



SUSTAINABILITY REPORT

Dolomites Milk Srl/GmbH

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AT A GLANCE

COMPANY

PRODUCTS & SUPPLY CHAIN

ANIMAL WELFARE & AGRICULTURE

ENVIRONMENT & RESOURCES

EMPLOYEES & SOCIETY

Production of high-quality milk derivatives in powder form for the premium food industry	Milk primarily from the Alpine region	Small family-run farms with a low number of animals
Location in South Tyrol (I)	Natural raw materials without genetic engineering	Controlled animal welfare and animal health
Strong ties to alpine traditions	Certified food safety	Natural feeding without genetic engineering
	Highest product quality	Securing the livelihood of small-scale alpine dairy farming
	State-of-the-art production methods	Preservation of the cultural landscape
	Absolute traceability and transparency	Promotion of biodiversity

Efficient energy management: 90% system efficiency	Personal and professional development
Modern environmentally friendly technology	Health promotion and occupational health care
Limitation of resource consumption from the start	Promoting regional cycles and securing locations
	Cooperatives as a community of values

1. COMPANY

1.1 Company profile

Dolomites Milk Srl/GmbH was founded in 2017 as a result of a cooperation between the South Tyrolean wafer and chocolate manufacturer A. Loacker Spa/AG and Brimi – Centro Latte Bressanone, an agricultural cooperative with around 1,100 South Tyrolean dairy farmers as members. Brimi processes the milk of its member farmers into natural fresh cheese and dairy products such as mozzarella, ricotta, butter, fresh milk, fresh cream and mascarpone. The joint objective of Loacker and Brimi is to produce powdered milk derivatives with a focus on sweet whey powder and skimmed milk powder. The two companies therefore decided to invest in the first South Tyrolean milk drying plant, Dolomites Milk, located in Vandoies.

Create added value

As part of its quality and sustainability policy, Loacker is increasingly looking for ways to ensure long-term security of supply with high-quality, non-GMO raw materials for its own creams and chocolates, as well as contributing to their sustainable production. For Brimi - Centro Latte Bressanone, this project means above all, an increase in added value through the processing of the whey, as a byproduct in cheese production. Dolomites Milk thus also represents an added value for the South Tyrol region, its farmers and the South Tyrolean dairy and agricultural sector.

The favorable location of the Dolomites Milk production site between the Loacker plants in Auna di Sotto in South Tyrol (I) and Heinfels in East Tyrol (A) as well as the immediate proximity to the Brimi plant in Bressanone also make a significant contribution to sustainability policy and safeguarding the future.

1.2 Corporate philosophy and policy

Dolomites Milk stands for quality and reliability. Supported by a strong attachment to our alpine traditions, we promote a balanced lifestyle and strive for continuous innovation. Modern processing systems preserve the taste and natural characteristics of our valuable raw material milk, which is subject to constant controls.

Highest hygiene and safety standards guarantee a safe production process.

For us, the careful use of resources and consistent waste reduction form the basis of respectful treatment of people and the environment. Highest hygiene and safety standards guarantee a safe production process.



Our values

- 

Social responsibility:
we support small family-owned farms.
- 

Sustainability:
expressed in the welfare of animals, people and our environment, as well as our whole activity.
- 

Naturalness:
natural, as well as non-GMO raw materials are crucial for our products and processing.
- 

Joy & respect:
we handle our milk with joy and respect in order to obtain a natural and pure product.

Our vision

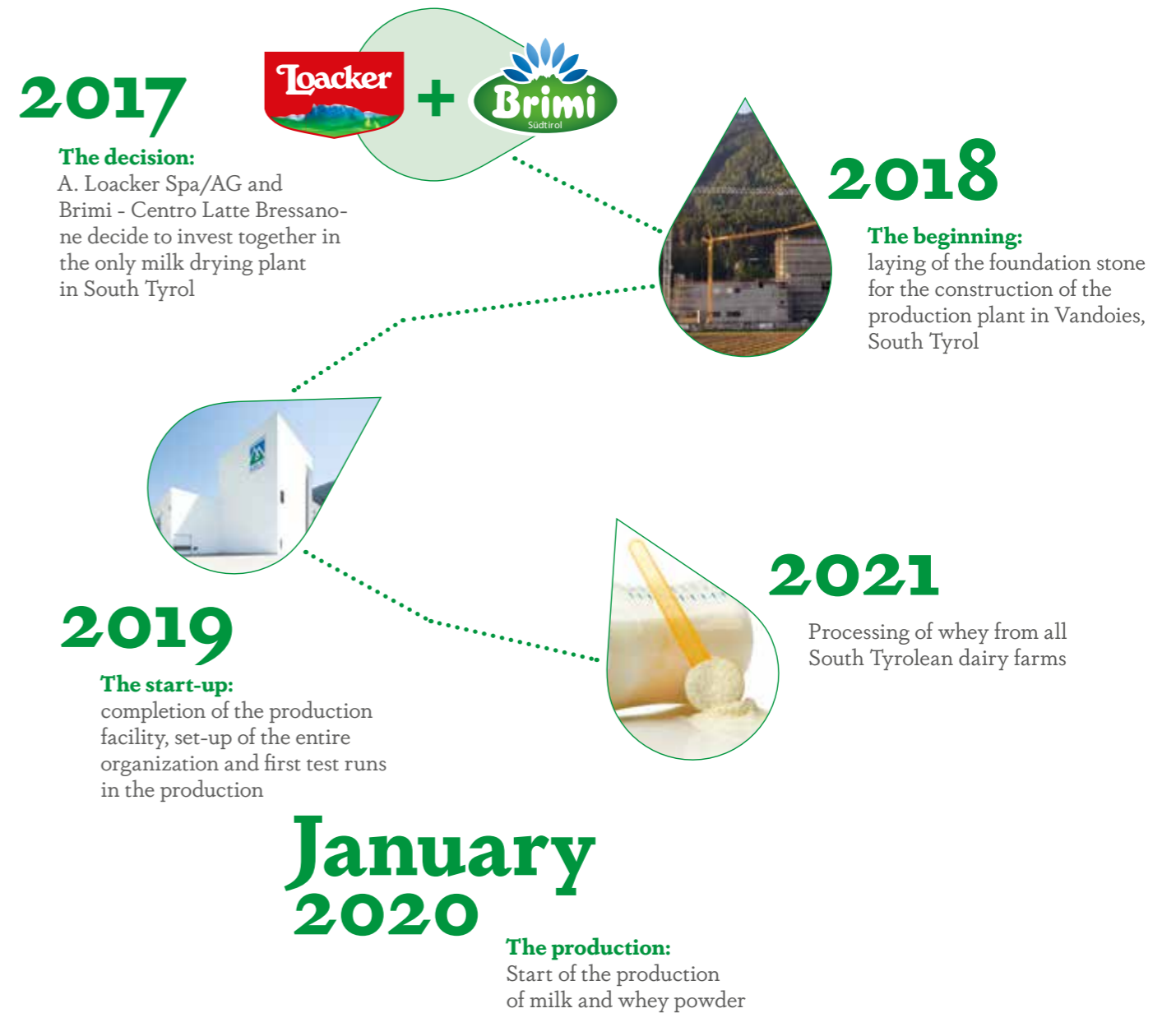
We supply our customers with a carefully manufactured, high-quality niche product from non-GMO milk and whey from the Alpine region. Together with our clients, we develop tailor made products and adapt them flexibly to their specific and individual needs.

Unsere Mission

Our mission is to serve customers and international partners of the premium food industry with our products by establishing a long-term and trusting partnership. Our milk and whey derivatives are 100% natural and of the highest quality.

By respecting the tradition of small family-owned farms in the Alpine region, as well as our environment, we stand for traceability and social and economic sustainability of our activity.

Milestones of Dolomites Milk GmbH





Demin 50

Demin 50 with a degree of demineralization of at least 50%. By combining the state-of-the-art technologies such as electro dialysis and nanofiltration systems, we can demineralize our sweet whey powders up to 50%. Dolomites Milk Demin 50 is the ideal ingredient for premium food industries such as Ice Cream, Bakery and the Chocolate Industry along with the Milk Industry itself. This product with its meticulous processing methods ensures an outstanding sensory profile.

WPC 35%

Our whey protein concentrate powder is obtained from sweet whey through the process of ultrafiltration. A protein content of at least 35% in dry matter is guaranteed and is suitable for various applications, for example in bakery, ice cream production and other food applications.

Personalized Recipes

The Dolomites Milk research and development team develops also specific recipes for individual customer needs.

Cream powder

Our cream powder has a fat content of at least 42% and offers many advantages in comparison to the use of butter or liquid cream. The powder can be used in various food sectors such as the production of ice cream, baked goods, chocolate or confectionery.

Sweet whey powder

Sweet Whey powder with a maximum milk fat content of 1,5% of the product weight. The Dolomites Milk Sweet whey powder is ideal for the Premium Bakery, Ice Cream and Chocolate Industry.

Demin 40

Demin 40 with a degree of demineralization of at least 40%. In this process we focus on a process that is gentle on the product to guarantee the highest product quality and product safety. Dolomites Milk Demin 40 is the ideal ingredient for many whey drinks, other “wellness” products as well as for the Ice Cream, Bakery and Chocolate Industry.



Skim Milk Powder – Low Heat

Skim Milk Powder with a milk fat content of maximum 1,5% of the product weight. The Dolomites Milk Skim Milk Powder is ideal for the production of high-quality Confectionery and Bakery products, Ice Cream and Chocolate as well as infant nutrition products. The Skim Milk Powder is produced exclusively as a „low-heat“ variant in order to preserve the original and natural characteristics of the milk as best as possible.

Whole milk powder

Milk powder with a minimum milk fat content of 26% of the product weight. The Dolomites Milk Whole Milk Powder is ideal to produce high-quality Ice Cream Confectionery & Bakery products and Chocolate as well as infant nutrition products.

1.3 Product range

High-quality milk and whey powder from the Alps. 100% NON GMO Alpine Milk from animals fed with NON GMO feeds.

Dolomites Milk supplies national and international customers with natural and high-quality milk and whey powders, especially manufacturers of chocolate, confectionery, bakery, ice cream as well as infant nutrition products in the premium food segment.

Our milk and whey powders from 100% NON GMO Alpine Milk from animals fed with NON GMO feeds are based on raw materials mainly from farms in the Alpine region. High-quality recipes developed with our customers, gentle processing of the raw materials and state-of-the-art technologies ensure that we meet our customers' requirements.



PURE & FRESH...
Naturally Alpine Milk

1.4 Sales Markets

Dolomites Milk development is characterized by continuous internationalization of the market as well as product diversification and innovation. Around one third of production capacity is used to manufacture milk and whey derivatives, which are used in the production of Loacker wafer and chocolate specialties. From the very beginning, the focus was on building an international customer network in the B2B sector: distribution to our customers around the world ensures the highest possible added value for our products and new nutrition trends can be optimally addressed.

1.5 Certifications

Numerous certificates attest to the strict and innovative corporate ethos that Dolomites Milk ensures in technical innovation, quality assurance, hygienic standards and environmental management. We also take the dietary needs of different ethnic or religious groups into account and can produce Kosher and Halal certified.



1.6 Memberships

Dolomites Milk is a member of the Italian association „Assocaseari - Associazione Nazionale Commercio di prodotti lattiero-caseari“ and of the Landesverband Bayerischer und Sächsischer Molkereifachleute und Milchwirtschaftler e.v. (LBM) as well as Assolatte – Associazione Italiana Lattiero Casearia.

2. SUSTAINABILITY IN THE COMPANY

2.1 Sustainability as corporate responsibility

Sustainability is an important element of our corporate policy. Taking responsibility for people and the environment is the highest level of Dolomites Milk corporate strategy and one of four meta-strategies. The development of explicit strategic sustainability goals and corresponding measures is currently starting within the framework of a project with external support.

Balance between ecology, economy and social issues

Vision and responsibility for a livable nature and human society, coupled with long-term economic success, have characterized the Loacker Group and the agricultural Cooperative Brimi for generations. We are convinced that high product and service quality, food safety, occupational health and safety, information security, environmental protection, compliance with social and ethical principles and economic success are not conflicting goals. For us, sustainability means the holistic balance between the core entrepreneurial issues of quality, economic success and social, ethical and ecological responsibility.

Sustainability along the entire value chain

Sustainability is a living attitude that arises from people's attentiveness and self-conviction and radiates throughout our entire value chain. On the one hand, it is reflected in time that each employee devotes to issues such as quality, food and information safety, people, the environment, animal welfare and economic efficiency. On the other hand, it results from the personal responsibility and leadership that everyone assumes in this regard. In this way, sustainability is integrated and communicated transparently at all levels, independent of individuals.

Leading thought

We are laying the foundation for the sustainable supply security of dairy derivatives through regional, agro-technical expertise and programs. This enables us to supply selected premium customers worldwide with high-quality ingredients at market-oriented prices.

2.2 Strategic objectives for more sustainability

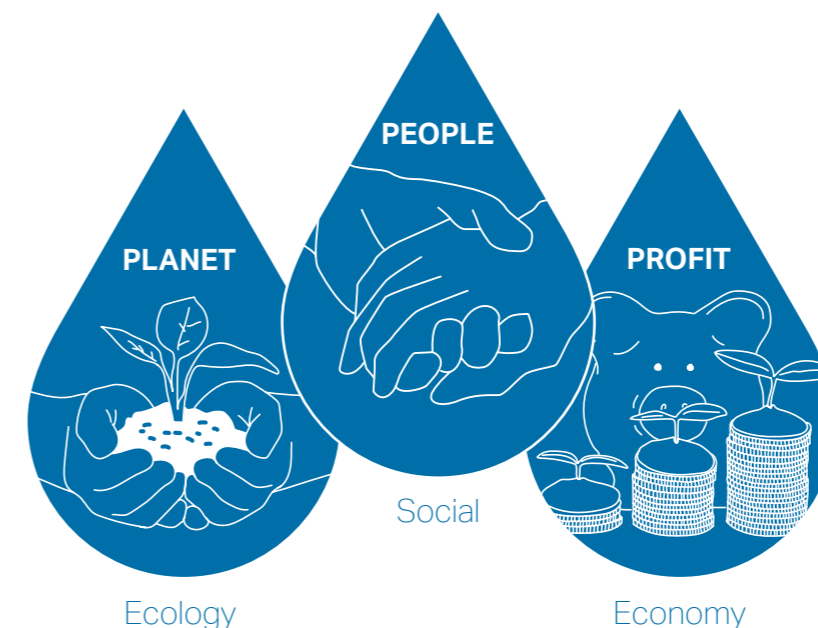
Our pursuit of sustainability is reflected in the strategic objectives in the five fields of action: governance and corporate culture, quality and efficiency, employees and society, resource efficiency and environmental protection, such as corporate information and personal data. The goal is to continuously improve our environmental protection performance and to communicate the achieved status in a transparent manner. The objectives are set out in detail in the corporate policy.

Governance and corporate culture:

- Raising awareness and integrating sustainability across all levels of the company
- Managing the corporate processes in terms of effectiveness and efficiency
- Continuously improving technologies, technology, internal processes and structures in dialogue with employees and other stakeholders
- Complying with fair and transparent business practices and business ethics principles

Quality and cost-effectiveness:

- Orientation towards the needs and expectations of our customers
- Gentle production of high-quality milk and whey products without genetic engineering, based on raw materials mainly from farms in the Alpine region
- Adherence to our high quality and safety standards with regard to our raw materials, products, processes and services
- Observance of cost-efficiency, productivity and profitability





3. QUALITY AND PRODUCT SAFETY

3.1 Raw material milk: Milk primarily from the Alpine region

Employees and society

- Measures for the health care and occupational safety of employees
- Promotion of professional and personal development
- Respect for human rights and promotion of diversity and equal opportunities
- Maintaining and developing fair customer and supplier relationships

Resource efficiency and environmental protection:

- Active environmental protection through the avoidance of environmental pollution
- Creation of resource-saving production sites or production processes
- Avoidance of CO₂ emissions as well as air and noise emissions during production, transport and logistics
- Responsible purchasing of raw materials in the neighboring regions
- Avoidance and reduction of packaging materials and waste

Corporate information and personal data:

- Maintaining the confidentiality, integrity and availability of corporate information
- Protecting and processing of personal data in accordance with legal requirements
- Regularly identifying risks and implementing preventive/reactive measures to reduce risks
- Promoting information security at all levels of the company

The connection to the territory is fundamental to us. We work with dairies from all over the Alpine region whose farmers practice mainly small-scale, high-quality farming. Most of our suppliers are located within a radius of approximately 250 kilometers from our production plant in the heart of the Alps.

Suppliers

We build on a long-term, transparent and trusting cooperation with our suppliers and partners. In securing the quality and quantity of our raw material requirements, we target dairies that are mainly supplied by small-scale farmers from the Alpine region. For the most part, the farmers and suppliers are located within a maximum radius of 250 kilometers from Dolomites Milk in Vandoies/South Tyrol. This ensures high quality of our products, transparency and short transport routes.

Quality assurance through inspection of the raw material and suppliers

We are in constant dialogue with our suppliers. Suppliers must comply with extensive safety regulations and prove their suitability. The delivered raw material is proofed according to a detailed protocol. If the stipulated limits are exceeded, Dolomites Milk provides delivery blocks and takes further measures. In order to check the quality of the suppliers and to get to know them in detail, audits are carried out several times a year.

Non-GMO

Our milk and whey products are free from genetically modified organisms and are also produced without their help. FoodChain ID Certification's Non-GMO global standard, as well as the VLOG Certification, are considered in the industry as the benchmark for non-GMO production systems because they take a quality management system approach to identity assurance.



3.2 Certified food safety and product quality

As a manufacturer of food in the dairy processing industry, we are highly committed to food safety and consumer protection and take our responsibilities seriously: we maintain very high standards in the areas of hygiene, microbiology and ethics.

Risk analysis through HACCP

Using a detailed HACCP plan, we identify and evaluate all possible risks regarding hygienic safety of the products throughout the entire process sequence. We plan and implement necessary measures to ensure product safety and hygienic standards in a targeted manner. Comprehensive analysis plans with the necessary check-ups ensure compliance with our high food safety requirements.

FSSC 22000 certification

The FSSC 22000 certification (Food Safety System Certification) is a globally accepted proof of a comprehensive food safety management system. The hazard analysis and risk management methodology, based on HACCP principles, improves the effectiveness and efficiency of our food safety measures. Dolomites Milk GmbH received the FSSC 22000 certification after the external audit by an independent inspection body. Successful certification is a prerequisite for supplying our clients.

Traceability and a short production chain

Through constant innovation, we refine our raw materials into high-quality products. State-of-the-art systems allow us to comprehensively monitor every step of the supply chain and ensure transparency and traceability at every stage of processing, from the stable to the final product. The short supply chain allows us to preserve the properties of our raw materials. This enables us to produce natural, pure and fresh milk and whey powder of the highest quality.

Daily tests in the laboratory

Our in-house laboratory underpins our high-quality standards and guarantees rapid and precise analyses. The quality of the raw material is tested here daily in all production steps. In addition to the numerous internal analyses, the quality and product safety are tested in cooperation with the Alpine Dairy Association South Tyrol. Their independent laboratory is certified by Accredia according to DIN ISO 17025.



3.3 Gentle production through modern technologies

We combine nature and tradition with the best technologies available on the market to offer our customers high-quality products. A renewable energy-based supply for the entire building completes our quest for an overall coherent concept of sustainability and quality.

Ultra-modern spray drying

Dolomites Milk maintains as much as possible the original quality of the milk proteins, the color and the authentic taste by using systems that have been designed to guarantee maximum naturalness thanks to very gentle processing of the raw material. During production, the condensed product is transferred into the spray drying tower, where it is nebulized: small drops descend slowly and are dried by hot air. The evaporator is set at a low temperature in order to preserve as much as possible the genuine properties of the product.

Demineralization

Dolomites Milk is future-oriented and thanks to cutting-edge technology meets the requirements of the international market. With our electro dialysis we demineralize whey gently and efficiently and reduce up to 50% of possibly “unwanted” minerals.

4. ANIMAL HUSBANDRY AND AGRICULTURE IN THE ALPINE REGION

4.1 Traditional dairy farming in the Alpine region

South Tyrol is a land of mountains: around 60% of the country's area is over 1,500 meters above sea level. Nevertheless, a third of the entire country is cultivated as agricultural land. Around 19.1% of the mountain farms are located at up to 1,000 meters above sea level, 62.7% at 1,000 to 1,500 meters and 18.2% at over 1,500 meters.

The dairy industry and the production of dairy products have represented an important cultural heritage and an important branch of agriculture in the Alpine region for generations. Over a third of the around 1,530 cooperatives in the Alpine region are dedicated to the processing and marketing of regionally produced milk and dairy products. In doing so, they secure the livelihood of numerous farming families and thus the traditions and preservation of the unique natural and cultural landscape.

Small-scale family farms

The farms in the Alpine region have often been run by the same family as a main or side business for generations. Many of the farms have to manage the difficult conditions due to the altitude and steep slopes. The mountain landscape and the associated agricultural peculiarities shape the dairy industry in the Alpine region. The farms in the area are mostly small family farms: the average is around 14 hectares of land, while the stables and pastures have an average of 15 cows and 8 young cattle. In comparison, the average farm size in the German lowlands and in the Italian Po plain is around 200-300 animals.





Preservation of the natural landscape

Thanks to the extensive farming that is typical in the Alpine region, the farmers make a significant contribution to maintaining the characteristic cultural and natural landscape, biological diversity and securing local supplies. The management of forests, meadows and steep slopes alone prevents erosion and other natural hazards such as avalanches and mudslides, which can have catastrophic consequences in mountain areas.

Promoting biodiversity

The farmers follow strict rules for maintaining the quality of the soil and promote biodiversity in the Alpine region through traditional alpine farming. Over 1000 mountain farms cultivate valuable lean grassland and species-rich mountain pastures in South Tyrol. The diversity of the landscape at all altitudes also promotes biodiversity: dry stone walls, wooden fences, grasslands, orchards, woodlands and hedges offer valuable habitats for countless plants and animals. Over 20% of the farms also keep cattle breeds threatened with extinction such as gray cattle, Pinzgauer, Pustertaler Sprinzen and the original Brown Cattle.

4.2 Animal Welfare & Animal Health

Appropriate animal husbandry in the Alpine region

Most of the mountain farms in South Tyrol are in an intact natural landscape, where fresh spring water and pure air are available. The focus here is still on traditional farming and is respected as an added value: this also includes the careful and loving care as well as the feeding of the animals. Here every cow still has a name, far removed from any factory farming. The small number of animals, an average of 15 cows and 8 young cattle for each South Tyrolean farm, guarantees individual and species-appropriate husbandry.

Alpine pastures and alpine farming

The young cattle usually spend the summer on the alpine pastures. This benefits not only the cattle, but all of us: the animals remain healthier, and the unmistakable alpine pastures and the associated traditions are preserved, the overgrowth of mountain pastures is prevented, and biodiversity is promoted. The management of so-called unfavorable locations is also the basis for maintaining regional cycles.

Natural feeding without genetic engineering

The cows mainly receive grass as basic feed - fresh on the pasture or preserved as hay or grass silage. In combination with the pure spring water, this strengthens the animals in the long term and makes them powerful in a natural way. The animals are fed exclusively with non-GMO feed, which can only be procured from approved suppliers. The farm advisors regularly check compliance with these requirements.



Without GMO from the “beginning” – South Tyrol is GMO free since 2001

Our range of certified products is characterized by its quality: We concentrate on the production of milk and whey powder from raw materials 100% NON GMO Alpine Milk from animals fed with NON GMO feeds are based on raw materials mainly from farms in the Alpine region. In 2001, South Tyrol was the first non-GMO milk region all over Europe. Finally, this includes the fact that genetic engineering is excluded from the dairy industry in South Tyrol and indeed completely: genetically modified organisms are not allowed to be used neither in the feeding of the animals nor in the processing of milk. In addition, only feeds listed in the “positive list” may be used. This prevents the use of inferior feed components. Feed manufacturers must be approved and controlled, and milk suppliers are checked regularly. In addition, the system is certified by an independent inspection. The entire production chain is therefore subject to strict controls.

Free from glyphosate

South Tyrol’s dairy industry is geared towards sustainability; it also takes its responsibility towards its customers, the country and the environment seriously. In 2018, the use of plant protection products containing glyphosate was discontinued on all forage areas - although the EU Commission extended the approval of glyphosate in plant protection for almost five more years until the end of 2022.

Animal Welfare Project in South Tyrol

The Project „Animal Welfare South Tyrol“ includes holistic animal health monitoring for all farmers working in the dairy industry in South Tyrol. The aim is to secure and continuously optimize animal health and welfare in the long term. The project is initiated and supervised by the independent animal science working group led by Professor Gauly at the Faculty of Natural Sciences and Technology, University of Bozen (UNIBZ) and the South Tyrolean Dairy Association.

The in-house control by the farmer is of central importance for the monitoring: after their own training, each dairy farmer independently collects the defined animal welfare indicators, regularly for ten randomly selected dairy cows on his farm. The indicators for determining animal health and welfare include water supply, use of berths, body condition, avoidance distance, skin damage, pollution, claw condition, lameness, standing up behavior and difficult birth rate. The data reported by the farmers is randomly checked by an independent authority. This annually collected data creates more transparency with regards to the animal welfare level of the South Tyrolean Mountain farms.

In addition, weak points are analyzed based on the information in cooperation with external experts, and optimization options are derived and implemented individually for each company. As part of the animal welfare project, research is also being carried out into how this original tethering, which is indispensable for many mountain farms, can be optimized for the health and well-being of the cows. In this way, the weak points for this type of farming are counteracted step by step. Due to the small number of animals per farm, individual observation and care is guaranteed.

Continuous quality controls

Milk is one of the best controlled foods of all. The entire production process is monitored: from the raw milk inspection on the farm to milk collection to the finished milk product. A high-quality raw milk is the basis for every quality product and the comprehensive inspection is the basis for a safe product. Consistent microbiological, chemical, physical and sensory examinations of the raw material milk by the suppliers are guaranteed, whereby the parameters for which the delivered milk is examined are increasing from year to year. Among other things, the temperature of the milk, the number of germs, the number of cells, the freezing point, fat content, protein content, smell, taste and consistency are checked.



The farm advisors give **courses on milking** at the agricultural colleges and provide specialist lectures on **topics related to successful milk production.**

Advice for farmers

Many years of intensive advice and support for the dairy farmers have resulted in high milk quality and increased animal welfare. The farmers receive regular advice from the dairy farms or veterinarians, for example on topics such as hygiene, cooling, absence of residues and udder health, as well as specific advice on the hygiene conditions in the stables and the milking chamber.

The dairy farmers can also consult the Dairy Association South Tyrol on all questions about milk production. In addition to checking the milking machines to ensure udder health, the farm advisors are on hand to answer all questions relating to milk hygiene, milking routines and food safety. The farm advisors hold milking courses at the agricultural schools and provide specialist lectures on topics related to successful milk production.



5. ENVIRONMENT AND RESOURCES

We take our responsibility for the environment very seriously. We want to avoid negative effects on the environment as best as possible and use resources efficiently. The efficient and careful use of raw materials and energies corresponds to our corporate values but is also essential for cost reasons. Binding principles for environmental protection are anchored in our corporate philosophy.

5.1 Modern environmentally friendly technology

Dolomites Milk was built in 2018 using the latest, technologically available process systems for milk processing, coupled with an infrastructure that is precisely tailored to this production technology. By using the most modern technology, the company sets new standards in the use of resources in order to enable environmentally friendly production that is aligned to ecological thinking.

5.2 Energy management

We use low-temperature systems for efficient production and use recovered residual heat from the manufacturing process. Our own block-type thermal power station generates electricity and thermal energy on site to optimize production as much as possible. In this way we save valuable resources and avoid waste.

Thanks to its consistent energy management, Dolomites Milk has an efficiency degree of up to 90%. The electricity requirement is covered up to 100% by two block-type thermal power station modules. We use environmentally friendly methane gas as energy source. The electrical output of the combined heat and power plants is adjusted in such a way that we only need to feed in or obtain a small amount of power into or from the power grid.

5.2 Energy management

Dolomites Milk operates two combined heat and power plants that work with methane gas. Almost all the electrical and thermal energy obtained from this is used in the factory for the production process. The public power grid only serves as a buffer for the electrical energy supply.

The thermal energy in the form of hot water at 90 ° C is generated by two gas engine CHP modules and transported to the units via an 80m³ storage tank as a buffer and hydraulic switch. The heat is used to preheat the drying air.

5.3 Air and Noise Emissions

By using modern technology, we can reduce the air emissions from our production site in compliance with the required limit values. This also applies to noise emissions: to reduce noise, separate driving tunnels were built for the delivery and loading area, which reduce possible sources of noise to a minimum when the trucks are being unloaded and loaded outside. Furthermore, the full automation of the system avoids that the employees in the production areas have to work all day at high noise levels.

5.4 Water and Wastewater

Dolomites Milk sets new standards for the careful use of water as a resource: by purifying the vapors from the evaporator using reverse osmosis and a polisher, around 48,000 m³ of water per year are converted into purified milk water. This is used in certain areas as pre-rinse water and thus as a substitute for drinking water: for example, at replenishment of the CIP system for lye, acid and pre-rinsing water, as well as when cleaning the membrane system and electro dialysis.

We keep the pollution of the wastewater as low as possible. The following measures contribute to the environmentally conscious use of water:

- Periodic internal and external water analyses
- Close contact with the sewage treatment plant operator "Ara Bassa Val Pusteria" and the State Office for Water Protection
- Wastewater: periodic internal measurement of the CSB value
- Monthly external measurement of wastewater sizes
- Projects to sustainably reduce pollution load

In the receiving and loading tunnel, dirty water flows from the external cleaning of the trucks to a sludge trap, where already heavy materials remain behind. This is followed by an oil separation. Due to the low density of the oil, it remains on the surface of the water and is periodically disposed.

5.5 Waste prevention and recycling

Avoiding waste and recycling as many valuable materials as possible are the guidelines of our waste concept. We collect the entire amount of waste in separate groups such as paper and cardboard, plastic or wood and send them for recycling. Recyclable resources such as paper, glass, plastic or metal are disposed of in the community's own recycling center. Residual and organic waste is picked up directly at the factory premises by the municipal waste disposal company. In 2020 we disposed of around 5.8 tons of residual waste.

5.6 Packaging materials

Our goal is to limit resource consumption and improve resource efficiency. This includes avoiding and reducing the amount of waste resulting from packaging material and closing material and energy cycles. We strive to pack our products in an environmentally friendly way right from the planning stage. Our packaging units consist of 25 kg bags made of two-layer paper and a PE inliner to protect the product, big bags up to 1,000 kg and silos or bulk up to 25,000 kg.

5.7 Transport and logistics

As a manufacturing company, we are dependent on the supply of raw materials and other materials as well as the distribution of our products. The focus is on optimizing process management, for example reducing empty transports, reducing the number of supply drives of raw materials from Brimi as well as reducing delivery drives to the Locker sites for the own demand. The favorable location of our production plant between the Locker plants in Auna di Sotto, near Bolzano / South Tyrol, Italy and Heinfels in East Tyrol, Austria and the proximity to the Brimi plant in Bressanone make a significant contribution to sustainability policy and optimization of the transport process.

ALPINE REGION

ALPINE CONVENTION

ALPINE SPACE

1991

2000



6. EMPLOYEES AND SOCIETY

6.1 Equal opportunities and diversity

Our employees are the supporting pillar of the company and play a key role in our success. We see our company as a living system in which everything is interrelated: everyone has its role and its area of work responsibility for the whole. We encourage our employees to act independently and promote the personal strengths of the individual employees through a wide variety of measures and pay attention to their personal and professional well-being.

As a global company, we are in daily contact with people from a wide variety of cultures. For us, respect, tolerance, open-mindedness and mutual respect are indispensable prerequisites for dealing with each other. It is anchored in our corporate mission statement that we do not tolerate any form of discrimination against people regarding gender, skin color, race, religion, worldview, sexual orientation, language, nationality, age or impairments. Our activities consider both the UN's Universal Declaration of Human Rights and the fundamental agreements of the ILO (International Labor Organization).

Employees Dolomites Milk GmbH in 2022

total: **28 employees**
of which 6 women and 22 men

6.2 Promotion of personal and professional development

The increasing complexity of the environment demands a high level of professional and social competence from employees: The demands on specialists and management personnel, especially in the areas of production and technology, are constantly increasing. Our goal is to continuously improve the qualifications of our employees and to contribute to cost optimization through effective processes and work organization.

In terms of the targeted demand and promotion of professional and personal development, we support the development and growth of our employees, especially regarding their involvement in overcoming professional and personal challenges in the company and on issues of social, ecological and economic sustainability.

• Training and information

The training and information of our employees is a prerequisite for successful working, personal well-being and the achievement of our sustainability goals. We offer a wide range of training opportunities.

Employee interviews and surveys

The well-being of employees is regularly assessed in employee surveys with different focal points. At least once a year, there is an employee interview for each employee, which is documented. In addition to the performance indicators and the need for training, the interviews also discuss the relationship with superiors and colleagues, individual well-being as well as helpful and hindering situations.

Health and sustainability

We focus on the health of our employees as well as that of our planet. Training courses, information articles, keynote speeches and workshops on physical and mental health and all aspects of sustainability are being offered on a regular basis. In addition, there are other campaigns such as the anonymous and free hotline for employees who feel high psychological pressure and need help.

• Total training hours: 742 hours

related to the year 2021 of which:

Introduction for new employees: 17 hrs
Training on work equipment/plant/machinery: 125 hours
Training in occupational health and safety: 409 hours
Training in personal skills: 91 hrs
Quality management training: 101 hours

6.3 Occupational health and safety

We consider people in their entirety and pay attention to the physical, mental and social health of our employees. The employee development department coordinates the health promotion measures that are developed together with the department for occupational safety, safety officers, occupational health physicians and members of the company management. The regular surveys to monitor psychological stress as well as the implementation of training courses and awareness campaigns are intended to strengthen the physical and mental health of the employees. Health training courses and information events on work-life balance or

resilience enable employees to take preventive care of their health. With initiatives such as the “group tennis club” or sponsored participation in various sporting events such as the “South Tyrolean company run”, we support our employees in healthy leisure activities.

Preventive health care through occupational health care

Whether night shifts, lifting and carrying loads or exposure to noise: through the occupational health care, we ensure that those employees who are exposed to health and safety risks in the workplace are periodically examined.

The examinations not only serve to maintain health, but also promote it preventively. During care, the occupational health physicians also evaluate personal health as well as physical restrictions and derive protective measures from this in advance.

A trained emergency team at our sites is always ready to intervene professionally in the event of medical or technical accidents. The emergency team consists of first aiders and fire protection assistants, fire protection and evacuation officers as well as operations managers. The members regularly take part in specific training courses, further education and exercises.

6.4 Regional cycles and securing locations

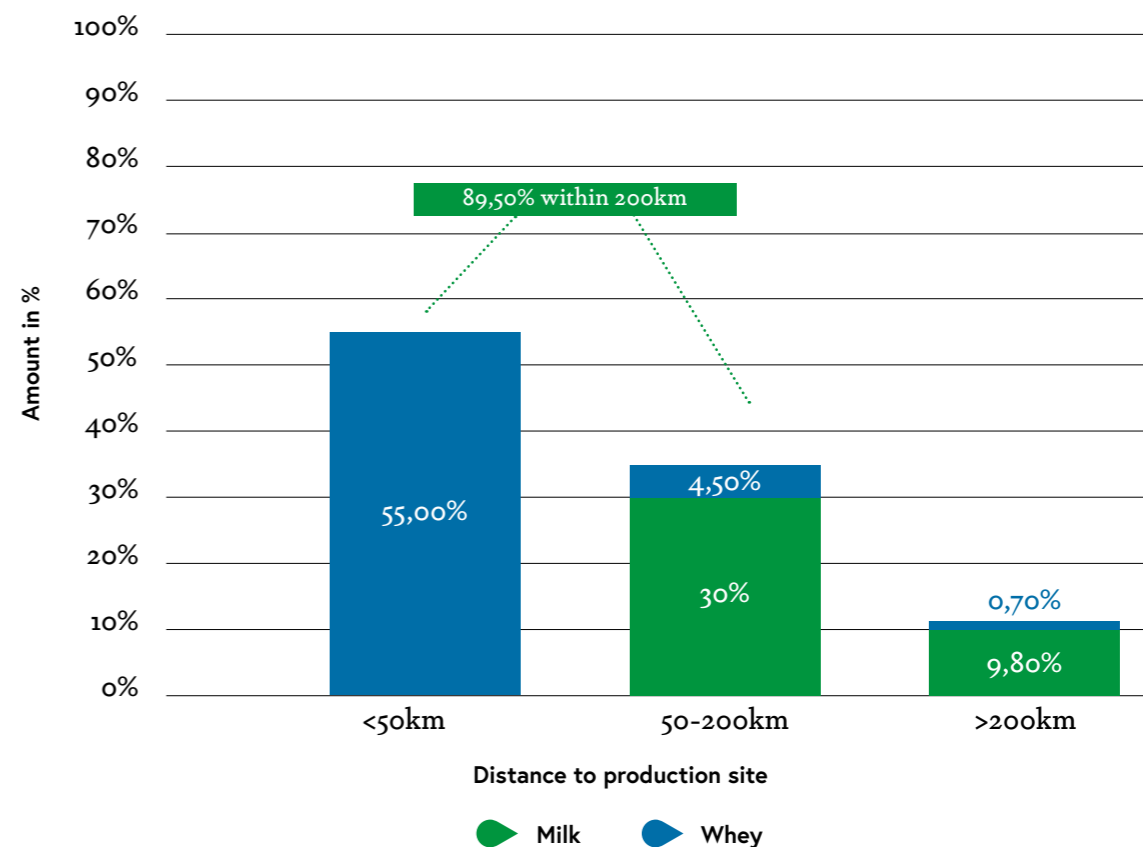
For us, corporate responsibility also includes commitment to our societal, social and cultural environment. We want to do our part to help and shape it livable and sustainable - this strengthens the profile of the region in the local competition and increases the quality of life and work opportunities of the people living there and also for our employees. As a locally rooted company, we are committed to our location in every respect and take our social commitment seriously.

We also make a significant contribution to sustainable local development through our duties and taxes, which we pay where we work and generate added value.

We promote small-scale traditional businesses

By purchasing the raw material “Milk” from the near vicinity and by processing it, we create added value for South Tyrol and the surrounding regions, contribute to securing the livelihood of the local farming families and support small-scale dairy and agriculture in the catchment area.

Origin raw materials DOM
Distance to production site



6.5 Cooperative as a community of values

Cooperatively organized dairies have a long tradition in the Alpine region. The farmers do not deliver their milk to an anonymous company, but to their cooperative: as producers, they create the basis for the entire value chain and are also co-owners of the milk-processing cooperatives. As members of the cooperative, they take responsibility for the entire system. The dairy cooperatives collect fresh milk from every farm mainly daily and refine it into tasty products.

The quality-oriented processing in the dairy farms generates high added value, secures the livelihood of regional farms with a fair milk price and thus significantly supports the economy in rural areas. The milk processing cooperatives are also large local employers and employ around 1,100 people in South Tyrol.



