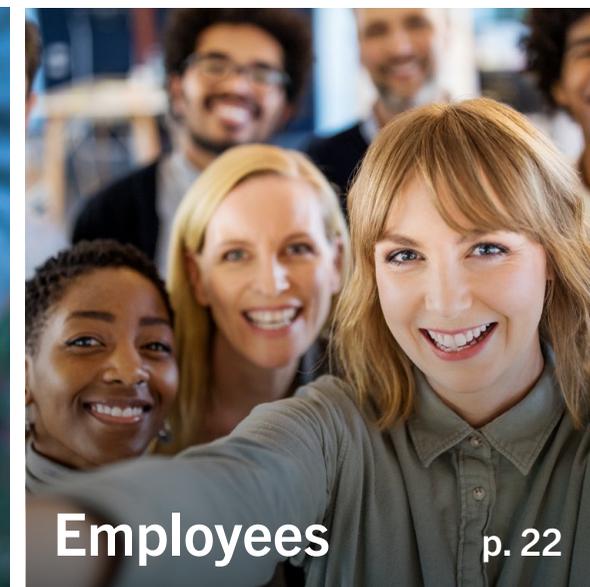
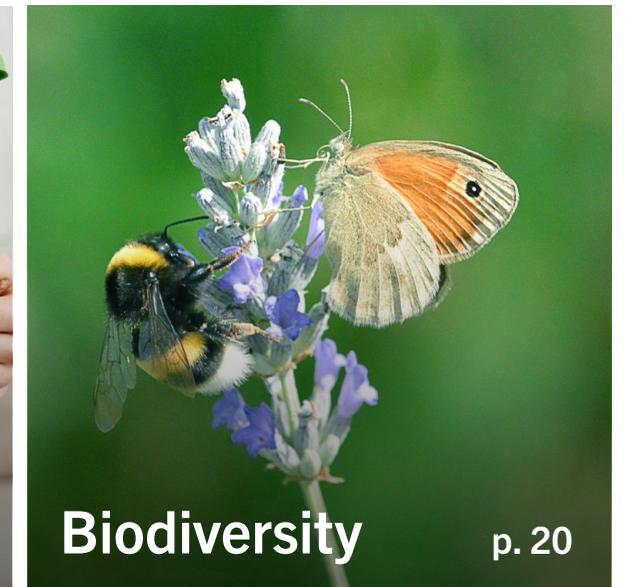
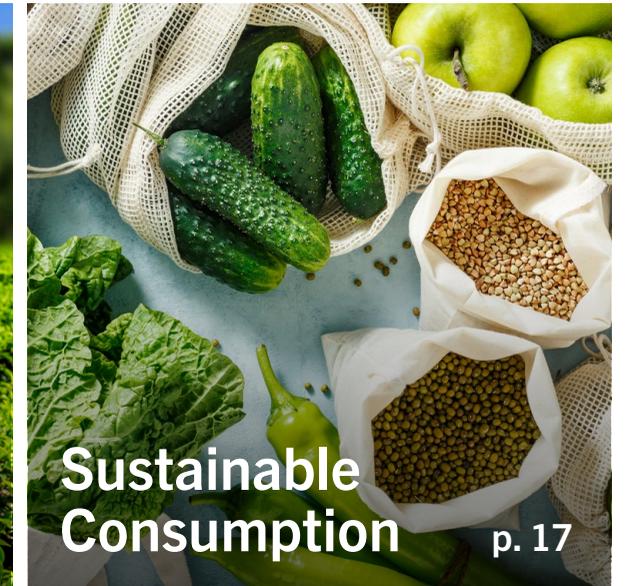


Progress Report 2023

# Our commitment to sustainability

# Table of contents



Foreword	p. 3
Sustainable Corporate Governance	p. 4
Sustainable Development Goals	p. 6
Supply Chain	p. 8
Objectives and KPIs	p. 11
Focus topics	p. 15

## Foreword

# On the road to greater sustainability

Ladies and gentlemen,  
dear readers,

The war in Ukraine is in its third year, the long-simmering conflict in the Middle East has escalated into the Israel-Gaza war with the terrorist attack by Hamas last October. But the other, perhaps quieter crises are not taking a break either. According to data from the EU climate service Copernicus, global warming averaged 1.5 degrees above the reference period in twelve months for the first time. The current Global Tipping Points Report states that five tipping points for our climate on the current path of global warming have already been irrevocably reached.

Despite all the drama of the challenges ahead of us, anyone who knows us knows that we take this as a spur to action. We still have the opportunity to drastically reduce greenhouse gas emissions.

The latest Food System Economics Commission (FSEC) report shows that a comprehensive transformation of the world's agricultural and food systems is not only possible but would also bring socio-economic benefits of five to ten trillion US dollars per year. The comprehensive study makes it clear that the costs of a transformation are significantly lower than the value

of the potential benefits – which reinforces my belief that our efforts are important and the right thing to do. As food retailers, we see it as our responsibility to ensure that safe, healthy food and climate protection go hand in hand. By joining the Science Based Targets initiative (SBTi) in early 2024, we as the REWE Group have committed ourselves to science-based climate targets based on the 1.5-degree path of the Paris Agreement. Our goal as a group is to achieve net zero emissions by 2050. The focus here is not only on drastically reducing emissions in our own activities, but also in our supply chains.

Our customers are always at the centre of our actions for more sustainability, and their needs are our top priority. That is why we are continuously expanding our range to include more sustainable options. We want to get people excited about more sustainable products and encourage conscious consumption. From organic and vegan to regional and local, we offer a wide selection of food for every taste and diet.



As a European company with millions of customer contacts and thousands of suppliers, we have a great responsibility. Our cooperative values and our commitment to sustainability characterize our actions. But we also know that we must not let up in order to achieve our goals.

This Progress Report gives you an insight into our ongoing commitment in various areas – from climate protection to social involvement.

I wish you an informative and interesting read.

Yours,  
Lionel Souque

A handwritten signature in blue ink, appearing to read 'L. Souque', written over a light blue horizontal line.

CEO of the REWE Group

**“Our customers are always at the centre of our actions for more sustainability.”**

Lionel Souque, CEO of the REWE Group

# Sustainable Corporate Governance

Sustainability is a key element of our company's strategy.

## Our sustainability strategy

The principle “We are aware of our responsibility and act sustainably” has been part of our corporate mission statement since 2008. Our **guideline on sustainable business practices** [↗](#) specifies sustainability as a key element of our company's strategy: we take responsibility for our employees, respect human rights in the supply chain and ensure fair treatment with partners and suppliers, promote more sustainable product ranges, act in an environmentally and climate-conscious manner and are committed to a sustainable society. With our sustainability management, we also contribute to the 17 sustainability goals (see Sustainable Development Goals) of the United Nations. Our strategy is based on four pillars and their areas of action:

- **Green Products:**  
People, animals, environment, and nutrition
- **Energy, Climate and Environment:**  
Energy efficiency, climate-relevant emissions, and conservation of resources
- **Employees:**  
Values and culture, training and development, health and safety, career and life stages, diversity, and equal opportunities
- **Social Involvement:**  
Conscious nutrition and exercise, opportunities for children and young people, conscious handling of food, biodiversity, and environmental protection

In this report, we present our commitment<sup>1</sup> in cross-pillar focus topics.



## We integrate sustainability into all business processes

Overall responsibility for sustainability lies at the highest level with CEO Lionel Souque. Since 2023, the topic has been driven forward by our Chief People and Sustainability Officer Dr Daniela Büchel. We have defined four pillars of sustainability, for each of which cross-divisional working groups exist to continuously integrate the topic into all business processes. REWE and PENNY in Germany, the REWE Group in Austria<sup>2</sup>, Lekkerland, toom Baumarkt DIY store and DERTOUR Group set strategic priorities depending on the business model.

## We exchange ideas with our stakeholders

When implementing our sustainability strategy, we engage in intensive dialogue with our stakeholders such as suppliers, consumers, business partners, politicians, authorities, scientists, non-governmental organisations (NGOs), employees, the works council, executives, and independent retailers. Improvements can only be achieved by working together.

To advocate for our perspective, we actively initiate necessary debates at the local, national, and European level through our Public Affairs department.



## Our Sustainability Advisory Board

An important organ of our stakeholder dialogue is the Sustainability Advisory Board. It consists of five independent experts and representatives of non-governmental organisations and is involved in the development, evaluation, and implementation of the sustainability strategy at REWE and PENNY in Germany. The Advisory Board continuously scrutinises the sustainability measures of the REWE Group, and is a source of ideas, a co-developer, and communication partner.

- **German Sustainability Award** – We have been a partner of the Stiftung Deutscher Nachhaltigkeitspreis e. V. (German Sustainability Award Foundation) since 2011. At the event in November 2023, we presented and discussed our **study** [↗](#) on sustainable consumer behaviour in the food retail sector. We published these with the Stiftung Deutscher Nachhaltigkeitspreis e. V. and the market research institute GfK (see focus topic [Sustainable Consumption](#)).

## We keep an eye out for risks and opportunities

As an international trade and tourism company, we are exposed to various risks. We counter these with our risk management, which also secures opportunities for us. For more information, see the **Group Management Report for the business year 2023** [↗](#). We also address climate-related risks and opportunities. These are, for example:

- physical risks such as storms, droughts, or floods, which can have a negative impact on raw material production and thus on costs in the food and beverage sector. They can also threaten our locations and tourism destinations such as islands, coastal regions, or ski resorts.
- transitory risks such as the requirements of the new EU Corporate Sustainability Reporting Directive (CSRD), the Corporate Sustainability Due Diligence Directive (CSDDD) and the German Climate Protection Act.

## Highlights of our stakeholder communication 2023:

- **Dialogue forum** – A dialogue between our Board of Management members and around 70 stakeholders was held at the REWE Group's annual political reception in April. In November, around 400 stakeholders took part in a digital format, where transformation researcher Prof Dr Maja Göpel held a speech.
- **Establishment of the Competence Centre for Agriculture** – In January 2023, we were the first food retailer in Germany to establish our own Competence Centre for Agriculture. We seek to support the transformation of German agriculture through specific projects together with the agricultural sector (see focus topic [Animal Welfare](#)).



<sup>1</sup> Scope: REWE Combine companies in Germany and Austria, including independent retailers, unless otherwise stated.

<sup>2</sup> REWE Group in Austria is part of REWE International AG, which belongs to the German REWE Group and has been responsible for the Group's total international business since 2017.



## We take responsibility

As an international trade and tourism company, acting sustainably also means always acting in compliance with the law. Price fixing, the exploitation of market power against suppliers, bribing employees and taking personal advantage can also lead to claims for damages, criminal prosecution, or loss of reputation. Compliance is therefore a basic prerequisite for our sustainable economic success.

We have anchored integrity and fairness in our business transactions and in our treatment with one another as fundamental values in the **REWE Group Mission Statement** [↗](#). In our **Supplier Code of Conduct** [↗](#), we have defined standards of behaviour that are accountable for all employees working on behalf of the REWE Group.

More information on the risks in the supply chain and legal compliance with the German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG) can be found in the chapter **Supply Chain**.

Our Compliance Management System (CMS) prevents violations of legal and internal company regulations. We have also created a compliance programme that includes preventative measures such as risk assessments, whistleblower management systems, business partner audits and training on topics such as compliance, antitrust law, and ethics. In 2023, 23,597 (2022: 25,138<sup>3</sup>) employees were trained.

We aim to mitigate all of these risks. Additionally, there are also opportunities: by investing in transformation and innovation, we can contribute to greater sustainability, and at the same time offset the expected costs of the negative effects of climate change, for example.



With our Sustainability-Linked Bond Framework, we combine our financial strategy with our sustainability strategy. The focus is on reducing environmentally harmful greenhouse gas emissions at REWE and PENNY in Germany. In 2023, we became the first German food retailer to issue a Sustainability-Linked Bond of 900 million euros on the capital market, the terms of which are directly linked to the achievement of our climate targets.



## We listen to your compliance alerts

We have various processes and communication channels for critical requests, concerns, grievances, reports, or hints. We have special grievance mechanisms for the relevant supply chains, in particular for focus raw materials and production sites in analysed risk countries. Also see the **Supply Chain** and **Human Rights** focus topic chapters.

- Violations of legal requirements or internal regulations, for example in relation to corruption, can be reported via our group-wide whistleblower system Hintbox (also anonymously), as well as to an external ombudsperson.

- Internally, decentralised Compliance Officers (DCO) and Compliance Delegates are available to employees for compliance issues.

- For information on topics such as respectful behaviour, equal treatment or diversity and equal opportunities, our employees can contact their managers or ombudspersons and the HR department, the Compliance department, the works council, the representatives for people with disabilities and the company's internal LGBTIQ network "di.to". There are also special contact persons for cases of discrimination in all sales lines.

In the event of a suspected compliance case, the issue is investigated by Auditing, Market Auditing, external lawyers or the internal compliance organisation, the results and measures are communicated to the Governance & Compliance department and implemented by the operating units. Whistleblowers receive confirmation of the conclusion.

### Further links

All topics from "Sustainable corporate governance" are presented in detail in our **Sustainability Report 2022** [↗](#). Further information can be found here:

**Strategy** [↗](#)

**Compliance** [↗](#)

**Politics and Public Affairs** [↗](#)

**SBTi-Report 2024** [↗](#)

<sup>3</sup> The figure has been corrected compared to the previous year's report. The deviation is based on an incorrect evaluation of the e-learning figures from the 2021 and 2022 financial years.

# Sustainable Development Goals

We\* want to contribute to the Sustainable Development Goals (SDGs) of the United Nations. Eight of them are particularly relevant to us. An excerpt of our measures and objectives:



## SDG 2: Zero Hunger\*

- For food that can no longer be sold but can be consumed without hesitation, we work together with food banks and the foodsharing organisation. We are committed to reducing any leftover food that remains by 30 per cent by 2025 and by 50 per cent by 2030.



See also focus topic [Human Rights](#) [Sustainable Consumption](#)



## SDG 5: Gender Equality\*

- In our supply chains for private label products, we have formulated specific measures, objectives and requirements in our [guideline on women in the supply chain](#) to protect women and girls at REWE, PENNY and toom Baumarkt DIYstores in Germany and at BILLA, BIPA and ADEG in Austria.
- For our raw materials, we rely on certifications of standards that set requirements for the equal treatment and protection of women.
- We support women in projects to increase their income and train the employees of our strategic production sites on topics such as wages and working hours.
- Within our company, we promote women and ensure equal pay for work of equal value, largely through collective labour agreements.

See also focus topic [Human Rights](#) [Employees](#)

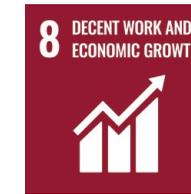


## SDG 7: Affordable and Clean Energy\*

- We are using green electricity in our stores, warehouses and travel offices in Germany and Austria since 2008. We have also concluded a Corporate Power Purchase Agreement – a ten-year electricity supply contract with green electricity from offshore wind farms in the North Sea from 2025. All units in Germany benefit from this contract and 10 per cent of the green electricity goes to the REWE Group in Austria.
- We are increasing our energy efficiency based on our certified energy management systems in all units and by optimising logistics, among other things.
- We are expanding the charging infrastructure for electric mobility in car parks at new REWE and PENNY stores in Germany. By the end of 2024, there should be up to 2,000 fast-charging stations.



See also focus topic [Climate Protection](#)



## SDG 8: Decent Work and Economic Growth\*

- In our Group-wide [Declaration of Principles](#), we commit to strengthening human rights and environmental rights and preventing, minimising and remedying their violation.
- With regard to the German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG), we have implemented a Group-wide grievance procedure (see [Supply Chain](#)), which all potentially affected groups of people can use to report violations of human rights and environmental concerns at any time.
- By 2030, all strategic suppliers and employees of production sites of REWE, PENNY and toom Baumarkt DIY stores' private label products in Germany are to participate in training programmes to reduce negative impacts along the supply chain.

See also focus topic [Human Rights](#)

\* The scope includes REWE and PENNY in Germany, deviations are explicitly stated.



## SDG 12: Responsible Consumption and Production\*

- We promote organic, vegan and regional private label products and are thus constantly expanding our more sustainable product range.
- In 2023, we as REWE have together with the NABU Climate Fund (see SDG 13) sensitized consumers to the climate-relevant issue of peatland protection, and provide information on sustainability in campaigns such as #Umdenkbar at REWE or “Good Food” at BILLA.
- We want to use 20 per cent less plastic in our sales and service packaging by the end of 2025. Our reusable alternative “Einfach Mehrweg” (simply reusable), developed by REWE together with SYKELL and Interzero, has been honoured with the “ECR Sustainability Award 2023”.
- We use modern forecasting systems and automated ordering processes to reduce food waste, and also work together with the food bank and the foodsharing organisation (see also SDG 2).
- With the sector project “Climate-conscious travel”, the DERTOUR Group created a standard for calculating the carbon footprint of a trip, which we communicate transparently in our offers.

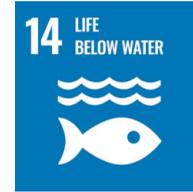


## SDG 13: Climate Action\*

- By joining the Science Based Targets initiative (SBTi) in March 2024, REWE Group committed itself to science-based climate targets based on the 1.5-degree path of the Paris Agreement. As a Group, we want to achieve net zero emissions by 2050. With REWE and PENNY in Germany, we already committed to science-based targets in July 2023.
- By the end of 2024, we will require all strategic private label suppliers that are responsible for 75 per cent of product-related emissions to set climate targets in accordance with SBTi.
- From 2022 to 2026, we will be contributing at least five million euros annually with REWE in the NABU Climate Fund for the rewetting of moorland soils degraded by agriculture and peat extraction.
- In 2023, we developed the “Förderprogramm Klimaschutz” (Climate protection funding programme) under the umbrella of the Competence Centre for Agriculture and presented it at the beginning of 2024. Several million euros will be used to co-finance projects by private label suppliers to reduce GHG emissions in the supply chain.
- At DERTOUR Group 2023, we have purchased Sustainable Aviation Fuel from the Lufthansa Group, which can reduce CO<sub>2</sub> emissions by around 80 per cent compared to conventional kerosene.



See also focus topic [Climate Protection](#)



## SDG 14: Life below Water\*

- We rely on standards such as Rainforest Alliance, Fairtrade, Cotton made in Africa and Naturland. These standards require producers to use water resources sustainably in their processes.
- We are reducing water pollution caused by chemicals through a detox programme for clothing, shoes, and home textiles from our private label products.
- In our [guideline on fish and seafood](#), we set requirements for our business partners in the supply chain in terms of sustainable fishing. In addition, we aim to source 100 per cent-certified private label products (MSC, GLOBALG.A.P., ASC, organic certification) for fish products<sup>1</sup>.
- In 2020, we set ourselves the goal of eliminating harmful microplastics from the formulations of our private label cosmetic products and have achieved this goal every year since then. Furthermore, we have been aiming to produce without defined synthetic and semi-synthetic polymers in dissolved/gel-like/liquid form since 2020. So far, we have only minimally missed this target in 2021.

See also focus topic [Biodiversity](#)



## SDG 15: Life on Land\*

- For wood and paper, we rely on the seals of the Forest Stewardship Council (FSC®), Programme for the Endorsement of Forest Certification Schemes (PEFC™) or the Blauer Engel (Blue Angel) eco-label.
- We want to achieve 100 per cent deforestation- and conversion-free supply chains for our private label products range by the end of 2025.<sup>2</sup>
- We are switching our total soil range at REWE and PENNY in Germany and toom Baumarkt DIY stores to peat-free alternatives by 2025.
- By 2025, we aim to convert all relevant, regional fruit and vegetable products from our private label products to biodiversity-promoting cultivation.



See also focus topic [Biodiversity](#)

See also focus topic [Organic and Regionalism](#)  
[Sustainable Consumption](#)  
[Circular Economy](#)

\* The scope includes REWE and PENNY in Germany, deviations are explicitly stated.

<sup>1</sup> In the frozen, convenience, fresh and tinned food sectors.

<sup>2</sup> For our primary high-risk raw materials such as cocoa, coffee, palm oil and soy in animal feed with cut-off date 01/01/2020. Conversion refers to all valuable ecosystems.

# Supply Chain

We promote respect for human rights, improved working conditions and fair trade. We want to protect natural resources and preserve biodiversity along the supply chain.

## We have formulated principles on this topic

As a trading and tourism company, we source products and services from a large number of suppliers and from different global supply chains. As we want to reduce the environmental and social impact of our actions wherever possible, we have

- formulated the principles of our business relationships in our **guideline for sustainable business practices** [↗](#). Among other things, it includes the ban on forced labour, child labour and the protection of biodiversity.
- in our **guidelines** [↗](#) on issues such as **child and forced labour** [↗](#) or **women in the supply chain** [↗](#), we have defined a binding framework for business relationships with our partners.
- in our **Declaration of Principles** [↗](#), we committed ourselves to strengthening human and environmental rights preventing their violation, minimising them and taking remedial action. Our Group's entities that fall under the German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG) have, each published their own **Declaration of Principles** [↗](#).

With regard to the protection of human rights and environmental goods in the supply chain, we define our expectations towards suppliers in the **Supplier Code of Conduct** [↗](#) which must be observed and complied with in business transactions with REWE Group companies. They should,

- not violate human rights-related obligations and ensure this in their own business area and pass on the obligations in the upstream supply chain in a binding manner.
- minimise the environmental impact of its business activities, actively implement measures for the promotion of environmental protection and accept and comply with all applicable local and internationally recognised environmental standards and laws.

## How we identify and deal with risks

To address the impact of our business activities on people, animals and the environment, we follow our four-step **management approach for more sustainable supply chains** [↗](#) (see also graphic below).

As part of our LkSG 2023 project, the REWE Group has implemented a process for holistic and continuous risk management regarding human rights and environmental due diligence (see **Declaration of Principles** [↗](#)). In addition to risk analyses in the supply chains, preventive measures, and effectiveness checks, it comprises two further stages:

- **Grievance mechanism:** Employees and other potentially affected groups of people can use our **digital grievance system** [↗](#) to report violations of human rights and environmental concerns caused by REWE Group, its subsidiaries or our suppliers at any time. In the sense of an early warning system, both remedial and preventive measures are implemented on the basis of the complaints so that people and the environment can be protected, and violations can be prevented as effectively as possible.
- **Dealing with offences:** All reports are cleared up with the utmost confidentiality. Discussions with suppliers, affected parties and NGOs are part of this clarification process. Measures are developed and initiated based on the results.



## The objectives we have set ourselves

We set ourselves objectives along the entire value chain. For example, we have made a commitment to scientifically based emissions reduction targets (see focus topic **Climate Protection**) and want to anchor more animal welfare in our private label supply chains, which include products of animal origin (see focus topic **Animal Welfare**). Concerning direct suppliers and production facilities in high-risk countries<sup>1</sup>, for our private label supply chains at REWE, PENNY and toom Baumarkt DIY store, we also want to

- fully integrate the strategic production sites and suppliers into a training programme (Capacity Building) by the end of 2030, and
- improve access to grievance mechanisms in relevant supply chains by the end of 2025.

We have achieved our objective of fully integrating all relevant food and non-food suppliers of RFE (REWE Far East) into an environmental programme by 2030.

## Focus on raw materials and services

According to our analyses, the following raw materials food, non-food, and services have the highest environmental and social impact:

- **Food:** Fruit and vegetables, palm oil, cocoa, juices, coffee, tea, fish, meat, soy in animal feed
- **Non-Food:** Cotton and textiles, wood and paper, peat-free soils, natural stones, Nordmann firs
- **Services:** Travelling



**1** We carry out analyses at the level of raw materials, commodity groups and individual products, topics or countries.

**2** We derive measures and priorities.

**3** Implementation takes place on three levels: internally (e.g. through supplier selection), in the supply chain (supplier assessment, sensibilisation, accountability and audits) as well as together with stakeholders.

**4** We continuously evaluate all activities and check their effectiveness.

<sup>1</sup> REWE Group is guided here by the classification of the amfori risk country list. This risk assessment for countries is based on the World Bank's governance indicators and other indices and is updated annually.

# Seven exemplary supply chains, the challenges and our approach\*

In the following, we present seven examples of supply chains from our focus raw materials and focus services and the approach we want to take to counter ecological and social impacts.

Raw material or service



<b>Origin</b>	Mainly Germany, Spain, Italy or the Netherlands, specialties, and exotics also from South and Central America.  Bananas for REWE and PENNY in Germany mainly come from Ecuador and Colombia or Costa Rica.	Indonesia and Malaysia	Mainly West Africa	Mainly South America
<b>Challenge</b>	Low wages, human rights, and labour rights violations, pesticide use, water pollution, deforestation, and damage to ecosystems.	Depletion of peatland and rainforests, loss of biodiversity, CO <sub>2</sub> emissions, deprivation of the livelihood of the local population.	Smallholder cocoa farmer families often live below the poverty line, frequent cases of child labour.	Area-intensive cultivation, clearing of rainforest, soil erosion, use of herbicides.
<b>Approach</b>	<ul style="list-style-type: none"> <li>▪ Prioritise regionality where possible.</li> <li>▪ Since 2013, obligations of suppliers to comply with ILO core labour standards by framework contract.</li> <li>▪ Commitment to living wages in the banana sector within INA AG.</li> <li>▪ All producers of banana and pineapple that are offered in the REWE Group's sales lines in Germany must be Rainforest Alliance certified or fulfil organic standards. PENNY also sells Fairtrade organic bananas in Germany.</li> <li>▪ Promotion of biodiversity in fruit and vegetable cultivation through projects.</li> <li>▪ Specifications on the use of pesticides and cooperation with standards such as GLOBALG.A.P., Rainforest Alliance or Fairtrade.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Use of sustainably produced palm oil in products such as margarine, cleaning agents and cosmetics.</li> <li>▪ Private label products at REWE and PENNY in Germany, the REWE Group in Austria and Lekkerland in Germany are 100 per cent RSPO<sup>1</sup>-certified. The REWE Group has been a founding member of the Forum for Sustainable Palm Oil since 2013.</li> <li>▪ See also the <a href="#">guideline for palm oil and palm kernel oil products</a> ↗.</li> </ul>	<ul style="list-style-type: none"> <li>▪ In 2023, 98 per cent (2022: 99 per cent) of raw cocoa for our private label products comes from more sustainable production structures in accordance with the Fairtrade (product seal, raw material seal), Rainforest Alliance, Naturland and EU organic standards. We are aiming for 100 per cent.</li> <li>▪ The cocoa at REWE Group in Austria and Lekkerland in Germany is also Rainforest Alliance and Fairtrade certified.</li> <li>▪ All chocolate products as well as instant cocoa, nut nougat spreads, sweet biscuits and all organic private label products with cocoa ingredients have been fully Fairtrade certified (product seal, raw material seal) since 2018.<sup>2</sup></li> </ul>	<ul style="list-style-type: none"> <li>▪ We want to achieve 100 per cent deforestation- and conversion-free soy in animal feed supply chains for our private label range by the end of 2025<sup>3</sup>.</li> </ul>

\* The scope includes REWE and PENNY in Germany, deviations are explicitly stated.

<sup>1</sup> Roundtable on Sustainable Palm Oil.

<sup>2</sup> At REWE and PENNY in Germany, the REWE Group in Austria and Lekkerland in Germany.

<sup>3</sup> With cut-off date 01/01/2020. Conversion relates to all valuable ecosystems. Definition of the affected product groups in preparation.

# Seven exemplary supply chains, the challenges and our approach\*

Raw material or service



<b>Origin</b>	Mainly grown in India, China and the USA	China and India. 60 per cent of the natural stone at toom Baumarkt DIY stores comes from China. The most important provinces are Fujian, Shandong, and Liaoning.	Worldwide
<b>Challenge</b>	Water-intensive cultivation, high use of pesticides and fertilisers.	Dust pollution, contaminated waste water, high risk of accidents at work, risk of child labour.	Environmental and climate impacts, risk of violation of children’s rights, encroachment on habitats or cultures.
<b>Approach</b>	<ul style="list-style-type: none"> <li>Seals such as Cotton made in Africa (CmiA), Global Organic Textile Standard (GOTS), Grüner Knopf (Green Button) and Global Recycled Standard (GRS): The proportion of textiles made from more sustainable cotton in the private label products of REWE, PENNY and toom Baumarkt DIY stores in Germany is 100 per cent. For more information, see the <a href="#">guideline on more sustainable textiles</a>.</li> </ul>	<p>Applies to toom Baumarkt DIY store:</p> <ul style="list-style-type: none"> <li>Cooperation with independent experts from the NGO XertifiX.</li> <li>Seamless tracking of the supply chain from natural stone to the quarry.</li> <li>Independent control of compliance with social and ecological criteria.</li> <li>100 per cent of the natural stone from China listed at toom Baumarkt DIY stores are XertifiX PLUS-certified.</li> </ul>	<p>Applies to the DERTOUR Group:</p> <ul style="list-style-type: none"> <li>Member of the German travel industry’s sustainability initiative Futouris e. V. since 2015, which includes implementation of projects to reduce food waste, climate-conscious travel and human rights impacts.</li> <li>Founding member of KlimaLink e. V. with the aim of recognising the climate impact of travelling on the product (carbon footprint) through an industry-wide standard. This will be possible for flights from the second half of 2024.</li> <li>Strategic partnerships with the Lufthansa Group and offering more climate-friendly air travel through the use of Sustainable Aviation Fuels (SAF).</li> <li>Green Travel Transformation project and thus the introduction of an industry-wide recognised label for more sustainable travel offers (Grünes Blatt).</li> <li>Certification of 52 per cent of the hotels of our own main brands by the international Travelife seal in the core portfolio.</li> </ul>

**Further links**

[Human Rights](#)

[Declaration of Principles](#)

[Grievance mechanism](#)

[Cooperation with stakeholders](#)

[Guidelines](#)

[Sustainability Report 2022](#)

\* The scope includes REWE and PENNY in Germany, deviations are explicitly stated.

# Objectives and KPIs

Climate Protection ■ Human Rights ■ Sustainable Consumption ■ Organic and Regionalism ■ Circular Economy ■ Biodiversity  
 Animal Welfare ■ Employees ■ Focus Raw Materials and Products

As REWE Group, we have defined key figures and clear objectives to make progress measurable and to be able to adjust measures. The most important ones are presented below according to our nine focus topics in this Progress Report. Since raw material production and processing products are highly relevant in terms of sustainability, they are summarised separately.

We illustrate the target status with symbols. Where data on the degree of target achievement has been collected, we have also included this. Although we generally round the figures in the 2023 Progress Report. Where the decimal place contributes to a better understanding of progress, we have included it.



## Climate Protection

Topic	KPI/Objective	Status 2021	Status 2022	Status 2023	Measures
Group-wide greenhouse gas emissions	We want to achieve net zero emissions as a Group by 2050, with a focus on drastically reducing emissions in our own activities and in our supply chains.	—	—	🔄	See focus topic <a href="#">Climate Protection</a>
Climate targets with suppliers	We require all strategic private label suppliers responsible for 75% of our product-related private label emissions to set climate targets in accordance with SBTi by the end of 2024. <sup>1</sup>	—	🔄	🔄	
Greenhouse gas emissions (GHG) at corporate level	We aim to reduce our GHG emissions for Scope 1 and 2 by 42% by 2030 compared to 2021. <sup>2,3</sup>	—	🔄 -6.7%	🔄 -1.9%	
Electricity consumption	We will reduce electricity consumption per square metre of sales area by 10% by 2030 compared to 2019. <sup>2,3</sup>	🔄 -5.2%	🔄 -6.7%	🔄 -8.5%	
Fossil heat demand	We will reduce the consumption of fossil fuels, including district heating, at corporate level by 20% by 2030 compared to 2019. <sup>2,3</sup>	🔄 +4.9%	🔄 -6.3%	🔄 -15.1%	
Energy consumption	Total energy consumption in GWh <sup>2,3</sup>	6,927	6,660	6,114	
Stores according to the DGNB e. V. standard	Key figures of completed stores according to DGNB e. V. requirements (Green Building) <sup>4</sup>	315	371	399	

<sup>1</sup> Scope: REWE and PENNY in Germany.

<sup>2</sup> Scope: All consolidated companies of the REWE Group that were part of the Group in 2023, including independent retailers with REWE shareholdings. Accordingly, units that left the Group before the financial year were not included.

<sup>3</sup> Due to the elimination of consolidation units, the values for 2021 and 2022 were adjusted retrospectively to enable comparability of the data for the financial year. In addition, some incorrectly stated values were corrected.

<sup>4</sup> Scope: REWE Group in Germany

🔄 In realisation    ✓ Objective achieved    — Objective not yet available    ✗ Objective not achieved



## Human Rights

Topic	KPI/Objective	Status 2021	Status 2022	Status 2023	Measures
Grievance mechanism	We will improve access to grievance mechanisms in the relevant supply chains by the end of 2025. <sup>1</sup>	🔄	🔄	🔄	See focus topic <a href="#">Human Rights</a>
Training programme for better working conditions	We will integrate our strategically relevant production sites and strategically relevant suppliers of our private label products into our Capacity Building Training Programme by the end of 2030. <sup>1</sup>	🔄	🔄	🔄	
Proportion of production sites in the stages of the Social Improvement Programmes <sup>2</sup>	Key figures onboarding level	0.7%	1.1%	1.1%	
	Key figures audit level	99.2%	98.9%	98.9%	

<sup>1</sup> Scope: REWE and PENNY in Germany as well as toom Baumarkt DIY stores.

<sup>2</sup> Calculation based on the number of production sites; includes the last production site in risk countries of private label suppliers of REWE, PENNY and toom Baumarkt DIY stores in Germany for food and non-food products. Figures for non-food importers not collected due to a process change.



## Sustainable Consumption

Topic	KPI/Objective	Status 2021	Status 2022	Status 2023	Measures
Nutrition	We are increasing the number of articles for private label products subject to labelling requirements in Germany <sup>1</sup> that are labelled with the Nutri-Score to 100% by mid-2023. <sup>2</sup>	🔄	🔄	✓ 100%	See focus topic <a href="#">Sustainable Consumption</a>
Food waste	We are reducing food waste in our stores <sup>1</sup> by 30% by 2025 and	🔄	🔄	🔄	
	by 50% by 2030.	🔄	🔄	🔄	

<sup>1</sup> Scope: REWE and PENNY in Germany.

<sup>2</sup> Not relevant: private label products that do not require labelling.



## Organic and Regionalism

Topic	KPI/Objective	Status 2021	Status 2022	Status 2023	Measures
Organic	Key figures for share of organic products <sup>1</sup> in the net sales value of our organic private label and manufacturer labels in net sales value of private label and manufacturer labels <sup>2</sup>	8%	8%	8%	See focus topic <a href="#">Organic and Regionalism</a>
	Key figures for share of net sales value for organic private labels products <sup>1</sup> in the net sales value of private labels products <sup>2</sup>	16%	15%	15%	
	Key figures for share of REWE organic <sup>1</sup> net sales value of “REWE Bio” and “REWE Bio vegan” in the net sales value of REWE private labels products	19%	17%	17%	
	Key figures for share of PENNY Naturgut <sup>1</sup> net sales value of “Naturgut” in the net sales value of PENNY’s private label products	7%	8%	8%	
Regional concept	Number of items <sup>3</sup> from REWE Regional at REWE stores in Germany excluding REWE Dortmund	856	884	910	

<sup>1</sup> Shares excluding near and non-food, tobacco, and alcoholic drinks.

<sup>2</sup> Scope: REWE and PENNY in Germany.

<sup>3</sup> Only articles of which more than 1000 units have been sold.



## Circular Economy

Topic	KPI/Objective	Status 2021	Status 2022	Status 2023	Measures
Packaging	We are making all private label packaging more environmentally friendly by the end of 2030. <sup>1</sup>	🔄	🔄	🔄	See focus topic <a href="#">Circular Economy</a>
	We will double the range of multiple use packaging and unpackaged products for private label products by the end of 2025 compared to 2021. <sup>2</sup>	—	🔄	🔄 22.1%	
	We are reducing the amount of plastic in our private label packaging by the end of 2025 by 20% compared to 2015. <sup>2</sup>	✓	✓	✓ -22.1%   -26.1% <sup>3</sup> -21.8%	
	We will achieve an average recycle content of 30% in private label products by the end of 2025. <sup>2</sup>	—	🔄	🔄	
	We are converting all private label PET packaging in the detergents, cleaning agents and cleaning products sector to 100% recycle (where possible at least 20% recycle from the recycling bags) by the end of 2021. <sup>2</sup>	🔄	🔄	🔄 95.0%   89.0%   34.9% <sup>4</sup>	
	We will increase the recycle content in single use PET beverage bottles for private label products to an average of 50% by the end of 2023. <sup>2</sup>	🔄	🔄	✓ 37.9%   47.2%   50.8%	
	We will achieve 100% recyclable plastic packaging in our private label products by the end of 2025. <sup>2</sup>	🔄	🔄	🔄	

<sup>1</sup> Scope: REWE Group in Germany (REWE, PENNY, toom Baumarkt DIY store), since 2019 including the international sales lines (BILLA, BILLA PLUS, PENNY and ADEG).

The objective attainment for REWE and PENNY in Germany is determined by the Nachhaltigkeit Ware (Sustainability Merchandise) department.

<sup>2</sup> Scope: REWE and PENNY in Germany.

<sup>3</sup> Correction of objective achievement; the previously published 29% for 2022 was based on an extrapolation, as not all final data was available at the time of the survey.

<sup>4</sup> Decrease due to forced change of supplier due to insolvency of upstream supplier.



## Biodiversity

Topic	KPI/Objective	Status 2021	Status 2022	Status 2023	Measures
Biodiversity measures in fruit and vegetable cultivation	We are creating or enhancing 900 hectares of annual or perennial flower strips by 2025 (since the start of the project). <sup>1,3</sup>	888	1,355	1,598	See focus topic <a href="#">Biodiversity</a>
	We will plant 30,000 woody plants (trees, hedges and shrubs) by 2025. <sup>1</sup>	26,000	26,300	31,900	
	We will install 20,000 nesting aids by 2025. <sup>1</sup>	19,800	21,300	22,700	
Peat-free soils	We are converting our total soil range to peat-free by 2025. <sup>2</sup>				
Environmental protection in the supply chain	We integrate all relevant food and non-food production sites for private label products into an environmental programme by the end of 2030. <sup>1,4</sup>		100%	100%	

<sup>1</sup> Scope: REWE and PENNY in Germany.

<sup>2</sup> Scope: REWE and PENNY in Germany as well as toom Baumarkt DIY stores.

<sup>3</sup> New calculation basis since 2022: since the start of the project, representation of all flowering areas ever created or upgraded, i.e. perennial and annual flowering areas, some of which are not permanent. Over 500 hectares still preserved in 2022.

<sup>4</sup> Scope: REWE and PENNY in Germany as well as toom Baumarkt DIY stores (only applies to own imports via REWE Far East).



## Animal Welfare

Topic	KPI/Objective	Status 2021	Status 2022	Status 2023	Measures
Fresh meat	100% of our fresh meat (beef, pork and poultry) for our private label products with at least husbandry system standard 3 by the end of 2030. <sup>1,2</sup>	8.2%	7.7%	9.0%	See focus topic <a href="#">Animal Welfare</a>
	100% of our fresh meat (beef, pork and poultry) for our private label products with at least husbandry system standard 2 by the end of 2025. <sup>1,2</sup>	62.9%	70.4%	71.0%	
German source	Almost 100% of conventional pork for private label products comes from German sources. <sup>1,4</sup>		100%	100%	
Processed meat products	100% of our processed meat products <sup>3</sup> of private label products with at least husbandry system standard 2 by the end of 2025. <sup>1</sup>		49.0%	69.9%	
Drinking milk	100% of our drinking milk for private label products with at least husbandry system standard 3 by the end of 2030. <sup>1</sup>		15.2%	54.5%	
	100% of our drinking milk for private label products with at least husbandry system standard 2 by the end of 2025. <sup>1</sup>		15.2%	54.5%	
Fresh milk	100% of our fresh milk for private label products comes from Austria and Germany since the end of 2021. <sup>1</sup>	100%	100%	100%	
Fish	In the long-term, we aim for 100% tracking codes on the packaging of our fish mono articles for private label products. <sup>1,5</sup>	84.0%	95.6%	91.4%	
	We want 100% certified private label fish products in the frozen and convenience segments, fresh and canned according to the Marine Stewardship Council (MSC), GLOBAL G.A.P., Aquaculture Stewardship Council (ASC) or organic certification, if available. <sup>1</sup>	88.0%	86.5%	86.6%	

<sup>1</sup> Scope: REWE and PENNY in Germany.

<sup>2</sup> Self-service and service counter incl. (regional) meat programmes.

<sup>3</sup> Sausage (self-service & service counter), incl. canned, frozen and convenience with a meat content of more than 50%, excl. specialities from abroad.

<sup>4</sup> Excluding Bio, REWE Feine Welt, Butcher's, pork fillet, by-products.

<sup>5</sup> Fish products containing only one type of fish and excluding convenience, snacks and ready meals.



## Employees<sup>1</sup>

Topic	KPI/Objective	Status 2021	Status 2022	Status 2023	Measures
Gender ratio	We will achieve a balanced gender ratio in executive positions by 2025.	🔄	🔄	🔄	See focus topic <a href="#">Employees</a>
		45.8% female	45.5% female	45.4% female	
		54.2% male	54.5% male	54.6% male	
Internal staffing	We will increase the internal appointment of executive positions to 80.0% by 2025.	🔄	🔄	🔄	
		75.9%	75.3%	75.3%	
Jobs for disabled people	We will maintain the quota per capita <sup>2</sup> of jobs for people with disabilities at a minimum level of 3.0% by 2025.	✓	✓	✓	
		3.0%	3.0%	3.1%	
Training quota	We will maintain the trainee ratio of 5.4% (trainees as a proportion of the total workforce in full-time equivalents) until 2025.	✓	✓	🔄	
		5.6%	5.5%	5.3%	
Accidents	We will reduce the number of accidents per 1,000 fulltime equivalents to 43.5 by 2025.	🔄	🔄	🔄	
		48.7	47.3	49.0	

<sup>1</sup> Scope: REWE Group in Germany and Austria including independent retailers.

<sup>2</sup> The quota of jobs for disabled people (disabled and severely disabled people) is calculated per capita and therefore has a different basis for calculation than the mandatory employment quota for severely disabled people in accordance with Article 154 SGB IX (Germany). This calculation was chosen in order to be able to determine a standardised key figure across countries (Germany and Austria). People with disabilities are defined in accordance with Article 2 of the German Social Code (SGB) (Germany) and the Disability Employment Act (BEinstG) (Austria).



## Focus Raw Materials and Products

Topic	KPI/Objective	Status 2021	Status 2022	Status 2023	Measures
Palm oil	Our palm (kernel) oil for private label products is 100% RSPO-certified. <sup>1</sup>	✓ 100%	✓ 100%	✓ 100%	See chapter <a href="#">Supply Chain</a>
	We have been purchasing 100% at least segregated certified palm (kernel) oil since 2018 and 100% at least mass balanced certified fractions and derivatives since 2020. <sup>2</sup>	✗ 99%	✗ 99%	✓ 100%	
Cocoa	The cocoa in our private label products has been certified since the end of 2020. <sup>2</sup>	✗ 99%	✗ 99%	✗ 98%	
	Our chocolate items and sweet biscuits for private label products have been 100% Fairtrade certified <sup>2,3</sup> since the end of 2020.	✓ 100%	✓ 100%	✓ 100%	
Coffee	Our private label coffee products have been Rainforest Alliance, organic or Fairtrade certified since the end of 2020.	✓ 100%	✓ 100%	✓ 100%	
Soy in animal feed	100% of the fresh milk and UHT milk, the fresh egg product range and fresh poultry meat from our private label products contain the seal of Lebensmittel ohne Gentechnik e. V. (food without genetic engineering) or an organic certification. <sup>2</sup>	✓ 100%	✓ 100%	✓ 100%	
Cotton and textiles	All cotton textiles from our private label products are Cotton  made in Africa and GOTS certified by the end of 2025. <sup>4</sup>	98%	✓ 100%	✓ 100%	
Wood and paper	All private label wood and paper products in the non-food sector <sup>2</sup> are Blauer Engel (Blue Angel), FSC Recycled, PEFC Recycled, FSC 100%, PEFC™ or FSC Mix certified by the end of 2025. <sup>2</sup>	🔄 99%	🔄 99%	✓ 100%	
Nordmann firs	The proportion of Nordmann firs from fair harvest practices of “Fair Trees” is 100%. <sup>5</sup>	✓ 100%	✓ 100%	✓ 100%	
Tea	100% of our herbal and fruit tea products (with at least 30% certified raw materials) are certified by the end of 2025. <sup>2</sup>	🔄 93%	🔄 96%	🔄 95%	
	100% of our black and green teas for our private label products have been certified since the end of 2020.	✓ 100%	✓ 100%	🔄 97%	

<sup>1</sup> Scope: REWE and PENNY in Germany, in Austria and at Lekkerland in Germany.

<sup>2</sup> Scope: REWE and PENNY in Germany.

<sup>3</sup> Include the product groups chocolate bars, pralines, Easter and Christmas confectionery.

Nut nougat spreads and instant cocoa not automatically determined as part of this survey, therefore not included in the reporting scope.

<sup>4</sup> Scope: REWE and PENNY in Germany as well as toom Baumarkt DIY stores.

<sup>5</sup> Scope: toom Baumarkt DIY stores in Germany.

# Together for more climate protection

We want to make a measurable contribution to mitigate global warming.

## Commitment

- By joining the Science Based Targets initiative (SBTi) in March 2024, we as REWE Group have committed to science-based climate targets based on the 1.5-degree path of the Paris Agreement.
- By joining the SBTi in July 2023, REWE and PENNY in Germany had already committed to reduction targets along the entire value chain.

## Objectives

- Our goal as a Group is to achieve net zero emissions by 2050. We focus on drastically reducing emissions in our own activities and in our supply chains (Scope 3), where 98 per cent of our greenhouse gas emissions occur.
- We require all strategic private label suppliers\*, who are responsible for 75 per cent of our product-related private label emissions, to set climate targets in accordance with SBTi by the end of 2024.

## Our measures\* What we're doing specifically

To achieve our reduction targets, we are pursuing numerous measures, both at corporate level and along our supply chains.



With the "Together for more climate protection" initiative, we support private label products suppliers in defining SBTi climate targets.

In 2023, we developed the "Förderprogramm Klimaschutz" (Climate protection support programme) under the umbrella of the Competence Centre for Agriculture and presented it at the beginning of 2024. It entails that projects by private label products suppliers that reduce GHG emissions in the supply chain are to be co-financed with several million euros.

We will make our supply chains deforestation- and conversion-free by the end of 2025.<sup>1</sup>

We will switch our total product range<sup>2</sup> to peat-free soils by 2025.

We are constantly expanding our vegan private label products, which, compared to similar animal products, save emissions during production. By the end of 2030, we will design more

environmentally friendly (see focus topic [Circular Economy](#)) and therefore emit less emissions.

At the corporate level<sup>4</sup>, we are reducing our consumption of fossil fuels, including district heating, by 20 per cent by 2030 compared to the base year 2019. In 2023 our logistics department tested the use of electric and hydrogen driven trucks, for example in store delivery.

**80%** At the DERTOUR Group, we are working to make emissions from travel transparent. In 2023, we were the first major tour operator to acquire Sustainable Aviation Fuel (SAF) made from biogenic residues as part of a strategic partnership with the Lufthansa Group, which can reduce CO<sub>2</sub> emissions by around 80 per cent compared to conventional kerosene.



### Full wind power ahead

We have been using certified green electricity in German stores, DIY stores, warehouses, and travel agencies since 2008. We were the first retailer in Germany to conclude a long-term Power Purchase Agreement for an offshore wind farm; from 2025, the electricity for 1,500 stores in Germany will come from the Borkum Riffgrund 3 wind farm, ten per cent of which will go to Austria.

## Our successes\* What we have already achieved

We are successfully promoting climate protection and decarbonisation through our own initiatives or projects with partners such as NABU. We also combine our financial strategy with our sustainability strategy.

**€ 900 million** In 2023, we became the first German food retailer to issue a Sustainability-Linked Bond of 900 million euros on the capital market, the terms of which are directly linked to the achievement of our climate targets.

Since 2022, REWE in Germany has been supporting the NABU Climate Fund – Europe's largest moorland renaturalisation programme for agricultural land – with at least five million euros annually for five years.



We have more than halved our GHG emissions related to sales areas at corporate level in Germany and Austria compared to 2006.

Since 2008, 399 stores (2022: 371) have been built in Germany in accordance with the green building criteria of the "Deutsche Gesellschaft für Nachhaltiges Bauen" (German Association for Sustainable Building) and 175 (2022: 155) are under construction or in planning. There are now also ten warehouses of this type, with five more in planning or under construction.

PENNY in Germany, together with the Molkerei Berchtesgadener Land (Berchtesgadener Land dairy), was able to support the joint Zukunftsbauer project with over one million euros from 2021 to the end of 2023. This has resulted in nearly 400 measures for energy storage, -generation and increasing -efficiency at family-run farms in the Alpine region.



### Vegan diversity

With their vegan private label brands and branded products, REWE and PENNY currently offer over 1,900 purely plant-based products in Germany and 1,620 private label products in the Austrian stores. REWE in Germany was recognised as the "Vegan-friendliest store" in 2023 by the Albert Schweitzer Foundation for our environment.

### Further links

- [Climate Protection](#)
- [REWE and the NABU Climate Fund](#)
- [Our guidelines](#)

\* Scope: REWE and PENNY in Germany, deviations are explicitly stated.  
<sup>1</sup> For our primary high-risk raw materials such as cocoa, coffee, palm oil and soy in animal feed with cut-off date 01/01/2020. Conversion refers to all valuable ecosystems.  
<sup>2</sup> Scope: REWE and PENNY in Germany as well as toom Baumarkt DIY stores.  
<sup>3</sup> Scope: Private label products at REWE and PENNY in Germany, toom Baumarkt DIY stores, BILLA, BILLA PLUS, PENNY and ADEG in Austria.

<sup>4</sup>Scope: All consolidated REWE Group companies that were part of the Group in 2023, including independent retailers with REWE shareholdings. Accordingly, units that left the Group before the financial year were not included.

# Together for human rights and fairness

We want to strengthen human rights and improve working conditions and fair trade in our supply chains.

## Commitment

- In our Declaration of Principles, the REWE Group is committed to strengthening human and environmental rights and to preventing, minimising and remedying violations of these rights.
- With a view to human rights and environmental protection in the supply chain we set out our expectations of suppliers in the Supplier Code of Conduct. These must be adhered to in business transactions with REWE Group companies.

## Objectives

In all supply chains for private label products of REWE and PENNY in Germany as well as toom Baumarkt DIY store

- we improve access to grievance mechanisms by 2025.
- we will integrate all strategic production sites and strategic suppliers into our Capacity Building Training Programme by 2030.
- we are testing approaches to ensure living wages and incomes in projects until 2025, and upscaling them if successful.

## Our measures\*

### What we're doing specifically

Human rights are not negotiable for us. They are the aim of our measures – right down to the global supply chains. We act according to the German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG). Our human rights officer monitors and evaluates the implementation.



and train them on topics such as health and safety, wages and working hours and ethical recruitment, also with focus on women.

As part of an industry initiative, the DERTOUR Group is developing training courses for its partners on human rights due diligence in the travel and tourism value chain.

**47** At the end of 2022, toom Baumarkt DIY store became the first retailer in Germany to launch a pilot project with Fairtrade for more fair-trade cuttings in order to improve working conditions in the Global South. In 2023, the number of plants was increased – to 47 products (2022: 35).



We are involved in alliances, standards, and initiatives such as amfori, Cotton made in Africa, the “Forum Nachhaltiger Kakao” (German Initiative on Sustainable Cocoa) and the Grüner Knopf (Green Button) as well as in agreements such as the “International Accord for Health and Safety in the Garment Industry”. We participate in the INA “Working Group of the German Retail Trade on Living Wages and Income”.

Our strategic suppliers use a sustainability assessment platform. On basis of the results further development measures are agreed and trainings are held.

We support the development of the Appellando grievance mechanism, an alliance for grievance systems in supply chains.

In our factory improvement training programme, we support strategic suppliers and production facilities in setting up internal grievance mechanisms



### Income from orange cultivation

We work closely with Fairtrade to enable farmers earning a living income. With every pack of private label Fairtrade orange juice sold, we contribute to this locally. Since the end of 2023, we have been paying the cooperatives and farmers a voluntary additional contribution that is linked to the quantity of orange juice concentrate sold.

## Our successes\*

### What we have already achieved

The implementation of human rights due diligence throughout the entire value chain is an ongoing process. We continue to analyse the risks on an ongoing basis and adapt our measures accordingly (see [Supply Chain](#) chapter).

In 2023, we used communication formats such as the group-wide intranet to convey the core content of the LkSG to our employees. We also initiated the integration of LkSG content into the group-wide compliance training programme.

The expectations placed on our suppliers to fulfil their corporate due diligence obligations under the LkSG have been integrated into our Supplier Code of Conduct and communicated to our strategic suppliers.

An internal e-learning programme on the obligations of the LkSG was developed for the purchasing department at REWE and PENNY in Germany.

We have defined [guidelines](#) with requirements and objectives based on risk analyses for the focus raw materials. Social issues are therefore firmly integrated into our procurement processes. Our targets for purchasing certified focus raw materials such as palm oil, coffee, cotton, and natural stones have been met or nearly met (see [Supply Chain](#) chapter).

**98.9%** All food and non-food-Tier-1-production-sites in risk countries are integrated into our social improvement programme. 98.9 per cent of those sites have a recognised social audit (2022: 98.9 per cent).

We have carried out in-depth risk analyses for table grapes from South Africa and for the fruit and vegetable cultivation in Spain.

The DERTOUR Group was recognised as a “Top Member” in 2023 by The Code initiative (protection of children’s rights in the tourism industry) for its commitment to child protection, including its [Policy Statement on Child Safeguarding](#).



### REWE and Fairtrade – 30 years of partnership

In 1993, the Fairtrade-labelled “Pedro coffee” was the first product to be listed nationwide in our REWE supermarkets. Today, consumers can find one of the widest Fairtrade product ranges in Germany at REWE.



### Further links

[Supplier Code of Conduct](#)

[Our guidelines](#)

[Declaration of Principles on human rights](#)

# Together for sustainable consumption

Sustainability has been an integral part of our business activities for 15 years – and is no longer a niche topic. The objective now is to anchor sustainability in consumers' everyday lives on a permanent basis.

## Commitment

- Sustainable consumption is a major lever for transformation. As the REWE Group with over 50 million customer contacts in Germany, we are aware of this. We want to inspire consumers for more sustainable products and services and facilitate informed purchasing decisions.
- We want to contribute to a balanced diet.
- We are committed to acting ecologically, responsibly and with the conservation of resources in mind.

## Objectives

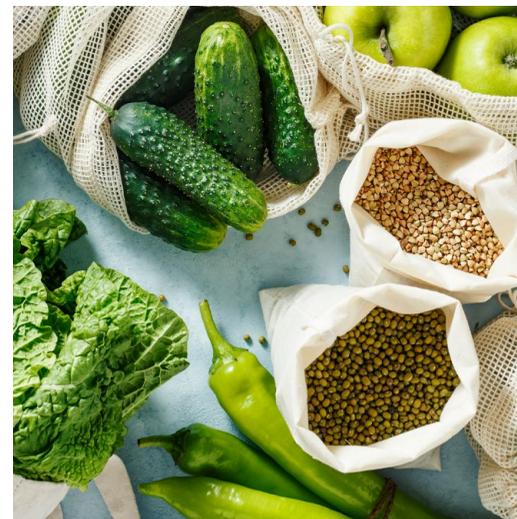
We are continuing to expand our range<sup>1</sup> of more sustainable products and services – such as our vegan and organic product ranges (see focus topics [Climate Protection](#) and [Organic and Regionalism](#)).

- We continuously optimise the nutritional values in our private label recipes\*.
- By joining the pact against food waste, we are committing to reducing food waste in our stores by 30 per cent by 2025 and by 50 per cent by 2030\*.

## Our measures\*

### What we're doing specifically

We want to enable consumers to make informed purchasing decisions. That's why we use every opportunity to integrate sustainable consumption into their everyday lives with credibility, transparency, and a target group-specific approach.



We are constantly expanding our more sustainable product range – see also focus topic [Organic and Regionalism](#).

In 2023, we have sensitised consumers to the issue of climate-relevant peatlands. With every purchase of REWE Beste Wahl (best choice) and REWE Bio (organic) products, the NABU Climate Fund grows, which REWE uses to support the rewetting of peatlands in Germany (see [Climate Protection](#) focus topic). We also communicate continuously on sustainability, for example in campaigns such as “#Umdenkbar” at REWE or “Good Food” at BILLA in Austria. During the “Wahre Kosten” (true costs) campaign week at PENNY, selected products were labelled with the environmental impact costs calculated by the Technical University of Nuremberg and the University of Greifswald.

The focus of toom Baumarkt DIY store's autumn 2023 campaign “Mach was Neues draus” (Make something new out of it) was upcycling.

We promote a more balanced diet by constantly reducing the salt, sugar, and fat content in relevant private label recipes, among other things. This also applies to the REWE Group in Austria.

We reduce food waste, for example through preventative measures such as forecasting systems, products such as Naturgut Bio-Helden (fruit and vegetables with minor blemishes) or by giving food that is no longer saleable but still edible to partners such as food banks or the foodsharing organisation free of charge.



With “Bewusst reisen” (Conscious Travel), the DERTOUR Group has created an online theme world plus magalogue in which all hotels are certified by the recognised sustainability standard GSTC.

### Study

Together with GfK Consumer Panel Services and the Foundation Deutscher Nachhaltigkeitspreis (German Sustainability Award), we published the study “**Sustainable consumption in times of multiple crises** [↗](#)”: From 2018 to 2023, there is a long-term trend towards more sustainable products across all generations. The forecast: relevance and demand will continue to increase, driven by the younger generations.



## Our successes\*

### What we have already achieved

With our commitment – also together with partners – we are driving the transformation in society.

**1,400** In the area of more sustainable product ranges, REWE in Germany now offers over 1,400 purely plant-based products.



The more sustainable BILLA PLUS product range was rated the best by the Greenpeace market check in 2023. Accordingly, the newly named supermarket of the year, offers the largest animal welfare and plant-based product range in Austria in its stores.

We have managed to introduce the Nutri-Score for all private label products subject to labelling requirements in Germany<sup>1</sup> – for better consumer orientation and more conscious nutrition.

**TAFEL DEUTSCHLAND**  We rigorously reduce food waste: In our 2,150 PENNY and 3,800 REWE stores an annual average of 98 per cent of the food is sold. REWE and PENNY have been donating food that can no longer be sold but consumed without hesitation to more than 970 local food bank initiatives throughout Germany since 1996 respectively 2007. Both sales lines also work together with the foodsharing organisation.

BILLA and BILLA PLUS in Austria support neighbouring social supermarkets (price-friendly products for people on low incomes) and charitable cooperation partners with food donations.

At the DERTOUR Group, after successful savings of nine per cent in food quantities through changes to the buffet (menu, production processes, etc.), no further reduction was possible in 2022. Plate meals were therefore tested in 2023. However, the pilot was unsuccessful due to demand.

### No more paper leaflets

**73,000** In Summer 2023, REWE was the first food retailer in Germany to discontinue its leaflet advertising. This saves more than 73,000 tonnes of paper, 70,000 tonnes of CO<sub>2</sub> and 380 million kWh of energy. Since then, we have been communicating on digital channels such as the REWE app.

### Further links

[Nutri-Score](#) [↗](#)

[Our guidelines](#) [↗](#)

[Study on sustainable consumption](#) [↗](#)

[Sustainability at the REWE Group](#) [↗](#)

\* Scope: REWE and PENNY in Germany, deviations are explicitly stated.

<sup>1</sup> Scope: All processed private label products from REWE and PENNY in Germany. Private label products that are not subject to labelling are not relevant.

# Together for organic and regionalism

We want to constantly inspire people to buy more sustainable products and thus offer a continuously growing range of sustainable products – from organic to regional and local products.

## Commitment

- We act responsibly and conserve resources to ensure the regenerative capacity of the natural resources we use.
- We acknowledge our responsibility and create the framework conditions to promote local business.

## Objectives

- We are pursuing the strategic objective of expanding our sustainable product range. Organic products are essential for this. In doing so, we are also contributing to the 30 per cent organic target of the German government.
- We want to promote local value creation through the continuous expansion of regional products.
- With REWE we want to achieve the highest organic sales share in German food retailing by 2025.

## Our measures\*

### What we're doing specifically

Organic and regional products are an important pillar of our sustainability and product range strategy. We are therefore consistently promoting their expansion.



We have strong partners. In Germany, for example, REWE has been cooperating with the organic farming group “Naturland” since 2009 and PENNY since 2023. REWE has also been a member of the Demeter organic association since 2020. As REWE Group, we joined NABU’s “Gemeinsam Boden gut machen” (Making up ground together) project in 2021. It has been supporting farmers in converting from conventional to organic farming since 2015. In 2023, we supported 12 farms, bringing the total to 102 since 2015.



We support regional producers and suppliers in Germany, for instance with the “REWE Local Partnership” for fruit and vegetables, dairy, meat, and sausage. These direct relationships between stores, buying partners, and REWE-local representatives also establish contacts between stores, local producers, and suppliers.

**1,781** Since 2012, the nationwide REWE Regional brand for regional

products label the region of origin on the packaging. In 2023, PENNY introduced the overarching regional brand “Marktliebe Regional” for regional fruit and vegetables. Regional procurement and selling are also becoming increasingly important in other product groups. Since 2014, we have labelled a total of 1,781 products<sup>1</sup> (2022: 1,697) with the “Regionalfenster” products at REWE and PENNY in Germany.



**100%** REWE Group in Austria is the only food retailer to offer 100 per cent fresh meat from Austria at BILLA. The regional private label for fruit and vegetables at BILLA, BILLA PLUS and Sutterlüty is called “Da komm ich her” (I come from here).

### We promote organic

In Germany, REWE introduced the exclusive brand “REWE Wegbereiter” (Trailblazers) in 2023. As with PENNY’s Naturgut Junior Helden (organic heroes), the additional revenue from non-organic fruit and vegetables support farmers in their transition to organic farming. We work closely with Naturland in this project.



## Our successes\*

### What we have already achieved

Regional products are highly valued by consumers and organic products have become mainstream. We are responding to this trend with our more sustainable offerings.

In Germany, no other food retailer offers more different private label products in Naturland quality or that of another organic association than REWE. Almost half of the REWE Bio (organic) range is Naturland-certified.

With up to 3,000 products for REWE and over 500 products for PENNY, we offer the largest selection of organic products in the German food retail sector.

**REWE Bio** With REWE Bio, we maintain the largest organic private label range in German food retailing and operate the largest organic contract farming for fruit and vegetables.

**12.8%** In 2023, PENNY in Germany was able to increase its organic sales across all product groups by more than 12.8 per cent.

The range of organically grown plant products at toom Baumarkt DIY stores comprised 294 products in 2023 (2022: 635).

**53%** Lekkerland was able to increase its organic sales by 53 per cent across all product groups compared to 2022. Lekkerland currently offers an organic product range consisting of 375 products.

Almost 100 per cent<sup>2</sup> of conventional pork at REWE and PENNY in Germany already comes from Germany. The REWE Group in Austria is the only food retailer in Austria to offer only 100 per cent fresh meat from Austria at BILLA and BILLA PLUS.



### REWE Bio celebrates organic anniversaries

Organic products continue to be an important pillar of our sustainability strategy for over 30 years. In 2024, we will have been cooperating with Naturland for exactly 15 years as a pioneer in the German food retail sector. For controlled organic quality – without genetic engineering, synthetic chemical pesticides, artificial fertilisers, added flavours, flavour enhancers and yeast extracts.



### Further links

- [Regionality at the REWE Group ↗](#)
- [Guideline on organic products ↗](#)

\* Scope: REWE and PENNY in Germany, deviations are explicitly stated.

<sup>1</sup> Contains all registered Regionalfenster products including regional and seasonal products, as of June 2024.

<sup>2</sup> Excluding organic, REWE Feine Welt, Butcher's, pork fillet, by-products.

# Together for the circular economy

We want to avoid the waste of resources, achieve the reuse of packaging and products and close material cycles through high-quality recycling.

## Commitment

- We are committed to the efficient use of natural resources such as soil, air, water, and raw materials.

## Objectives

- We strive to reduce the consumption of resources in the value chain of our products through circular economy and thus make a positive contribution to the environment and climate protection.
- By the end of 2030, we want to make 100 per cent of all private label packaging at REWE, PENNY and toom Baumarkt DIY stores in Germany and BILLA, BILLA PLUS, PENNY and ADEG in Austria more environmentally friendly.

## Our measures\* What we're doing specifically

In realising our circular economy strategy for REWE and PENNY in Germany as well as toom Baumarkt DIY stores, we rely on the three principles of Reduce, Reuse and Recycle.



We drive innovative solutions and standardisation for the circular economy and packaging with our own initiatives and partners, such as NABU, the GS1 standard development network, the Recyclate-Initiative, the Holy Grail 2.0 Initiative, and the global Consumer Goods Forum industry network.

We offer organic fruit and vegetables unpackaged or with improved packaging.

We save on packaging materials, dispense with packaging components (such as plastic lids) and rely on reusable solutions.

We are increasing the average recyclate content in packaging in various product ranges – for example in drinks (see successes), drugstores and paint buckets at toom Baumarkt DIY stores.

At REWE in Germany we are testing refill stations for dry goods from REWE Bio, such as rice, pasta, and cereals. Our cooperation partner is the start-up MIWA. This system closes two reusable cycles: loose products are already delivered in large reusable containers, which can be refilled again and again by our suppliers after use; in addition, customers can fill the desired amount of product into the reusable containers available in the store or use their own containers for this purpose.



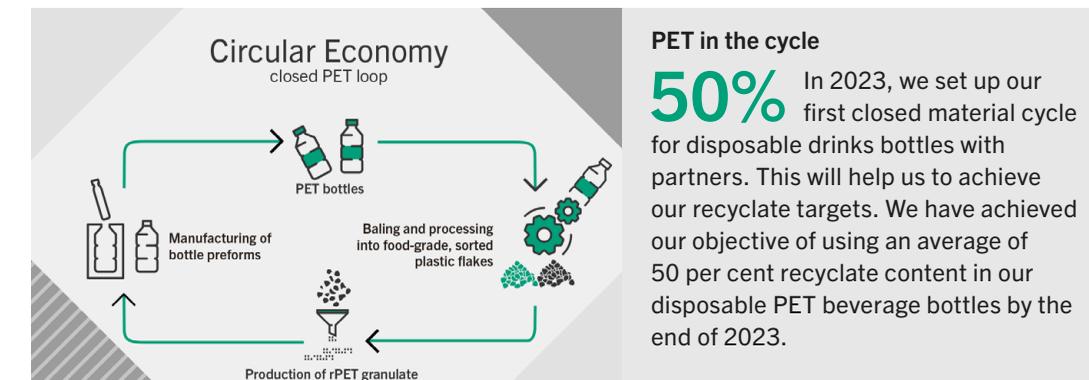
### Reusable needs politics

In order to implement tangible changes to the circular economy across all sectors, we support political plans for the promotion of reusable alternatives – if the necessary conditions are created. To this end, we have drawn up a **position paper** [↗](#) with NABU and organised an expert dialogue with representatives from civil society, business, administration and politics.

\* Scope: REWE and PENNY in Germany, deviations are explicitly stated.

## Our successes\* What we have already achieved

In the packaging area, the focus is on reusable and unpackaged products.



**PET in the cycle**  
**50%** In 2023, we set up our first closed material cycle for disposable drinks bottles with partners. This will help us to achieve our recyclate targets. We have achieved our objective of using an average of 50 per cent recyclate content in our disposable PET beverage bottles by the end of 2023.

## EINFACH MEHRWEG

REWE and Lekkerland are the first food retailers in Germany to establish an open, scalable system for reusable to-go packaging. It utilises the existing take-back structures in the stores via the returning-machines. This “Einfach Mehrweg” (simply reusable) system was awarded the Blauer Engel (Blue Angel) and the “ECR Sustainability Award” in 2023.

## 360,000

PENNY in Germany, is the only food retailer nationwide to use reusable instead of disposable crates for the “Bio-Helden” (organic heroes) bananas and is also testing flowers in reusable buckets regionally. At toom Baumarkt DIY store, we are increasingly using reusable instead of disposable plant pallets. Our goal for 2023 is to further expand this system to 360,000 reusable pallets (2022: 60,000).

Since April 2020, REWE has been selling organic fruit and vegetables nationwide largely without plastic or with improved packaging. REWE Group in Austria has been steadily converting its organic fruit and vegetable range to unpackaged

and loose or more environmentally friendly packaging since 2019. We also continuously review the use of raw materials and our product and process design in order to save material and close loops.

In 2021, we reached our objective of using 20 per cent less plastic in private label packaging compared to 2015 ahead of schedule. In 2023, we were at -22 per cent<sup>1</sup> (2022: -26 per cent).

We were the first food retailer in Germany to discontinue our leaflet advertising (see also focus topic [Sustainable Consumption](#)).

### Further links

- [Areas of action packaging ↗](#)
- [Reusable packaging needs politics ↗](#)
- [Guideline on Circular Economy ↗](#)
- [Guideline on more eco-friendly packaging ↗](#)

<sup>1</sup> Decline compared to previous year due to increasing quantities of plastic in returnable items; main driver is the development in mineral water in private label products with significant volume growth in 2023 and associated increase in returned volumes; trend towards more reusable products has reversed – possibly due to inflation.

# Together for more biodiversity

We want to preserve and promote biodiversity – for a good climate, clean water, growth and good harvests.

## Commitment

- We are committed to the goals of the UN Convention on Biological Diversity.
- We integrate the protection and promotion of biodiversity into our sustainability management as part of our membership of the **Biodiversity in Good Company** [↗](#) initiative and the “Food for Biodiversity” association.

## Objectives

- We aim to convert all relevant, regional open-air fruit and vegetable products in Germany to biodiversity-promoting cultivation by 2025.
- We are switching our entire soil range at REWE and PENNY in Germany and toom Baumarkt DIY stores to peat-free soils by 2025.

## Our measures\* What we're doing specifically

In order to conserve natural resources and protect and promote biodiversity along our supply chains, we are working on projects to create spaces for biodiversity and restore damaged ecosystems.



We purchase raw materials certified according to biodiversity criteria and standards such as organic, Rainforest Alliance or Marine Stewardship Council (MSC).



We rely on cooperation. With our partner NABU, we support farmers in converting to organic farming with the project “Gemeinsam Boden gut machen” (Making up ground together) (see focus topic [Organic and Regionalism](#)). Additionally, REWE supports the rewetting of peatlands in Germany with the NABU Climate Fund (see focus topic [Climate Protection](#)) – as a habitat for many animal and plant species and as a carbon sink.

In our biodiversity project, we work with farmers to increase biodiversity on conventional fruit and vegetable farms – e.g. with flowering strips (see successes). By 2023, more than 31,900 (2022: 26,300) trees, hedges and shrubs had been

planted and more than 22,700 (2022: 21,300) nesting boxes and aids for birds, bats and insects had been installed.

We sell insect-friendly plants at REWE and toom Baumarkt DIY stores that serve as pollen supplier for honey bees, bumblebees and wild bees and nectar plants for butterflies. At the end of 2023, the product range comprised 125 items (2022: 156). We also switch our total soil range<sup>1</sup> to peat-free alternatives by 2025.



We are reducing the pesticide level of fruit and vegetables as well as plants at toom Baumarkt DIY stores and avoid products containing glyphosate. In 2023, toom Baumarkt DIY store again replaced 48 products based on an external pesticide risk assessment.

We are a member of the Biodiversity in Good Company initiative.



### We drive the sector forward

We are a founding member of the “Food for Biodiversity” association. This first industry-wide alliance aims to anchor the protection of biodiversity in the food industry right upstream in the value chain. At the national conference in Frankfurt in 2023, 100 players from the food industry discussed this issue.



## Our successes\* What we have already achieved

We have the greatest influence on the protection of biodiversity with our private label products.



**15.98 million** Since 2010, we have created or enhanced 15.98 million (2022: 13.5 million) square metres of flower strips in Germany with our biodiversity project – the oldest and largest in the German food retail sector.

We cooperate with over 540 fruit and vegetable farms (2022: 550) to promote biodiversity.

All conventional bananas and pineapples<sup>2</sup> that we sell are Rainforest Alliance-certified.

In the BUND pesticide test, bee-friendly plants in retail stores are analysed for pesticide residues. As the only one among the seven examined garden centers and DIY stores, toom Baumarkt DIY store once again had no bee-hazardous pesticides detected on plants advertised as bee-friendly. In addition, toom Baumarkt DIY store scored best in the BUND comparison with eleven large DIY stores and garden centres in terms of phasing out synthetic chemical/highly hazardous pesticides, together with another plant store.

We promote biodiversity: In Germany, we have been offering the new “Wegbereiter” (Trailblazers) products at REWE since 2023 with our partner Naturland. The additional revenue helps farmers to switch to organic farming – similar to the

Naturgut Junior Helden products at PENNY (see focus topic [Organic and Regionalism](#)). The farms, such as the Kugel-asparagus-farm for Bavarian REWE stores, no longer use synthetic chemical pesticides or mineral nitrogen fertilisers.



### We produce in a biodiversity-friendly way

The soil plant of Gebrüder Mayer GmbH, a 100 per cent subsidiary of the REWE Group in Lower Saxony, has only been producing peat-free potting soils for REWE and PENNY in Germany and toom Baumarkt DIY store since 2023.

### Further links

- [Areas of action biodiversity](#) [↗](#)
- [Our guidelines](#) [↗](#)

\* Scope: REWE and PENNY in Germany, deviations are explicitly stated.  
<sup>1</sup> Scope: REWE and PENNY in Germany as well as toom Baumarkt DIY stores.

<sup>2</sup> Scope: REWE and PENNY in Germany as well as Lekkerland.

# Together for greater animal welfare

We want to promote animal welfare. We take our responsibility seriously to contribute to the improvement of animal husbandry for products of animal origin.

## Commitment

- We are committed to maintaining and improving animal welfare standards and to expanding animal welfare in agricultural animal husbandry.

## Objectives

- We want to anchor more animal welfare in our private label\* supply chains that include products of animal origin by the end of 2030 – which is why we are transitioning 100 per cent of our fresh meat range for pork, beef, and poultry as well as the drinking milk range to husbandry system levels 3 and 4.
- At the DERTOUR Group, we are adapting our portfolio to the requirements of the DERTOUR Group Animal Welfare guideline by 2025 in order to preserve and improve animal welfare in the habitats we travel to.

## Our measures\* What we're doing specifically

We set clear requirements for suppliers, promote animal welfare through standards and our involvement in various initiatives and want to transform the agricultural and meat industry as well as the food retail sector with innovative approaches.



We are committed to improving animal welfare standards, for example as a founding member of the Initiative for Animal Welfare in Germany. Every year, 753 million farm animals benefit from improved husbandry conditions.

**1,900** We are constantly expanding our organic and regional product ranges (see focus topic [Organic and Regionalism](#)), as well as plant-based alternatives. At REWE and PENNY in Germany, we currently offer over 1,900 products with REWE Bio + vegan and Food for Future, while at BILLA and BILLA PLUS 1,620 purely plant-based private label products are available.



By the end of 2024, all 350 REWE service counter in Bavaria will stock almost 100 per cent meat<sup>1</sup> from husbandry system levels 3 and 4.

We are completely converting our private label products in barn and free-range systems to gender determination in the hatching egg (selection).<sup>2</sup>

We are pioneering. In 2023, for example, we launched the dual-purpose chicken project to offer organic eggs from dual-purpose chickens in the organic supply chain at REWE in Germany by 2024 in the Southwest region. Meat products are to follow in the future.

At the DERTOUR Group

- we check providers for compliance with established animal welfare standards. A portfolio analysis was carried out in 2023. Based on the resulting risk profiles, 150 remote audits have been carried out on an ongoing basis since then. On-site audits are also planned.
- we are, for example, fighting against poaching in the Pilanesberg National Park in South Africa with the “Tiere für Tiere” (animals for animals) project using wildlife detection dogs.



### Regional programmes

In Germany and Austria, we use regional programmes to promote improved husbandry systems on site and shorter transport routes. 42 Regional meat programmes at REWE are already implementing animal welfare improvements in husbandry systems 2, 3 and 4.

## Our successes\* What we have already achieved

We have already achieved a lot, but we do not stop there. We continuously monitor the efficiency of our measures in order to anchor animal welfare in our supply chains and promote it at the holiday destinations of the DERTOUR Group.

**15** For 15 years, we have been promoting animal welfare in our organic supply chains through our Partnership with Naturland.

We define minimum requirements for suppliers that go beyond the legally required level – at BILLA in Austria, this also applies to the organic and “Fair zum Tier” (Fair to the animal) product range. For example, we do not use eggs from caged hens or goose and duck meat originating from live-plucking and force-feeding production sites.

At BILLA PLUS and BILLA in Austria, the total fresh meat service counter has been converted to animal welfare and thus meets either organic or at least the “Fair zum Tier” (Fair to the animal) criteria.

We offer 100 per cent of conventional pasture milk with the animal welfare label “Für Mehr Tierschutz” (For More Animal Welfare) from the German Animal Welfare Association.

**100%** Almost 100 per cent of our conventional pork comes from Germany<sup>3</sup>, and 100 per cent of our fresh milk comes from Germany and Austria.



Our private label free-range and organic eggs at REWE and our private label organic eggs at PENNY come from Germany.

The DERTOUR Group has completely removed elephant rides from its programme.



### Competence Centre for Agriculture

At the end of January 2023, we founded this committee of agricultural experts from science, agriculture and industry, which is unique in Germany. The aim is to develop concrete projects and measures to help shape the transformation of a sustainable German agriculture, with a particular focus on animal welfare.



\* Scope: REWE and PENNY in Germany, deviations are explicitly stated.  
<sup>1</sup> Beef, pork, chicken, and turkey.  
<sup>2</sup> Excluding Spitz&Bube and reusable items.

<sup>3</sup> Excluding organic, REWE Feine Welt, Butcher's, pork fillet, by-products.

# Focus on our employees

Committed and qualified employees are crucial to the success of our company. That is why their satisfaction, motivation and team spirit are important to us.

## Commitment

- We want to guarantee our employees a non-discriminatory workplace regardless of origin, gender, age, sexual orientation, religion or disability and offer everyone the same opportunities.
- They should be able to balance work, family, and private life.
- We believe it is significant not only to maintain their health, but also to promote it.
- They should be able to develop professionally and personally.

## Objectives

By 2025, we want to

- achieve a balanced gender ratio in executive positions (executives and top management).
- increase the proportion of internal appointments to executive positions to 80.0 per cent.
- maintain the quota per capita of jobs held by disabled people at a minimum of three per cent.
- maintain or increase our trainee ratio of 5.4 per cent.
- reduce the number of accidents to 43.5 accidents per 1,000 full-time equivalents.

## Our measures\*

### What we're doing specifically

We rely on strategic human resources management with employee-oriented work concepts, safe working conditions, tailor-made training programmes and appreciation for each and every individual.



**830** In the “Vielfalt-Netzwerk” (Diversity Network), employees of German sales lines are committed to the promotion of diversity and against discrimination, and currently more than 830 participants are exchanging ideas in the women network “f.ernetzt”. In June 2023, 100 employees volunteered to support the Special Olympics World Games Berlin and were thus sensitised to the topic of inclusion.

Together with DAK, we offer our employees the online platform and app “Gemeinsam.Topfit” (Together in top shape), in 2023 focussing on cancer prevention and mental health. Our Employee Assistance Programme provides faster access to psychological counselling.

In 2023, we expanded our external training platforms – for example with LinkedIn Learning for all administrative employees in Germany – as well as the learning programme on New Work topics relating to cooperation and leadership.

**10,395** We offer 25 training options and guaranteed employment if you perform well. 4,666 new apprentices joined us in 2023; we are currently training 10,395 (2022: 10,317) young people in Germany.

In October 2023, we voluntarily increased collectively agreed wages in Germany by 5.3 per cent and in wholesale by 5.1 per cent due to the lack of collective agreements. In the collective bargaining areas in which agreements were reached in 2024, the agreed wage increases correspond exactly to this voluntary increase. In 2023, we also granted company inflation compensation bonuses with a net value of approximately up to 1,000 euros. This was achieved with a one-off payment and a doubling of the purchase discount by an additional five per cent.



### Ten years of di.to (different together)

Our LGBTIQ network in Germany with its 276 members (2022: 350) and 1,055 (2022: 2,000) followers on social media, celebrated ten years of campaigning for more tolerance and acceptance in the workplace in 2023. In addition to the anniversary celebration and participation in many CSDs in Germany, we received the Pride Champion Gold in 2023 (see successes) and developed an LGBTIQ e-learning programme to further raise awareness.



## Our successes\*

### What we have already achieved

Just as diverse as our around 390,000 colleagues across Europe, is our engagement to keeping them involved in the company and finding new talent in the long run. Our commitment is having an impact and is also being honoured.



Our work and development environment were confirmed as outstanding for the ninth time in 2023 by the globally recognised Top Employers Institute. In the certification programme, we were particularly successful in categories such as People Strategy, Work Environment, Talent Acquisition, Learning, Well-being, and Diversity & Inclusion.

We are one of the most LGBTIQ+-friendly companies in Germany. This is confirmed by the “Pride Index”, awarded for the fifth time to REWE and PENNY in Germany and the REWE Group headquarters as “Pride Champion Gold” by the expert platform Uhlala Group.



REWE and PENNY in Germany, the REWE Group headquarters and the REWE Group in Austria are certified according to the audit berufundfamilie (careerandfamily audit). The quality seal stands for the sustainable organisation of a family- and life-phase-conscious personnel policy and family-friendly working and study conditions.



The REWE Group Cologne took part in the B2Run in Cologne with 700 runners and was honoured as the “fittest Group”.

**11,000** At the end of 2023, we successfully introduced STEPs – the strength-orientated development planning – for a pilot area of nearly 11,000 employees. The full implementation is scheduled for 2024 and will replace the old career and succession planning.

### Honoured

Our commitment as REWE Group to reconciling work and care was honoured with the “Otto Heinemann Preis” at the Berlin Care Conference in 2023. We were honoured in the category “Large employers with more than 1,000 employees”.

### Further links

- [REWE Group Code of Conduct ↗](#)
- [Diversity management and diversity charter ↗](#)
- [Guideline on sustainable business practices ↗](#)
- [Diversity ↗](#)
- [Career ↗](#)

\* Scope: REWE Group in Germany, including independent retailers.

# Together for a sustainable society

We see ourselves as a good corporate citizen – in other words, we take responsibility where we do business and where help is needed.

## Commitment

- We are committed to our responsibility to anchoring sustainability more and more firmly in society. To this end, we promote awareness of more sustainable consumption and responsible travel.
- Together with our partners, we are involved in local projects in the areas of action of Conscious Nutrition and Exercise, Opportunities for Children and Young People, Conscious Approach to Food, Biodiversity and Environmental Protection. We also help in acute emergency situations worldwide.

## Our commitment 2023

### Which projects we have supported

With our sales lines, we support numerous projects in our four areas of action. The focus here is on the implementation of long-term and recurring measures.



REWE and PENNY have been supporting food bank organisation Tafel Deutschland e.V. since 1996 and 2007 respectively. In 2023, an additional 24 tonnes of food were donated at the federal food bank organisation meeting. As part of the project “Tafel macht Zukunft”(Tafel is Making the Future) the digital delivery note was expanded to 889 stores (2022: 472).



**€ 2.12 million** Our established “Gemeinsam Teller füllen!” (“Filling Plates Together!”) campaign at REWE and nahkauf in Germany collected 373,304 donation bags with long-life food worth over 2.12 million euros (2022: 486,514 bags and 2.43 million euros) for local food banks in Germany.



Together with the food bank organisation Tafel Deutschland e. V. and industry partners REWE in Germany provided 24 schools (2022: 23) and over 2,200 children (2022: 1,998) with nearly 380,000 (2022: 456,779) healthy breakfasts with the “Power Kiste” (power box). Over 2,000 children at 17 schools also received breakfast snacks with the “Power Kiste Light” (power boxes light).

**€ 987,500** PENNY in Germany awarded 700 (2022: 520) regional “Förderpenny” prizes totalling 987,500 euros (2022: 760,000 euros) in 2023. Applications were received from 5,400 (2022: 3,000) organisations that are committed to supporting children and young people.

#### Aid for Rhodes

In 2023, the DERTOUR Group donated around 54,000 euros to the Heliotropio organisation for reforestation and firefighting equipment on Rhodes. Forest fires had raged on the island. The DERTOUR Group doubled the 2,000 euros of donations received and threw 50,000 euros into the pot itself.

**€ 600,000** In 2023, nahkauf in Germany supported the organisation “Ein Herz für Kinder” (A Heart for Children) of the association “Bild e.V.” with a donation of 600,000 euros.

As part of our employee donation projects, we supported projects run by our partners food bank organisation Tafel Deutschland e.V., Little Homes, children’s charity “Kindernothilfe” and DER Touristik Foundation in 2023.



Toom Baumarkt DIY store has been supporting the “Verein Little Home Köln e. V.” association with building materials for mobile mini houses for homeless people since 2019. 12 such houses were built in 2023 (2022: 21).



The DER Touristik Foundation has initiated eight new funding projects in 2023, bringing the total to 97 projects in 28 countries on five continents since it was founded in 2014.

PENNY Italy has been cooperating with the AIRC Foundation for Cancer Research since 2022. Together, 12 products of the private label products for healthy nutrition “Welless” were developed. 10 cents per product are donated.



Following the earthquakes in Turkey and Syria, the REWE Group donated 500,000 euros to the Deutsches Rotes Kreuz (German Red Cross) in February 2023 to help in the disaster area.

#### For more life in the sports club

That was the motto of our major project “Scheine für Vereine” (Vouchers for Sports Clubs) by REWE in Germany in 2023. Together with our new ambassador Jamal Musiala, we were able to support 23,249 sports clubs (2022: 20,969).



#### Further links

[Cooperations and awards](#)

[Social Involvement](#)

## Imprint

### Publisher

REWE-ZENTRALFINANZ eG  
Domstrasse 20  
50668 Cologne  
Phone: +49 221 149-0  
E-mail: [info@rewe-group.com](mailto:info@rewe-group.com)

### Concept, editing and design

REWE Group, Corporate Responsibility  
([www.rewe-group.com](http://www.rewe-group.com)), Cologne  
Accenture GmbH ([www.accenture.com](http://www.accenture.com)),  
Kronberg im Taunus  
3st kommunikation ([www.3st.de](http://www.3st.de)), Mainz

## Picture credits

p. 1: 123RF / lightpoet; p. 2: Getty Images / Hiroshi Watanabe, Getty Images / Bartosz Hadyniak, Shutterstock / Valentina\_G, 123RF / lightpoet, 123RF / lightfieldstudios, Getty Images / Emmanuel Cholet / 500px, Adobe Stock / belyaaa, Getty Images / Luis Alvarez, Getty Images / Westend61; p. 4: REWE, Getty Images / fotografixx; p. 5: REWE, Shutterstock / cherryblossom, Getty Images / Alex Treadway, Getty Images / ViktorCap, Adobe Stock / ON-Photography; p. 6: Getty Images / Jona Bastian, TotalEnergies; p. 7: Getty Images / Danita Delimont, PantherMedia / SashaKhalabuzar; p. 8: Getty Images / Visoot Uthairam; p. 9: Getty Images / Adam Smigielski, Getty Images / FLAVIO BENEDITO CONCEIÇÃO, Getty Images / slpu9945, Getty Images / Visoot Uthairam; p. 10: Getty Images / Esin Deniz, Adobe Stock / Kalle Kolodziej, DERTOUR Group; p. 11: Getty Images / Danita Delimont, Getty Images / Bartosz Hadyniak, Shutterstock / Valentina\_G; p. 12: 123RF / lightpoet, 123RF / lightfieldstudios; p. 13: Getty Images / Emmanuel Cholet / 500px, Adobe Stock / belyaaa; p. 14: Getty Images / Luis Alvarez, Getty Images / Visoot Uthairam; p. 15: Getty Images / Hiroshi Watanabe, Getty Images / Danita Delimont, PENNY, REWE; p. 16: Getty Images / Bartosz Hadyniak, REWE Group, Shutterstock / SALMONNEGRO-STOCK; p. 17: Shutterstock / Valentina\_G, REWE Group, REWE; p. 18: 123RF / lightpoet, REWE, Getty Images / danchooalex, PENNY; p. 19: 123RF / lightfieldstudios, REWE, REWE Group; p. 20: Getty Images / Emmanuel Cholet / 500px, Andreas Teichmann, toom Baumarkt DIY store, REWE; p. 21: Adobe Stock / belyaaa, REWE, Getty Images / NalinneJones, PENNY, Getty Images / Jacob Wackerhausen; p. 22: Getty Images / Luis Alvarez, Adobe Stock / Dreadlock, PantherMedia / ridofranz, REWE Group; p. 23: Getty Images / Westend61, REWE, mauritius Images / Daniel Kempf-Seifried, children's charity "Kindernothilfe", toom Baumarkt DIY store; p. 24: 123RF / lightpoet.

All rights reserved