



# CSR IN THE TIME OF COVID

THE EU SUGAR  
INDUSTRY  
CORPORATE SOCIAL  
RESPONSIBILITY  
REPORT 2020-2021









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# 1. MESSAGE FROM THE CHAIRPERSONS



The past two years have tested the entire world. The emergence of COVID-19 has had drastic economic and social impacts. It has forced us to re-evaluate the way we work.

Fortunately for the sector and workers, the most acute and unpredictable phase of the pandemic, in spring 2020, did not fall within the sugar production campaign in most countries. Workers in the sector have shown extraordinary dedication and passion for their jobs.

COVID has forced the EU beet sugar sector to implement new practices to keep workers safe. You can read about them below.



COVID has also depressed sugar consumption, as fewer people ate out and incomes have been squeezed; in the two years to 2020/21 it fell by almost 7% in the EU27.

Lower consumption has exacerbated a difficult market situation that began with the end of quotas in September 2017 and is just now beginning to improve. Over the past four and a half years 13 factories have been closed, bringing the EU total down to 90. These facilities are unlikely to return, the industrial jobs and agricultural value probably lost forever.

When it comes to policy, the emphasis is increasingly on environmental sustainability. The Fit for 55 package, the path to decarbonisation and the EU's Farm to Fork Strategy will challenge our sector. We will need to find new ways to meet the EU's ambitious targets while remaining competitive, protecting jobs and ensuring a just transition for workers and local communities.

This, our sixteenth EU-wide CSR report, demonstrates our continued commitment to improving the sustainability of our sector together: workers and industry.

Paul Mesters  
CEFS President

Malin Ackholt  
EFFAT President



## 2. ABOUT THE EU CSR CODE OF CONDUCT

### Minimum Standards on:

8

1. Human Rights
2. Education, Vocational and Lifelong Training
3. Health and Safety
4. Relationship Between the Social Partners
5. Fair Pay
6. Working Conditions
7. Restructuring
8. Business Relations and Choice of Suppliers

**GOOD PRACTICES** in the implementation of the Code of Conduct are monitored every year and a number of them are added to the list of good practices for each of the eight minimum standards

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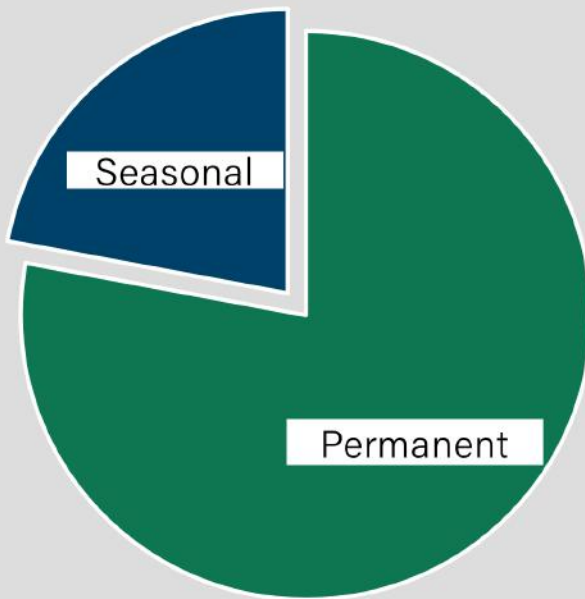
Companies aim not only to respect those minimum standards but also to implement those principles **BEYOND** their **LEGAL OBLIGATIONS**

The Code of Conduct has been **ASSESSED** in accordance with ISO 26000 guidance on social responsibility and **2011 UN framework on business and human rights**.

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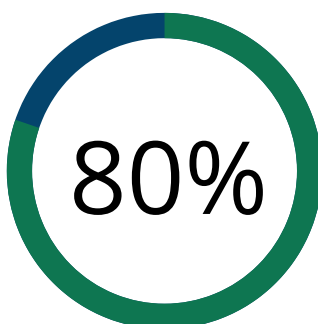
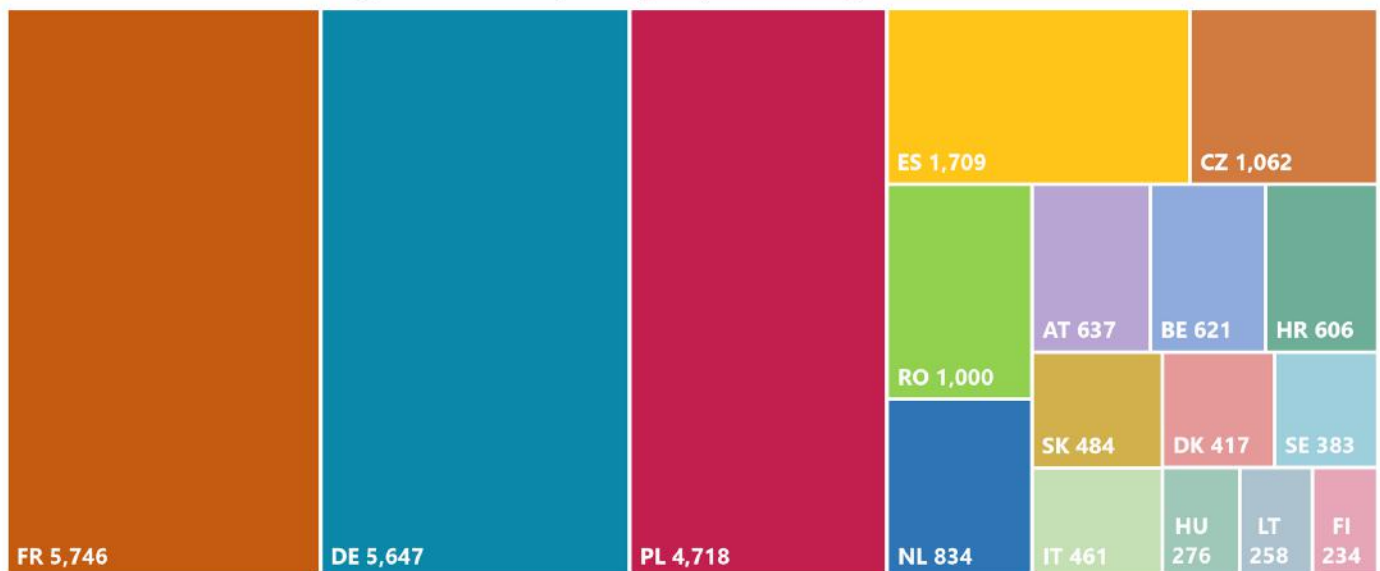
### 3. THE EU SUGAR SECTOR: KEY FIGURES



With 25,000 workers in Europe,

Beet sugar production takes place over **3-5 months**, depending on the Member State. A substantial proportion of employment is therefore seasonal.

EU sugar industry employment by Member State



of value by EU sugar factories is created in rural areas.





- EU Beet Sugar Factories
- Non-EU Beet Sugar Factories

90

Sugar Factories  
operational in 2021/22

&

105,000  
Beet  
Growers



across the EU

Higher sugar production per factory results in a better distribution of fixed costs, meaning it costs less to produce a tonne of sugar.

EU sugar production per factory has **increased consistently** over past year's, reflecting the industry's drive to increase competitiveness

EU27 sugar production per factory, tonnes (5-year rolling average)



## 4. ADAPTING TO COVID-19

The past two years have been difficult for everyone. The pandemic has changed our way of living and working. It has raised new obstacles to the most basic of human interactions. However, sugar producers across the EU have taken steps to alleviate the impact of the pandemic both for workers and wider society. Below are just a few examples.

### **Pivoting to disinfectant production**

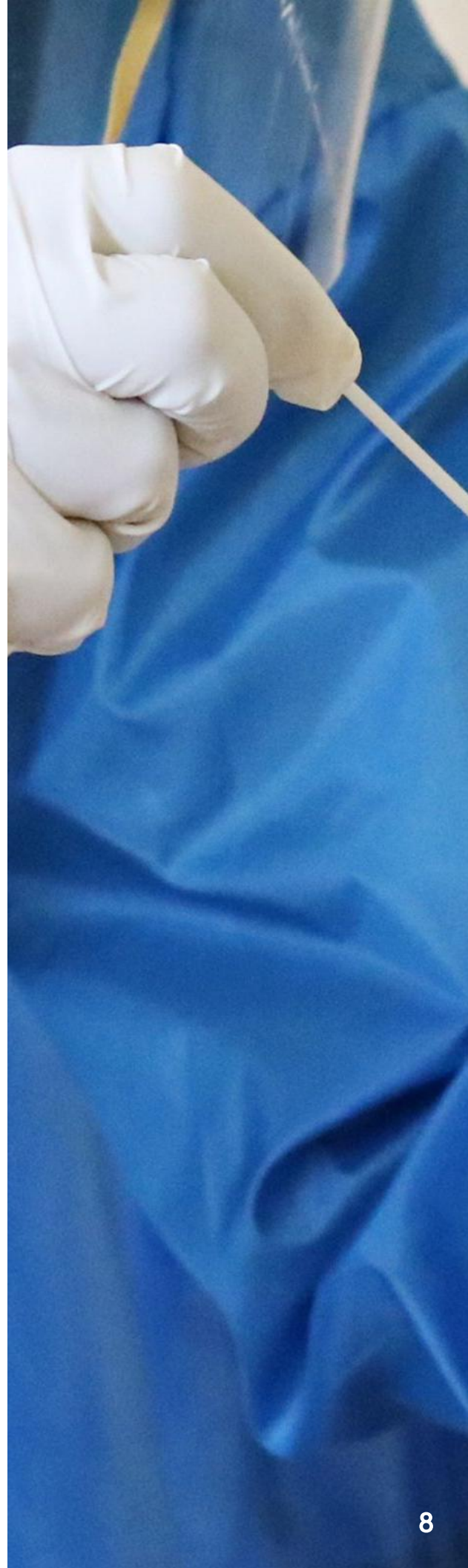
In March 2020 Cristal Union stopped production of bioethanol at the Arcis sur Aube distillery in order to redirect its production towards 96° surfin alcohol, necessary for the production of disinfectant and sanitary products. Cristal's Dislaub and Jean Goyard distilleries have also launched new lines for packaging in small containers to meet the demand of French pharmacies and dispensaries.

Tereos France launched production of hand sanitiser to support regional health authorities free of charge and supply disinfectant alcohol to pharmacies and regional health authorities, which are responsible for redistributing it to healthcare professionals.

In Belgium Raffinerie Tirlemontoise likewise provided hand gel free of charge to respond to requests from the hospitals in the region of Tirlemont and care homes in Wanze.<sup>3</sup>

Cosun Beet Company adjusted its production facilities at CBC-Anklam (Germany) to provide bio-ethanol for disinfection to producers of hand gels and disinfectants supplying the Academic Medical Central in Amsterdam and other care providers.

Poland's Krajowa Spółka Cukrowa S.A. (KSC) donated food products to Caritas and Polish Red Cross branches across Poland and contributed financial resources for the purchase of medical equipment. KSC's financial involvement in the fight against COVID-19 has exceeded PLN 2 million (c. €440,000).





### **Donating personal protection equipment**

In 2020 Saint Louis Sucre donated masks to hospitals and local authorities. 8,000 FFP2 masks (the most protective) and 21,000 surgical masks were given to three hospitals (Bernay, Evreux, and Neubourg). The local authority L'Intercom Bernay Terres de Normandie received 16,000 surgical masks for its home interventions.

Meanwhile, the police received 3,000 FFP2 masks and the French Rescue and First Aid Federation, which provides patrols for the elderly in the City of Bernay, received 2,000 surgical masks.

In spring 2020 the Tereos site at Marckolsheim in France donated 3,000 protective suits to the hospital at Sélestat-Obernai (Alsace, France). Also at the start of the pandemic, Cristal Union donated 4,000 face masks to the Centre Hospitalier de Châlons-en-Champagne for distribution to health workers. The masks had been stocked as a defence against bird flu.

### **New health protocols for workers**

When the pandemic hit it was necessary to adapt working conditions to protect workers' health. The social partners in the EU sugar industry reacted to this situation quickly and negotiated new health and safety protocols. The food industry continued production throughout the pandemic and workers in the food industry continued to work every day knowing the risk of contamination.

Agrana has implemented several changes to support social distancing, such as the introduction of microteams, the renting of containers to avoid high concentrations of employees in changing rooms during shift change, and rescheduling of shifts to avoid contacts between different groups of employees. In addition, Agrana offers voluntary, free testing and support for vaccination, including explanatory posts at each location. Masks are compulsory at Agrana locations and protective equipment and disinfectant is distributed to employees.



**New health protocols and safety measures for workers**

Nordzucker's subsidiary Považský cukor in Slovakia has implemented rigorous health protocols to counter the spread of COVID. The company has been distributing face masks, respirators, disinfectant, and vitamins to employees.

It has installed germicidal lamps into dressing rooms, rest rooms, and control rooms. And PCR testing is provided as required. Preventive quarantine has been introduced for at-risk workers, during which time the income of workers remains unchanged. Považský cukor has also provided the option of free psychological consultation since the start of the pandemic.

Azucarera in Spain redistributed shifts and implemented staggered in/out protocols to reduce human contact. The company also increased remote working. All the measures were introduced in close cooperation with trade unions.

During the beet campaign a new mobile application was introduced for the beet growers, enabling the automation of beet deliveries avoiding any physical contact in supply of beets to the factory.







## 5. A SUSTAINABLE EU SUGAR INDUSTRY

The EU beet sugar sector is first in class when it comes to sustainability. Sugar yields per hectare are among the highest in the world, optimising land use, and sugar beet is an important component of many farmers' crop rotation systems. In the factories, the sector has reduced emissions by 51% between 1990 and 2018 and is transitioning to more sustainable fuels. The sugar industry is also a model of social sustainability: workers are paid better than the average within the food and drink sector and benefit from unionisation and training.

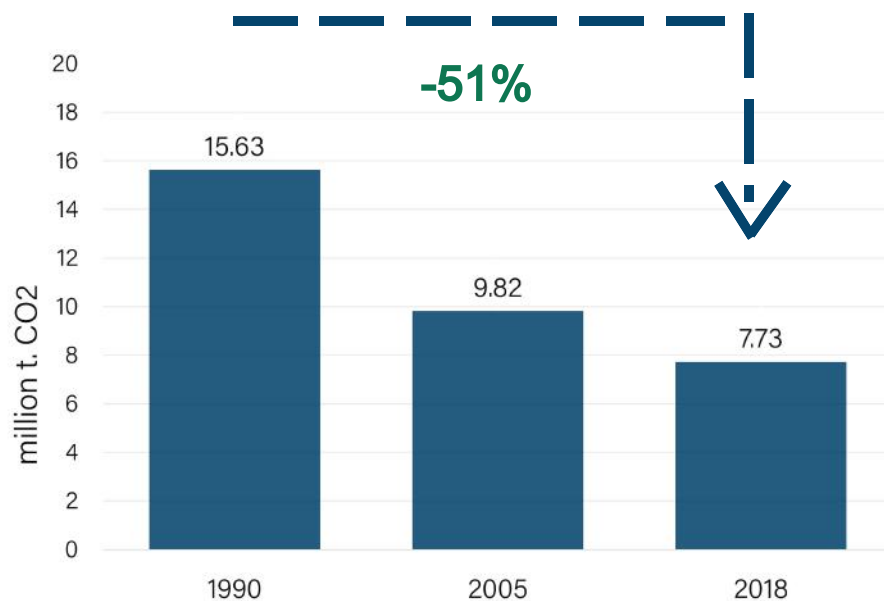
### 1. In the factory

In July 2020 the European Commission published a package of proposals meant to reduce the EU's greenhouse gas emissions by 55% by 2030 in comparison with 1990 levels. The proposals cover issues of fundamental importance for an energy-intensive sector like sugar: energy taxation, emissions credits, and sustainability criteria for agricultural biomass. As part of the Emissions Trading System, the EU sugar sector will be subject to a requirement to reduce greenhouse gas emissions by 63% by 2030 compared to 2005 levels. Substantial efforts will be needed to meet this goal.

Because of the rural location of sugar factories and limited access to high-voltage grids, full electrification is neither a cost-effective nor even feasible decarbonisation pathway for our sector.

The use of biomass, especially own-produced (from residues and waste), in combination with the partial conversion to renewable electricity, presents a more promising avenue to decarbonise the industry.

Many factories have already undertaken the transition from coal- to natural gas-run Combined Heat & Power (CHP) plants; in France, in most years the EU's biggest sugar producer, this transition should be complete by end 2022.





Many other sites are already producing biogas from processing wastewater and pressed beet pulp. This biogas can be blended with natural gas to power CHP, without the need for expensive energy distribution infrastructure or reliance on external suppliers.

In sugar processing **nothing is wasted**: a use is found for every part of the beet.

The pulp is processed into animal feed, water is re-used in factory processes, the biomass fraction of processing wastewater can be fermented to produce biogas, and molasses is used to make bioethanol or in animal feed.



## 2. In the field

Sugar beet is a nitrogen-fixing crop: it leaves 50 % less residual nitrate in the soil than other crops and thus protects the groundwater. And thanks to its long roots (c. 2 metres), it optimally absorbs nitrogen even from the deeper layers of soil. Sugar beet's long roots also loosen the soil, supporting soil fertility.

The decreasing availability of plant protection products in the field is expected to create serious challenges for the sector if viable alternatives are not made immediately available. The sector must be supported as part of the just transition, with full involvement of social partners.

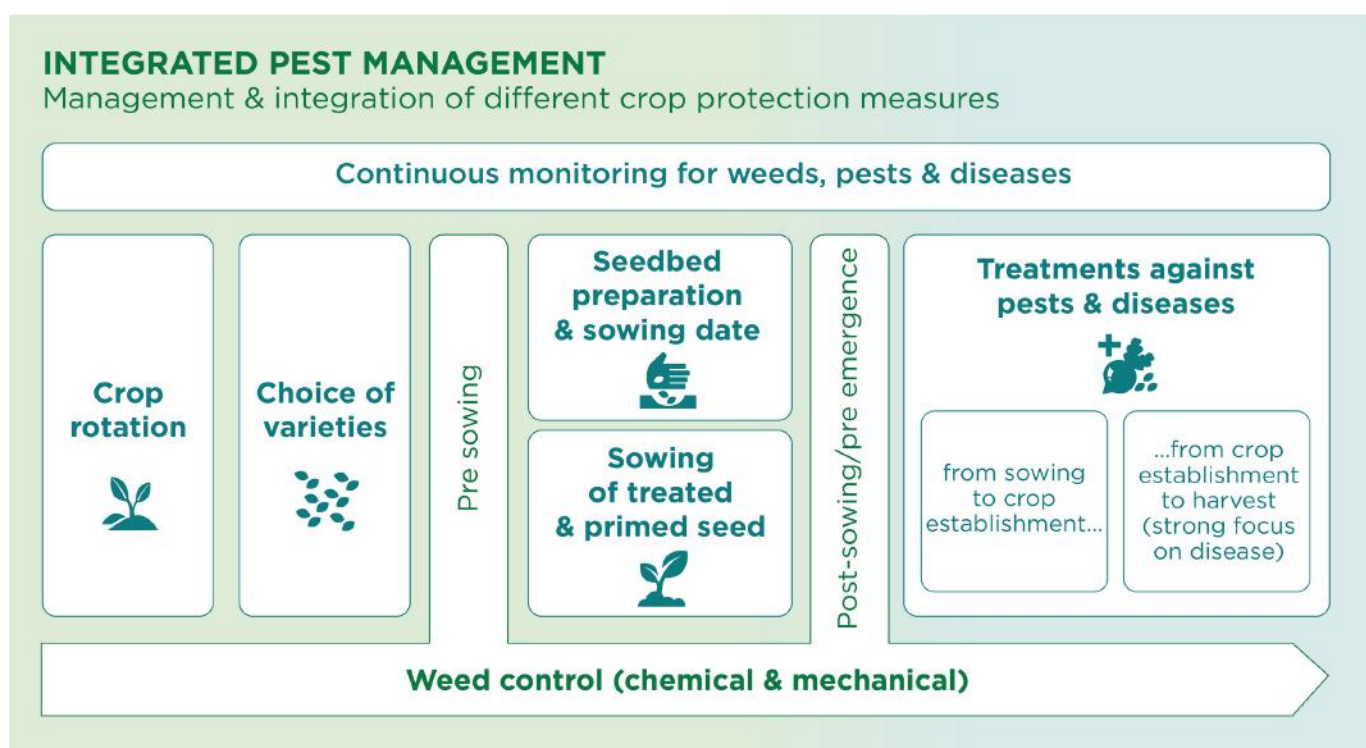
Warmer weather driven by climate change is exacerbating the problem of pests and diseases, as insect eggs and harmful fungi are better able to overwinter. Combating pests and diseases in a sustainable and cost-effective way requires a broad range of tools, collectively referred to as Integrated Pest Management (IPM). To ensure a successful green transition in the sector, investments in research and development of sustainable pest management and non-chemical alternatives is necessary, together with rigorous employment impact assessments, workers' participation, the strengthening of collective bargaining, the anticipation of change, better training and social protection measures.





Beet growers use plant protection products (PPPs) to prevent or cure crop infection/infestation. They use Integrated Pest Management Techniques, which are defined by the FAO as "[...] the careful consideration of all available pest control techniques and subsequent integration of appropriate measures that discourage the development of pest populations and keep pesticides and other interventions to levels that are economically justified and reduce or minimise risks to human health and the environment."

Certificate holders are kept informed of new developments in pest control with the help of mandatory continuous training. The sugar sector strives to ensure that workers are well-equipped with protective equipment and training free of charge and that they have access to official documentation detailing the type of pesticide used during their work activity.



The EU's Farm to Fork Strategy aims for a 50% reduction in pesticides use by 2030. Coinciding with the ever-growing incidence of pests and diseases, this reduction will have a negative impact on the competitiveness of the sector if not accompanied by targeted measures, resources, a clear governance and a just transition framework that ensures quality job creation and social protection. Both growers and factory workers are mandatorily trained and certified on how to handle PPPs (dosage, equipment, the timing of application, storage and disposal) in order to minimise risks to humans.

## 6. SUSTAINABILITY SUCCESS STORIES

### A. Sustainable Steam

With an investment of around SEK 80 million (€7.8m), Nordic Sugar is investing in a steam pipeline to transport unused steam from Kraftringen's fossil-free Combined Heat & Power plant in Örtofta to Nordic Sugar's factory in the same city.

With the fossil-free steam from Kraftringen's heating plant in Örtofta, almost 25% of Nordic Sugar's total energy needs at the sugar factory in Örtofta can be covered, which corresponds to the annual heating needs of around 4,000 houses.



### B. Reducing emissions across the board

In September 2020 Südzucker joined the Carbon Disclosure Project (CDP). As a member the group provides transparent information on challenges and opportunities for the company arising from climate change. The aim is to build more trust through transparency and respond to the rising environmental concerns of customers, consumers, investors and workers.

Südzucker's climate strategy contains clear targets: By 2030 they want to cut emissions by at least 30% compared with 2018, and by 2050 their production processes are due to be climate neutral. Key to their path to climate neutrality are initiatives to improve energy efficiency; for example, replace existing equipment with higher efficiency gear and reduce CO2 emissions associated with production.





## C. A holistic vision of sustainability

Cosun launched a broad-based sustainability strategy in 2020. It was developed in consultation with all the business groups, the Executive Board and the Board and is founded on three pillars: Healthy earth, Healthy plants & Proud farmers, and Happy people.

Cosun Beet Company's value creation model reflects this commitment to sustainability. Some of the purified water from sugar beet is stored underground for use in the summer by local horticulturalists to irrigate their greenhouses. Cosun Beet Company also produces sustainable paper from sugar beet pulp, which is used as a packaging material for the company's own products.



**Pfeifer & Langen**

## D. Towards decarbonised sugar

Pfeifer & Langen phased out the use of coal at its plant in Jülich in 2021. The change will happen at Euskirchen in 2023 and in Könnern by 2030 at the latest. Pfeifer & Langen plans to reduce CO<sub>2</sub> emissions by 76% by 2030, in comparison with the EU target of 55%.





## E. Towards 100% renewable electricity

From 2022 onwards, the electricity used by Poland's Krajowa Spółka Cukrowa S.A. to produce sugar will be purchased from 100% renewable sources backed by green certificates. KSC is also working to transition from coal to natural gas in its CHP units while increasing own-production of renewable energy, both via biogas from beet residues and on-site solar panels.

## F. Local energy transition

In 2021 Agrana subsidiary Slovenské cukrovary sro in Sered' (Slovakia) transitioned from the use of brown coal dust to a blend of natural gas and biogas. This entailed a complete replacement of the factory's CHP unit. The €6.7m investment was undertaken without public financial support and is the largest investment in the greening of the sugar industry in Slovakia in the last 10 years.

The Sered' factory processes around 4,800 tonnes of beet into sugar every day, which is sold on the Slovak market under the "Korunný Cukor" brand.





## 7. GOOD SOCIAL PRACTICES IN THE EU SUGAR SECTOR: A SELECTION

### Standard 1: Human Rights

#### Striving for gender equality

Azucarera has had a Gender Equality Plan in place since 2010.

The plan aims to promote the recruitment and promotion of women, provide equal pay for work of equal value, allow for better balance of work and family life, and combat psychological and sexual harassment (the latter supported by a dedicated protocol).

In addition, the plan pays special attention to the health of pregnant women. Azucarera is currently working to update the plan.



An **AB Sugar** Company



## Standard 2: Educational, Vocational and Lifelong Training

### Lifelong learning

Cristal Union employees benefit from a very wide range of training courses (edutainment tools, e-learning, virtual classes, action-based training, etc.). 71% of Cristal Union employees underwent training in 2020. The Group also has its own training school, Cristal Académie, which organises trainings in real-world conditions in the field.

Cristal Union has strengthened its IT tool dedicated to learning devices. It allows the capitalisation of company know-how by field staff and contributes significantly to the transmission of knowledge, e.g. by facilitating the integration of new staff. In 2020 training courses were created using this tool, benefiting employees from four different sites. The courses will be rolled out across all Cristal Union's sugar factories in 2021.



### SMART traineeships

Cosun Beet Company pursues an active traineeship policy. Six trainees are working with Cosun Beet Company, undergoing a standard contract of two years. Over the two years three different assignments are carried out within different sectors (+/- 8 months per project).

The goal is learning by working and gaining experience in different directions. The SMART criteria are used to define learning objectives. Trainees benefit from fixed coaching, evaluation and assessment moments, including 8-weekly bilateral meetings with the trainee leader.



## Standard 3: Health and Safety



### Making accidents history

Cristal Union's long commitment to safety has resulted in a 40% reduction of time lost due to accidents. Since 2019 Cristal Union has been strengthening its commitment and has set a "zero serious accidents" objective for 2025. It aims to achieve this goal by launching a more ambitious and more impactful global approach: Global SéCU.

### Tracking safety incidents

Poland's Krajowa Spółka Cukrowa S.A. implements a program for improvement of security measures protecting employees against accidents at work. Factories have been equipped with solutions to reduce risks to employees. The result is that KSC has managed to reduce to zero the number of accidents related to handling of hazardous substances, and accidents occurring during internal transport and logistics, on devices with rotating parts and during administration and office works. Within each factory digital displays show the number of days passed without any accident at the company.



## A shared ambition for safety

In early 2020 180 Tereos suppliers and service providers gathered on the Tereos Campus Europe site in France for the first Contractors' Safety Day. This was an opportunity to share the Group's safety requirements and to discuss the joint actions that need to be implemented. Tereos teams have built their partner companies into their health and safety action plans to encourage the dissemination of good practices.



Within Tereos itself, managers, employees, beet growers and subcontractors are committed to the same Safety Charter. The roles and responsibilities at each level of the company are defined so as to contribute to improving health and safety for all. Feedback resulting from any incident is addressed and a preventive solution is included within Tereos' Best Practices and made applicable to all sites within the Tereos Group.

The accident frequency rate at Tereos plants fell by 30% in 2019/20 thanks to the group's ambitious safety programme.





## Standard 4: Relationship between Social Partners

### Collective bargaining in Germany

In February 2021 collective bargaining negotiations between the trade union NGG and the German sugar industry association were concluded successfully.

Worker pay was increased by 1.2% from 1 April 2021 and will increase by a further 2.0% as of 1 April 2022. In addition, there will be a permanent increase in the pension contribution of €108 from 2022.

Finally, the apprenticeship allowance will be increased as follows: €20 in the first year of apprenticeship, €25 in the second year of apprenticeship, and €30 in the third year of apprenticeship, in each case for the years 2021 and 2022.

The collective agreement runs until March 31, 2023.



## Standard 6: Working Conditions

### Shift schedule changes



Cosun Beet company gives attention to healthy shift schedules. As an example, factories implemented a 5-shift schedule, replacing the old 3- and 4-shift schedules. Flexible working hours and (partially) remote working have been introduced. These changes have been introduced through social dialogue starting with social partners and implemented with the Works Council.

### Digital disconnection

On 05 May 2020 Azucarera and Trade Unions signed a joint position in favour of digital disconnection. On 26 June 2020 Azucarera and Trade Unions signed a protocol to guarantee a reasonable use of IT tools to foster the balancing of professional, family, and private life. The protocol comprises the following measures:

- Rest time, including the right not to reply to company communications (with the exception of urgent phone calls).  
Guaranteed in other special situations (remote work, holidays, legal absences, etc.).
- Meetings and training actions to be organised only during working time.
- Awareness and training actions aimed at managers and employees to publicise the protocol and inform about good practices.



An **AB Sugar** Company

An online course on this subject was launched in September 2020 for all working people with access to a computer. From April to July face-to-face trainings were organised in all factories for all managers (63 people). These three-hour trainings contained a specific component on digital disconnection.



## Investigating the link between homeworking and eating

While the advantages and disadvantages of working from home are now known, there is often a lack of insight into the eating behaviour that it influences. Together with a German university, Südzucker has supported research into the “Influence of home office on eating behaviour during the time of Covid-19 in Germany”.



Südzucker employees who work in the home office were invited to take part in the survey and contribute their personal experiences. Südzucker has published the evaluation of the survey plus the resulting recommendations on its internal website.

## Continuous improvement of working conditions



**Pfeifer & Langen**

Pfeifer & Langen has had SMETAs (Sedex Members Ethical Trade Audits) carried out at their German sites since 2020, in addition to the Polish sites. Working conditions, safety at work, environmental protection and company ethics are reviewed in accordance with the SMETA four-pillar principle. The company has been involved in the CSR ranking from the EcoVadis sustainability rating system since 2017 and has improved by 30% during this time.

## Supporting work satisfaction

As part of their Quality of Life at Work agreement (QVT), the company is continuing its actions on the link between personal and professional life, the improvement of working conditions, the fight against discrimination and the right to switch off.

Concerned about preserving the physical and mental health of their employees, the company has also set up a free, individualised, anonymous and strictly confidential listening and psychological support system. 77% of Cristal Union employees are satisfied at work, according to the company's social barometer.



# Standard 8: Business Relations and Choice of Suppliers

## Promoting agricultural good practices

On 26 May 2021, Krajowa Spółka Cukrowa S.A. and its Growers received the FSA SAI Platform certificate confirming that sugar beets are grown in accordance with the principles of sustainable agriculture. The certificate was awarded on the basis of the audit conducted by the accredited certification body CSQA, covering KSC itself and a sample of farms. 75.5% of the growers who participated in the audits received confirmation of the Gold status, while 24.5% received silver status.



**Gold level:**  
75.5%



**Silver level:**  
24.5%

The SAI Platform's requirements include, among other things, sustainable farm management and proper use of agricultural inputs (fertilisers, plant protection products), maintaining environmental biodiversity, and ensuring proper working conditions and safety.



## Cristal Vision, Smart Sugar Beet

Cristal Union's project 'Cristal Vision, Smart Sugar Beet' aims to assess the practices of the group's cooperative members (i.e. more than 9,000 people) and to develop them when necessary. This demanding system enables agricultural practices to evolve, from the fields to the supply at Cristal's industrial sites. Cristal Vision also meets the standards of the SAI sustainable agriculture platform, of which it exceeds the requirements on many points. Between 2015 and 2020 the proportion of Cristal's cooperative members that were Gold or Silver SAI certified rose from 64% to 78%. Cristal Union aims to move from SAI 2.0 criteria to the even more demanding SAI 3.0 criteria established in 2021.



## Responsible sourcing

During 2020/21 Nordzucker have implemented a clear regulatory framework for procurement and contract writing of suppliers. It includes commitments to consider social and environmental factors in buying decisions, undertake due diligence on an ongoing basis to ensure that sourced products and services are not in violation of any human rights and labour rights; and to procure all raw materials, such as cane sugar, responsibly.

## High scores for suppliers

Tereos' business partners are required to comply with all of Tereos' ethical principles as defined in the Code of Ethics, making it an integral part of all Group contracts. The group evaluates and monitors major suppliers on their social and environmental performance. The evaluation covers five criteria: quality, safety, logistics, productivity and CSR (the assessment of the latter criterion being carried out by means of EcoVadis audits). The evaluations are then communicated to suppliers, so they can take note of them and provide an action plan for each point of non-conformity identified.

The tool used by Tereos to incentivise and measure the responsible performance of its suppliers is Ecovadis. The Ecovadis evaluation comprises 60 questions and covers four pillars: environment, working conditions, ethics and sustainable purchasing. In March 2021, 545 suppliers were invited to answer the EcoVadis questionnaire. 72% of them were evaluated (and 15% are currently undergoing evaluation). With an average score of 54/100, their performance is higher than the average global EcoVadis score of 43/100.







## Cooperative agriculture

In 2020 Cosun Beet Company launched its “Groeikracht” cooperation programme to work with approximately 10,000 Dutch growers on the profitable and sustainable cultivation of potatoes, sugar beet and chicory. The programme has three focal points:

1. The positive story: improving the image of the growers and their crops through transparent and proactive communication.
2. Platform for connection: sharing experiences and knowledge, highlighting challenges, an incubator for pilot projects, live events and a digital platform.
3. Solutions for growers: combining our growers' agile entrepreneurship with Cosun's leadership in the supply chain, in both the short and the long term.

Cosun Beet Company carries out projects to provide growers with new measures and advice, and develop information and teaching materials for use in schools and colleges. For example, a project to accelerate the mechanisation of weeding in the beet and chicory fields was recently started. The project aims to support farmers as they adapt to the loss of crucial herbicides.







## 8. SOCIAL PARTNER INITIATIVES IN 2020-21

- **14 December 2021:** CEFS and EFFAT conclude their EU-funded project: “A transforming European sugar industry – New and better jobs in a competitive, innovative and sustainable industry”.
- **24 February 2021:** CEFS and EFFAT, together with the European beet growers’ union CIBE, issued a Press Release on the EU’s future trade policy. The document underlines the need to ensure fair competition from third countries. This means tackling market-distorting subsidies and ensuring imported sugar is not produced under substandard social and environmental conditions.
- **8 February 2021:** CEFS-EFFAT issued a Press Release on the need to ensure a just transition. Highlighted were the need to ensure a level playing field when it comes to trade, and the need for more access to European funds if the sector is to meet the EU’s ambitious Green Deal targets.
- **20 October 2020:** CEFS-EFFAT issued a Press Release on two major challenges facing the sugar sector: COVID-19 and Brexit.
- **09 April 2020:** FoodDrinkEurope and EFFAT issued guidelines to protect the health and safety of workers in the food business during the Covid-19 pandemic to support their members and encourage them to jointly discuss and promote these guidelines at company level.
- **25 March 2020:** FoodDrinkEurope and EFFAT called for support to provide enhanced health protection for workers and economic support for struggling businesses in the food industry.

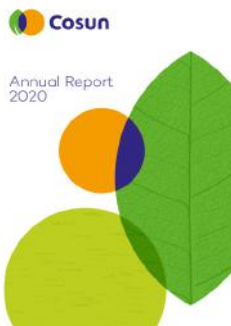
## 9. COMPANY CSR & SUSTAINABILITY REPORTS PUBLISHED IN 2020/21



Agrana, Was wirklich zählt – Integrierte Geschäftsbericht 2020/21



Azucarera, Growing Together, Creating Value , CSR Report 2019/20

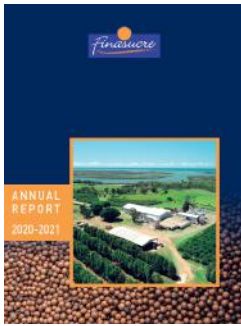


Cosun, Annual Report 2020 (published 2021)



Cristal Union, UNITED & COMMITTED TO SUSTAINABLE GROWTH – 2021 CSR Report

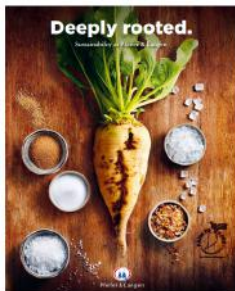




**Finasucre, Annual Report 2020/21**



**Nordzucker, Annual Report 2020/2021**



**Pfeifer & Langen, Deeply rooted. Sustainability at Pfeifer & Langen – 2021 CSR Report**



**Südzucker Annual Report 2020/21**



**Tereos, A strategy for a sustainable future – 2020/21 CSR in brief**



## 10. ABOUT THIS CORPORATE SOCIAL RESPONSIBILITY REPORT

This is the 16th implementation report of the CSR Code of Conduct signed in 2003 by the European Federation of Food, Agriculture and Tourism Trade Unions (EFFAT) and the European Association of Sugar Producers (CEFS).

The EU Sugar Industry CSR Report is adopted through an extensive consultation process. Its purpose is not only to report but also to explore issues of common interest, to disseminate information on best practices while creating a spirit of collaboration and contributing to the capacity building of social partners in the face of current and emerging challenges for the sector.

The procedure for the adoption of this report is as follows:

Every two years, in September-October, CEFS and EFFAT Secretariats launch a consultation of their respective national members regarding the application of the Code of Conduct during that year. The consultation takes place first via a questionnaire regarding the application of each of the 8 minimum standards contained in the Code of Conduct.

Sugar companies generally use the knowledge drawn from their regular contacts with workers' representatives to identify the challenges and best practices that are to be reported under the EU Sugar Industry CSR Code of conduct.

The collected information is then contrasted with the data collected by EFFAT and, in the event that inconsistencies would appear, the issue can be discussed at the level of CEFS and EFFAT Secretariats with the involvement, if needed, of the social partners of the company (ies) concerned.

At least two face-to-face meetings between EFFAT and CEFS are generally required in view of coordinating the content of the implementation report and the preparation of the annual plenary meeting of the social partners, where the report is adopted.









EFFAT

CEFS stands for le Comité Européen des Fabricants de Sucre, or in English: the European Association of Sugar Manufacturers. CEFS is a international non-profit organization and a recognised interlocutor for the EU Institutions since 1953, sharing knowledge and technical expertise on sugar. CEFS' membership is composed of sugar-producing companies in the EU and Switzerland.

EFFAT is the European Federation of Food, Agriculture and Tourism Trade Unions, also representing domestic workers. As a European Trade Union Federation representing 116 national trade unions from 37 countries, EFFAT defends the interests of more than 25 million workers. EFFAT is a member of the ETUC and the European regional organisation of the IUF.

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