



# Progress report Sustainability 2022

# CONTENTS

Foreword	3
yourharvest AG at a glance	4
Sustainability at yourharvest AG	5
Core area: company	6
Employees	7
Leadership and spirit	10
Core area: sustainable procurement	12
Core area: marketing	16
Core area: sustainable product range	19
Core area: climate	21
Highlights and challenges	26

# FOREWORD



Dear readers,

After two years of the COVID-19 pandemic, the past year has once again seen us face a yet unimaginable crisis – a war in Europe in the year 2022.

Inflation in Europe has led to a significant change in purchasing behaviours among consumers. A decline in demand for costly, sustainable products, particularly organic and sustainable-certified products, quickly became apparent.

Even though some of our strategic goals have been delayed, our commitment to sustainability and responsible business practices continues undiminished.

Thanks to the measures that were introduced during the pandemic being lifted, we are at least able to better cultivate our partnerships with existing and potential customers and suppliers now.

This report is intended to provide an insight into our efforts, progress and setbacks – all in the spirit of full transparency. We hope you enjoy reading it.

A handwritten signature in blue ink, reading "P. Schwarz".

Pascal Schwarz  
CEO, yourharvest AG

# YOURHARVEST AG AT A GLANCE

## THE COMPANY

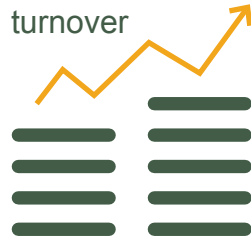
**19**  
employees



 **120**  
sum of years  
of experience

**40 to 50**  
**million**

annual  
turnover



## SUSTAINABLE PRODUCTS

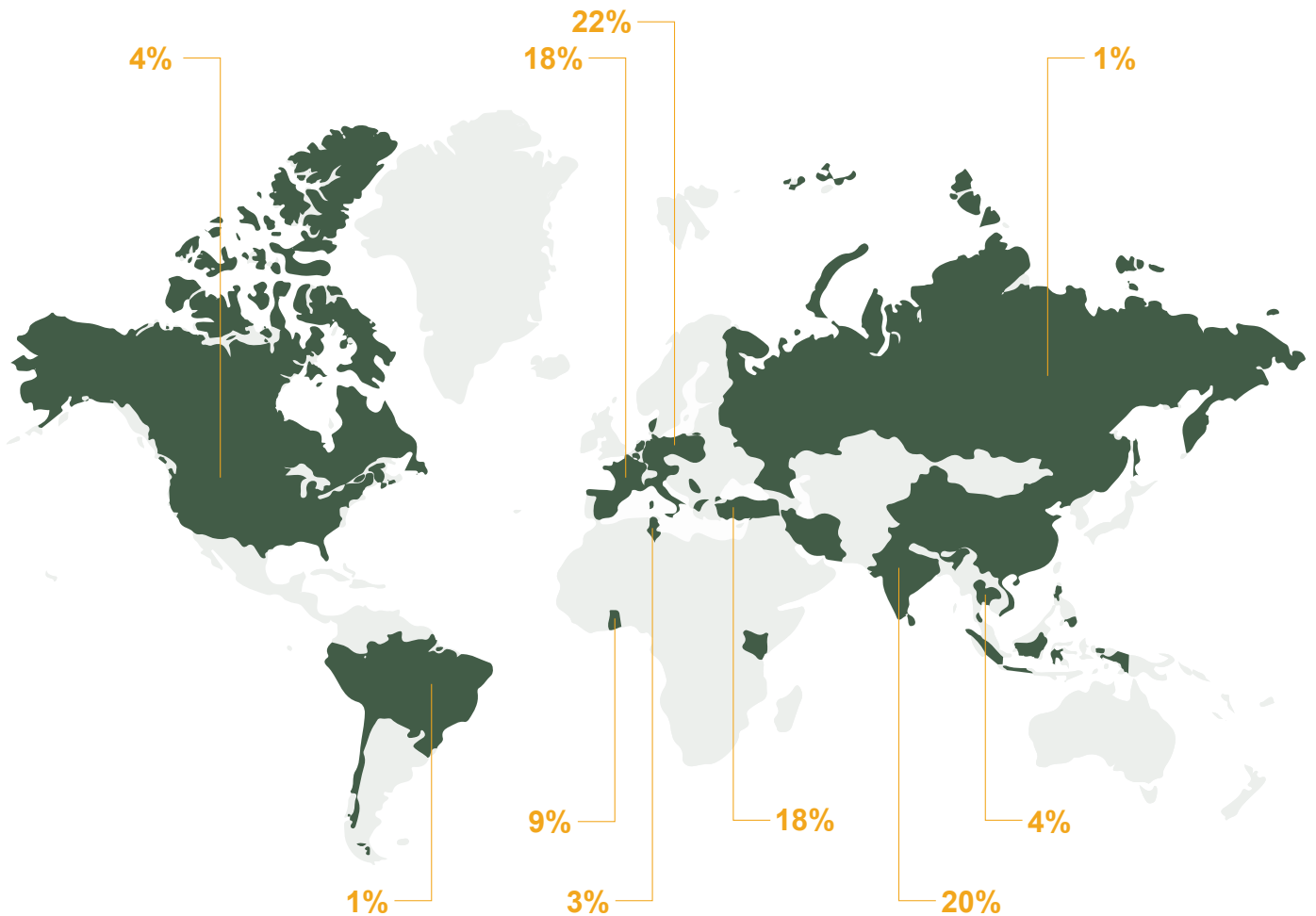
**44%** of turnover from  
**Organic products**



**22%**

of turnover FLO/Rainforest  
Alliance/HHP/Fair for life

## PROCUREMENT VOLUME PER REGION



# SUSTAINABILITY AT YOURHARVEST AG

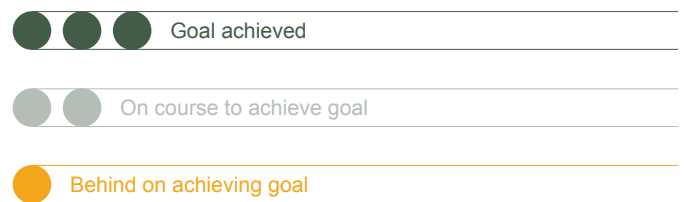
Our understanding of sustainability is based on long-term close partnerships between equals and cooperation based on respect and fairness. Sustainability is a continuous development process that can only be successful if the various actors within a supply chain work together.

## SUSTAINABILITY GOALS FOR 2021–2024

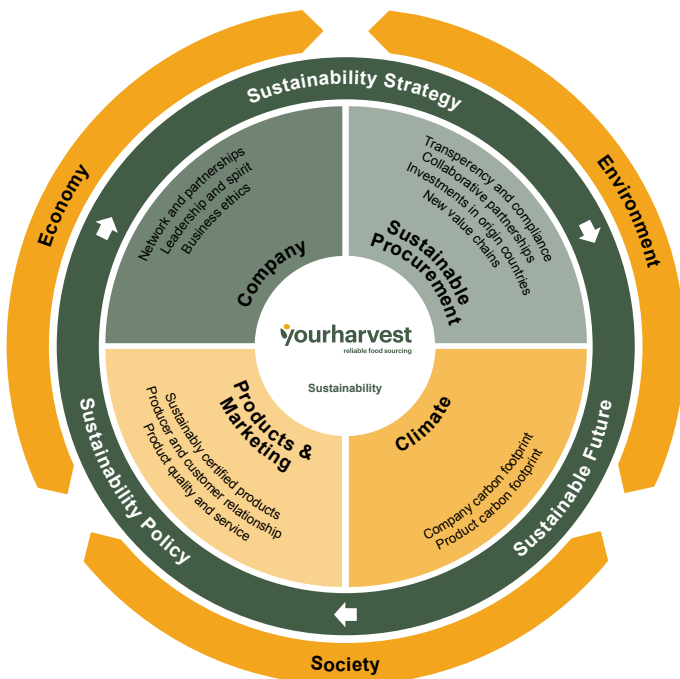
The yourharvest sustainability strategy defines principles by which we align our operations and promote sustainability.

This applies to the areas of business, sustainable procurement and product range, as well as marketing and climate. From these core areas, we have derived focus topics and goals, that yourharvest AG reports on annually in the

sustainability report. We apply the following colour coding to visualise the progress we have made towards achieving the individual goals:



For qualitative goals, the degree to which the goal is achieved is determined by the achievement of predefined measures and progress in their implementation by the Head of Sustainability.



Pie chart: yourharvest AG's strategy

For more information on the Sustainability Goals 2021–24, please consult this page [yourharvest.ch/sustainability/strategy](https://yourharvest.ch/sustainability/strategy)

## CORE AREA: COMPANY



Corporate responsibility and our corporate duty of care are more and more at the centre of social and political debate and are more frequently being enshrined in law. The vote on the Corporate Responsibility Initiative in Switzerland and the German Supply-Chain Duty-of-Care Act serve as examples of this.

### OUR APPROACH TO CORPORATE RESPONSIBILITY

The requirement at yourharvest AG to conduct all business in a way that is ethically and legally irreproachable is an obligation for both our employees and partners. We have developed the Code of Conduct for employees and suppliers and it describes the most important values and rules of conduct, as well as reflecting the understanding of respectful and responsible conduct. This applies not just to our employees, but also to our cooperation with business partners and suppliers. Adherence to the Code of Conduct is part of the contractual obligation and an important component for collaboration.

### CORPORATE ETHICS

**We are committed to ethical business practices and our employees and suppliers are required to sign the applicable Code of Conduct.**

In the reporting year, we completed the process by signing the two Codes of Conduct for employees and suppliers: Code of Conduct for Employees and Code of Conduct for Suppliers, thereby achieving the first part of our Ethical Business Practices.

● ● ● Goal achieved

### NETWORKS AND PARTNERSHIPS

**We have joined four relevant networks promoting sustainability and fair trade.**

In addition to our existing partner organisations, Sedex and amfori BSCI, we joined the networks öbu and UN GLOBAL COMPACT in the reporting year. These partnerships help us to ensure effective sustainability. By working with a variety of partner organisations, we are able to learn from and with each other. Even if the goal has already been achieved, we will continue to look for suitable partnerships.

● ● ● Goal achieved

## EMPLOYEES



We place a high value on employee satisfaction. This includes, among other things, work-life balance and professional development. Good leadership is essential for a healthy company and satisfied employees. Consequently, the focus this year was on personal development and leadership coaching.

### EMPLOYEE SATISFACTION

Our employees' satisfaction is reviewed on a quarterly basis in personal 360° feedback conversations with their manager, as well as in an annual survey. Based on the structured survey, employees are given a chance to express their views on the working atmosphere, motivation, work content, skills, leadership and employer attractiveness, and to provide an assessment.

Measures derived from the survey were a leadership course (see p.10) and a fantastic staff party in May. We are confident that the drop in the time our employees work from home and the greater amount of time spent in the office will also positively affect the working atmosphere.



**Philip Albrecht,**  
HR & member of  
the board

*“All in all the survey confirmed that our employees are very happy. Responses were very positive and similar to one year earlier. The atmosphere at work and leadership could still be improved in some areas.”*

**We encourage our employees to contribute to our sustainability efforts by becoming active sustainability ambassadors in their professional and private lives.**

As a sustainable company, we consider it vital that employees themselves fully understand and live sustainability. To promote this understanding, we regularly run training sessions on sustainability topics and organise employee events with a focus on sustainability. Owing to the ongoing requirement to work from home due to the COVID-19 pandemic in 2020 and 2021, and personnel changes, this area came to a standstill and could not be continued as intended. Some events took place nevertheless. We presented our short film “Our fairtrade tropical fruits from Ghana” and discussed close partnerships and fair trade. The employees had the chance to become better acquainted with our partner Bomarts and to learn more about fair trade.

Employee sensitisation will become even more relevant in the new reporting year. We show films on sustainability topics during regular lunchtime cinema sessions. They involve topics that are equally relevant in our private lives. The aim is to address sustainability in a variety of ways in order to model a culture of

sustainability. In addition to that, we offer training courses. Training is planned in the areas of climate protection, labels, child labour and gender equality.



**We promote a perfect work-life balance for our employees.**

The most important criterion when it comes to work-life balance is flexibility in terms of workload and working hours. We give our employees the option of hybrid working, which is intended to make it easier for them to reconcile their private and professional life. The possibility of taking unpaid leave rounds off our offer in this respect. With the COVID-19 years contributing significantly to employees finding a better work-life balance, no additional measures were implemented in this area compared to 2021.



	2021	2022
Rate of injuries (Ø cases/person)	0	0
Sick days (Ø days/person)	4.7	5.6
Employee fluctuation	2	2
Part-time employees (male)	2	2
Part-time employees (female)	4	4
Women over 50	1	1
Men over 50	2	2
Women in management	0	0
Women on the board	0	0
Professional development programmes (external)	2	3
Number of employees	18	19





**Simone, you've been in charge of the Ombuds Office at yourharvest AG for a year now. Can you tell us what that entails?**

Primarily, I'm the person who employees come to if they need help with an issue that they'd prefer not to talk about with their team or their manager.

**What sort of issues can they speak to you about?**

I'm not here for people's everyday problems with customers or suppliers, but rather for more serious personal issues that our yourharvest AG employees are experiencing. Things that they are struggling to or unwilling to deal with on their own. It could be disagreements with the manager or within the team, exhaustion, depression, or serious cases of harassment, addiction or sexual harassment.

**And what then?**

We evaluate the situation in our first conversation, try to come up with solutions and speak about what to do going forward. Where needed, we seek external help.

**What are your thoughts on the Ombuds Office?**

I think it's extremely important that we have this place for our employees to turn to. It's especially valuable for our younger colleagues and trainees. We all know the last few years haven't been easy, especially for the young. Since I work with external partners and am bound by a confidentiality agreement, employees can be sure that any help they receive from me is independent.

**“I'm happy to be the primary point of contact for our employees and I make use of whatever professional help the situation requires.”**

# LEADERSHIP AND SPIRIT



## LEADERSHIP COURSE

The two-day leadership seminar provided a well-balanced mix of theoretical content and practical team-building exercises. An external coach guided the group through a variety of topics such as remote leadership and leadership routines.

One practical exercise involved building a bridge to teach the leadership team how to develop a shared vision and use teamwork effectively. In the “nuclear accident”, the group was forced to act in a fast and coordinated way to cope with a simulated nuclear disaster. The team performed exceptionally well, beating the records set by other groups. The second day of the seminar was dedicated to current management issues at yourharvest AG and participants had the chance to discuss them in depth for once without and of the day-to-day business to distract them.

## YOURACADEMY

In 2022, we launched the new internal training programme youracademy. The concept is designed to give internal training a higher priority. Structured training courses (compulsory programmes), supplementary offers and training certificates via Microsoft Forms are now standard and our employees greatly appreciate them. Thanks to qualified feedback, we can target other offers and, where necessary, make up for any shortcomings in the compulsory programmes.


 **youracademy**



Martina Bereiter, Lakinya Lingeswaran and Philip Albrecht in action.

In addition, yourharvest AG made a contribution to the good of society. On “Tag der guten Tat”, a Coop initiative, people get involved for the good of society and the environment by doing big and small deeds. In this reporting year, we supported the organisation “Food for All”/ “Essen für alle”. The organisation saves food from being discarded and distributes it to people

who are in need of financial and material support. Every Saturday, they distribute food and hygiene products at several locations in Switzerland. yourharvest AG helped with the preparations on two Friday evenings.

 Follow this link for more information about the “Food for all”/“Essen für alle” project: [essenfueralle.org](https://essenfueralle.org)



Basil Wunderlin checking the quality of apricots.



Sarah Bonaventura, Tanja Berger und Vesna Kramar weighing out rice.

## CORE AREA: SUSTAINABLE PROCUREMENT

An important part of our strategy is sustainable procurement. Sustainable procurement means taking responsibility for our actions. In addition to certification systems, our focus is on partnerships with producers in the country of origin. It means a common, close and long-term cooperation between equals. This close partnership lets us guarantee short and transparent supply routes for the products. Sustainable procurement also means investing together in developments and consequently in the future.

### LONG-STANDING PARTNERSHIPS

The long-standing partnership with Bomarts is an example of sustainable procurement. Since the beginning of the cooperation in 2013, yourharvest AG and Bomarts have been pursuing a common goal: to establish a supply chain for sustainably and fairly produced dry

mangoes. In June 2022, we visited our partner in Ghana and created a project video and three social media clips. We believe it is important to give our partners a voice and to be transparent with our customers.



Link to the project video:

[youtube.com/watch?v=B97v0VEaR2k](https://youtube.com/watch?v=B97v0VEaR2k)



**Anthony Botchway,**  
Founder and owner of  
Bomarts, on “fair businesses”

*“I have always believed that people everywhere have to be given the opportunity to succeed in life and one way of doing this is through having a fair kind of business between the developed countries and the developing countries.”*



**Samuel Domaie,**  
Farmer with the  
Adumanya cooperative on “support”

*“Our products will get marketed if our brothers and sisters in Europe market our products. If they don’t market our products, our mangoes will stay with us. But they need to buy so we can also get some income to improve our farms and also our lives as a whole.”*

## ADVANCE FINANCING

Another important element supporting sustainable procurement is the development of our partners, either by advising them and supporting them with know-how or, if requested, by facilitating advance financing or loans. The amount of advance financing, i.e. paying for goods before they have been produced, was CHF 9.7 million in 2022.

### ADVANCE FINANCING (IN MILLION CHF)

2020	2021	2022
18.4	14.6	9.7

The loans are used, for example, to finance the harvest or to further develop production facilities. In the reporting year, we granted loans worth CHF 8.6 million.

### LOANS (IN MILLION CHF) LOAN AMOUNT AS OF 31 DECEMBER

2020	2021	2022
7.5	8.1	8.6

## ENGAGEMENT AT THE SOURCE

**We invest 5% of our budgeted EBT annually to foster sustainability in the countries of origin in cooperation with our partners.**

This goal is currently in progress. In collaboration with the Head of Sustainability, Sarah Bonaventura, the project manager and the respective product manager for each supplier, we evaluated which suppliers should be contacted. In addition, we identified possible sustainability issues that could then be addressed together with the supplier, for example in the area of renewable energies (biogas, photovoltaics), water management (optimisation of water consump-

tion, processing of washing water) or welfare. In the meantime, we contacted the partners who were being evaluated and informed them of your-harvest AG's commitment. Currently, the evaluated partners are still assessing their needs.

Behind on achieving goal

**We evaluate projects, implement them in cooperation with strategic partners and contribute to their financing.**

In the last reporting year, we were able to evaluate the market needs for Fairtrade pecans and Fairtrade hazelnuts. Unfortunately, we did not make further progress in these projects. We remain in contact with Max Havelaar. Finding new interesting projects is more challenging than we originally thought during our strategic planning. Several factors have to come together in the end to achieve what we would consider a perfect match for the different parties that are involved. We found that many producers are in the process of looking for partners themselves and are already in contact with them.

Experience has shown that at a very early stage of the project evaluation, it is absolutely essential that we request the most important data by asking our suppliers to complete a self-assessment. This allows us to assess together whether the follow-up on the basis of the data they submit is at all considered useful by both sides. We found that the evaluation form was too extensive and too complex for such an early stage in the project. In cooperation with the quality management, we developed an optimised version of this document, an easier-to-understand "light version", that is also simpler to handle. The "light version" has already been used and has clearly proved to be more practicable.

Behind on achieving goal



## **We are building three new sustainable value chains in the Global South.**

For the first two years of the COVID-19 pandemic, the implementation of our new strategic goals was delayed, and it will hardly be possible to catch up. The same is true for this goal. Despite this, we have already made progress, such as with the first test delivery of tropical dried fruit involving a new partner business in East Africa. Here, we are working on optimising the quality and expanding the production capacities to establish this supply chain.

In West Africa, we made a promising initial visit to explore a possible collaboration on dried physalis. We will most certainly follow up on the project.

We are systematically looking for potential partners in other countries, such as Indonesia or Ethiopia, to develop other sustainable value chains.

---

● Behind on achieving goal

## **ADVANCING WOMEN**

### **We support and empower women along the entire value chain.**

We are behind on achieving our goal. What have we been doing to advance women? To raise awareness in our business environment, for the first time, we advocated for women's equality worldwide and against discrimination against women on our LinkedIn profile on 8 March of the reporting year.

By completing the UN's Global Compact Gender Equality eLearning programme, our Head of Sustainability has created a good knowledge base to drive the goal forward in the coming reporting years.

---

● Behind on achieving goal

 Find out more about yourharvest AG and all the news here [LinkedIn](#)

With the growing importance of responsible supply chains around the world, establishing supply chain transparency is at the forefront.

The issue of transparency in the supply chain is becoming ever more important. Knowing our supply chains is essential for us to be able to map risks. It allows us to identify important issues and address them with our local partners. This knowledge also helps us to prevent or mitigate risks wherever possible. Therefore, in 2022, we decided to use the Xylene software to support us in this undertaking.

## TRANSPARENCY AND COMPLIANCE

### We are mapping 100% of our suppliers and their supply chains.

We are making progress on this issue, although not at the pace we had hoped, as registering suppliers on the platform is more extensive than anticipated and requires awareness raising. It is a very time-consuming and labour-intensive task. Nevertheless, we have already been able to register and map all our suppliers in the tool in this reporting year. The next step is for the suppliers to register in the tool and invite their suppliers to do the same. It will be difficult to fully achieve this goal, since it is very likely that some suppliers will not be willing to be transparent about their supply chains. The issue of mapping the supply chain will be given top priority in the coming year.

 On course to achieve goal

### We promote the traceability of raw materials back to the cultivation stage.

For Bio Suisse products, traceability can be guaranteed back to the cultivation stage. For the other raw materials we source, we depend on the progress we make towards our goal of “mapping 100% of our suppliers and their supply chains”. This goal is being treated as a second priority. It is more important to us that we promote transparency in the supply chains.

 Behind on achieving goal

### We ensure that 90% of our producers' factories in high-risk countries are audited to ensure compliance on social & environmental issues.

This goal is on track. An initial assessment has been carried out. All our suppliers have been assessed according to the amfori Country Risk Classification. Of the factories in high-risk countries, 65% had been certified by an amfori BSCI or SMETA (Sedex) audit. Of course, achieving this goal is closely linked to the progress of the goal “mapping 100% of our suppliers and their supply chains”.

 On course to achieve goal

## CORE AREA: MARKETING



Our customers' satisfaction is extremely important to us. Basil Wunderlin evaluated how satisfied our customers were with us and our services as part of his master's thesis.

*"In the summer of 2022, I successfully completed my MAS Product Manager studies with my master's thesis "User Journey Mapping yourharvest AG". For two years, I studied on Fridays and Saturdays and, with yourharvest AG's support, was able to complete my thesis on a 100% workload.*

*For the analysis of the user journey for my master's thesis, I interviewed existing and potential customers about their user journey. Not only did this result in a better understanding of the customers, it also gave us some homework. To improve the customer experience, we focused on our website, which represents one of our best employee's 24/7 commitment. To ensure that it meets the demands our users have today, we are now mapping the product portfolio more accurately and adding a filter to allow searches by product or certification. I am delighted that the result of my master's thesis will be directly implemented and that I can participate in it."*



**Basil Wunderlin,**  
Product Manager,  
Dried fruit



## HAPPY HAZELNUT

We source all our hazelnuts from Turkey's Black Sea region. 80% of the world's hazelnuts come from this region. The harvest depends heavily on migrant workers who frequently come from the south of Turkey. The region is affected by poverty, and child labour is widespread. yourharvest AG recognised this risk early on and, in cooperation with our partner Isik, set up the Happy Hazelnut project on site in 2013. The goals are to:

- prevent child labour,
- ensure fair wages,
- secure better living conditions and
- promote eco-friendly agricultural practices.

As part of the project, we offer customers the chance to become directly and sustainably involved in hazelnut cultivation and to make a tangible contribution to sourcing hazelnuts in a sustainable way. Happy Hazelnut was nominated for the Swiss Ethics Award 2022, a recognition for outstanding ethical performance in business.



**Martin Brosi,**  
Product Manager Nuts

## STAKEHOLDER EVENT

Thanks to our members' support, the project is able to continue to develop. One such opportunity presented itself in March when customers and partners met for a day of discussions during a workshop focusing on the expansion of the project. Our product manager Martin Brosi was there.



Find out more about our project for sustainable hazelnuts:  
[youtube.com/watch?v=dG3ulX3jjlw](https://youtube.com/watch?v=dG3ulX3jjlw)



*“During the stakeholder workshop, we were split into a number of different groups. There were groups for social sustainability, ecology and economy. I was in the economy group. What the cooperation with the customers showed was that they are basically very satisfied with the quality, the supply capability and the response times by yourharvest AG. Tracking the hazelnuts and providing support to the farmers is Isik's first priority and it is costly. That affects the pricing and offers for our customers. It was addressed because price is an important tool for growth and sales for our customers. The more attractive the price, the greater the volumes that would be sourced from the project. Traceability of the supply chain is important and the price must be in line with its market. We have taken up the challenge and Isik is looking at all options to share the costs in the best and fairest way for all parties involved.”*



Our Head of Sustainability  
Sarah Bonaventura visiting the Happy Hazelnut Project

*“The Happy Hazelnut project was one of the first projects I had the chance to visit after starting at yourharvest AG and I took with me all the ideas from the workshop. It was important for me to discuss the ideas that we had developed in Switzerland with the employees on site. During my 2-week trip, I was able to meet the three Agriculture Project Consultants, Nurettin, Onur and Hüseyin. As consultants, they are constantly on the road advising farmers on sustainable agricultural practices. The interactions with each other and with the farmers were very appreciative and friendly. The project is set locally, so that everyone knows everyone else, which leads to a kind of self-regulation. It is an important building block in preventing child labour and an important element of the Happy Hazelnut project. In the second week I visited Rainforest farmers in Ordu (on the eastern Black Sea). The region around Ordu is much more mountainous, making the hazelnut harvest more difficult than in Pasalar where our project is based.”*

**Sarah Bonaventura, Head of Sustainability**

## **VISITING TURKEY**

Our Sustainability Manager took the ideas and results from the stakeholder workshop with her when she went to Turkey. She took the time to get to know the project and the people behind it.

Benchmarking with other projects showed that with 150 farmers, 29 of them women farmers, we have a manageable project that allows

us to keep the supply chain transparent. With the Happy House and the integrated Summer School, we strive to improve the living conditions of the harvesters as much as possible. We offer regular working hours and fair pay. But what else can we do for the harvest workers? We will ask the harvest workers themselves these questions directly in 2023.

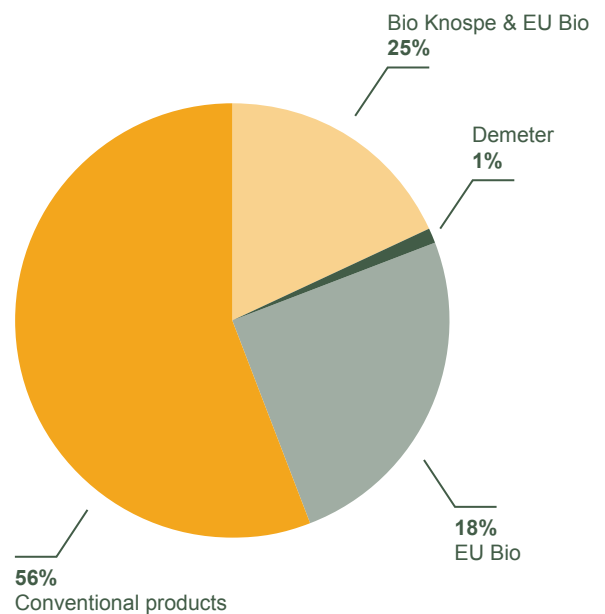
## CORE AREA: SUSTAINABLE PRODUCT RANGE



### SUSTAINABLE-CERTIFIED PRODUCTS

**We increase the sales (kg) of sustainable products by 40%.**

Organic farming is an important cornerstone of a more sustainable food production, which is why we aim to increase the sales of sustainable products. Unfortunately, we were unable to achieve the goal this year. Among other things, this was due to the war in Ukraine and the associated inflation. The share of conventional products in sales against strategy targets grew slightly again to 56% (54% the previous year).



● Behind on achieving goal

### KG OF SUSTAINABLE PRODUCTS (organic and/or fair)

	2020	2021	2022
Sustainable (organic and/or fair)	4'104'582	3'780'574	2'771'426
Conventional	2'517'420	3'158'472	2'946'331

Note: Sales of sustainable products in kilogrammes declined more sharply than the associated turnover (-10% yoy). This is linked to a change in the product mix at yourharvest AG (more retail products sold by the unit versus less bulk in kilogrammes). To illustrate the effective increase in the sales of sustainable products, we need to consider the product mix in the future.

## RELATIONSHIP BETWEEN PRODUCERS AND CUSTOMERS

**Launching two sustainable projects that customers play an active part in.**

Unfortunately, we were unable to achieve the goal of launching two sustainably projects that customers would play and active part in. The delay caused by the COVID-19 pandemic took its toll on our time and resources. In addition to that, the level of inflation has made customers more careful, which, in turn, is affecting long-term projects. Identifying specific projects within our supplier portfolio has also been challenging and has caused further delays. Despite these challenges, we remain eager to maintain our commitment to sustainability and customer participation in the future.

 Behind on achieving goal

## WORKING TOGETHER AS PARTNERS

**Increasing sales (kg) as part of our direct procurement from our Southern partners\* by 30%.**

The backlog in the implementation of our origin integration strategy inevitably means that we have not yet been able to achieve our goal of boosting direct procurement from our Southern partners. In addition, the decline in demand and the overcapacity in 2021 (e.g., sultanas, mangoes) resulted in falling volumes in 2022 for some of our larger Southern partners. A positive observation of the last three reporting years, however, is that the proportion of the total volume procured from Southern partners rose from 57% to 64% between 2020 and 2022.

## SALES FROM DIRECT PROCUREMENT FROM PARTNERS IN THE GLOBAL SOUTH (in tonnes)

2020	2021	2022
3790	4463	3808

 Behind on achieving goal

\*yourharvest AG defines Southern partners as “all countries except the G7 and EEC”

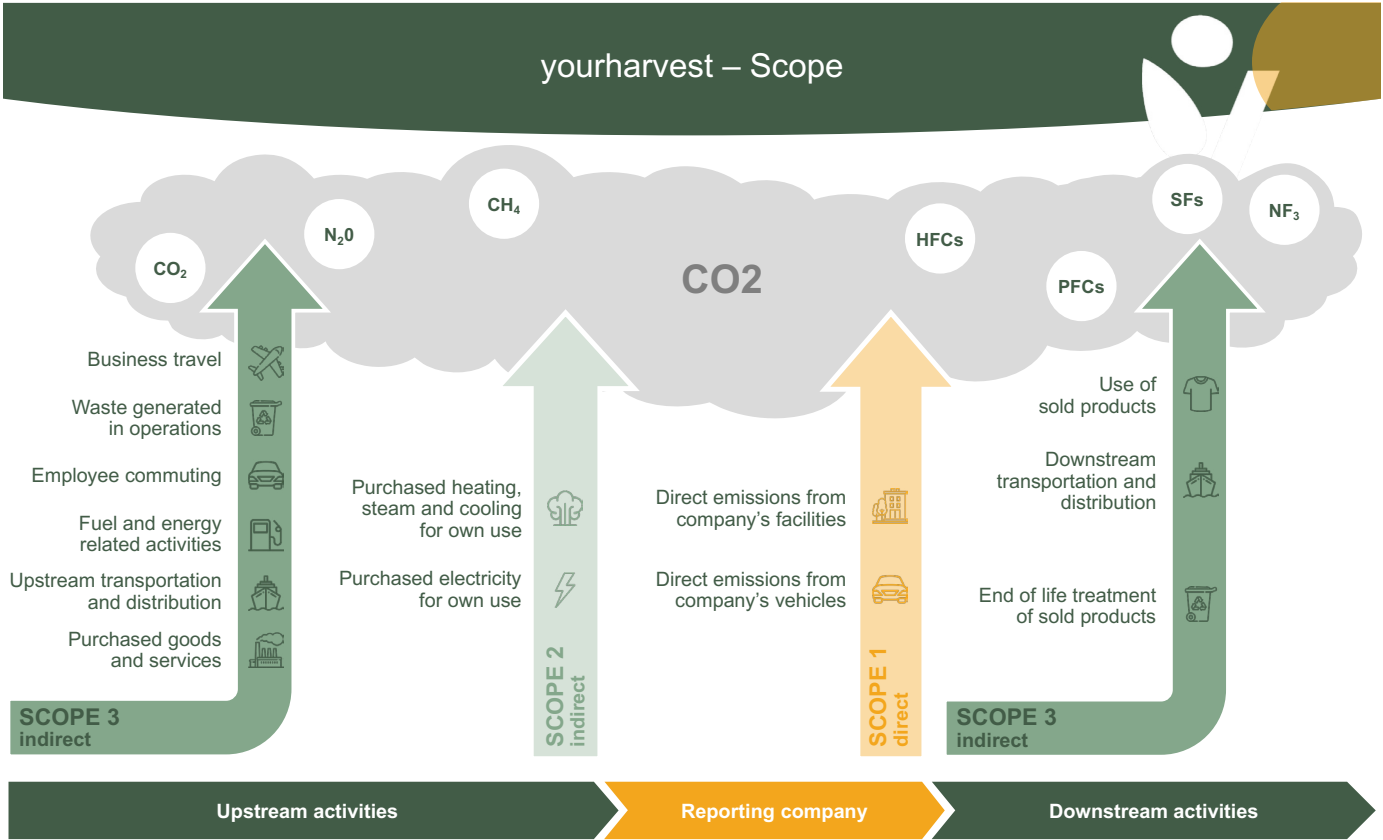
## CORE AREA: CLIMATE



Climate change is one of the global challenges of our time. Switzerland is committed to achieving the 1.5-degree target laid down in the Paris Climate Agreement. In considering both our direct and indirect greenhouse-gas emissions and the measures we are taking to reduce them, we would like to make our contribution to protecting the climate.

### OUR MEASURES TO PROTECT THE CLIMATE AT A GLANCE:

- Annual calculation of our corporate footprint and implementation of measures to reduce it
- Purchase of renewable energies for the office building in Baden
- Providing incentives to encourage commuting by train
- Efficient planning of business trips and compensation through carbon offset projects
- Raising awareness of climate protection issues among employees and stakeholders
- Promoting sustainable products
- Targets and measures to reduce our carbon footprint in our supply chain
- Cooperating with customers and partners to protect the climate



**EMISSIONS CATEGORY PURSUANT TO GREENHOUSE-GAS PROTOCOL**

**SCOPE 1**

Emissions, resulting directly from yourharvest AG’s operations. Emissions from energy sources and company vehicles.

**SCOPE 2**

Emissions, that cause indirect greenhouse-gas emissions from energy such as electricity and district heating.

**SCOPE 3**

Emissions, produced along our value chain. This category includes the raw materials we procure, the transport of products by external logistics companies and business trips, as well as commuting by our employees.

**CORPORATE FOOTPRINT**

**We are a “climate-neutral company”**

Climate neutral means that we offset the emissions of all the processes that are necessary to keep our business running. This includes energy consumption for heating and cooling, our electricity consumption, emissions from our business trips and our employees’ commutes. Our greenhouse-gas emissions are offset by climate-protection projects run by Climate Partner. We present the various climate-protection projects to our employees, and vote on the project we support. In the reporting year, the project “Clean Drinking Water in Mozambique” won.



A new well is commissioned in Mosambique



## How can you protect the environment with clean drinking water?

Around the world, many people have no access to drinking water. A lot of families have no other option but to boil water on an open fire using the simplest of means. This produces CO<sub>2</sub> emissions, and deforestation is increasing, especially in some regions. By treating water chemically (for example with chlorine), mechanically (with water filters), or by making groundwater from wells accessible, we can reduce these CO<sub>2</sub> emissions. This drinking-water project provides about 102,000 more inhabitants in the provinces of Tete, Sofala and Manica in central Mozambique with access to clean drinking water by repairing and installing wells.



Repairing a well in central Mosambique



To our climate tracking:  
[fpm.climatepartner.com/tracking/14992-2210-1001/de](https://fpm.climatepartner.com/tracking/14992-2210-1001/de)

**We are not only prepared to compensate for our emissions, we are also committed to reducing emissions as far as possible ourselves. What did we do in the reporting year to achieve this?**

- We replaced our two petrol-driven company cars with sustainable electric cars.
- By moving to a smaller and more modern office near Baden railway station, we reduced our energy consumption and by using renewable energies, we cause fewer emissions.

**What negatively impacts our footprint?**

With the end of the COVID-19 pandemic, we began travelling more. On the one hand, this was due to our greater physical presence in the office and, on the other, to the greater number of visits to our partners in the countries of origin. We are aware that our air travel causes a lot of greenhouse-gas emissions. However, regular visits to the country of origin are necessary and form part of our close relationship with our partners. They help us to better understand the local business and to better respond to the needs and challenges.

**Our contribution to reducing our emissions:**

- By planning our travel more efficiently, we are able to optimise our footprint and reduce greenhouse-gas emissions. We encourage our employees to book direct flights when possible, to combine trips in similar regions and to take along their colleagues' tasks.
- A new regulation for business trips in Europe: travel in Switzerland and in neighbouring European countries is to be undertaken by train wherever possible/reasonable. We have set up a Train Reward account for all our employees and they receive rewards at the end of every year.

**OUR EMISSIONS** (in tonnes)

	2021	2022
Scope 1	2.93	3.24
Scope 2	3.25	3.6
Scope 3	11.63	52.59
<b>Total t CO<sub>2</sub> eq</b>	<b>17.81</b>	<b>59.45</b>



## OUR CLIMATE GOALS

### We developed a Scope 3 reduction strategy.

Reducing emissions along the entire value chain is becoming ever more important. We therefore set ourselves the goal of developing a Scope 3 reduction strategy by the new 2024 strategy period. In the reporting year, we built up a good knowledge base on the “Science-Based Targets Initiative” and the “FLAG Guidelines” through extensive research. In the coming year, we will decide whether to join the “Science-Based Targets Initiative” or whether to directly reach agreement on reduction targets with our partners.

 On course to achieve goal

 Link to Science-Based Targets: [sciencebasedtargets.org](https://sciencebasedtargets.org)

### We are launching six climate-neutral (calculated, balanced, reduced and offset) Climate Partner-certified products.

In the reporting year, we balanced the product mango in cooperation with our partner Bomarts, expanding our range with climate-neutral mangoes. To do this, we applied the Greenhouse-Gas Protocol and the Life Cycle Accounting and Reporting Standard. The calculation took into account emissions along the following life cycle phases:

- Extraction and pre-processing of raw materials and packaging
- Production
- Supply of the product to the customer’s site entrance
- Relevant waste-disposal emissions from the product and its packaging

The product mango causes the highest emissions during processing, i.e. drying. Expanding the photovoltaic system would reduce emissions but require investment. We are in talks with our partner about this. Coconut products, hazelnuts, figs and apricots have been evaluated for the coming year.

 Behind on achieving goal

### Climate-neutral products make up 5% of our turnover.

We are not on track to achieve this target. The target is directly dependent on the target “We are launching six climate-neutral products”. Needs assessments for further products were carried out, but additional steps were needed.

 Behind on achieving goal

### We promote sustainable transport of our products and sustainable mobility of our employees.

We promote the sustainable transport of our products: Our containers are transported by sea to European ports and delivered to Switzerland by inland waterway or train. Imports by air are only approved in exceptional circumstances. To reduce multiple transports, we set great store by optimal forwarding.

Environmentally-friendly travel to the office is rewarded. yourharvest AG pays 1/3 of the public transport costs (train/bus) and rewards employees who travel to work by bicycle or on foot.

## HIGHLIGHTS AND CHALLENGES



### FRUITS AND NUTS TEAM

In 2022, after two years of the pandemic, it was, thankfully, possible to start visiting customers and suppliers again. A great many of our partners welcomed this and valued the direct personal exchange very much. To give a few examples, we visited our partners Bomarts in Ghana and Boudjebel in Tunisia in the regions of origin. We were finally able to conduct a customer tour after a long time with Ve.ba Cooperativa Ortofrutticola. The experience showed once again that, while remote exchange is possible, personal contact is still very much appreciated by all parties.

In the freeze-dried product sector, we were able to achieve a strong increase in the Bio Suisse area. This was mainly made possible by the growth of our Serbian partner Van Drunen, that has the ability to assert itself as a competitive producer on the European market.

Unfortunately, a completely different scenario has emerged with apple products in recent years. In addition to the previous countries of origin of Chile, Italy and China, more and more producers from Eastern Europe (e.g. Moldova) are entering the market. As a result, another product group, along with Turkish fruit and hazelnuts, is finding itself under severe price pressure.

Tropical dried fruits, particularly mangoes, are facing challenges of unprecedented proportions, as currently there is practically no demand from Europe due to all the warehouses still being well stocked. This has generated an enormous bottleneck in storage capacity in Ghana and is challenging us as the sole sales partner for these products. But we remain upbeat, and are confident that these top-quality products will increasingly find their way into consumers' shopping baskets again in the future.

The change in the nut product portfolio – away from the classic bulk sector for whole nuts and more towards processed products – is clearly noticeable. The vegan trend in particular, that uses nuts as raw material for alternatives to milk, has already achieved initial success, and there are signs it will grow further. Different nut pastes that feature varying degrees of grinding and roasting make it possible to meet customer-specific requirements in various product areas in a targeted manner.



**Melanie Ackermann,**  
Team Leader,  
Dried Fruits and Nuts

## TEAM INGREDIENTS & RETAIL

As is well known, maintaining supply chains is no longer a matter of course at this moment in time. 2022 has proven to be a particularly challenging year, especially at cultivation level:

Political unrest and an unimaginable energy crisis broke out in Sri Lanka in the spring – that is, at a time when energy was still being taken for granted in Europe. The Ingredients & Retail team was hit hard by the energy crisis in Sri Lanka, especially in relation to tea and spices. Shipping goods from Sri Lanka was impossible, which affected the producers in particular. Fortunately, this began returning to normal towards the end of the year.

The aftermath of the international freight crisis, which came to a head in 2021 in particular, could still be felt in the first half of 2022. Logistics bottlenecks not only put a strain on day-to-day business – they also required the team to put in a disproportionate amount of effort to maintain supply chains in the interests of our suppliers and customers.

EU sanctions against various organic certification bodies in India have hit our spice and fruit producers hard – through no fault of their own. For example, organic farms that had been certified by a sanctioned control body were simply banned from exporting to Europe (and also Switzerland). The bans were issued as a result of incidents that were in no way related to the cultivation or processing of our products. Our mango producers were hit particularly hard. The breakdown of their entire cash flow made it difficult for the farmers to finance the fruit, just as harvest time approached. Thanks to prepayments for our contracts, we were able to prevent our producers from having to raise their liquidity on the Indian financial market at great expense – which, in turn, meant the 2022 mango harvest was still a success.

In the meantime, our processors have, with the help of a substantial deployment of resources, also been able to change certification body, meaning exports to the EU and Switzerland are now officially certified again.

It is all the more gratifying that we will remember 2022 as being a positive year, as a large number of new businesses in the organic and fair trade sector were able to get off the ground, especially in relation to retail products, where we were able to shift the lion's share of added value to the place of origin:

- Demeter dried fruit, with packaging at the country of origin (Turkey/Tunisia) for the Swiss retail trade
- Licensing of various new Bio Suisse label products, such as ground saffron from Greece and fruit bars from Turkey
- Commitment to the first delivery of a Happy Hazelnut product to Swiss retailers

After overcoming various challenges and hurdles in 2022, it is evident that a consistent prioritisation of sustainable products also brings long-term added value and success, including in an economic sense. Our focus on organic and fair trade products enables us to have a very broad base in a number of industrial business sectors – and retail business products to an increasing degree, too. This is a particular challenge for our internal sales team, since our products with added value usually also go through significantly more adventurous logistics routes and a rigorous duty of documentation must also be observed.



**Micha Plüss,**  
Team Leader,  
Ingredients & Retail



**Reto Guyer,**  
Key Account Manager,  
Retail Foodservice

*“Many of our suppliers have continued to develop over the years and are now able to offer their high-quality raw materials in suitable end consumer packaging. This allows us to deliver products with added value to supermarkets in Switzerland and Europe directly from the producer at source. Complicated logistics routes and detours via processing and packaging plants are now a thing of the past. The sometimes limiting requirements of certain labels that, for example, stipulate the need for smallholder structures or processing in Switzerland, are challenging in this context. Exact knowledge of these limitations allows us to be successful as an importer of quality products that are very specific and sustainable. The demand for private label products that have been certified as sustainable is encouraging right now. The potential when for possible retail products from our partner network is far from exhausted.”*

*“It is becoming increasingly evident how important close cooperation with our suppliers is. With this in mind, a visit to our suppliers of agave products, Grupo PSA, was on the agenda at the end of last year. There, we were able to gain deep insights into their production and working methods, which in turn enabled us to develop a completely different basis for cooperation. Increasing the number of exchanges we have with our local partners also enables us to address challenges directly and overcome them together. This is just one example that illustrates how important and productive fostering exchange with our partners is, especially in today’s difficult economic environment.”*



**Colin Iten,**  
Product Manager, Alternative  
Food & Flavours



**Rahel Acklin,**  
Product Manager, Dried Fruits

*“A lot has happened since I started in July 2022. In November 2022, I got to visit our supplier Boudjebel in Tunisia. They supply us with tasty dates and can offer both Demeter- and Bio Suisse dates. The quality of our cooperation was evident in the open talks and discussions about innovations that we had. A great experience and a collaboration that I really value as part of my everyday work!”*

**Sarah Bonaventura,**  
Head of Sustainability



In April 2022, I began my role as Head of Sustainability at yourharvest AG. In my very first year, I got to visit our long-term partners in their countries of origin. While there, I experienced first-hand how much passion and commitment we put into our sustainable products and I saw how yourharvest AG supports our partners at the source to convey their produce to our partners in Europe. It became apparent that the strategic focus on short and transparent supply chains, with as few intermediaries as possible, is a key issue in the sustainable procurement of our products.

The media coverage from last year again demonstrated that there is a great deal of public interest in where our food comes from and what the working conditions of those producing the food are like – with one such example

being hazelnut production in Turkey, where we have been campaigning for fair working conditions and the prevention of child labour via the “Happy Hazelnut” project for the past 10 years. Our nomination for the Swiss Ethics Award 2022, a recognition of outstanding ethical achievements in business, shows that we are on the right track. We are convinced that the importance of having knowledge of the entire value chain and maintaining long-term partnerships will continue to increase for the retail trade sector.

Our sustainability goals will help to further strengthen the trust between our partners in the producer countries and the customers in the sales markets, and will also help to support their sustainable development.

**“I look forward to continuing to collaborate with my team, with our existing partners, and with the many new ones that will hopefully be added to the fold in the coming year.”**

# IMPRINT

This report is available in German and English.  
The German version shall be authoritative.

## **EDITOR**

yourharvest AG, 5400 Baden

## **EDITORIAL OFFICE / COORDINATION**

Sarah Bonaventura (sustainability)

Simone Frei (communication)

## **GRAPHICS**

Gianna Burghartz

## **PHOTOGRAPHY**

Christoph Kaminski

unsplash.com

## **PUBLISHED**

July 2023

## **CONTACT**

sarah.bonaventura@yourharvest.ch



[yourharvest.ch](https://yourharvest.ch)

