

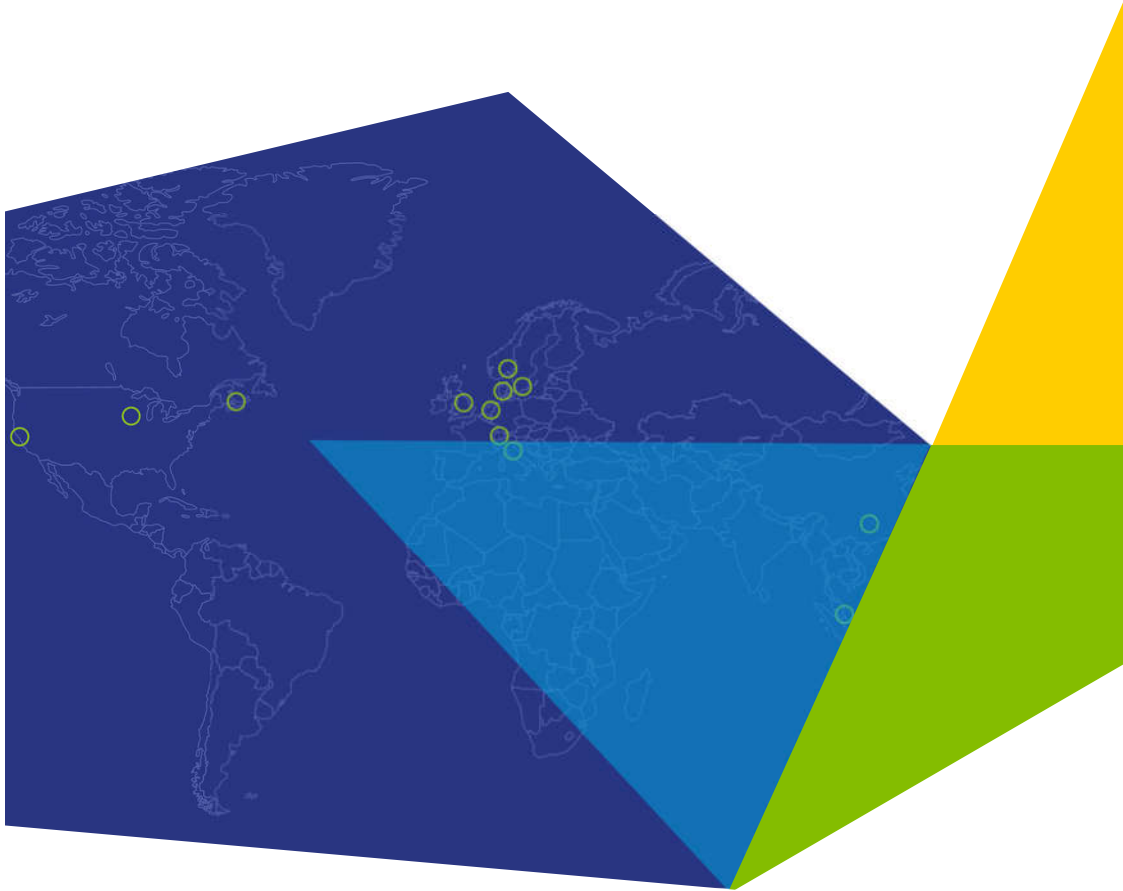
UN Global Compact

Communication on Progress 2021

■ November 2020 - October 2021

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MBP Solutions in brief

We are global experts in by-products and their application, including supply chain management, international sales and marketing, legal compliance and sustainability.



Our focus

At MBP Solutions we are a global experts in by-products and their application, including supply chain management, international sales and marketing, legal compliance and sustainability. Since the beginning, we have focused on the optimal use of residues through the development of innovative by-product solutions, with an open book approach to incorporating full traceability.

In order to add value to by-products collected and managed, we seek to understand them from a technical-chemical point of view through sampling and analysis. We combine this data with expertise about technical requirements in different areas of application, along with knowledge about legal requirements and restrictions in different geographical markets. We do monitoring, sampling, analysis, logistics, sales, marketing and registration with authorities. When required, we also make the necessary arrangements for storage, cleaning, filtering and the addition of additives and repackaging.

Our services

We offer a wide variety of specialist services, including by-product and waste collection and handling, as well as a world-leading by-product management outsourcing service (OMBP). We focus on managing by-products from a production based on biological (non-fossil) raw materials and provide solutions for multiple industries, ranging from the oleochemical, biodiesel and omega-3 refining industries to companies that have other types of solutions, sludges and powders, such as breweries, starch manufacturers, pharmaceutical companies and manufacturers of nutritional ingredients.



**Outsourced
Management
of By-Products**

Our products

We offer a wide range of products including biofuels, bioliquids, substrates for biogas production, soil improvement products, high-quality animal feed and pet food products, in addition to specialist technical products for a wide range of applications.

In order to document the sustainable status of our products, we embrace relevant existing sustainability standards through certifications like ISCC, RSB, GMP+ MSC Chain of Custody and IFFO RS.



Our corporate statements

The business has grown steadily since it was first established in 1999 in Denmark and is now active across 5 continents and more than 50 countries. Despite the COVID-19 pandemic, the company has seen significant growth throughout 2020 and 2021 as more and more industries wake up to the importance of adopting more sustainable business practices and the need to reduce their impact on the environment.

In 2020, our leadership team sought feedback from all employees, including: how they described what the business does; what values were most important to them; and what they found most motivating about the business. This feedback was used to define and answer four purpose-related key questions and five core values for the business going forwards.

As a result of this work, we now have in place a set of strong and very simple messages that are built on everything that this business has done to date, all under the strapline "Biological by-products for tomorrow's environment".

OUR WHY?

Why do we come to work to do what we do at MBP Solutions?

We work together for a more sustainable world by helping industries reduce their impact on the environment.

OUR WHAT?

What do we do?

We turn one industry's by-product into another industry's raw material by partnering with them to optimise resource use and generate added value.

OUR HOW?

How do we go about doing what we do and how does this make us "special" or better?

We are global experts in by-products and their application, including supply chain management, international sales and marketing, legal compliance and sustainability.

OUR WHERE?

Where do we want to be?

We want to be globally recognised as the go-to partner for industries who want to handle by-products in a sustainable and responsible way.

**Biological by-products
for tomorrow's environment**

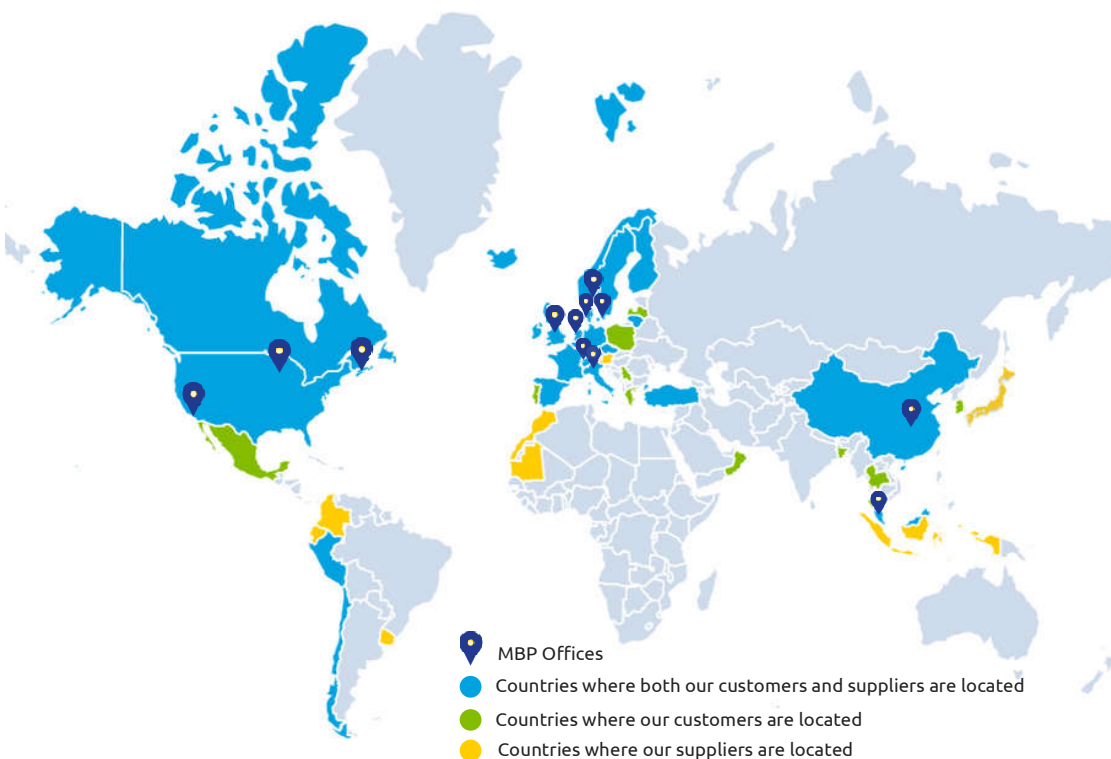
Our core values

We also spent considerable time defining and refining what we want MBP Solutions to stand for in terms of what we do and the way we work together to do it. We agreed 5 value statements that will guide everything that we do and the way we operate and behave.



We are using these statements in all aspects of our business. They are our guide in our latest strategic planning and business development activity, they help support our on-going adoption of LEAN working practices, we incorporate them into our HR policies and procedures and use them in our marketing and communications activity. They are a reference point and reminder about how we want to work together, where we are heading and how we will get there.

MBP in the world



Today MBP Solutions has become a world leader in the collection, handling, processing, production and application of biological by-products and related services.

Headquartered in Switzerland, MBP Solutions employs over ninety professionals; has offices in eleven different countries; sells products in more than fifty countries; and handles over three hundred thousand tonnes of biological residues every year for a diverse range of clients, from manufacturing industries within food and beverage, biodiesel, oleo-chemical, pharmaceutical, omega-3 concentration and other industries using biological raw material.

“

We turn one industry's by-product into another industry's raw material by partnering with them to optimise resource use and generate added value.



Scope of the report

This report focuses on our performance, challenges and opportunities between November 2020 and October 2021, and it covers MBP's entire organisation, including administrative offices, industrial facilities and operations.

This report meets the requirements for the UN Global Compact Communication on Progress, and it is available in English on our website www.mbpsolutions.com.

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Sustainability has been at the core of our business for over 20 years as we work together for a more sustainable world by helping industries reduce their impact on the Environment.

CEO Statement



In this annual Communication on Progress, I am proud to present our results and ongoing efforts to integrate the UN Global Compact principles into our business strategy, culture and daily operations. We commit to sharing this information with our stakeholders using our primary channels of communication to demonstrate our contribution to 14 of the 17 SDGs through our products and services.

I am pleased to reaffirm our support to the Ten Principles of the UN Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption which are supported by MBP's company values of Sustainability, Integrity, Diversity, Growth and Innovation.

Sustainability has been at the core of our business for over 20 years as we work together for a more sustainable world by helping industries reduce their impact on the Environment. We support sustainable development by optimising resource use and implementing circular business solutions by turning one industry's by-products into another industry's raw material and partnering with them to optimise resource use and generate added value.

At MBP we work with Integrity, following robust anti-corruption, anti-bribery and anti-discrimination policies. Our employees are respected, treated fairly and supported in personal growth with training and development, and encouraged to innovate which in turn supports our sustainable business growth and our contribution to SDGs.

Helen Sainsbury

HELEN SAINSBURY

CEO
MBP Solutions



Sustainability

Making industries more sustainable since 1999

MBP Solutions was founded in 1999 by the current Chairman, David Magnussen, who early on recognized the increasing importance of traceability and rigorous quality control for the strategic use of by-products. Our technical expertise, market knowledge and legal understanding help other companies to efficiently use resources, reduce waste and toxic emissions, cut operating costs and generate new revenue.

Sustained growth for more than 20 years

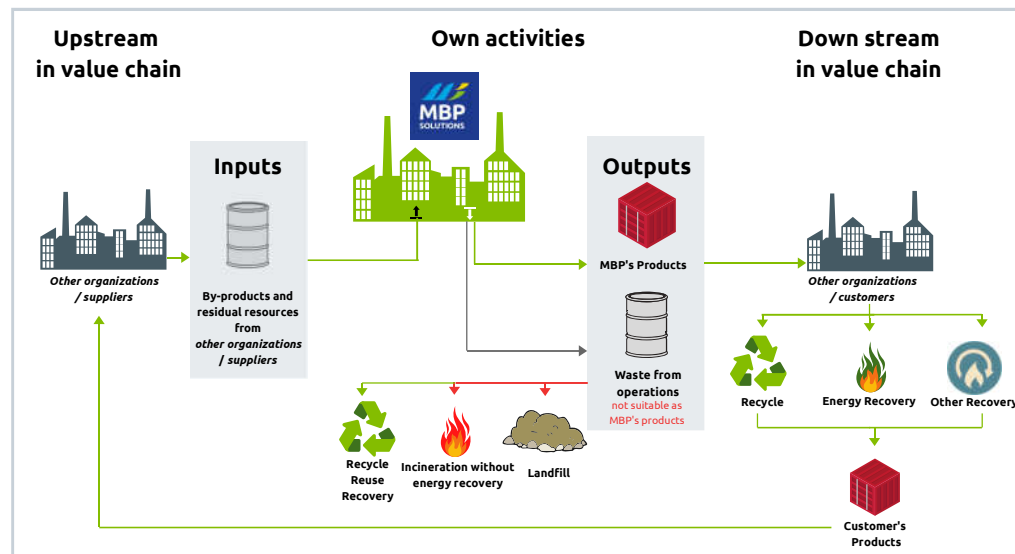
Throughout our 22 years of operation, we have helped our suppliers and customers improve their sustainability performance through the recycling and recovery of residual resources while contributing to global goals such as the reduction of waste and the efficient use of resources. We are proud of our ever-growing business relationships and the diverse network we have built, and we will continue enhancing our expertise to support the sustained growth of our business based on turning one industry's by-product into another industry's raw material.

Advancing the circular economy in our supply chain

The degradation of the world's natural resources caused by human activities has created the need to move from a linear model of production and consumption to one that maintains the highest utility and value of products, components, and materials at all times. The circular economy model was born from this ambition, and it entails the reduction of waste, the use of waste as a resource when possible and the implementation of holistic and sustainable waste management approaches.

Our company encourages sustainable production and consumption patterns that help bring the concept of the circular economy to life. The manufacturers and service providers constitute our suppliers, who send out residues for recycling or recovery purposes. Then, we either find direct applications for those residual resources or reprocess them into products, and our customers either use them to replace materials or use recycled resources through the purchase of MBP products.

These synergies facilitate the use of Earth's limited resources in a way that minimises its impacts on the environment while delivering greater value with less input. As a result, our suppliers and customers generate less waste, reduce business costs, earn economic benefits, reduce risks to public health and the environment, and ultimately, contribute to complementary policy areas such as the **green economy**, **innovation for sustainability** and the **circular economy**.



Partnership for better management of residues

Our company facilitates working in collaboration to enable resource efficiency through the recycling and recovery of by-products and residues. We help our suppliers and customers minimise negative impacts on the environment and human health, by safely, responsibly and efficiently maximising recycling, recovery and resource generation opportunities.

Suppliers & OMBP Customers



We provide solutions for by-product management and expertise to industries that prefer to focus on their core products. These are our suppliers, who are mostly companies involved in the omega-3, fish meal, oleochemical, food, beverages, feed, pharmaceutical, and nutritional supplements markets.



Based on product knowledge as well as know-how about the technical requirements for raw material in various sectors and applications, we provide customers with cost-efficient and sustainable products and raw material substitutes in the areas of biofuels, technical oils, animal feed, soil improvers and anaerobic digestion substrates.

Product Customers



MBP's by-product management approach

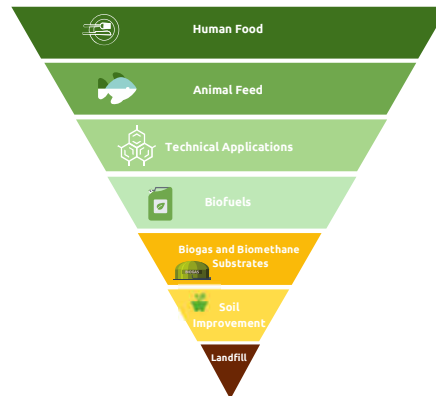
We take huge pride in identifying products that are normally considered as waste or a residue from production, and by understanding their potential, we find their optimal application. By these means, we not only help to reduce the waste generated in society but also the consumption of primary raw materials, as our by-product-based products will often substitute materials of the primary production sector.

By-product management hierarchy

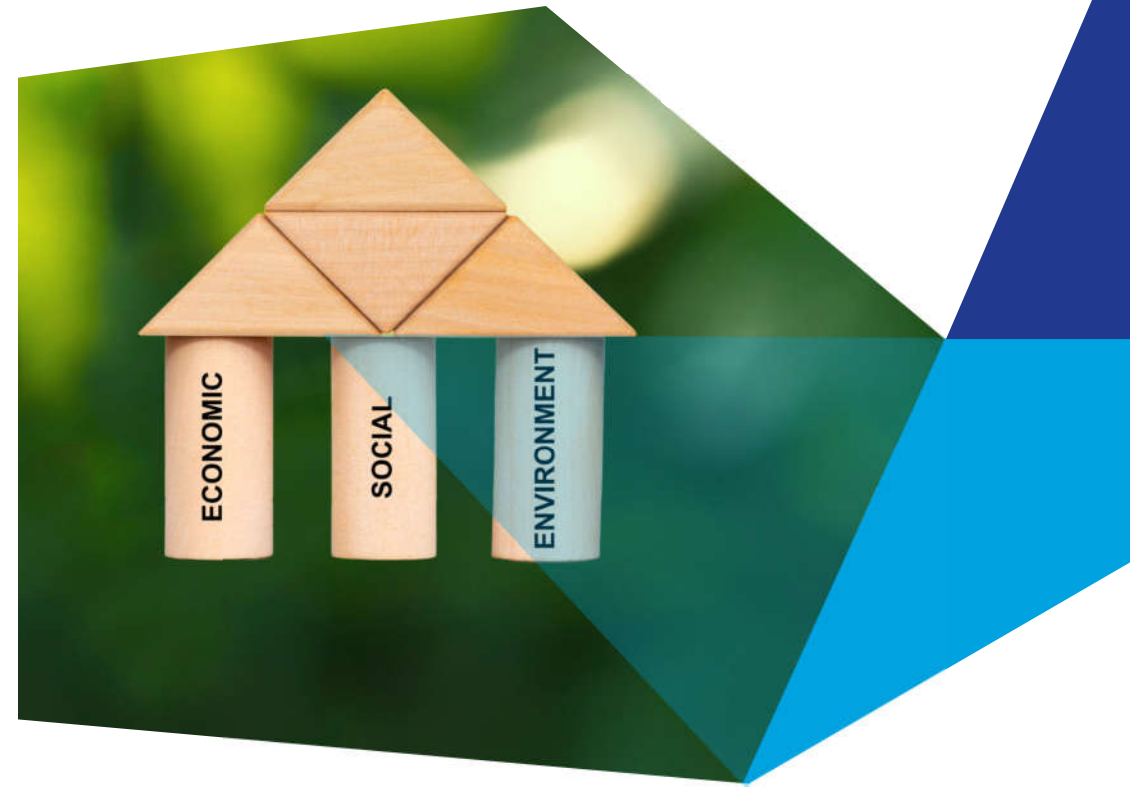
Although we predominantly deal with by-products, our business operations fall into the waste management sector for the reason that, in general terms, we handle residues and remaining materials from industrial processes. Hence, we have aligned our by-product management approach with the waste management hierarchy established by the parties to the Basel Convention, the food waste hierarchy of the Global Waste Management Outlook, and other relevant internationally and nationally recognised standards for environmentally sustainable waste management approaches:

Attending to technical, environmental, economic, and legal aspects, we apply this hierarchy when finding the most suitable applications and customers for the by-products collected and managed.

Landfilling is our last option for dealing with residues, and we do our best to divert waste to composting or anaerobic digestion when possible, as these applications allow us to use gases and the same time avoid GHG emissions from waste disposal.



The waste management hierarchy and food waste hierarchy set out the preferred order of handling practices, from most to least preferred, to achieve optimal environmental outcomes. See further: Global Waste Management Outlook (2015).



Our corporate sustainability frameworks

MBP's sustainability policies, strategy, culture and day-to-day operations are grounded in the UN Global Compact principles, the SDGs, our supply chain needs, and our principles and values.

The United Nations Global Compact

The UN Global Compact is the world's largest corporate sustainability initiative. It offers a framework for businesses stating ten principles in the areas of human rights, labour, environment and anti-corruption. We joined the UN Global Compact in November 2017, and as a signatory, our company is committed to supporting and integrating the ten principles as part of our strategy, culture and day to day operations. In this report, we describe our company's performance during our fourth period of commitment and we express our continued support for this initiative.

WE SUPPORT



The Sustainable Development Goals



The Sustainable Development goals (SDGs) are a set of 17 goals supported by 169 detailed targets that represent a clear agreement on where the world needs to be by 2030 to guarantee human wellbeing in the long term.

They were adopted in September 2015 by the 193 members of the United Nations, and they reflect economic, social and environmental expectations as well as future policy direction at the international, national and regional levels.

We believe that the SDGs impact our business and that our company can impact the achievement of the SDGs. Thus, we have committed to fully integrating the SDGs into our strategy and to joining global efforts to achieve these goals.

Our sustainability policies

Guided by our values and working in partnership with our team members, customers and suppliers, we strive to deliver sustainable by-product management solutions for the advantage of the community and the environment where we operate. Through the following policies, we reflect our commitment to ensuring that sustainability is considered throughout all our business decisions.

Economic Policy

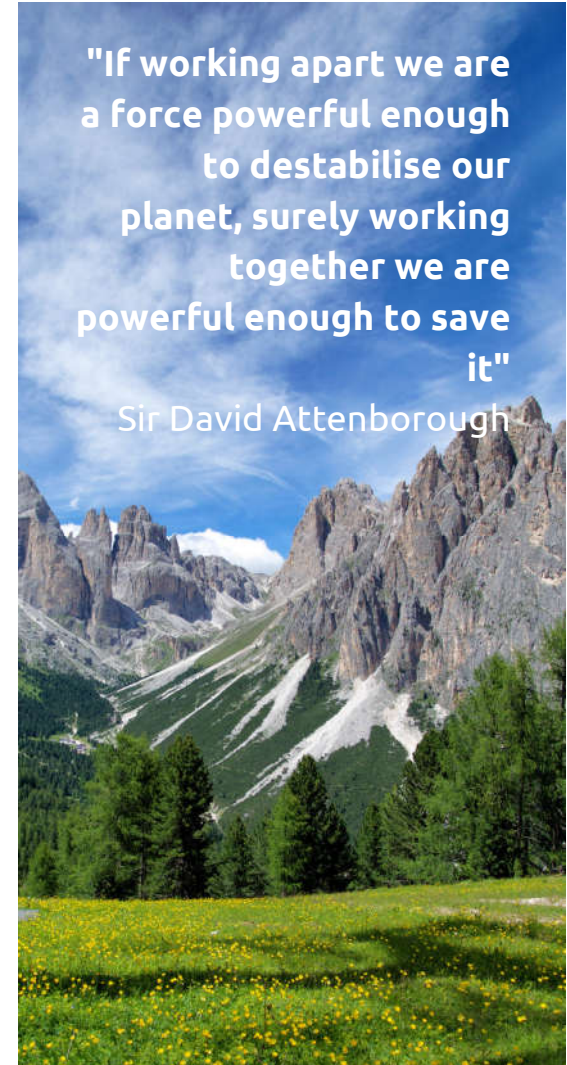
At MBP, economic sustainability means operating our company responsibly and thoughtfully to maximise shareholder return while wisely managing environmental, economic and social risks and opportunities. A good economic sustainability practice is key for our business because, without it, our company will not succeed in the social and environmental aspects of sustainability. Like most companies, we aim not only to survive but also to develop more profits and improve our position compared to competitors in the market. Therefore, we work to grow by embracing a business model that creates value for shareholders and investors through the pursuit of profitability, financial strength, adaptability and long-term resilience.

We intend to achieve this through constant development and improvement and by maintaining an excellent relationship with employees, suppliers and customers. We will consistently work to ensure the best planning decisions and use the best technological solutions to be able to continue offering high value-added products and services, meet the expectations of our employees, suppliers and customers, and create long-lasting economic, environmental and social value in the industries and geographical areas where our company operates.

We are committed to using different strategies for the efficient use of our resources to guarantee the company's profitability and long-term survival in a responsible way.

"If working apart we are a force powerful enough to destabilise our planet, surely working together we are powerful enough to save it"

Sir David Attenborough



Our sustainability policies

Environment, Health & Safety Policy

MBP Solutions is committed to contributing to the efficient use of natural resources, the minimisation of waste and the prevention of pollution, in order to preserve the environment and biodiversity. We strive to achieve this by building sustainable and cooperative relationships, by educating our employees and strengthening their environmental awareness, and by becoming the company of choice for industries having or wanting biological by-products.

The key points of our strategic approach towards environmental and more sustainable improvements are:

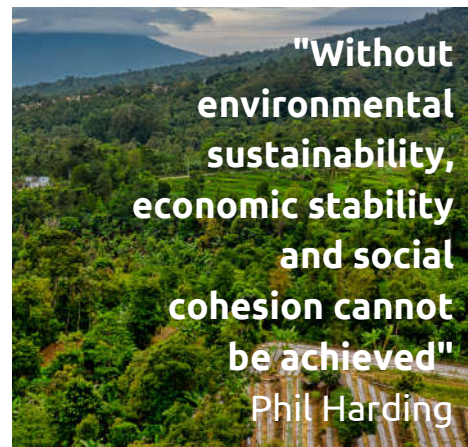
- We will make a consistent effort to incorporate environmental concerns and impacts into our decision-making and internal processes. We aim to do this by monitoring environmental risks and establishing mitigation activities, as well as aligning our strategic goals with global sustainability objectives.
- As an organisation, we make sure we are compliant and whenever possible, exceed legal environmental requirements and participate in sustainability schemes and standards. This allows us to promote conformity and support all our partners by providing competence and expertise on sustainability compliance.
- We strive to minimise emissions by selecting and using greener logistic services and power sources in our processing facilities in the Scandinavian region. This includes but is not limited to using steam as an energy source, which is delivered directly from a neighbouring production facility, as well as having installed air filters which capture environmental contaminants.
- We sort the residues from our office activities. We have implemented waste separation, and we are striving to reduce the use of environmentally harmful materials and household items, cleaners, and other products. By doing so, we aim to contribute to more sustainable consumption and lessen the impact of our office activities.

- We help to cut down industry-related greenhouse gas emissions by putting back materials in the supply chain which would otherwise be considered waste, thus reducing the necessity for waste disposal and eliminating the emissions related to sourcing and processing of raw materials.

Health & Safety

We believe that safety is an important management task. Therefore, our company is committed to effectively manage health and safety throughout our organisation. To fulfil this commitment, our company will:

- As a minimum, ensure regulatory compliance.
- Minimise risks of workplace injuries and illness as effectively as possible.
- Review our systems, processes, health, safety, and environmental performance and improve them when necessary.
- Provide personnel with adequate training, resources, and systems.
- Inform employees and contractors of this policy and make it available at all company worksites.



Our sustainability policies

Human Rights Policy Statement

MBP Solutions is committed to conducting business responsibly and ethically. Our human rights policy statement is based on the three documents collectively known as the International Bill of Human Rights (the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights), along with the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

This Human Rights Policy Statement consolidates our commitment to respect international labour and human rights to the fullest extent possible and supports our efforts to integrate better a human rights approach into our business practices. Our commitment is reinforced by our involvement in voluntary business initiatives like the UN Global Compact, and it is consistent with our goal to enrich our workplace, work in partnership with our supply chain, protect the environment and respect the communities where we operate.

We believe in our responsibility to respect and support internationally proclaimed human rights, and we will constantly strive to make sure that we are not complicit in human rights abuses of any individual we are in contact with directly or indirectly. We will seek to avoid instigating or contributing to unfavourable human rights through our own activities, products and services and address their effects if they occur in a timely and appropriate manner.

We believe everyone should be treated fairly regardless of their race, gender, economic status, ethnic background, sexual orientation, age, political beliefs or any other comparable characteristics, and therefore we prohibit discrimination, harassment, forced labour and child labour.

We draw on internationally recognised labour principles and comply with applicable labour and employment laws in all the countries where we operate, to ensure that we are not interfering with the enjoyment of the rights conferred by national laws and international declarations.

We are committed to protecting the health and safety of our people at work and provide fair wages and benefits, as well as encourage development opportunities and continuous learning for our employees. Where national legislation is stricter or conflicts with our approach, we will complement our policy with local requirements and follow the United Nations' Guiding Principles on Business and Human Rights (UNGPs). This statement applies to our internal stakeholders in all locations where we conduct business. We will implement human rights due diligence into our operating model as suitable, instruct our team members to comply with this policy, establish appropriate reporting procedures and provide proper preventive or corrective action. We expect the same adherence to human rights from our external stakeholders, and we will regularly look for ways to support the promotion of human rights within our scope of operation and influence.



Our sustainability policies

Sustainable Procurement Policy

As a company that enables the recycling and recovery of by-products and residues from multiple industries, sustainability is embedded in every function of our organisation, including procurement. Through our sourcing strategy, we contribute to the sustainable use of residual resources by promoting resource efficiency and moving towards a circular economy. At the same time, we help to minimise the impacts caused to our natural environment by reducing and managing waste safely and carefully.

Our supply chain involves all the processes necessary to source the products we offer and be able to deliver them to our customers for further applications. Accordingly, this policy refers to the suppliers of by-products, waste and other residual resources managed and purchased by MBP Solutions and its group companies (collectively MBP Solutions Group), as well as the suppliers of the related services we hire such as transport.

Through this procurement policy, we intend to consolidate our commitment to continually develop our suppliers' evaluation to achieve higher sustainability performance over time. We will continue striving to further improve our sustainability in procurement by:

- Operating ethically and in compliance with the laws and regulations of the countries where we conduct business
- Identifying suppliers that comply with relevant sustainability legislation and industry standards such as RED (Biofuel/Bioliquids Sustainability), ISCC (International Sustainability & Carbon Certification), ASC (Fish Oils for Aquaculture Sustainability) and GMP+ (quality for animal feed)
- Introducing environmental criteria in the selection of transport suppliers
- Identifying and moderating risks associated with our procurement process
- Endorsing highest standards of economic, social, ethical, and environmental practices

Following our sustainability strategy, we expect our suppliers to share our same values and comply with sustainability standards, including:



Environment:

- Comply with the applicable environmental laws in respective countries
- Assess and manage their environmental impact
- Manage and dispose of waste responsibly



Labour and Human Rights:

- Comply with all applicable laws and international principles
- Prohibit slavery and the use of forced, bonded, or child labour across their supply chains
- Provide employees with a living wage, at a minimum
- Provide a safe and healthy workplace



Business Ethics and Anti-corruption:

- Comply with all relevant international and domestic laws regarding ethical business practices
- Implement procedures to prevent bribery, corruption and fraud

We communicate this policy to our internal and external stakeholders and will update it when necessary.

Our sustainability policies

Anti-bribery and Corruption Policy

MBP is committed to eliminating bribery and corruption from our supply chains. It is our policy to conduct our business at all times and throughout the world with honesty and integrity. This is part of our mission statement and incorporated into our Code of Ethics.

What is bribery and corruption?

Bribery is giving, offering or asking for something of value in return for some advantage which is illegal, unethical or a breach of duty. A bribe can be anything of value, not just money, for example:

- Gifts and Hospitality
- Jobs or internships
- Charitable or political donations
- School fees or bursaries

Bribery is a criminal offence in most countries, with penalties ranging from heavy fines to imprisonment. With anti-bribery laws becoming ever stricter and having greater reach, the ways in which some organisations operate are coming under ever greater scrutiny.

Corruption is dishonest or fraudulent behaviour that typically involves bribery. The one exception is when an individual genuinely believes their safety or liberty is threatened. Such a payment is unlikely to be deemed to be a bribe.

Common features of global anti-bribery laws include the fact that you can be prosecuted for bribes paid anywhere in the world. Companies too are increasingly being held criminally liable for failing to prevent bribery.

Bribery payments can be disguised as:

- Invoice payments
- Consultant fees
- Commissions
- Facilitation payments (these are payments to public officials that can speed up legitimate actions such as port clearance and release of goods from customs, obtaining visa or permits, safety inspections, planning permissions or utility connections)

Eliminating bribery and corruption

All employees must read and comply with the MBP Code of Ethics. All employees, agents and consultants working with external customers and suppliers must complete the online "Doing Business without Bribery" course. The training link is found on the HR Hub under MBP learning and upon completion, the certificates must be sent to HR to be filed in the training records. The course must be completed every two years.



Any employee who is asked to make a payment for an action considered an indicator of Bribery should contact a Senior Manager immediately. The Senior Manager will review the case and either reject the claim of bribery or report the act of bribery to the relevant official.

Any employee who suspects another employee of undertaking an action considered as bribery can report this to their HR responsible, their manager or report it anonymously through the TQM system.

All employees must read and comply to the Gift and Hospitality guideline in the Employee handbook.

The MBP annual charity donation will never be given to any Political organisation and any Charity selected to receive the donation, will undergo a due diligence check to ensure the donation is not to be used for any form of bribery or corruption.

Integrating the SDGs

Our company is aware of the links that the UN Global Compact principles and our goals and targets have with the SDGs. We recognise the importance that all the SDGs have to our business, and we have measured our corporate sustainability performance in connection to our impact on the 17 SDGs.

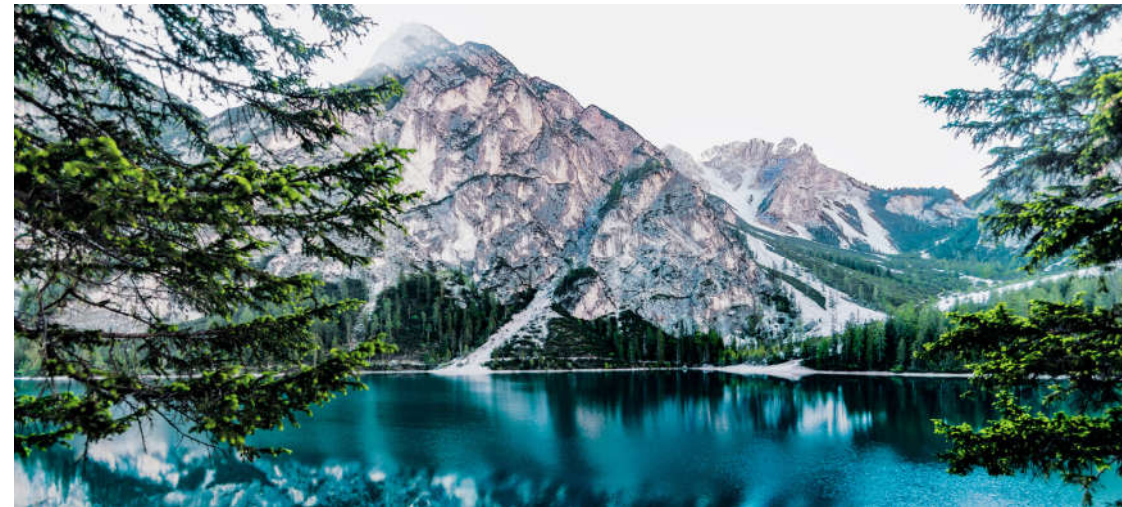
Status guidelines

We used a stoplight approach to monitor the status of our performance on each of the areas assessed:

- On track
- Attention required
- Off track

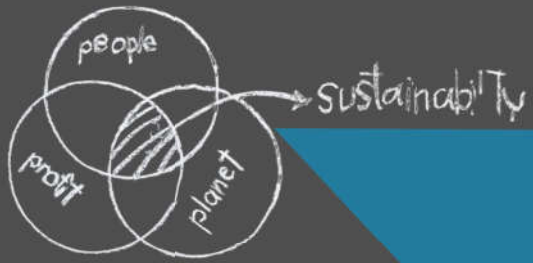
A green status colour indicates on-target performance or compliance. Yellow indicates decreased performance that may impact long-term goals or compliance, and red indicates below-target performance or underlying critical risks.

In addition to reporting our performance through the stoplight approach, we provide a quick note about work in 2021 and our planned improvements for 2022 in some of the areas assessed.



UN Global Compact Principles

As a signatory to the UN Global Compact, we measured our corporate sustainability performance in connection to the UN Global Compact principles and the SDGs, and compared it with our last year's performance to keep record of any changes.



Our sustainability performance 2021

Areas assessed

This report offers an overview of MBP's approach to various aspects of sustainability. Hence, this section presents the results of our assessments in three areas:

1. UN Global Compact Principles (pages 21 to 25)
2. Our focus areas: goals & targets (pages 26 to 35)
3. Our CSR scorecard 2021 (page 36)



➤ Principle 1: Support and respect the protection of human rights

Areas	Health and safety	Hours, wages and leave	Fair treatment
2020	●	●	●
2021	●	●	●
Our contribution to the SDGs	We ensure that our workers are provided safe, suitable and sanitary work facilities 	We respect labour rights 	We respect our employees' privacy and protect them from workplace harassment
	Target 8.8. Safe and secure working environment	Target 8.5. Full, productive and decent employment	Target 16.1. Reduce all forms of violence
Progress achieved 2021/ Planned Improvements 2022	All employees receive a health and safety overview/ training for their workplace and are required to complete a health, safety and environment assessment via MBP Learning.	We review salaries yearly and guarantee that our employees are granted fair wages and annual leave terms, including employees in countries where labour rights are less favourable.	MBP's internal training catalogue now includes two mandatory training courses on anti-harassment and anti-bullying: one for all our Managers/Technical/Area/HR responsible; and another one for the rest of our employees.

➤ Principle 2: Make sure that they are not complicit in human rights abuses

Areas	Product stewardship	Country risk	Community impacts
2020	●	●	●
2021	●	●	●
Our contribution to the SDGs	We make sure that our products do not pose risks to the enjoyment of human rights	We seek to become aware of and avoid the risk of contributing to, endorsing or benefiting from human right abuses 	We make sure our operations do not generate negative impacts on the local communities where we operate
		Target 16.7. Inclusive, participatory and representative decision-making at all levels	



➤ Principle 3: Uphold the freedom of association and the effective recognition of the right to collective bargaining

Areas	Association and bargaining
2020	●
2021	●
Our contribution to the SDGs	We recognise the rights of our workers to freedom of association Target 8.8. Protect labour rights

➤ Principle 4: The elimination of all forms of forced and compulsory labour

Areas	Forced and compulsory labour
2020	●
2021	●
Our contribution to the SDGs	We take all necessary measures to ensure that we do not participate in any form of forced or bonded labour Target 8.7. Eradicate forced labour and end modern slavery

➤ Principle 5: The effective abolition of child labour

Areas	Child labour and young workers
2020	●
2021	●
Our contribution to the SDGs	We comply with minimum age standards Target 8.7. Prohibition and elimination of child labour

➤ Principle 6: The elimination of discrimination in respect of employment and occupation

Areas	Discrimination
2020	●
2021	●
Our contribution to the SDGs	We ensure that employment-related decisions are based on relevant and objective criteria Target 10.3. Equal opportunities and reduced inequalities
Progress achieved 2021/ Planned Improvements 2022	MBP's internal training catalogue includes a course on equality and diversity that all our employees must complete, as well as two specialised courses on unconscious bias: one for our employees and another one with specific content for our managers.



➤ Principle 7: Support a precautionary approach to environmental challenges

Areas	Precaution	
2020	●	
2021	●	
Our contribution to the SDGs		We support a precautionary approach to environmental issues Target 12.2. Sustainable management of natural resources

➤ Principle 8: Undertake initiatives to promote greater environmental responsibility

Areas	Responsibility and performance	
2020	●	
2021	●	
Our contribution to the SDGs		We undertake initiatives to promote greater environmental responsibility Target 12.6. Sustainable practices and sustainability reporting
Progress achieved 2021/ Planned Improvements 2022	In 2021, we joined The Climate Ambition Accelerator, which is a six-month programme for companies participating in the UN Global Compact. This is expected to help us be better prepared to join the transition to a net-zero future and get started in setting ambitious, credible science-based targets.	

➤ Principle 9: Encourage the development and diffusion of environmentally friendly technologies

Areas	Technology	
2020	●	
2021	●	
Our contribution to the SDGs		We encourage the development and use of environmentally friendly technologies Target 9.4. Environmentally sound technologies and industrial processes



➤ Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery

Areas	Company culture and procedures	Joint Actions
2020	●	●
2021	●	●
Our contribution to the SDGs		We ensure that relevant employees are properly trained to enable them to assess the risk of corruption when doing business We take a clear stand against corruption and support cooperation to fight corruption Target 16.5. Reduce corruption and bribery in all their forms
Progress achieved 2021/ Planned Improvements 2022	MBP is committed to eliminating bribery and corruption from our supply chains, as stated in our Anti-bribery and Corruption Policy. MBP's internal training catalogue includes a course on anti-bribery, which is mandatory for all employees and must be completed every two years.	



Our focus areas, goals & targets

Our focus areas

Our commitment to sustainability is structured around four focus areas directly connected to our scope of business: promoting resource efficiency, enabling circularity, improving traceability and enhancing our expertise. Each focus area has long-term goals and specific targets that are closely monitored to fulfil our ambition of being the best in innovative management of biological by-products. Additionally, we have linked our focus areas to current global challenges and the SDGs to ensure that we are guaranteeing not only the sustainability of our company but also the sustainability of our planet.

Our goals and targets

Our goals are at the heart of our corporate sustainability approach, and they mirror our plan for competing successfully, optimising our financial performance and achieving the company's vision while contributing to the environmental, social and economic resilience of the industries and communities where we operate.



On the pages below you will find information on our performance in 2021 as well as the interlinkages between our focus areas, our goals, our targets and our contribution to the SDGs.

Our focus areas

Promoting resource efficiency

Enabling circularity

Improving traceability

Enhancing our expertise

Global challenges & ambitions addressed

Resource scarcity: The decreasing availability of fishmeal and fish oil for marine ingredients will force the animal feed industry to depend more heavily on by-products for fish feed

Circular economy: In a circular economy, the aim is to close the loops, and any materials taken from nature should be used not only efficiently but also for as long as possible

Supply chain transparency: Administering data and increasing transparency are powerful tools for managing risks, grasping opportunities of global supply chains and contributing to sustainable development

Compliance requirements: Our global economy has produced opportunities for the international expansion of companies that come with an increased need for governance, oversight and formal corporate compliance

Our goals

1. Maintain our position as the preferred partner for handling by-products from the Omega-3 fish oil industry worldwide

2. Develop more long-term agreements for the strategic management of by-products (known as OMBP agreements)
3. Make countrywide contracts for Used Cooking Oil (UCO) collection and handling

4. Ensure a better system for storing & retrieving information about customers & suppliers
5. Implement a management model to secure that all employees and partners are working together in a defined direction
6. Improve our quality control system

7. Improve our legal, commercial and product understanding
8. Secure MBP's long-term recruitment of personnel with key competencies

Our targets

1.1. Upgrade 20'000 tonnes of distillation fish oil by-products from biofuel to animal feed per year

2.1. Grow OMBP sourcing volume with 15% each year
3.1. Increase the volume of UCO handled with 10-15% per year in Denmark, Norway and Sweden

4.1 Implement the use of a customer relationship management (CRM) system
5.1. Integrate Corporate Sustainability into our Management Model
6.1. Maintain existing certifications and obtain additional certifications of relevance for our products and services

7.1. Improve MBP's expertise in different industries and countries
8.1. Maintain employee satisfaction and engagement

Our contribution to the SDGs



Promoting resource efficiency

Goal 1

Maintain our position as the preferred partner for handling by-products from the Omega-3 fish oil industry worldwide

Target

Upgrade 20'000 tonnes of distillation fish oil by-products from omega-3 concentration from biofuel to animal feed per year.

Performance 2021

We sold 18'027 t of various fish oil by-products for animal feed applications in the 12 months ending 31 October 2021, which is 17,1% higher than the previous period's reported figures.

Planned improvements 2022

We will continue our work in this area, both by aiming to capture higher volumes from more suppliers and by qualifying more streams for animal feed applications.

Progress



Enabling Circularity

Goal 2

Develop more long-term agreements for the strategic management of by-products (known as OMBP agreements)

Target

Grow OMBP sourcing volume with 15% each year.

Performance 2021

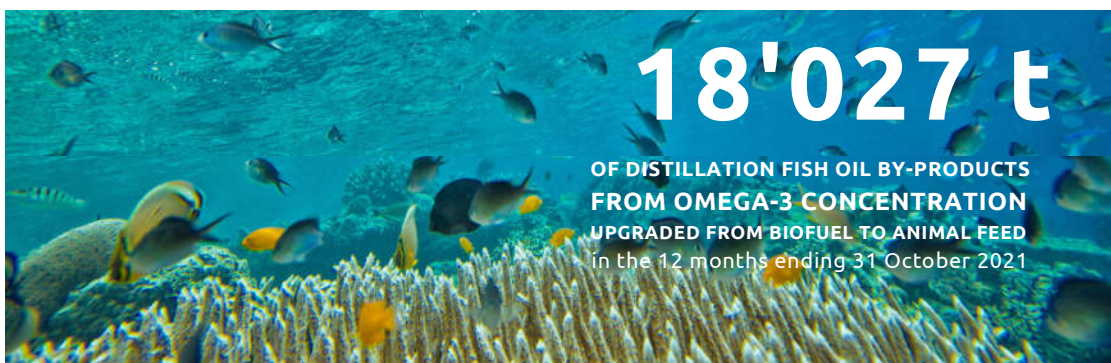
OMBP volume grew 24,5% in the 12 months ending 31 October 2021, compared to the previous 12 month period.

Planned improvements 2022

We will develop an OMBP leads management procedure and a step-by-step guide showing how to generate leads, qualify, score, assess the strategic fit, nurture, track, measure and move them through the OMBP sales pipeline, ensuring a seamless process flow and increasing the likelihood of successful closes.

In addition to using our CRM system, we are evaluating the implementation of a unified platform that can be integrated with our CRM, website, LinkedIn and other tools. This would allow us to bring together marketing, sales and service (current OMBP customers) and help us improve our performance in this goal.

Progress



Our contribution to the SDGs




"I wish I knew before that the management of by-products can be outsourced"

LET'S TALK ABOUT THE SOLUTION FOR YOUR BY-PRODUCTS

OMBPO

Outsourced Management of By-Products

Watch the Animated Video 

Our contribution to the SDGs



Enabling Circularity

Goal 3

Make country-wide contracts for Used Cooking Oil (UCO) collection and handling, as well as consolidation agreements with smaller collectors

Target

Increase the volume of UCO handled with 10-15% per year in Denmark, Norway and Sweden.

Progress



Performance 2021

UCO sold volume decreased 11% compared to the last period reported. However, our statistics of quarterly UCO sales show substantial growth in Quarter 3 2021 compared to that of the previous three years. Recovery after COVID-19 has been slower than anticipated, but growth seems to be continuing so far in Quarter 4 2021, so we expect that this target will be realistic going forward.

Planned improvements 2022

We are increasingly gaining both small and industrial new UCO suppliers and we anticipate that this trend will lead to volume growth. Furthermore, we are working on efficiency improvements in the back-office tasks with the implementation of Microsoft Dynamics 365 Business Central as well as in production and logistics for the UCO collection activities.

Improving traceability

Goal 4

Ensure a better system for storing and retrieving information about customers and suppliers

Target

Implement the use of a customer relationship management (CRM) system by 2019.

Progress



Performance 2021

We have achieved this target. The CRM system has been rolled out and implemented throughout MBP group. In 2021, we continue using the CRM System.

Planned improvements 2022

We have been working to implement Microsoft Dynamics 365 Business Central in 2021, and we are planning to integrate it into our CRM system to allow for higher efficiency.



Our contribution to the SDGs



Our contribution to the SDGs



Improving traceability

Goal 5

Implement a management model to secure that all employees and partners are working together in a defined direction

Target

Integrate Corporate Sustainability into our Management Model by 2020.

Performance 2021

We have achieved this target. We conducted a series of strategy workshops in 2021 and sustainability was a key theme in this work. One of the results of this process is the incorporation of sustainability into our new strategy. Additionally, we joined the first version of the SDG Ambition Accelerator Program of the UN Global Compact, where two of our employees participated as MBP's representatives and completed the training in June 2021.

Planned improvements 2022

We will be working to implement the new company strategy during the next five years, including the goals related to sustainability. Through the SDG Ambition Acceleration program, we learnt about the "SDG Benchmarks" and their importance for translating the ambition level of the SDGs into concrete aspirations for business in the areas in which companies have a substantial impact. One of the SDG Ambition Benchmarks that MBP is aiming to integrate is "science-based emissions reduction in line with a 1.5°C pathway". With this in mind, we have also joined The Climate Ambition Accelerator and will be working to implement the learning outcomes from 2022 onwards.

Progress



Improving traceability

Goal 6

Improve our quality control system

Target

Maintain current certifications and obtain certifications of relevance for our products and services.

Performance 2021

All our certifications have been successfully maintained between 2018 and 2021: ISCC, RSB, GMP+, ISO 9001, ISO 14001, MSC Chain of Custody and Marin Trust (Former IFFO-RS).

Planned improvements 2022

In general, we are working with digitalisation to improve our traceability, documentation and work processes. Some of the actions planned to improve this area specifically include:

- *Onboarding training for all new staff with regards to all standards.
- *Improved quality assurance checks regarding ISCC & RSB standards via Microsoft Dynamics 365 Business Central.
- *Implementation of the Lean project to simplify the creation process of sustainability documentation regarding ISCC & RSB.
- *Continuation of the work to improve document management, provisions on content layout and review of procedures, flow charts and work instructions associated with implementing the certification systems' requirements to complement the internal audit controls.

Progress



Our contribution to the SDGs



Our contribution to the SDGs



Enhancing our expertise

Goal 7

Improve and standardise our legal, commercial and product understanding



Target

Improve our capacity to gather and understand legislation and increase our commercial knowledge and product expertise.

Performance 2021

Legal understanding: We have successfully implemented a system to manage our legal registry, our compliance reviews and updates review processes, as well as relevant legal documents and tools. Additionally, our Legal Team has now three members who support several areas of our business.

Commercial knowledge: In 2021, we founded companies in Singapore and China and added two people to the team who support our business in these important strategic markets. Furthermore, we hired two employees with industry experience to the organization, and we use weekly Teams meetings as a tool to drive international coordination of commercial activities.

Product expertise: We use our e-learning platform, MBP Training, to provide new employees with the standardized knowledge that they need in different areas, including our products.

Planned improvements 2022

Legal understanding: We will continue working to improve our newly developed system as needed and we will focus on preparing guidance documents and training sessions for our employees in different legal areas related to our operations, services and products.

Commercial knowledge: We have adopted a new strategy which is ambitious in terms of growth, both in relation to geography and the number of employees. We aim to increase our knowledge by allowing for more specialization as well as by adding people with relevant experience.

Product expertise: We will have a new product manager in animal feed in 2022. In our SharePoint server, we will have dedicated product application areas to improve the knowledge structure and availability.

Progress



Our contribution to the SDGs



Enhancing our expertise

Goal 8

Secure MBP's long-term recruitment of personnel with key competencies



Target

Maintain employee satisfaction and engagement.

Performance 2021

57% of our employees would enthusiastically recommend MBP as a place to work, as revealed by our employee survey. This is an improvement of 27% from 2020. Overall, our satisfaction score (which is across 13 categories) has improved by +1.04. This increase has resulted in achieving a Net Promoter Score (eNPS) of +40 compared to -9 in 2020 and 0 in 2019.

Planned improvements 2022

Planning for 2022 is already taking place. We have introduced a new Flexible Working policy, which has brought the opportunity for employees to apply for a Hybrid Working model. This policy resulted from the evaluation of changes to the workplace as COVID-19 restrictions started to lift, but also in consideration of employee feedback from the 2020 engagement survey. We will continue monitoring this throughout 2022 to understand how it can benefit employees and MBP in the long term.

We have again received some valuable feedback from employees and we plan to set clear and transparent objectives for 2022. These objectives are now communicated to employees via our news story platform on SharePoint so they can see progress through the year.

Our HR Team will continue to be committed to the employee experience with the expansion of the team to include an HR Administrator in early 2022, allowing more time to be spent on projects and objectives.

Progress



Our contribution to the SDGs



Our sustainability rating

Sustainability ratings are gaining growing relevance in the corporate sustainability world. They evaluate how well a company balances economic, environmental and social values and performance to measure the overall quality of its sustainability and Corporate Social Responsibility (CSR) management system.

To strengthen the transparency of our company, we use one of the world's most trusted methodologies: the EcoVadis CSR rating. Their evidence-based assessments are refined into easy to read scorecards, providing zero to one hundred (0-100) scores; medals (bronze, silver, gold, platinum); and guidance on strengths and improvement areas. This year, our overall score improved from 69/100 to 73/100. This score placed our company among the top 1 per cent of companies assessed by EcoVadis, and for this achievement, we have been awarded our first Platinum EcoVadis Medal.

The EcoVadis recognition demonstrates MBP's commitment to continuous improvement and high competence in important corporate sustainability areas. This is great news not only for our company but also for our suppliers, customers, employees and partners, as it gives them the security that they are working with a company that operates in a responsible manner with the planet, the people and the economy. We will use the results of our assessment to focus our sustainability efforts for next year and develop corrective action plans to improve our sustainability performance even more and achieve best practices.



Reporting criteria

This is our fourth UN Global Compact communication on progress, and we intend to continue reporting on an annual basis. For this reporting cycle, we evaluated our company's performance on the four areas of the UN Global Compact through the Global Compact Self Assessment Tool and identified our impact on the SDGs based on the Business Reporting on the SDGs: An Analysis of the Goals and Targets developed by GRI and UN Global Compact.

Additionally, we submitted our fourth CSR assessment through **EcoVadis**, and we have an in-house Corporate Sustainability Manager, who is helping us with the integration of sustainability into our corporate strategy, processes, and model.

The results of these internal and external assessments enabled us to evaluate our status and progress and laid the groundwork for the communication of our performance and engagement on this report. Yet, we are committed to continue identifying areas of development and to constantly improve our disclosure in line with emerging frameworks for sustainability reporting.



To learn more about MBP Solutions and how our stakeholders and we are working to promote the 10 principles of the UN Global Compact, visit www.mbpsolutions.com



Our core competencies



mbpsolutions.com