track.

More information: [Coop Cooperative Collective Employment Agreement, Policy Paper on Sustainable Personnel Management](#)

Measures

- Solid professional training as the basis for long-term career success
- Wide range of trainees, language placements, exchange programmes with partner firms, practical training placements for academically weak school leavers
- Regular performance and development reviews for all our employees
- Continual expansion of the Coop Campus: internal courses, leadership training courses, e-learning

Inner drive in 2022

- Quality of professional training: In Switzerland as a whole, 27% of apprenticeships are terminated early. At the Coop Group, that figure is just 10%, demonstrating the high standard of the training we offer.
- Self-organized and individual learning: new online training for new Coop retail employees on topics including sustainability, Coop on the market, sales promotion, and management

PRODUCTION

Target 1

Each year, we offer a training position to at least 200 candidates; 70% of our trainees are kept on after they have finished their training

Target attainment: in %, estimated baseline value



Note

To ensure consistency between the Coop Group’s reporting in the Annual Report and the Sustainability Progress Report, when calculating the key figures for this target attainment the data of the Coop bakeries are not counted towards the Retail business area, but towards the Production business area.

Comments

With 200 apprentices we met our first sub-target in 2022. In 2022, we were able to keep 69.5% of apprenticeship graduates in employment after graduation, which means that we just missed our target of 70% for 2022

PRODUCTION

Target 2

All employees undertake at least one (continued) professional development course each year; managers undertake four.

✗ NOT FULLFILLED

Note

For historical reasons, the data for the manufacturing company Pearlwater are subsumed under Retail. To ensure consistency between the Coop Group’s reporting in the Annual Report and the Sustainability Progress Report, when calculating the key figures for this target attainment the data of the Coop bakeries are not counted towards the Retail business area, but towards the Production business area. The data available for financial year 2022 exclude Bell Food Group AG. Changes are being made to the way this key figure is obtained, and the method will be redefined in mid-2023. It will be calculated for the first time from the end of 2023.

Comments

In 2022, 95% of our employees and 79% of our employees in management positions completed the intended number of training and professional development courses. We therefore did not meet our target.

Women employed under the Coop Cooperative collective employment agreement (CEA) completed an average of 7.41 hours and men 9.02 hours of training and professional development. Women employed at management level completed an average of 30.38 hours and men 24.55 hours of training and professional development. Employees of Bell Food Group AG completed an average of 1.86 training days. The data available for financial year 2022 for Bell Food Group AG are based on estimates. Changes are being made to the way this key figure is obtained, and the method will be redefined in mid-2023. It will be calculated for the first time from the end of 2023.

HIGHLIGHTS
2022

Gold medal:
HILCONA named
“BEST RECRUITER” for
the 4th time in the
annual “BEST RECRUITERS” study

PRODUCTION

Target 3

60% of our management positions are filled internally.

Target attainment: in %, estimated baseline value



Note

For historical reasons, the data for the manufacturing company Pearlwater are subsumed under Retail. To ensure consistency between the Coop Group's reporting in the Annual Report and the Sustainability Progress Report, when calculating the key figures for this target attainment the data of the Coop bakeries are not counted towards the Retail business area, but towards the Production business area. The data available for financial year 2022 exclude Bell Food Group AG. Changes are being made to the way this key figure is obtained, and the method will be redefined in mid-2023. It will be calculated for the first time from the end of 2023.

Comments

With 57.9% of management positions filled internally, we narrowly missed our target of 60% in 2022.

More information: [Coop Cooperative Collective Employment Agreement, Policy Paper on Sustainable Personnel Management](#)

The Policy Paper on Sustainable Personnel Management will also be extended to production in 2023.

Measures

- Promotion of basic training and dual training in all work areas
- Attendance at vocational training fairs
- Offering numerous training courses
- Regular performance reviews and professional development for all our employees

WHOLESALE

Target 1

Each year, we offer a training position to at least 700 candidates; 50% of our trainees are kept on after they have finished their training.

Target attainment: in %, estimated baseline value



Comments

With 740 apprentices we met our first sub-target in 2022. In 2022, we were able to keep 42.4% of apprenticeship graduates in employment after graduation, which means that we just missed our target of 50% for 2022.

WHOLESALE

Target 2

All employees undertake at least one (continued) professional development course each year; managers undertake two.

✗ NOT FULLFILLED

Comments

In 2022, 73% of our employees and 84% of our employees in management positions completed the intended number of training and professional development courses. We therefore did not meet our target in 2022.

TG SWITZERLAND: No data were collected at Transgourmet Switzerland on the average number of training and professional development hours completed.

TG GERMANY: No data were collected at Transgourmet Germany on the average number of training and professional development hours completed.

TG POLAND: Women employed at Transgourmet Poland who are not part of the management completed an average of 3.5 hours of training and professional development; for men, the average was 3. Women and men employed at management level completed an average of 23 hours of training and professional development.

SELGROS ROMÂNIA: Women employed at Selgros România who are not part of the management completed an average of 13.2 hours of training and professional development; for men, the average was 14. Women employed at management level completed an average of 17.9 hours and men 20.9 hours of training and professional development.

TG AUSTRIA: Regardless of gender and whether or not they are part of the management, employees of Transgourmet Austria completed 7.2 hours of training and professional development.

TG FRANCE: Women employed at Transgourmet France who are not part of the management completed an average of 12.43 hours of training and professional development; for men, the average was 15.89. Women employed at management level completed an average of 32.09 hours and men 32.17 hours of training and professional development.

WHOLESALE

Target 3

50% of our management positions are filled internally.

Target attainment: in %, estimated baseline value



Comments

With 45.2% of management positions filled internally, we did not meet our target in 2022.

Measures

- Cooperation with vocational advancement centres, vocational colleges and training companies
- Promotion of dual training
- Attendance at vocational training fairs and careers information days in schools
- Expansion of training programme for apprentices, trainees and work placement students
- Increase in individual promotion and continued employment rate (talent management)
- Expansion of training run by trainee supervisors and of the range of courses
- Comprehensive seminar programme covering a wide range of subjects
- Additional training courses on crisis management
- Transgourmet Campus: training platform with e-learning courses

Inner drive in 2022

- TG AUSTRIA: first intake attends Leadership Academy at Transgourmet Austria
- TG AUSTRIA: expansion of trainee communications and employer branding

SDGs



WORKPLACE HEALTH



We care about the health of our employees in the workplace



RELEVANCE

The health of our employees is of fundamental importance to the company's success. Accordingly, we are committed to our employees' occupational health and safety. We train our employees, and our apprentices in particular, on occupational health and safety. We provide any protective equipment needed. Employees must wear and use this equipment in accordance with the requirements. Both our managers and our trainers have access to training documents on hazard identification and risk assessment, and we encourage them to raise awareness of these issues among their employees and apprentices. Satisfied employees are part and parcel of a successful company. Therefore, we are dedicated to ensuring that our employees feel content at Coop and to keeping the rate of turnover low. Employees throughout the Coop Group in Switzerland have various opportunities to take part in sports events at a discounted rate. Our hope is that this will inspire our employees to do sport and reap the health benefits. Similar offerings, some of them run by the company, are available at the Bell Food Group and the Transgourmet national subsidiaries.

RETAIL

Target 1

We reach 100% of the workforce through needs-based health programmes and measures.

Comments

In Switzerland, the Coop Cooperative is supported by Swica in health management matters. The Coop Group Cooperative has not yet introduced a comprehensive occupational health management system, but is developing one.

RETAIL

Target 2

We keep our turnover rate for employees on a monthly salary low at a maximum of 10%.

Target attainment: in %, baseline value = 0



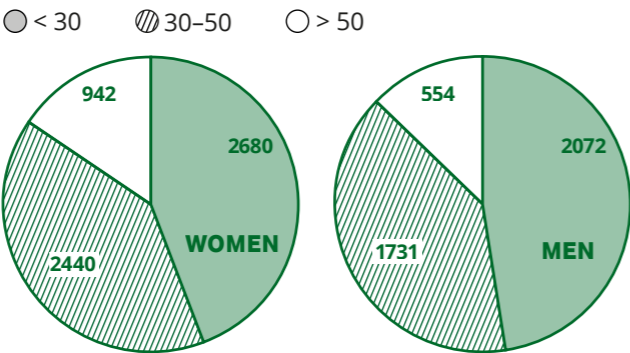
Note

To ensure consistency between the Coop Group’s reporting in the Annual Report and the Sustainability Progress Report, when calculating the key figures for this target attainment the data of the Coop bakeries are not counted towards the Retail business area, but towards the Production business area.

Comments

The turnover rate for 2022 is 14.9%, which means we did not meet our target for 2022.

Newly appointed employees by age and gender:



Measures

- Attractive employment conditions: Code of Conduct, collective employment agreement, benefits and discounts, Meet and Eat events
- Job Center: all employees affected by restructuring receive an internal job offer
- Occupational health management to clarify achievable prevention measures for employees with a high rate of absence
- Work-life balance: working hours (41-hour week) and holidays (employees: five weeks, apprentices: six weeks)
- Training module “Health-promoting leadership for managers”
- Training module “Safety in stores for managers in retail”

Inner drive in 2022

- ergoFit programme: early detection and training for employees in the Logistics Business Unit
- Retail health survey in French-speaking Switzerland

PRODUCTION

Target 1

We reach 100% of the workforce through needs-based health programmes and measures.

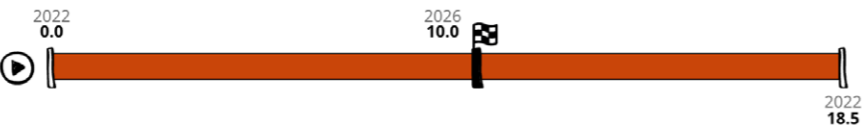
Comments

In Switzerland, the Coop Cooperative is supported by Swica in health management matters. The Coop Group Cooperative has not yet introduced a comprehensive occupational health management system, but is developing one.

Target 2

We keep our turnover rate for employees on a monthly salary low at a maximum of 10%.

Target attainment: in %, baseline value = 0



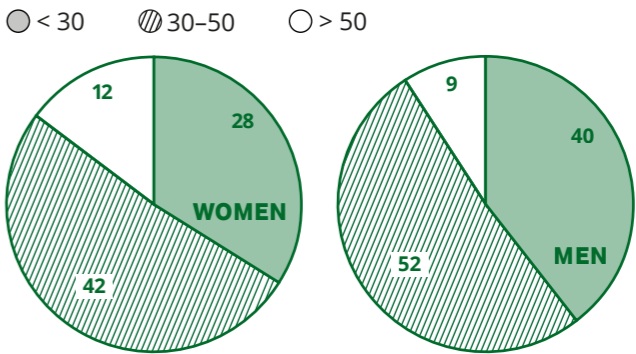
Note

To ensure consistency between the Coop Group's reporting in the Annual Report and the Sustainability Progress Report, when calculating the key figures for this target attainment the data of the Coop bakeries are not counted towards the Retail business area, but towards the Production business area.

Comments

The turnover rate for 2022 is 18.5%, which means we did not meet our target for 2022.

Newly appointed employees by age and gender at HALBA:



We did not collect any information in 2022 about newly appointed employees at our other manufacturing companies. The missing key figures are being obtained and will be disclosed from the 2023 reporting year onwards.

Measures

- Attractive employment conditions: Code of Conduct, collective employment agreement, benefits and discounts
- Occupational Health Management and safety at work
- Performance of equal pay analyses to eradicate inequalities
- Introduction of electronic time-keeping

HIGHLIGHTS
2022

Bicycles:
employees of Trans-
gourmet Germany
and Transgourmet
Austria have use of
the company's own
bicycles

FIT:
a fitness initiative for
employees of Trans-
gourmet Austria

SDGs



WHOLESALE

Target 1

We reach 100% of the workforce through needs-based health programmes and measures.

Target attainment: in %, estimated baseline value



Comments

In 2022, 89.7% of our employees had access to at least one measure as part of a concept-based, systematic health management system.

Target 2

We keep our turnover rate for employees on a monthly salary low at a maximum of 16%.

Target attainment: in %, baseline value = 0



Comments

With a turnover rate of 16.4%, we narrowly missed our target in 2022.

More information:

[Newly appointed employees by age and gender](#)

Measures

- Attractive employment conditions: social benefits in the event of child-birth or marriage, special leave in crisis situations, enabling working from home
- Health and safety: individual health management systems specific to each national subsidiary

Inner drive in 2022

- FIT fitness initiative for employees of Transgourmet Austria

SUSTAINABLE CONSUMPTION
OVER THE LONG TERM



We raise awareness of
sustainable, healthy
consumption



RELEVANCE

We set up a fund to invest in a sustainable future back in 2003. The present-day Coop Sustainability Fund was founded in 2007. Together with partners, we support various research, development and awareness-raising projects in Switzerland and abroad by making long-term investments in the future. These include numerous projects to raise consumer awareness of sustainable consumption, but also research projects in organic agriculture and the development of environmentally friendly production methods, climate protection projects and the establishment of sustainable value chains.

Since 2003, we have invested around 290 million Swiss francs. In supporting the search for innovative solutions we are making consumption more sustainable and are giving something back to society.

HIGHLIGHTS
2022

10 years
anniversary of the
Umwelt Arena in
Spreitenbach

85,535
visitors to the
Umwelt Arena made
aware of consump-
tion-related topics

RETAIL

Target

The Coop Sustainability Fund commits at least CHF 16 million each year to sustainability projects that benefit our customers.

✓ FULFILLED

Comments

Through the Coop Sustainability Fund, we delivered and supported 129 sustainability projects to the tune of 18.3 million Swiss francs in 2022. We therefore achieved our target.

Measures

- Investments in numerous projects in Switzerland and abroad
- Implementation of awareness projects for sustainable consumption, research projects and climate protection projects

Inner drive in 2022

- Permanent exhibition at the Umwelt Arena in Spreitenbach on the subject of sustainable consumption
- Fund project: 4 763 young people reached at workshops by GORILLA, the Schtifti Foundation's health promotion and education programme
- Fund project: support for the additional programme "Ecologically aware company management", which is part of the Young Enterprise Switzerland Company Programme
- Exclusive new vegan product: Luya organic chunks made from okara, a nutritious by-product of soya drink and tofu manufacture

PRODUCTION

Target

As a cooperative, which includes our manufacturing companies, Switzerland is the focus of our social commitment. Our company as a whole is intensely committed to society in Switzerland. We report on this in the text section on retail.

Inner drive in 2022

- SWISSMILL – Fund project extended: utilizing milling by-products to extract protein with insect-breeding programme

WHOLESALE

Target

Each year we implement programmes and campaigns to promote healthy eating.

✓ FULFILLED

Comments

All Transgourmet national subsidiaries implemented at least one project in 2022, such as

- the launch of a plant-based range
- the launch of preservative-free and gluten-free products
- product training for customers, employees and business partners
- cooking courses and cooking shows for customers to raise awareness of healthy ingredients
- various awareness-raising communication measures such as newsletters, social media posts, flyers and videos

SDGs



PARTNERSHIPS FOR GREATER COMMON GOOD



We foster strong partnerships to promote the common good



RELEVANCE

Together with our partners, we achieve our own and wider goals. We rely on long-term partnerships that enable us to develop and expand a compelling, sustainable range. We also cultivate valuable and enduring dialogue with our stakeholders, our business partners, and organizations and initiatives in Switzerland, Europe and the production countries. Through exchanges with non-governmental organizations, offices and associations, we are able to identify socially relevant issues, build knowledge and continually improve. We have had close strategic partnerships with a few organizations for many years. These include Bio Suisse, the Research Institute of Organic Agriculture (FiBL), Swiss Animal Protection (SAP), the Swiss Red Cross (SRC), the Swiss Society for Nutrition Research and the WWF.

RETAIL

Target

Every year, we award contracts for products and services to social institutions and workshops that employ people with disabilities.

✓ **FULFILLED**

HIGHLIGHTS 2022

DOGD:
Day of good deeds
2022

Comments

We achieved our target in 2022, awarding contracts with a total value of 10.6 million Swiss francs to social institutions.

More information: [Partners and stakeholders](#),
[Policy Paper on Social Responsibility](#)

Measures

- Long-term partnership with the food banks Schweizer Tafel and Tischlein deck dich

Inner drive in 2022

- Renewing targets with the WWF: adoption of far-reaching targets by 2026 with the WWF, involving greater commitment to climate protection and bodies of water, biodiversity, and critical raw materials

PRODUCTION

Target

As a cooperative, which includes our manufacturing companies, Switzerland is the focus of our social commitment. Our company as a whole is intensely committed to society in Switzerland. We report on this in the text section on retail.

WHOLESALE

Target

We are planning specific measures and projects for this key issue over the next few years.

SDGs



CHARITABLE COMMITMENT TO SOCIETY



We promote community participation



RELEVANCE

As a cooperative, we consider it our responsibility to play our part in the sustainable development of society. We are keen to encourage volunteering and, through our Coop Sustainability Fund, invest in projects that benefit the general public. With the Coop Aid for Mountain Regions we have been supporting families and businesses in the Swiss mountain regions since 1942. We support various organizations with food donations and have been a partner of the Swiss Red Cross since 2015. Each year, we invest in projects that benefit the mountain regions, education, leisure activities and the health of our population.

HIGHLIGHTS
2022

DOGD:
Day of good deeds
2022

Award:
Coop presents the
tenth Coop Sustaina-
bility Award

RETAIL

Target

Every year, to benefit the well-being of our society as a whole, we get involved with the “Tag der guten Tat” (Day of Good Deeds) and other projects focusing on supporting the mountain regions, education, leisure activities and the health of our population.

✓ FULFILLED

Comments

In 2022, together with the people of Switzerland we initiated and implemented hundreds of thousands of good deeds as part of the Day of good deeds, which encourages volunteering in Switzerland. With Coop Aid for Mountain Regions, we dedicated over 7 million Swiss francs to 180 projects in 2022. To ensure that the funds could be invested entirely in projects benefiting the population, we also assumed all the administrative costs in 2022, which came to 636,000 Swiss francs.

More information: [Policy Paper on Social Responsibility](#)

Inner drive in 2022

- Emergency aid: donation of 150,000 Swiss francs to the Swiss Red Cross for emergency aid in Ukraine
- Emergency aid: donation of hygiene products and first aid equipment worth half a million Swiss francs to people affected by the war in Ukraine, in partnership with the Federal Department of Foreign Affairs (FDFA), Swiss Federal Railways (SBB) and members of IG DHS Swiss retailer’s organization
- Fund project: support for the Swiss Agricultural Museum in Burgrain
- Fund project: transfer of experience and knowledge on the subjects of nutrition, protecting the oceans, production and renewable energies at Tropenhaus Frutigen

PRODUCTION

Target

As a cooperative, which includes our manufacturing companies, Switzerland is the focus of our social commitment. Our company as a whole is intensely committed to society in Switzerland. We report on this in the text section on retail.

WHOLESALE

Target

We are planning specific measures and projects for this key issue over the next few years.

SDGs



TRULY REGIONAL



We promote regional products and traditional production



RELEVANCE

Regional products boost regional value creation and diversity. They also promote structurally weak regions. We offer attractive sales opportunities to smaller, artisanal producers in particular. In so doing, we support value creation in the individual regions, as well as local and transparent products with the shortest possible transport routes. Furthermore, Swiss products satisfy the more stringent social and environmental Swiss minimum standards. We aspire to offer a local, seasonal range of authentic flavours for every region and we promote regional foods through our Miini Region own-label brand as well as products from the Swiss mountain regions through Pro Montagna.

RETAIL

Target

We adopt specific measures and implement concrete projects for this key issue.

Comments

For regional, traditionally made products, with our Miini Region and Pro Montagna own-label brands and as a partner of the Pro Specie Rara Foundation we are committed to heirloom varieties and species and to long-term collaboration with Slow Food.

In 2022, we generated sales of 181 million Swiss francs from regional products (Miini Region) and sales of 49.8 million Swiss francs from Pro Montagna products.

More information: [Policy Paper on Social Responsibility](#)

Note

We define a region as a geographically identifiable, medium-sized area that is regarded as cohesive, i.e. can be distinguished from other regions by specific features. Medium-sized denotes a size between local or communal, and national level.

Miini Region products are not bound by cantonal or municipal borders – they can also come from areas which can be clearly defined by specific historical, cultural or geographical conditions from the customers’ point of view. The products must be produced in a territorially defined region of Switzerland, the Principality of Liechtenstein or other countries close to the border, such as Ticino, Engadine, Bernese Oberland, Seeland or Markgräflerland (Germany). Businesses located in other countries close to the border must be no more than 30 kilometres from the Swiss border.

The definition of a Miini Region product’s region of origin and distribution is always specific to an individual product, manufacturing company or supplier.

Pro Montagna products must be made with raw materials from, and processed in mountain zones I – IV or the summer pasture regions. The products must also meet all the requirements of the “Mountain” and “Alpine” Ordinance, BAIV (SR 910.19). Additional, brand-specific requirements also apply.

HIGHLIGHTS 2022

Anniversary: 15 years of Pro Montagna

Measures

- Targeted promotion of our own-label brands Miini Region and Pro Montagna
- Increase in sales of Swiss products
- Long-term business relationships with Swiss service providers and producers
- Long-term partnership with Slow Food Switzerland to promote time-honoured manufacturing methods and traditional products

Inner drive in 2022

- Coop Sustainability Fund: the “Savurando” project is being renewed and expanded, providing the opportunity to go on delightful walks to discover specialities made in Switzerland’s nature parks

PRODUCTION

Target

We are planning specific measures and projects for this key issue over the next few years.

WHOLESALE

Target

We adopt specific measures and implement concrete projects for this key issue.

Measures

- Expansion, diversification and promotion of regional range specific to each country
- Closer cooperation with local and regional producers, businesses and other partners
- Promotion of our own-label brand Origine/Ursprung/Vonatur, for which each product is backed by a product and producer history

In 2022 the Transgourmet national subsidiaries placed 83.9% of their orders with suppliers in their country.

Inner drive in 2022

- TRANSGOURMET AUSTRIA: undertaking numerous activities spreading the word about local products and raising awareness in catering and among hotel and restaurant guests, thanks to cooperation with “Land schafft Leben” (Land creates life)

SDGs

10 REDUCED INEQUALITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



PARTNERSHIP-BASED BUSINESS RELATIONSHIPS



We act in partnership and with transparency



RELEVANCE

We cultivate loyal and lasting business relationships with our business partners. We seek to bring about cooperation based on mutual trust and respect and are committed to transparency and fairness, as our long-term partnerships and their prospects for development contribute to our sustainable success as a company. We have been consistently applying our business principles since 2004, safeguarding transparency, equal treatment, the rewarding of social and environmental added value, Swiss quality, openness, the principle of reciprocal performance, solidarity, and fairness. We ensure that the provisions of competition law are observed, and attach great importance to combating corruption. We also seek and promote active exchanges with various organizations and stakeholders.

RETAIL

Target

We adopt specific measures and implement concrete projects for this key issue. In 2022, we generated sales of 370 milion Swiss francs from regional products (Miini Region, Pro Montagna and other labels). This means that, of all our retail sales, 2.5% of orders were placed with suppliers from Switzerland.

More information: [Coop Code of Conduct](#)

Measures

- New organizational unit dedicated to supply chain management
- Holding our annual Stakeholder Forum, with representatives of NGOs, associations and offices

PRODUCTION

Target

We are planning specific measures and projects for this key issue over the next few years.

WHOLESALE

Target

We adopt specific measures and implement concrete projects for this key issue. We are diversifying the local range of fruit and vegetables and promoting our Origine/Ursprung/Vonatur own-label brand.

In Wholesale, we placed 83.9% of orders with suppliers in the respective national subsidiary's country in 2022.

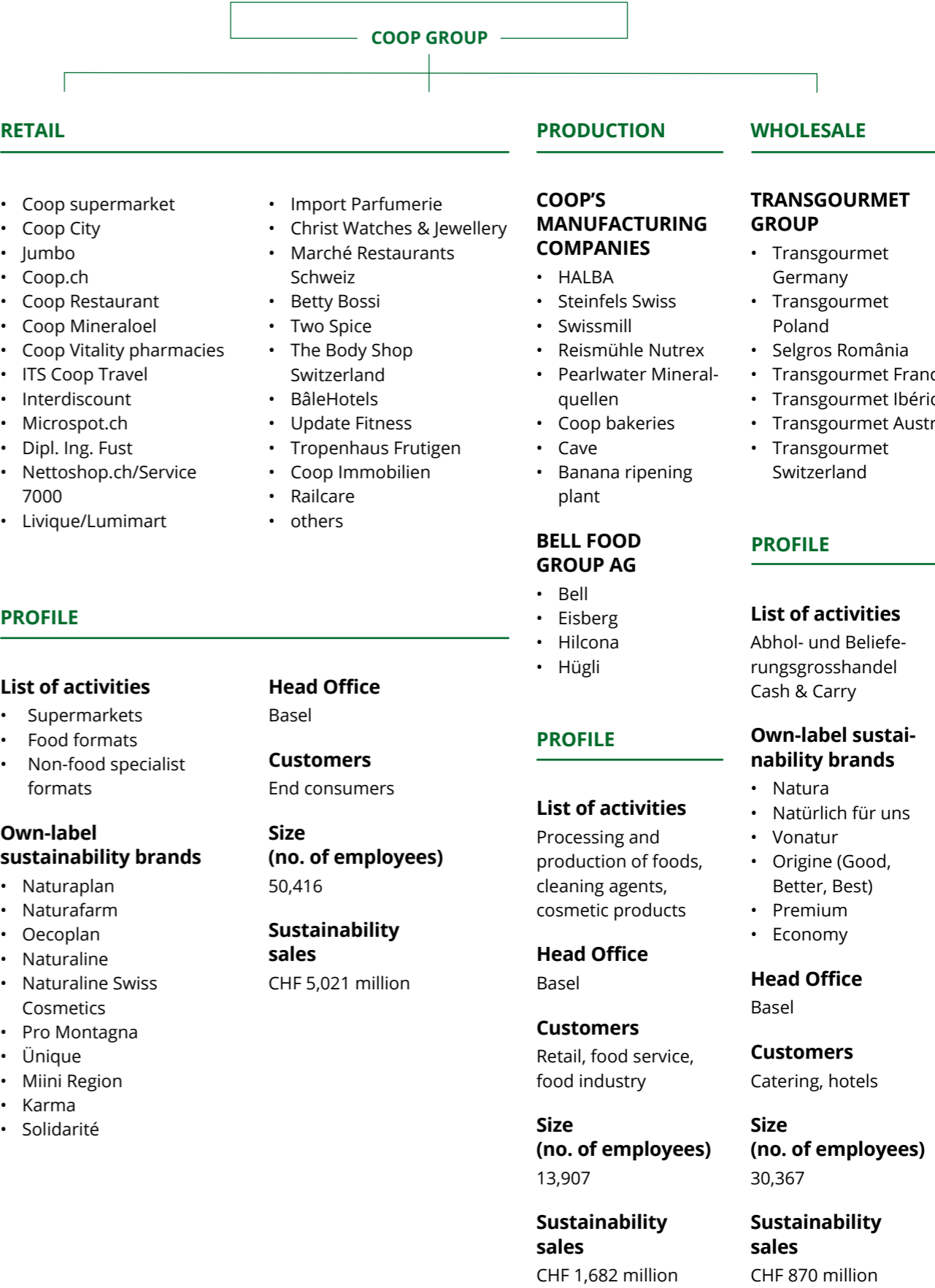
- TG SWITZERLAND: 96% of the procurement value was placed with Swiss suppliers.
- TG GERMANY: 91% of the procurement value was placed with German suppliers.
- TG POLAND: 98.3% of the procurement value was placed with Polish suppliers.
- SELGROS ROMÂNIA: 93% of the procurement value was placed with Romanian suppliers.
- TG AUSTRIA: 84% of the procurement value was placed with Austrian suppliers.

SDGs



Coop and its stakeholders

As well as our employees, our stakeholders in upstream and downstream stages of the value chain are vital to our success and the implementation of our sustainability strategy. With this in mind, we hold a regular Coop Stakeholder Forum, which allows direct and in-depth dialogue with representatives of our five key stakeholder groups. It is an opportunity to take stock of what stakeholders expect and want of us and incorporate these in our targets and measures. The insights gained from dialogue with our stakeholders are reflected in our Materiality Analysis.



Tax concepts

Our tax strategy is part of the Coop Group Business Management/Controlling manual (abbreviated to BM/C manual). It sets out binding instructions for accounting, controlling and finance, including taxes, for the entire Coop Group. It also obliges all users to comply with all legal standards applicable to them. With the BM/C manual, we commit to comply with all national and, where applicable, supranational legal requirements and to pay the legally required amount of tax in all jurisdictions in which we conduct business. This enables these states to make local investments in sustainability projects, among others. In this way, we fulfil our responsibility with regard to taxes and our tax strategy is in line with our sustainability strategy. However, unlike the sustainability strategy, which is based on stakeholder input, the tax strategy does not involve stakeholders in any way.

The most senior person in the Coop Group Finance Business Unit approves the tax strategy and regularly reviews it to check whether it needs updating. This should only be the case if economic, legal or social trends, developments or changes make it necessary.

On behalf of the Board of Directors, our internal auditors continuously carry out checks regarding compliance with tax requirements. They also serve as a reporting centre for concerns about potentially unethical or illegal behaviour. In some countries, there are also channels set up specifically for this purpose, which can be used to report any kind of negligent and unethical behaviour – even anonymously. Information regarding taxes is verified during the annual audit by an external auditor as well as by audits of the tax administrations of the countries in which we are active.

The individual Group companies are obliged to report all the main known tax risks to the Group tax department. The Group tax department, which is based at Coop, monitors the Coop Group's tax risks on an ongoing basis. These are reported annually to the Board of Directors by the most senior person in charge of the Coop Group's taxes. It is within this context that deliberations and decisions are made on how to deal with the individual risks.

Our Stakeholder Engagement

As well as our employees, our stakeholders in upstream and downstream stages of the value chain are vital to our success and the implementation of our sustainability strategy.

We hold an annual Coop Stakeholder Forum, which allows direct and in-depth dialogue with representatives of our five key stakeholder groups. It is an opportunity to take stock of what stakeholders expect and want of us, and incorporate these in our targets and measures. We transparently inform stakeholders about the follow-up of their inputs. In bilateral, topic-specific exchanges, we involve them in working on issues and, in particular, in defining and evaluating suitable instruments for remedying critical impacts of our business activities on the environment or society. In 2022, for example, we took appropriate measures with WWF to reduce our water footprint, and with Fairtrade International we pushed ahead with the implementation of living wages in individual raw materials sectors. The insights gained from the dialogue with our stakeholders are reflected in our materiality analysis.

At the Coop Stakeholder Forum in November 2022, we discussed Pillar 3 of Coop sustainability with our stakeholders. We will include the concrete proposals for measures in each thematic field in our planning. At the next Stakeholder Forum in autumn 2023, we will provide transparent information about our decisions and resolutions.




The Business Partner Conference originally scheduled for 2022 has been postponed and will be held in 2023. The conference aims to drive sustainable innovation together with business partners.

Our manufacturing companies and the Transgourmet Group are also in constant dialogue with public bodies, associations and organizations as well as employees, customers and suppliers.

Issues and concerns of our key stakeholders



Our additional communication channels

		
PRODUCERS	regular personal meetings, meetings with cooperatives, constant dialogue via various communication channels and platforms	identifying challenges in production/ product chain = potential for improvement
EMPLOYEES	personal and regular meetings, trainings, e-learning, dialogue on committees digital, interactive internal communication	feedback on actions, ideas for further engagement, needs and interests of customers
CUSTOMERS	digital media, print media, Coop member press, customer service, direct customer con-tact in sales outlets	identifying social needs, scientific findings and global requirements early on
PARTNERS	regular personal meetings, constant sharing of expertise via various communication channels and platform meetings, conferences	recognition of commitment to sustainability among the general public, identifying trends early on, driving forward innovations together
SOCIETY	Sustainability Progress Report, "Actions, not words", awareness and research projects, sponsorship events	exemplifying, relaying and promoting values, working environment, attractiveness as an employer

Our partners

To fulfil our responsibility along the value chain, we are committed to long-term, trust-based partnerships and members of various associations.

PARTNERSHIPS AND MEMBERSHIPS OF ASSOCIATIONS

GRI-Index

In this PDF, you will find the Coop Group's annual Sustainability Report for the 2022 financial year (1.1.2022 to 31.12.2022). The report was prepared in reference to the GRI Standards (Foundation 2021, GRI 1 to 3) since – owing to the switch of the reporting standard and the pending industry standard – it does not yet fully cover all key topics in accordance with the GRI Standard. Reporting in accordance with the GRI Standard (Foundation 2021) is scheduled for the 2023 reporting year. This report was published online on 6 June 2023. It replaces last year's report, which was published on 7 June 2022. The report contains detailed information about our sustainability commitment and the degree of attainment of the Coop Group's multi-year targets for sustainability, broken down into its three business areas Retail, Production, and Wholesale. For selected indicators of the German version of this report, an external audit was conducted by KPMG. The audit report can be consulted [here](#).

Non-reported GRI key indicators

We are currently developing a process for the Group-wide collection of the information required for this GRI key indicator. This information will only become available during the 2023 reporting year. In the Sustainability Progress Report for the 2023 reporting year, we will be reporting on this key indicator in full for the first time. The required information needs to be collected and compiled at the local level within the Coop Group and parts of it may need to be edited. The corresponding processing work is already underway.

GRI-Index	Title	Link/Chapter
GRI 1	Foundation 2021	GRI-Index
GRI 2	General Disclosures (2021)	
2-1	Organizational details	Profile
2-2	Entities included in the organization's sustainability reporting	Strategy
2-3	Reporting period, frequency and contact point	GRI-Index
2-4	Restatements of information	Strategy
2-5	External assurance	GRI-Index
2-6	Activities, value chain and other business relationships	Strategy
2-7	Employees	Profile
2-8	Workers who are not employees	GRI-Index
2-9	Governance structure and composition	Strategy
2-10	Nomination and selection of the highest governance body	Articles of Association
2-11	Chair of the highest governance body	Strategy
2-12	Role of the highest governance body in overseeing the management of impacts	Strategy
2-13	Delegation of responsibility for managing impacts	Strategy
2-14	Role of the highest governance body in sustainability reporting	Strategy
2-15	Conflicts of interest	Code of Conduct
2-16	Communication of critical concerns	GRI-Index
2-17	Collective knowledge of the highest governance body	GRI-Index

GRI-Index	Title	Link/Chapter
2-18	Evaluation of the performance of the highest governance body	GRI-Index
2-19	Remuneration policies	Annual Report
2-20	Process to determine remuneration	Articles of Association
2-21	Annual total compensation ratio	GRI Index
2-22	Statement on sustainable development strategy	Foreword
2-23	Policy commitments	Principles and guidelines
2-24	Embedding policy commitments	Strategy
2-25	Processes to remediate negative impacts	Transparency
2-26	Mechanisms for seeking advice and raising concerns	Code of Conduct
2-27	Compliance with laws and regulations	GRI Index
2-28	Membership associations	Partners
2-29	Approach to stakeholder engagement	Stakeholder
2-30	Collective bargaining agreements	Annual Report

MATERIAL TOPICS (2021)

GRI 3	Material Topics (2021)	
3-1	Process to determine material topics	Strategy
3-2	List of material topics	Strategy

TRANSPARENCY & DUE DILIGENCE

GRI 3	Material Topics (2021)	
3-3	Management of material topics	Transparency
GRI 416	Customer Health and Safety (2016)	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Transparency
GRI 417	Marketing and Labeling (2016)	
417-2	Incidents of non-compliance concerning product and service information and labeling	Transparency
	COOP KPI	
	Transparency and traceability of critical raw materials (multi-year target)	Transparency
	Discussions with brand suppliers (multi-year target)	Transparency, retail

GRI-Index	Title	Link/Chapter
HUMAN RIGHTS & WORKING CONDITIONS		
GRI 3	Material Topics (2021)	
3-3	Management of material topics	Fair trade
GRI 414	Supplier Social Assessment (2016)	
414-2	Negative social impacts in the supply chain and actions taken	Fair trade
	COOP KPI	
	Social standard audit report and certificates from own-brand suppliers (multi-year target)	Fair trade
	Turnover of fair trade products in the food segment (multi-year target)	Fair trade
RAW MATERIALS		
GRI 3	Material Topics (2021)	
3-3	Management of material topics	Raw materials
GRI G4	Sector Disclosures Food Processing	
FP2	Share of sourcing volume in coordination with internationally recognized, responsible production standards	Raw materials roadmap
	COOP KPI	
	Minimum sustainability standards for critical raw materials (multi-year target)	Raw materials roadmap
SUSTAINABLE PRODUCTS		
GRI 3	Material Topics (2021)	
3-3	Management of material topics	Resources
	COOP KPI	
	Turnover of sustainable products in the food sector (multi-year target)	Resources
	Turnover of sustainable products in the non-food segment (multi-year target)	Resources, retail
DEFORESTATION & CONVERSION		
GRI 3	Material Topics (2021)	
3-3	Management of material topics	Deforestation
	COOP KPI	
	Implementation of anti-deforestation criteria for critical raw materials (multi-year target)	Deforestation

GRI-Index	Title	Link/Chapter
BIODIVERSITY		
GRI 3	Material Topics (2021)	
3-3	Management of material topics	Biodiversity
GRI 304	Biodiversity (2016)	
304-2	Significant impacts of activities, products and services on biodiversity	Biodiversity
GRI 308	Supplier Environmental Assessment (2016)	
308-2	Negative environmental impacts in the supply chain and actions taken	GRI-Index
ORGANIC AGRICULTURE		
GRI 3	Material Topics (2021)	
3-3	Management of material topics	Organic
	COOP KPI	
	Turnover of organic products in the food sector (multi-year target)	Organic
WATER USAGE		
GRI 3	Material Topics (2021)	
3-3	Management of material topics	Water use
GRI 308	Supplier Environmental Assessment (2016)	
308-2	Negative environmental impacts in the supply chain and actions taken	GRI-Index
EMISSIONS IN THE SUPPLY CHAIN		
GRI 3	Material Topics (2021)	
3-3	Management of material topics	Supply chain emissions
GRI 305	Emissions (2016)	
305-3	Other indirect (Scope 3) GHG emissions	Supply chain emissions
SOIL HEALTH		
GRI 3	Material Topics (2021)	
3-3	Management of material topics	Soil health
GRI 308	Supplier Environmental Assessment (2016)	
308-2	Negative environmental impacts in the supply chain and actions taken	GRI-Index

GRI-Index	Title	Link/Chapter
FISHING & MARINE PROTECTION		
GRI 3	Material Topics (2021)	
3-3	Management of material topics	Fishing
	COOP KPI	
	Minimum sustainability standards for fish and seafood (multi-year target)	Fishing
ANIMAL WELFARE		
GRI 3	Material Topics (2021)	
3-3	Management of material topics	Animal welfare
GRI G4	Sector Disclosures Food Processing	
FP10	The management approach and its components	Animal welfare
FP12	Policies and practices on antibiotic, anti-inflammatory, hormone and/or growth promotion treatments, by species and breed type	Animal welfare
ENERGY CONSUMPTION		
GRI 3	Material Topics (2021)	
3-3	Management of material topics	Energy consumption
GRI 302	Energy (2016)	
302-1	Energy consumption within the organization	GRI-Index
302-4	Reduction of energy consumption (multi-year target)	Energy consumption
OPERATIONAL EMISSIONS		
GRI 3	Material Topics (2021)	
3-3	Management of material topics	Operational emissions
GRI 305	Emissions (2016)	
305-1	Direct (Scope 1) GHG emissions	Operational emissions
305-2	Energy indirect (Scope 2) GHG emissions	Operational emissions
305-5	Reduction of GHG emissions (multi-year target)	Operational emissions
	COOP KPI	
	Suppliers with scientifically-based climate targets (multi-year target)	Operational emissions

GRI-Index	Title	Link/Chapter
TRANSPORTATION		
GRI 3	Material Topics (2021)	
3-3	Management of material topics	Freight transport
	COOP KPI	
	Proportion of low-emission goods transportation (multi-year target)	Freight transport
CIRCULAR ECONOMY		
GRI 3	Material Topics (2021)	
3-3	Management of material topics	Material cycle
GRI 306	Waste 2020	
306-1	Waste generation and significant waste-related impacts	Material cycle
306-2	Management of significant waste-related impacts	Material cycle
306-3	Waste generated	Material cycle
306-4	Waste diverted from disposal	Material cycle
306-5	Waste directed to disposal	Material cycle
GRI 301	Materials (2016)	
301-1	Materials used by weight or volume	GRI-Index
	COOP KPI	
	Waste recycling rate (multi-year target)	Material cycle
PLASTIC & PACKAGING		
GRI 3	Material Topics (2021)	
3-3	Management of material topics	Packaging
	COOP KPI	
	Ecologically packaged own-label products (multi-year target)	Packaging, retail
	Reduction of plastic consumption (multi-year target)	Packaging
WATER CONSUMPTION		
GRI 3	Material Topics (2021)	
3-3	Management of material topics	Water consumption
GRI 303	Water and Effluents (2018)	
303-5	Water consumption	Water consumption

GRI-Index	Title	Link/Chapter
DIVERSITY & EQUAL OPPORTUNITIES		
GRI 3	Material Topics (2021)	
3-3	Management of material topics	Diversity
GRI 405	Diversity and Equal Opportunity (2016)	
405-1	Diversity of governance bodies and employees	Diversity, wholesale
405-2	Ratio of basic salary and remuneration of women to men	Diversity
GRI 401	Employment (2016)	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Diversity
401-3	Parental leave	Diversity
	COOP KPI	
	Proportion of women in management (multi-year target)	Diversity
EDUCATION & TRAINING		
GRI 3	Material Topics (2021)	
3-3	Management of material topics	Education
GRI 404	Training and Education (2016)	
404-1	Average hours of training per year per employee	Education
404-2	Programs for upgrading employee skills and transition assistance programs	Education
404-3	Percentage of employees receiving regular performance and career	GRI-Index
	COOP KPI	
	Number of apprenticeship places and continued employment rate (multi-year target)	Education
	Percentage of management positions filled internally (multi-year target)	Education
	Percentage of upper management positions filled internally (multi-year target)	Education
OCCUPATIONAL HEALTH		
GRI 3	Material Topics (2021)	
3-3	Management of material topics	Health management
GRI 401	Employment (2016)	
401-1	New employee hires and employee turnover (multi-year target)	Health management
GRI 403	Occupational Health and Safety (2018)	
403-1	Occupational health and safety management system	Health management

GRI-Index	Title	Link/Chapter
SUSTAINABLE CONSUMPTION		
GRI 3	Material Topics (2021)	
3-3	Management of material topics	Sustainable consumption
	COOP KPI	
	Investments in projects that benefit our customers (multi-year target)	Sustainable consumption, retail
COMMON GOOD		
GRI 3	Material Topics (2021)	
3-3	Management of material topics	Partnerships
	COOP KPI	
	Contracts for products and services to social institutions (multi-year target)	Partnerships, retail
SOCIETY		
GRI 3	Material Topics (2021)	
3-3	Management of material topics	Common good
	COOP KPI	
	Sustainability projects for the common good (multi-year target)	Common good, retail
	Coop Aid for Mountain Regions investments	Common good, retail
REGIONALITY & TRADITION		
GRI 3	Material Topics (2021)	
3-3	Management of material topics	Regional
	COOP KPI	
	Turnover of regional products	Regional, retail
	Turnover of products from the Swiss mountain regions	Regional, retail
COMPLIANCE & STAKEHOLDER DIALOGUE		
GRI 3	Material Topics (2021)	
3-3	Management of material topics	Partnership-oriented
GRI 204	Procurement Practices (2016)	
204-1	Proportion of spending on local suppliers	Partnership-oriented

Contact

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