



*We create the future – especially that of coffee, plastic, pulp, and electrical appliances. Our aim is to play a decisive role in driving sustainable change in our markets with our products.*

*We are therefore systematically aligning our brands and companies with the goals of a regenerative economy. In this way, we can create a healthy, vibrant, and just world for us all – a world in which an ecologically meaningful way of living and working becomes a self-evident and collective reality.*

**WE  
CREATE THE FUTURE  
OF COFFEE**

**WE  
CREATE THE FUTURE  
OF PLASTIC**

**SOCIAL  
BUSINESS**

**WORK  
CULTURE**

**TRANSFORM  
TO  
FLOURISH**

**REGENERATIVE  
VALUE CREATION**

**WE  
CREATE THE FUTURE  
OF PULP**

**WE  
CREATE THE FUTURE  
OF ELECTRICAL APPLIANCES**



We have been reporting annually on our sustainable transformation since 2019. To this end, we publish a comprehensive Sustainability Report every two years and a condensed Sustainability Update in the years between. We base the content of our reports on the criteria of the German Sustainability Code (“Deutscher Nachhaltigkeitskodex” – DNK).

Our last Sustainability Report:



In addition, we publish an annual DNK Declaration of Conformity in accordance with the requirements of the CSR Directive Implementation Act (“CSR-Richtlinie-Umsetzungsgesetz” – CSR-RUG). It can be found on the website of the German Sustainability Code (DNK).



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Sustainability means securing our future – both for our society as a whole and for our company. Also given that we have already exceeded six of the nine so-called planetary boundaries, our current economic activities need to be transformed to create a regenerative economy. In other words, we need to move away from a “less negative impact” and toward a “positive impact” on people and nature. This process is challenging and requires courage, stamina, and innovation. But it is necessary – and at a global level. The Melitta Group is therefore undergoing an intensive transformation process. The objective: to systematically integrate regenerative economic processes and thus more enhanced sustainability into our corporate identity, our structures and processes, our value chains, and ultimately our products and services. After all, sustainability is not just about protecting the environment, but also how we work together and create innovative solutions – within our company, with our business partners, and in the various sectors in which we operate.

In the years ahead, our business activities will be increasingly aligned along the dimensions of “Regenerative Value Creation”, “Work Culture” and “Social Business” in accordance with our guiding principle “Transform to Flourish”. At the same time, we aim to implement the future concepts for our four most important value creation areas – coffee, plastic, pulp, and electrical appliances – by 2030 at the latest.

In 2023, we continued to make good progress on this journey: we improved our structures and processes in line with our long-term sustainability targets and made many of our products more sustainable. We succeeded in significantly increasing the proportion of recycled materials in our plastic products and now source wood pulp for our paper production exclusively from sustainably managed forests. Together with our international partners, we also helped establish numerous sustainability requirements for coffee cultivation and our supply chains, while at the same time raising our own sustainability standards for the development of new electrical appliances.

We are also very proud of the fact that our social business project “Fair Recycled Plastic” in Bangalore, India, continues to gain momentum. We are gradually expanding our production capacities at the site and can use an ever-greater proportion of the recyclates gained there to produce new garbage bags.

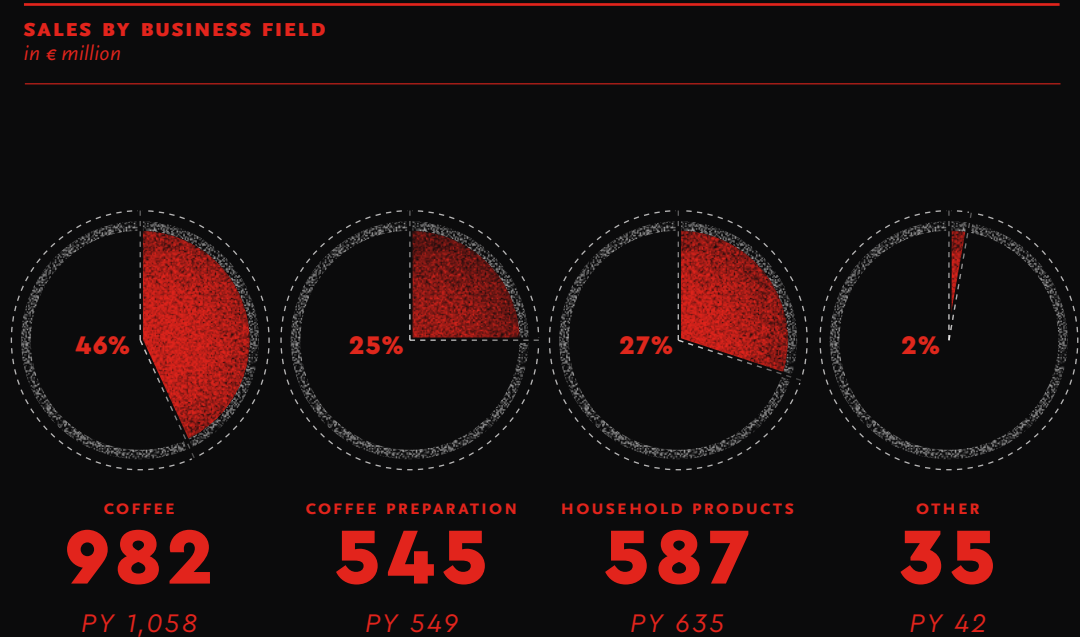
This update provides an overview of what we have done and achieved, and what we are currently working on. We present our strategy, the most important progress and highlights as well as the relevant key performance indicators.



# THE MELITTA GROUP

The Melitta Group is an internationally active, family-owned group of companies. We owe our existence to Melitta Bentz, who revolutionized coffee enjoyment around the world with her invention of the coffee filter in 1908. We have since written a unique success story with numerous pioneering innovations.

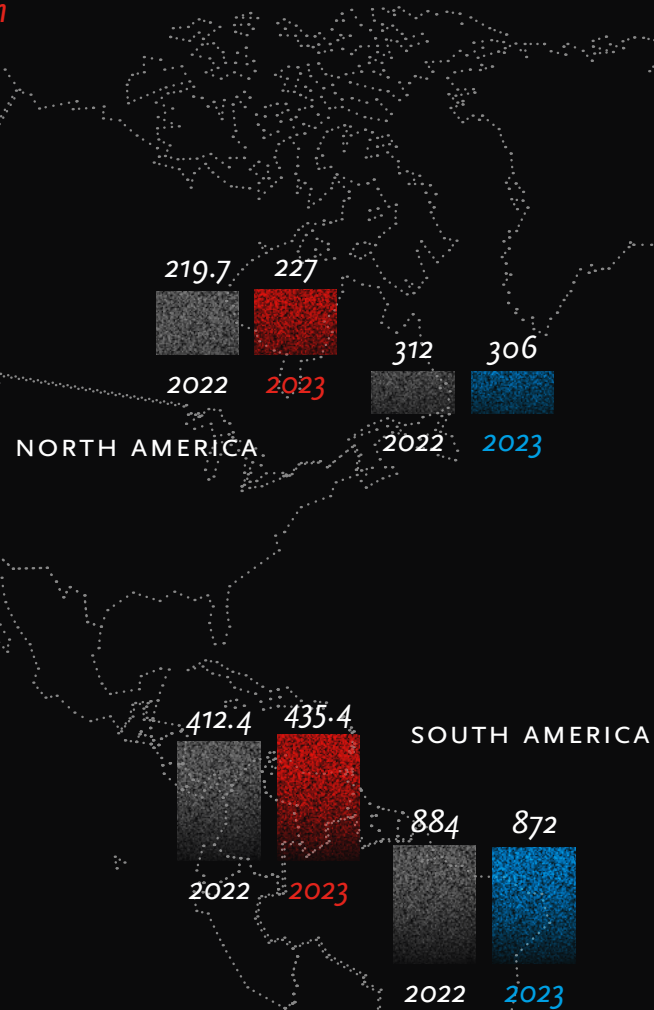
The companies that are now part of our Group employ a total of around 6,000 people and offer a wide range of different products and services for private and business customers. In particular, these are branded products with high quality standards in the areas of coffee, household products, and coffee preparation.





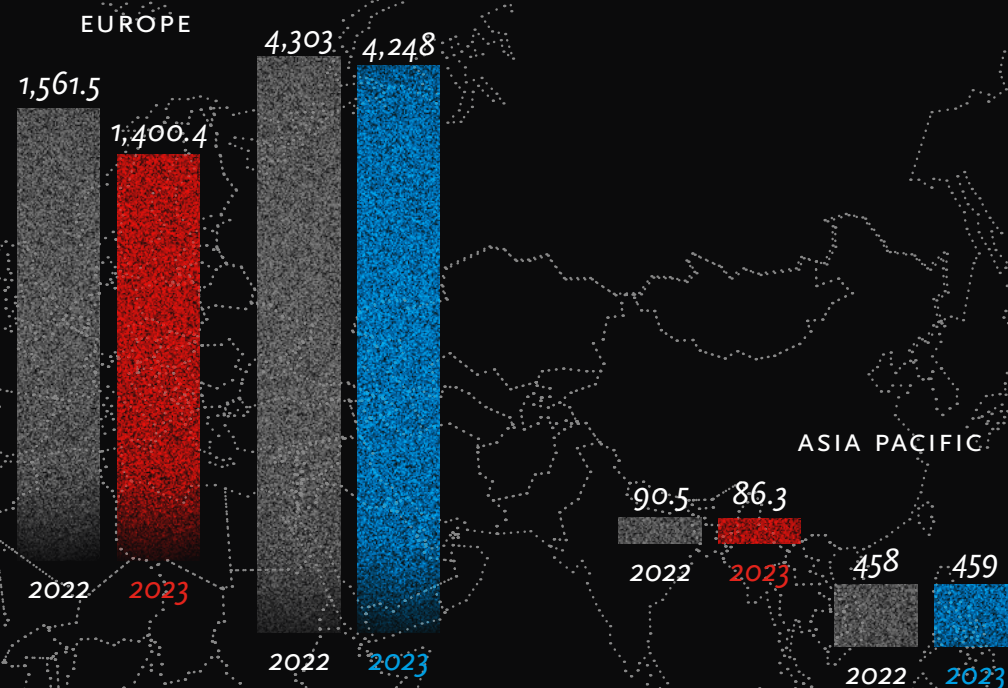
## BY REGION

in € million



## EMPLOYEES BY REGION

Average annual headcount (FTEs)



**MELITTA GROUP** MANAGEMENT

## CHIEF CORPORATE MANAGEMENT

## CORPORATE DIVISIONS

<b>CORPORATE DEVELOPMENT</b>	<b>INNOVATION, DIGITALIZATION AND START-UPS</b> <i>incl. 10X INNOVATION</i>	<b>COMMUNICATION AND SUSTAINABILITY</b>
<b>FINANCE</b>	<b>HUMAN RESOURCES</b>	<b>LEGAL, COMPLIANCE &amp; AUDIT</b>

## OPERATING DIVISIONS

MELITTA EUROPE – COFFEE DIVISION	MELITTA EUROPE – COFFEE PREPARATION DIVISION	MELITTA EUROPE – SALES EUROPE DIVISION	MELITTA NORTH AMERICA
MELITTA SOUTH AMERICA	MELITTA ASIA PACIFIC	MELITTA SINGLE PORTIONS	CORSINO CORSINI
ROAST MARKET	MELITTA PROFESSIONAL COFFEE SOLUTIONS	COFFEE AT WORK	COFRESCO
CUKI COFRESCO	ACW-FILM	WOLF PVG	NEU KALISS SPEZIALPAPIER
MELITTA BUSINESS SERVICE CENTER			

General Partner of Melitta Unternehmensgruppe Bentz KG: Jero Bentz  
Limited Partners: Dr. Thomas Bentz, Thomas Dominik Bentz, Claudia Taufß, Johannes Taufß, Maximilian Taufß, Jara Bentz, Dr. Stephan Bentz, Eva Maria Bentz, Alexandra Taufmann, Tilman Bentz, Nora Sophie Bentz  
Advisory Council: Joachim Rabe (Chairman), Dr. Stephan Bentz, Thomas Dominik Bentz, Claudia Taufß, Alastair Bruce, Javier González (May 2023), Andreas Ronken, Dr. Anna Weber (May 2023)

TRANSFORMING WORLD  
TRANSFORMING BUSINESS

# OUR SUSTAINABILITY AGENDA



# Our goal – a transformative corporate strategy

Our objective is the strict alignment of our brands and companies with the goals of a regenerative economy. We therefore take a transformational and holistic approach to sustainability.

We are helping to shape the transition from a consumer society to a meaningful one, and are committed to promoting an intact environment in harmony with people's well-being. The motto "Transform to Flourish" expresses our belief that a sustainable transformation will create a future full of opportunities, as well as a healthy, vibrant, and just world.



We believe that a regenerative economic approach consists of three essential, mutually complementary dimensions:

## — Regenerative Value Creation

We believe that production processes and product cycles that are 100 percent circular are essential. We aim to help develop and implement these in our value creation processes as quickly and systematically as possible. We are committed to renewable energy sources, regenerative agriculture and resource utilization, as well as the circular economy. We also attach great importance to green tech: in combination with innovative technologies, we want to avoid or reduce environmental pollution from the outset or repair damage that has already occurred.

## — Work Culture

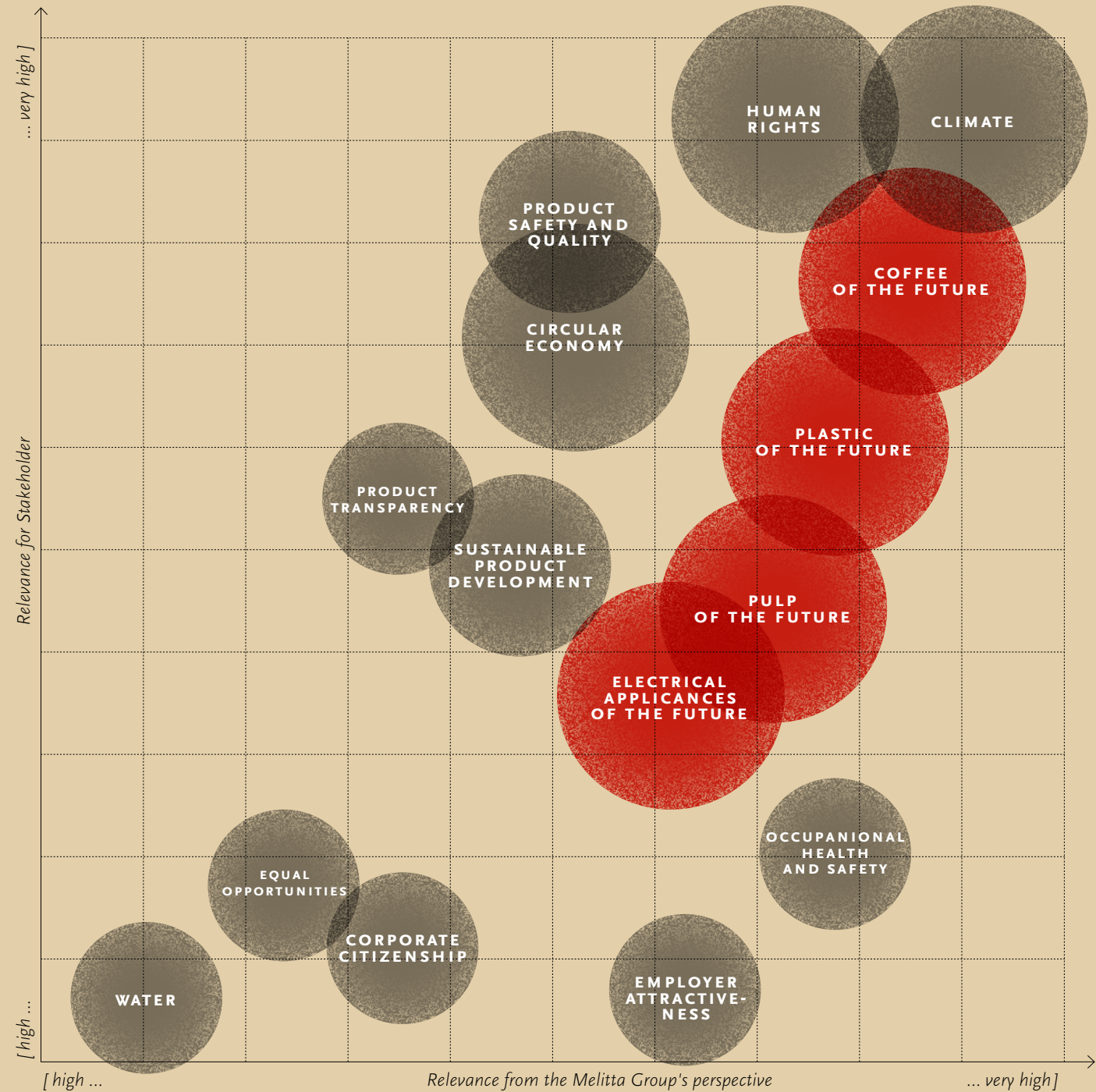
The basis for everything we do is appreciation and respect – for people and the environment. We believe in diversity, co-creation, and empowerment. We therefore aim to intensify collaboration – both within our Group and with external partners – and establish a networked culture of inspiration, creativity, and inventiveness that will enable us to unleash our individual and collective potential.

## — Social Business

The principles of social business are increasingly an integral part of our business model, as our success is inseparably linked to the well-being of our stakeholders and the protection of our environment. As a result, we not only focus on economic profit, but also on creating the conditions which facilitate the long-term promotion of fairly distributed prosperity, human dignity, and social justice.

OUR MATERIALITY MATRIX

Our materiality matrix comprises 15 topics which are highly or very highly relevant both for our stakeholders and our company. Our primary areas of action are our future concepts (Coffee of the Future, Pulp of the Future, Plastic of the Future, and Electrical Appliance of the Future). We have designated these as our primary areas of action, as we believe they offer the greatest leverage for contributing to sustainable development.



## OUR TARGETS

For each of our primary areas of action, we have developed future concepts which we aim to achieve by 2025 or 2030. We have also defined clear targets for our other areas of action, which are assigned to our three strategic sustainability dimensions. These targets and their current status are shown in the following table.

Areas of action	Target	To be achieved by the end of	Status
<b>COFFEE</b>	100% implementation of "Coffee of the Future" concept	2030	30%
<b>PLASTIC</b>	100% implementation of "Plastic of the Future" concept	2030	60%
<b>PULP</b>	100% implementation of "Pulp of the Future" concept	2030	70%
<b>ELECTRICAL APPLIANCES</b>	100% implementation of "Electrical Appliance of the Future" concept	2030	30%

Regenerative Value Creation			
<b>CLIMATE</b>	All emissions we cause ourselves (Scope 1) and all emissions caused by the energy we purchase (Scope 2) are climate neutral	2025	50%
	All transport commissioned by us, as well as our own mobility, is climate neutral	2030	30%
	All emissions in our supply chain (Scope 3) are climate neutral	2045	30%
<b>CIRCULAR ECONOMY AND WASTE</b>	Our management system for reusable materials is in line with the circular economy principle	2025	60%
<b>WATER</b>	Our water consumption at all paper-producing facilities has fallen by 25%	2025	80%

Work Culture			
<b>HUMAN RIGHTS</b>	All planned measures to ensure the protection of human rights in our value chains have been implemented	2030	60%
<b>PRODUCT SAFETY AND TRANSPARENCY</b>	100% implementation of "Electrical Appliance of the Future" concept	2030	30%
<b>OCCUPATIONAL HEALTH AND SAFETY</b>	Our Group-wide system for occupational safety and corporate health management has been harmonized	2024	80%
<b>EMPLOYER ATTRACTIVENESS</b>	Our employer brand has been strengthened by means of impressive sustainability engagement and a harmonized Group-wide corporate volunteering program	2024	75%
<b>STAFF DEVELOPMENT</b>	Sustainability-relevant issues and aspects have been integrated and adapted into our continuing education offerings	2024	80%
<b>DIVERSITY AND EQUAL OPPORTUNITIES</b>	The proportion of women in managerial positions has been increased to at least 30%	2025	60%

Social Business			
<b>CORPORATE CITIZENSHIP</b>	Enhance our CSR activities outside of core business along the strategic dimensions		80%
<b>INTEGRATION INTO THE PRIMARY AREAS OF ACTION</b>	Integrate Social Business approaches into our core business		30%



IN THE COURSE OF IMPLEMENTING OUR SUSTAINABILITY AGENDA IN 2023, WE MADE SIGNIFICANT PROGRESS IN NUMEROUS AREAS: THESE INCLUDE SUSTAINABILITY MANAGEMENT, OUR FOUR PRIMARY AREAS OF ACTION, AND OUR STRATEGIC SUSTAINABILITY DIMENSIONS REGENERATIVE VALUE CREATION, WORK CULTURE, AND SOCIAL BUSINESS.

**OUR MOST  
IMPORTANT  
PROGRESS**

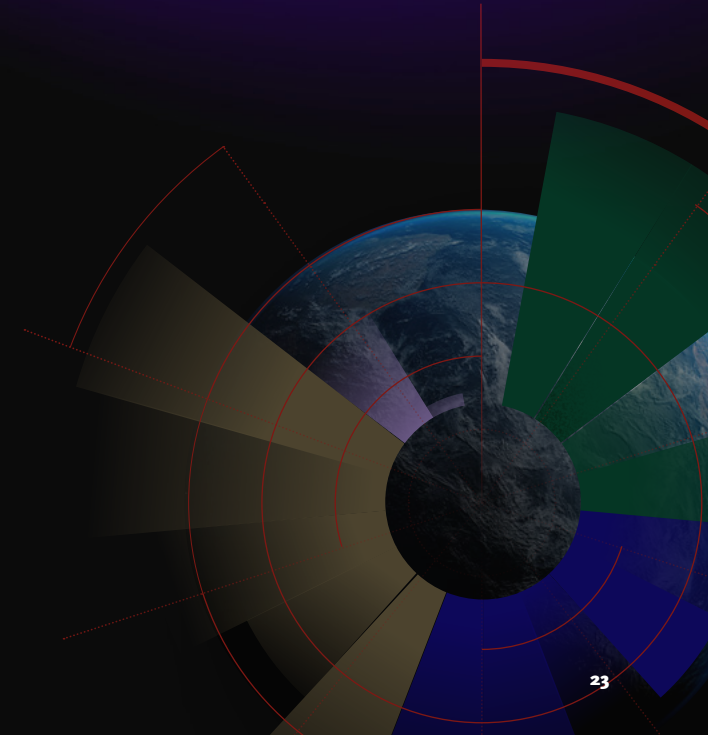
# SUSTAINABILITY MANAGEMENT

→ In 2023, we took further steps to develop our sustainability processes and structures, particularly in view of the requirements of the German Supply Chain Due Diligence Act (“Lieferkettensorgfaltspflichtengesetz” – LkSG).

The established management system, which takes into account our own business processes as well as those of our direct suppliers and underlying supply chains, is described in detail in our Sustainable Development Policy

Statement. In this context, we also updated our internal Code of Conduct and Supplier Code of Conduct – including the establishment of globally accessible whistleblower management systems for internal and external rights holders and stakeholders.

→ At the same time, we started to analyze the requirements of the Corporate Sustainability Reporting Directive (CSRD), which will apply to the Melitta Group from 2026 for the 2025 reporting year, and prepare for its integration into our business. As part of this process, the Corporate Sustainability and Corporate Finance teams are working even more closely together and have developed a project structure and a corresponding process for its implementation in all areas of the company. This implementation process started at the beginning of 2024.



# PRIMARY AREAS OF ACTION

WE CREATE  
THE FUTURE  
OF COFFEE

## COFFEE

Successful completion of the multi-year [Back to the Roots](#) project. Result: high-quality organic fertilizers (compost, bokashi, and biochar) can be produced from organic coffee waste. According to initial results, these fertilizers are already reducing the use of chemical fertilizers, increasing the profitability of coffee cultivation, improving soil quality, and making plants more robust and resistant to climate fluctuations.

Expansion of cooperation with partners in the coffee supply chain (in particular Global Coffee Platform, Solidaridad Germany and Brazil) to implement sustainability standards for coffee cultivation and to support the income situation of smaller coffee farms.

Continuation of nine existing community projects in coffee-growing countries and initiation of four new projects as part of our “Coffee of the Year”, “Selection of the Year”, and “Barista Perfection” editions. In 2023, multi-year projects were launched to support coffee farmers and their families in the El Triunfo (Mexico), Copan (Honduras), Sul de Minas (Brazil), and Chikkamagaluru (India) regions.

## PLASTIC

→ Increase in the share of post-consumer and post-industrial recyclates in the total amount of plastic purchased by the Melitta Group from 31% (2022) to 42% (2023). The target: 100%.

→ [100% recycle](#) share achieved for Swirl® and Handy Bag® garbage sacks. As a result, a large share of all garbage bags produced by Cofresco is now made entirely from recycled material – without sacrificing tear resistance or quality.

→ Numerous activities to develop a Group-wide commitment on the use of plastics in products and packaging based on the guidelines of the Ellen MacArthur Foundation and the Consumer Goods Forum.

→ Training of suppliers of Fair Recycled Plastic in Bangalore (India).

WE CREATE  
THE FUTURE  
OF PLASTIC





WE CREATE  
THE FUTURE  
OF PULP

## PULP

- Increase in the proportion of FSC® or PEFC™-certified wood pulp to 100%: this means that throughout the Group, only wood pulp from sustainable forestry is procured.
- Successful implementation of a recycling project for the collection and recycling of production waste in Brazil. Thanks to this project, scrap paper from filter paper production can be collected and fed back into the production process or recycled for other uses.
- Improvement of the water cycles at the Celupa paper mill through the installation of new filter systems. The new filter systems reduce the level of water contamination, enabling it to be reused multiple times in the production process.



## ELECTRICAL APPLIANCES

- Integration of further mandatory sustainability criteria into the product development process. New product ideas will only be pursued if they meet the stricter sustainability requirements (e.g. energy efficiency, material use, and reparability) and are implemented accordingly in product design.
- Development of a concept to supplement the range of repair services for filter coffee machines. The aim is to enable the repair of cheaper filter coffee machines in the future, in addition to the repair of fully automatic coffee machines and high-quality filter coffee machines.



WE CREATE  
THE FUTURE  
OF ELECTRICAL APPLIANCES

# REGENERATIVE VALUE CREATION

- Start-up of a **→ biomass boiler** at the Celupa plant in Brazil in August 2023
- Further sites switch to **→ green electricity** (Melitta UK Ltd. in Telford, Melitta Coffee Preparation in Minden, Melitta Professional Coffee Solutions in Minden).
- Commitment to the net-zero roadmap of the Science Based Targets initiative
- Continuation of site analyses with the aim of implementing climate neutrality targets. 2023: Telford site, UK
- Implementation of various waste avoidance and recycling measures at the manufacturing sites

# SOCIAL BUSINESS

- Expansion of production capacities at Vishuddh Recycle in Bangalore, India, from 293 (March 31, 2023) to 434 t (March 31, 2024). Vishuddh Recycle is a social business enterprise of the Melitta Group and part of the **→ Fair Recycled Plastic** Initiative. At Vishuddh Recycle, plastic waste is processed into high-quality recyclates, which are then used to manufacture products for the Cofreso division.
- Continuation of the "Don't throw me away!" initiative. This initiative of the Hollen Environmental Center aims to reduce food waste and focuses on informing primary school children about the value and proper handling of food.
- Continuation of the cooperation with the German Child Protection League Minden-Bad Oeynhausen e.V. The goal is to strengthen the rights of children and young people to grow up free from violence and participate in society, as well as to help them develop their abilities.

# WORK CULTURE

## HUMAN RIGHTS

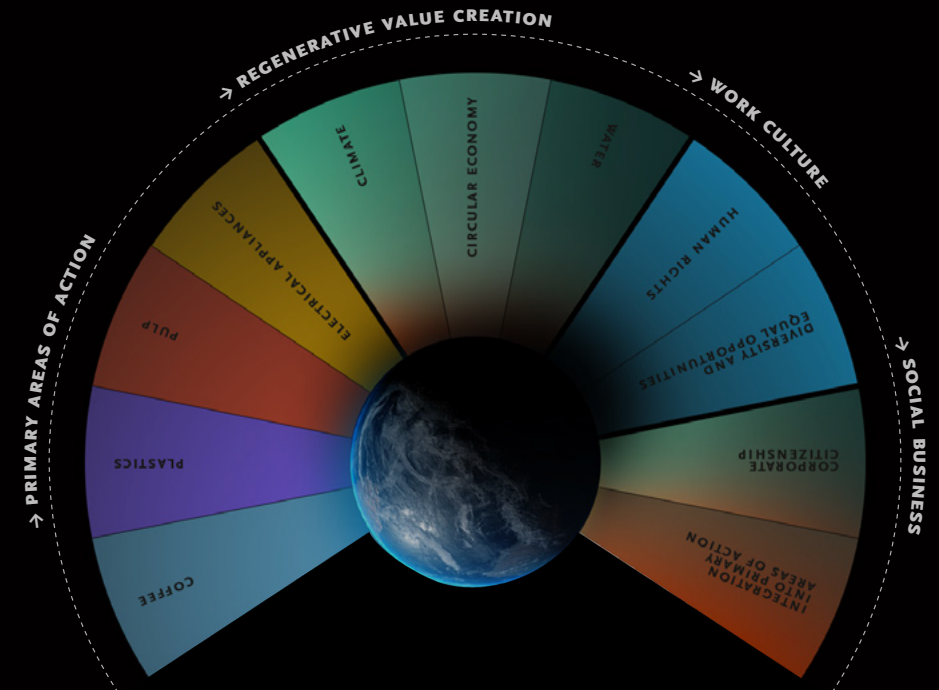
- Group-wide implementation and realization of the requirements of the German Supply Chain Due Diligence Act
- Implementation and completion of a project to design a whistleblower system in coffee-growing countries – together with other coffee producers, non-profit organizations, and the German Coffee Association

## BIODIVERSITY

- Biodiversity risk analysis at all Melitta Group sites and more than 5,000 supplier sites

## OWN STAFF AND OCCUPATIONAL HEALTH AND SAFETY

- Establishment of an institutionalized exchange of experience between occupational health and safety managers in Germany and standardization of the Germany-wide occupational health and safety system
- Development and communication of the new employer brand **→ make it happen**



NEW SUSTAINABLE PRODUCTS, LOW-EMISSION PROCESSES,  
NATIONAL AND INTERNATIONAL COMMUNITY PROJECTS:  
IN 2023, WE ONCE AGAIN LAUNCHED OR CONTINUED  
NUMEROUS INITIATIVES TO ACHIEVE OUR SUSTAINABILITY  
GOALS. THEIR AIM: TO PROVIDE A SPECIAL IMPETUS FOR  
OUR SUSTAINABLE TRANSFORMATION.

# OUR HIGHLIGHT PROJECTS



**COFFEE POWER:  
EMPOWERING WOMEN AND YOUNG  
PEOPLE IN TANZANIA**

Melitta Europe – Coffee Division



Together with the development aid organization Plan International, Melitta launched the project “Coffee Power: Empowering Women and Young People for Economic Opportunities and Resilience” in 2023. The innovation project, which will run for 27 months, is being implemented in ten communities in the district of Tarime, in northwestern Tanzania, and will start in 2024.

The project’s main target group are smallholder coffee growers, who are given the opportunity to learn about sustainable farming methods. In addition, young people –especially young women – will receive various forms of support. By providing training opportunities, the project aims to alleviate the country’s high unemployment rate among young people and facilitate their integration into the local labor market. And by breaking down gender norms, the project also helps to empower women along the coffee value chain.

**RRREEFS:  
REBUILDING CORAL REEFS**

Melitta Group

Coral reefs perform a similar function in the ocean as rainforests do on land and are home to a third of all marine life. rrreefs, a spin-off of ETH Zurich, has therefore taken on the task of rebuilding coral reefs around the world and thus restoring a rich marine fauna. The Melitta Group has been sponsoring the project since 2023.

By creating calm waters for mangroves and sea grasses, the reefs also help to sequester CO2 and protect the coastline from erosion. The project’s activities are continuously monitored by experts and based on the latest scientific findings.

Rebuilding and regenerating coral reefs is one of our initiatives to restore biodiversity.



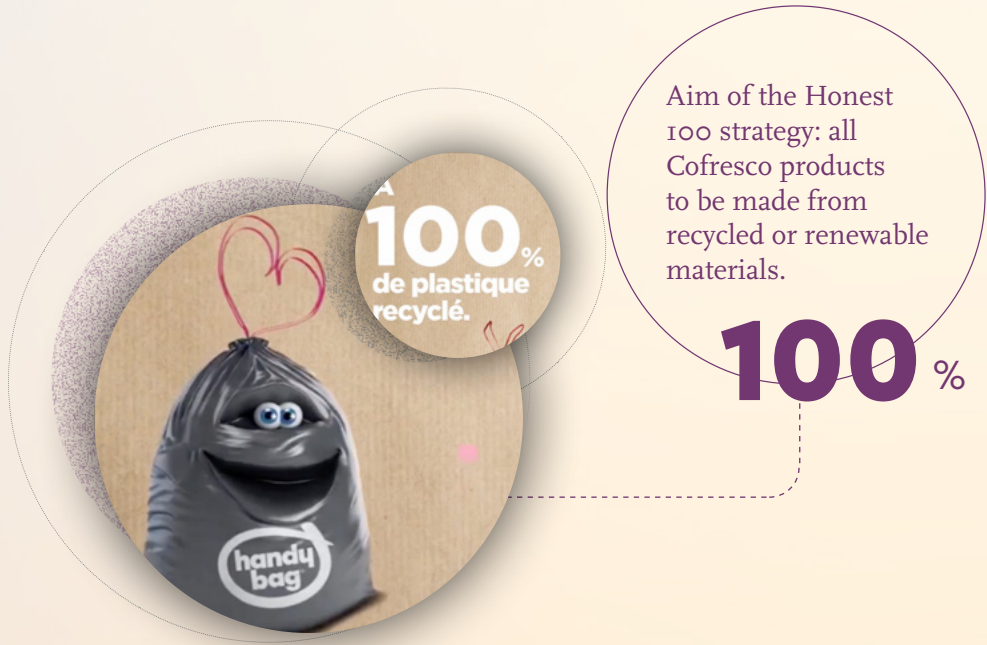


**BIN LINERS:**  
**100% RECYCLATE USE**

Cofresco

With its Honest 100 strategy, Cofresco has set itself an ambitious target: all its products are to be fully integrated into the materials cycle in the future. This means that the complete Cofresco product range will be made exclusively from recycled or renewable materials and will be fully recyclable or compostable after use.

This target was already achieved for bin liners marketed under the Swirl® and Handy Bag® brands in 2023. They are now made from 100 percent recycled plastic – without any compromise in terms of tear resistance, impermeability, or functionality. Some of the recycled plastic used for the bin liners comes from the Melitta initiative “Fair Recycled Plastic”, which collects plastic waste in Bangalore as part of a social business project and processes it into recycled plastic (recyclate).



**FILM PRODUCTION:**  
**FASTER, MORE PRECISE, AND MORE SUSTAINABLE**

ACW-Film



Sustainable production processes with a new roll cutter and compactor.

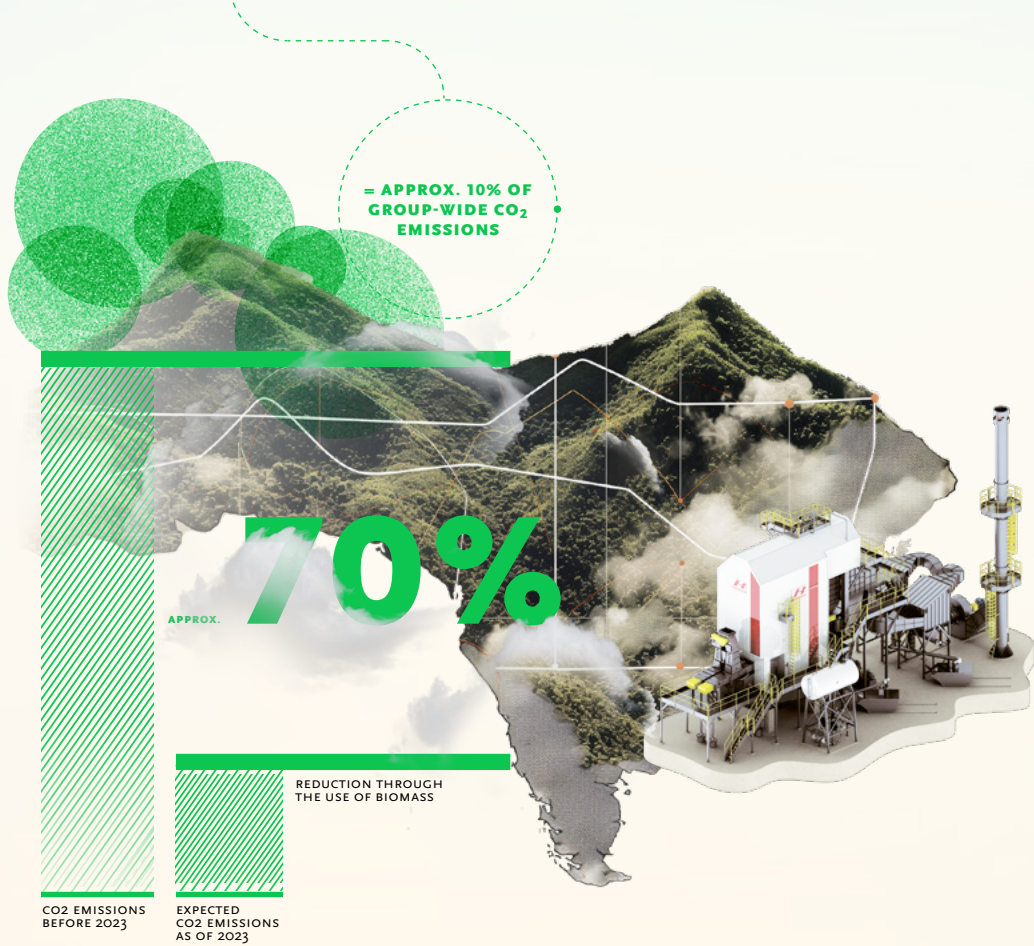
With a new roll cutter and innovative compactor, ACW-Film is now even better equipped to meet the high expectations of its customers – while also producing more sustainably. The new roll cutter slices film to meet specific customer requirements with extreme precision and in record time.

The compactor, which was also installed in 2023, ensures that the scraps of film from the cutting process are collected directly and pressed into a compact bale – thus minimizing static electricity, noise, and dust. ACW-Film is one of the first companies to use this pioneering technology, making its production processes even more sustainable.

CELUPA PAPER MILL:  
**70% REDUCTION IN CO<sub>2</sub> EMISSIONS**

Melitta South America

Biomass instead of natural gas: following intensive preparations, Melitta South America replaced the natural gas boiler for the paper machine of its Celupa plant (Brazil) with a biomass boiler in 2023. This is expected to reduce CO<sub>2</sub> emissions by 70 percent. The operating division has thus reached an important milestone of its climate targets: the Celupa plant is to be climate-neutral by 2025.



FAIR RECYCLED PLASTIC:  
**PRODUCING PLASTIC RECYCLATE  
IN INDIA**

Melitta Group

The Melitta Group has expanded its business activities with the long-term and sustainable “Fair Recycled Plastic” initiative: together with Yunus Social Business Fund gGmbH, Cofresco has set up a recycling plant in Bangalore (India) that aims to produce around 2,000 metric tons of plastic recyclate annually from plastic waste. The recycled materials are subsequently used to produce garbage bags under the Swirl® and handy bag® brands.

The social business enterprise sources the plastic waste from collection companies that provide better working conditions for their waste pickers. All profits flow back into the company or are invested in education and health care for local communities. As a result, it not only creates a better waste infrastructure in Bangalore but also generates additional income opportunities and better living conditions for the waste pickers – offering them a new perspective for the future.





NEW WORK:  
HEALTH, FAMILY, AND JOB

Melitta Group

With the aim of improving the health and work-life balance of its employees, the Melitta Group launched a number of campaigns and communication measures in 2023 to raise awareness of the importance of good health and the options available for balancing work, family, and private life. The activities included Breast Cancer and Bowel Health Awareness Days as well as new courses in the field of sport, assertiveness, and massage.

One new feature is the creation of a dedicated position for work-life balance measures and advice – a further example of the company’s long-term investment in its employees. The new service reflects the company’s self-image as a family business in every sense and its desire to fully embrace this identity. After all, investing in family values also makes good business sense.



"MAKE IT HAPPEN":  
STRENGTHENING THE EMPLOYER BRAND

Melitta Group



In May 2023, the Melitta Group launched its new employer brand with the claim “Make it Happen” and the first campaign. It specifically targets people who are actively committed to making the world a more sustainable place and have the courage to take the initiative. Key components of the Group-wide employer brand are

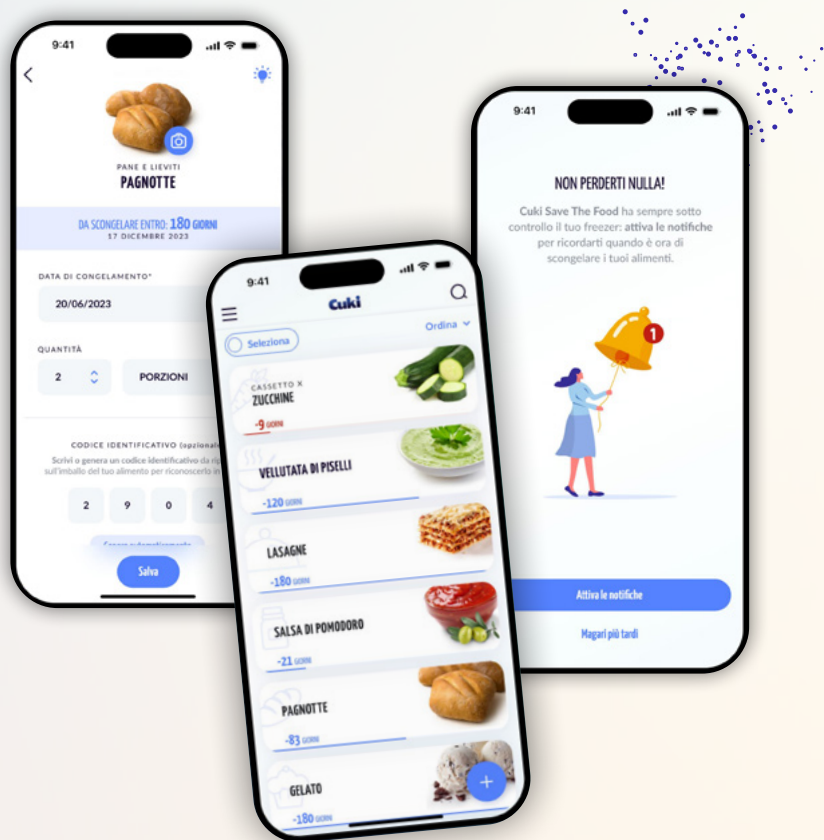
the promotion of diversity and equal opportunities, employee development, and the opportunity to contribute to the Group’s sustainable transformation by utilizing personal strengths and characteristics in a team-oriented and supportive environment.



SAVE THE FOOD APP:  
DIGITAL FREEZING AID

Cuki Cofresco

How do I freeze which food? Which items have I frozen? And when should I defrost and use them at the latest? The Cuki Save the Food app launched in June 2023 provides answers to these and many other questions. It helps consumers store food correctly and reminds them when it should be eaten. It therefore not only provides valuable assistance in the household, but also helps prevent food waste.



CANADA:

NEW SUSTAINABLE COFFEE  
AND COFFEE FILTER RANGE

Melitta North America



Enjoy your coffee and support sustainability at the same time: this is what Melitta’s new coffee range and coffee filters in Canada is all about. After all, the 100% Arabica whole bean coffees launched in 2023 all bear the Rainforest Alliance seal – meaning they come exclusively from plantations that comply with the strict ecological, social, and economic standards of the Rainforest Alliance. And Melitta cone filters are certified by BPI and FSC®, further encouraging consumers to make better choices for responsible waste management and sustainable forestry practices.

Coffee lovers can thus help protect forests and biodiversity while also improving the living conditions of agricultural and forestry farmers. All four blends in the range – Colombia Altura Blend, French Roast, Espresso Bellacrema, and Hazelnut Crème – display the Rainforest Alliance seal on the pack. Melitta’s “Choose Better” campaign is encouraging Canadians to embrace more environmentally responsible and sustainable choices in their day-to-day lives.



**BACK TO THE ROOTS:  
UTILIZING COFFEE WASTE**

Melitta South America

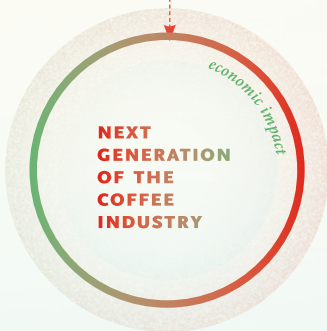


How can waste be used to produce coffee? This question is currently being addressed by the “Back to the Roots” project, which the Melitta Group is conducting together with the Hanns R. Neumann Foundation in the Minas Gerais region of Brazil.

The project findings have been extremely encouraging so far: after suitable processing, the pulp of the coffee cherries and other organic waste that was previously discarded is proving to be a valuable compost that can significantly reduce the use of artificial fertilizers and at the same time both improve the quality of the soil and increase the resilience of the coffee plants. Even before the project ends, it is already clear that the new waste management system offers multiple benefits: it reduces the environmental

impact and raises the profitability of coffee growing, while also generating innovative business ideas and attractive jobs in the countries of origin.

As a result, Melitta South America launched the “Semeia Melitta” initiative in 2023. Its objective is to train employees in composting techniques and to promote the recycling of organic waste.



**CLIMATE-FRIENDLY POWER:  
SWITCH TO GREEN ENERGY**

Melitta Group

In 2023, the Melitta Group converted further locations to green electricity: these include Melitta UK Ltd. in Telford, Melitta Coffee Preparation in Minden, and the Melitta Professional Coffee Solutions facility in Minden (Zechenstrasse).



Melitta Coffee Preparation  
Minden

Melitta Professional  
Coffee Solutions  
Minden



**RECYCLING:**

**RED LIDS INSTEAD OF BLACK**

Melitta North America

Melitta North America has been using red lids instead of black since 2023. The reason: many recycling centers use near-infrared technology to sort plastics. This involves directing a laser beam at the material to be sorted in order to determine its composition. As black plastic absorbs light, these items often

end up in a landfill or being incinerated. By making this change, Melitta North America is helping to increase the recycling rate and ensure the lids it uses are returned to the material cycle.

**ENERGY EFFICIENCY:**

**USING THE LATEST TECHNOLOGIES**

Melitta Group

**-16.9%**

In 2023, the Melitta Group invested in numerous new technologies and processes to reduce energy consumption. At its Varginha site in the Brazilian state of Minas Gerais, for example, Melitta South America put a new roaster into operation that reduces energy consumption by **16.9** percent while increasing productivity by 11 percent. The year's largest projects also included investments in the compressed air system of ACW-Film, which has approximately halved energy consumption.

**„BARISTA PERFECTION“:**

**COMMUNITY PROJECT IN HONDURAS**

Melitta Europe – Coffee Division

In 2023, Melitta launched a community project in the Copan region – where the beans for Melitta's Barista Perfection range are sourced. The project aims to improve access to water, improve water quality, create new income opportunities, and promote the education of school children.

As part of the project, for example, portable water filters, the planting of fruit trees, school bags and essential learning materials are being financed and provided to coffee farmers. Melitta also launched similar projects in Chikkamagaluru (India) and Sul de Minas (Brazil) in 2023.





COFFEE OF THE YEAR 2023:  
COMMUNITY PROJECT IN MEXICO

Melitta Europe – Coffee Division

In the Mexican coffee-growing region of El Triunfo, the profitability of local crops has fallen dramatically. More and more young people are therefore leaving for the cities.

As part of the community project for its “Coffee of the Year” edition, Melitta is supporting a project that encourages regenerative agriculture in harmony with the region. It includes various measures to boost the profitability of small coffee farms, promote sustainable cultivation and harvesting methods, and restore coffee plantations, for example by planting more resilient coffee plants.





# KEY PERFORMANCE INDICATORS

# PRIMARY AREAS OF ACTION

	2023	2022	2021
<b>COFFEE</b>			
Quantity of raw coffee purchased (in 1,000 t)	175	171	213
Proportion of raw coffee sourced with sustainability certifications (in %)	13	22	27
<b>PLASTIC</b>			
Total volume of plastics (in t)	45,589	50,427	58,797
Use of post-consumer or post-industrial recyclates (in t)	18,918	15,582	10,983
= % of total volume	42	31	19
<b>PULP</b>			
Amount of pulp procured (in 1,000 t)	38	47	48
Proportion of procured wood pulp with FSC® and/or PEFC™ certification (in %)	100	99.7	99.3
Total water withdrawal at our paper-producing sites (in m³)	673,644	644,883	827,720
thereof surface water	164,033	64,611	165,167
thereof groundwater	443,567	483,814	547,586
thereof seawater	0	0	0
thereof produced water	0	0	0
thereof water from third parties (municipal water)	66,044	96,458	114,967

# REGENERATIVE VALUE CREATION

	2023	2022	2021
<b>ENERGY CONSUMPTION</b>			
Total fuel consumption within the organization from non-renewable sources ( <i>natural gas, heating oil, LPG, petrol, diesel</i> ) (in kWh)	168,351,698	189,995,442	213,158,801
Total fuel consumption within the organization from renewable sources ( <i>biofuels</i> ) (in kWh)	15,400,220	686,773	387,776
Total electricity consumption ( <i>self-generated + third-party</i> ) (in kWh)	124,858,672	140,662,667	151,992,325
Total heating energy consumption together with cooling energy ( <i>district heating</i> ) (in kWh)	1,984,368	2,434,622	2,843,209
Total cooling energy consumption ( <i>no separate cooling energy purchase</i> ) (in kWh)	0	0	0
Total steam consumption (in kWh)	31,282,377	40,518,273	59,658,640
Total electricity sold (in kWh)	821,269	5,322,816	1,936,116
Total heating energy sold (in kWh)	1,494,325	1,686,697	1,644,534
Total cooling energy sold (in kWh)	0	0	0
Total steam sold (in kWh)	0	0	0
Total energy consumption within the organization (in kWh)	339,561,741	367,288,263	424,460,101
<b>EMISSIONS</b>			
Gross volume of direct GHG emissions ( <i>Scope 1</i> ) (in tCO <sub>2</sub> e)	41,110	47,180	52,092
Gross volume of indirect energy-related GHG emissions ( <i>Scope 2, location-based</i> ) (in tCO <sub>2</sub> e)	58,000	59,987	73,812
TOTAL	99,110	107,167	125,904
<b>WASTE</b>			
Total weight of waste (in t)	16,757	16,603	18,812
Total weight of non-hazardous waste (in t)	16,573	16,448	18,791
thereof disposed of externally (in t)	4,454	5,124	5,493
thereof recovered externally (in t)	12,119	11,324	13,297
Total weight of hazardous waste (in t)	184	155	21
thereof disposed of externally (in t)	57	28	6
thereof recovered externally (in t)	127	128	15

# WORK CULTURE

EMPLOYER ATTRACTIVENESS – DIVERSITY AND EQUAL OPPORTUNITIES	2023	2022	2021
Number of members of the Melitta Group's Advisory Council	7	7	7
thereof female (in %)	28.6	28.6	28.6
thereof male (in %)	71.4	71.4	71.4
Total number of employees	6,107	6,045	5,923
thereof female (in %)	35.4	35.1	34.4
thereof male (in %)	64.6	64.9	65.6
Total number of managers	639	665	461
thereof female (in %)	29.0	26.3	25.8
thereof male (in %)	71.0	73.7	74.2
Number of white-collar staff	3,610	3,544	3,296
thereof female (in %)	39.9	39.4	39.9
thereof male (in %)	60.1	60.6	60.1
thereof under 30 (in %)	13.4	14.9	14.4
hiervon 30–50 (in %)	54.6	52.9	52.6
hiervon over 50 (in %)	32.0	32.1	33.0
Number of blue-collar staff	2,497	2,501	2,627
thereof female (in %)	29.0	29.1	27.5
thereof male (in %)	71.0	70.9	72.5
thereof under 30 (in %)	17.3	19.8	20.3
hiervon 30–50 (in %)	50.8	50.7	50.7
hiervon over 50 (in %)	31.8	29.6	29.1

OCCUPATIONAL HEALTH AND SAFETY	2023	2022	2021
Number of deaths due to work-related injuries	0	0	0
Number of work-related injuries	89	99	100
Rate of work-related injuries	1.75	2.11	2.02
Most common work-related injuries (see OHS Group)	Crushing, hitting, cutting, as well as twisting, tripping, and slipping	Crushing, hitting, cutting, as well as twisting, tripping, and slipping	Crushing, hitting, cutting, as well as twisting, tripping, and slipping
EMPLOYER ATTRACTIVENESS – EMPLOYER BRAND			
Total number of employees	6,107	6,045	5,923
Number of temporary staff	155	260	765
Number of white-collar staff	3,610	3,544	3,296
Number of blue-collar staff	2,497	2,501	2,627
Number of managerial staff	639	665	461
EMPLOYER ATTRACTIVENESS – STAFF DEVELOPMENT			
Average number of hours for training and continuing education per employee	15.43	15.69	7.18
Average number of hours of training and continuing education per employee – white-collar staff	13.65	11.68	7.01
Average number of hours for training and continuing education per employee – blue-collar staff	16.62	21.03	7.16



The Melitta Group publishes a comprehensive Sustainability Report every two years. The most recent report covers the fiscal year 2022 and can be found on the Group's website. The present update covers the fiscal year 2023. All figures presented here relate to the reporting date of December 31, 2023. The editorial deadline was August 31, 2024.

Further information about the Melitta Group's sustainability engagement can be found in the DNK Declaration of Conformity, which is prepared annually and also audited in accordance with the CSR Directive Implementation Act ("CSR-Richtlinie Umsetzungsgesetz"). It can be found on the website of the German Sustainability Code ("Deutscher Nachhaltigkeitskodex" – DNK).



Melitta Group Sustainability Report 2022

## CONTACT

**STEFAN DIERKS** Director Sustainability Strategy  
Corporate Communication and Sustainability  
[stefan.dierks@melitta.de](mailto:stefan.dierks@melitta.de)

**WOLFGANG WÄNTIG** Director Sustainability Services  
Corporate Communication and Sustainability  
[wolfgang.waentig@melitta.de](mailto:wolfgang.waentig@melitta.de)

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