



Cork
Supply®

Harvesting for the future together

Sustainability Report 2022



Cork
Supply®



Experts in natural and technical cork closures for wines and spirits

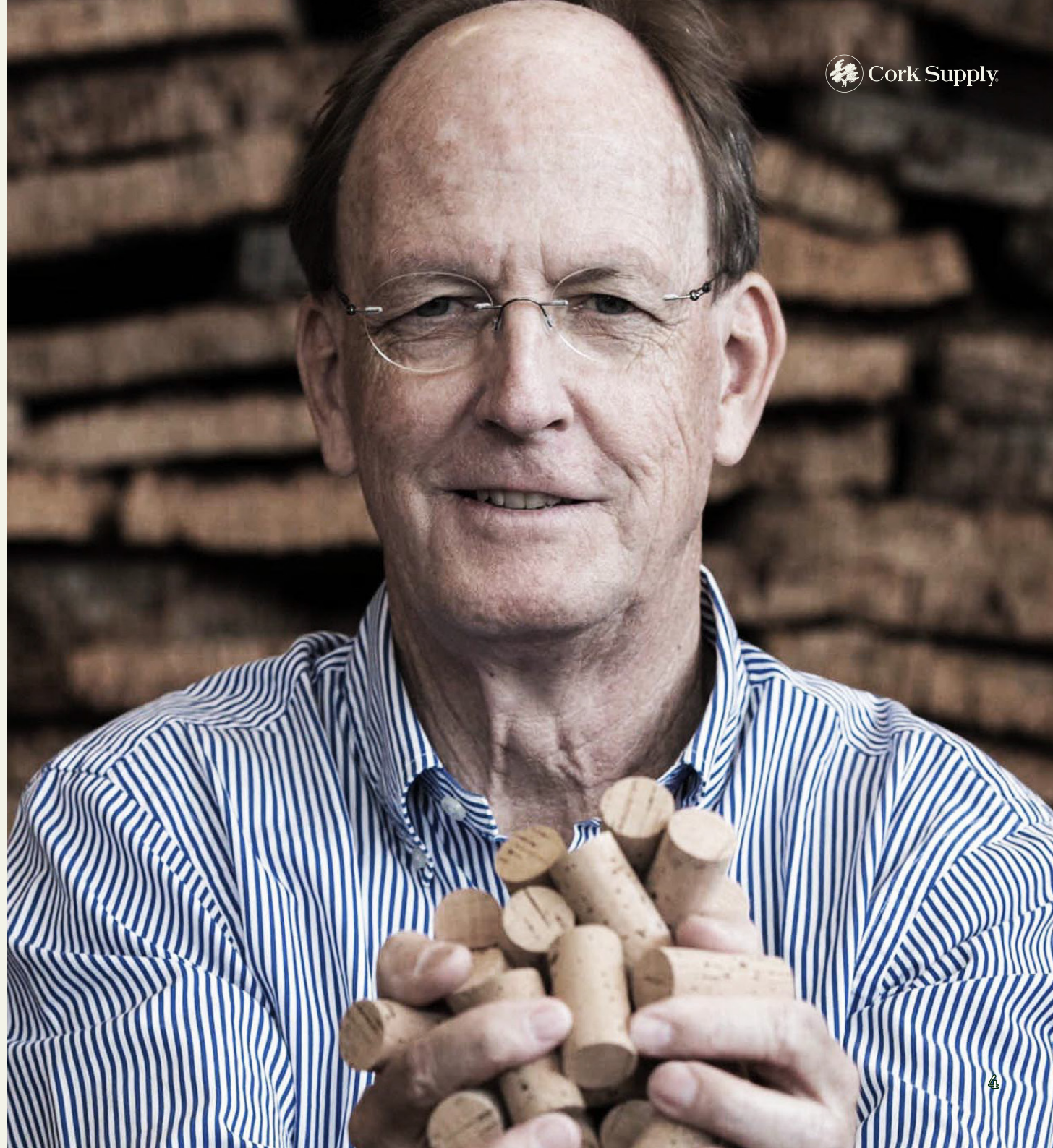
We preserve what nature has gifted us with, and produce
closures with a negative carbon balance.

Message from our President

With the release of our second official sustainability report, we proudly look upon how much we have invested in, and committed to, on the sustainability front. With a clear 3P strategy in place, well calculated targets, and a dedicated multidisciplinary global team, we are focused on Harvesting for the Future in everything that we do.

Within Products & Innovation, our focus is on maintaining and enhancing the environmental beneficial characteristics of the raw materials in our products. And ensuring an efficient use of all cork materials, to utilize 100% of the raw material purchased. The launch of our bartop capsule material, Bloom by Talis, and the development of VINC natura, are great examples of what we are focused on achieving.

For Planet, Operations & Supply Chain we are working on reducing the environmental impact of our activities through a sustainable use of resources, climate change mitigation and adaptation, energy transition and circular economy. We need to foster a sustainable





Message from our President

management of the value chain. The installation of solar panels in our production facilities and the reduction of the size and amount of packaging materials are two examples of actions that have been accomplished during this period.

To contribute in more meaningful ways to People & Communities we want to firstly provide a rewarding and challenging workplace, ensure a healthy and safe workplace, improve the skills of our teams and offer opportunities for further education and development. We also want to create a positive and strong connection with the communities in which we operate by creating socio-economic impact through the creation of direct and indirect jobs and a prospering local economy.

With the ongoing war in the Ukraine, the world has been experiencing uncertain and unpredictable times. Inflation is greater and has maintained longer than expected, while interest rates have also continued to increase. Cost of living in most countries has increased significantly, which has put strains on many households. And the costs associated to operating businesses have also increased exponentially, challenging management teams across all industries to find new paths forward. The wine industry has seen stable consumption

around the world during these past two years. While the consumption of more inexpensive wines has been decreasing, we see a clear tendency for growth within the premium category. There has been big growth for spirits with the introduction of new mixed drinks/cocktails, and the reopening of establishments post COVID.

At Harv 81 Group, the past two years have been positive, especially given the unprecedented times the world has been experiencing. The group has been seeing record years of growth, with sales increasing across all product categories (closures, oak, and labels). In preparing for our future, we revisited our mission, vision and values and created a new Purpose for the group. We issued 10 million euros in green bonds indexed to environmental and social goals: reduce at least 35% of greenhouse gas emissions by 2027 and carry out at least 15 wellness initiatives in the company. This financial operation was structured by the bank BPI in Portugal.

The group acquired two new companies that are strategic decisions to ensure continuous sustainable growth for our Group. Bouchons Abel is a French distributor of corks and is an important addition to the group to help increase our presence in the French wine market.

Message from our President

Legnokaps is a Portuguese wooden capsule producer for bartops (spirits closures) and is an important addition to the group because of the growth we are experiencing in the premium spirits industry, and want to continue to have.

We believe that it's important to work on strengthening the cork industry at large, to ensure that it's prepared for the future and has a lasting role in the wine and spirits industry. We need to promote more collaboration between producers, suppliers, and customers, to develop synergies and solutions to industry challenges such as the cork oak forest preservation and the enhancement of our industry's specialized labor skills (ex. corkwood extraction).

We are conscious that we need to focus on long-term value creation and innovation, as well as committing to leadership and collective action if we are to effectively manage risks and make the most of new and emerging opportunities. Only then can we truly impact our businesses, industry and accurately respond to pressing global issues, including those identified by the UN's Sustainable development Goals.

Jochen Michalski
President and Founder



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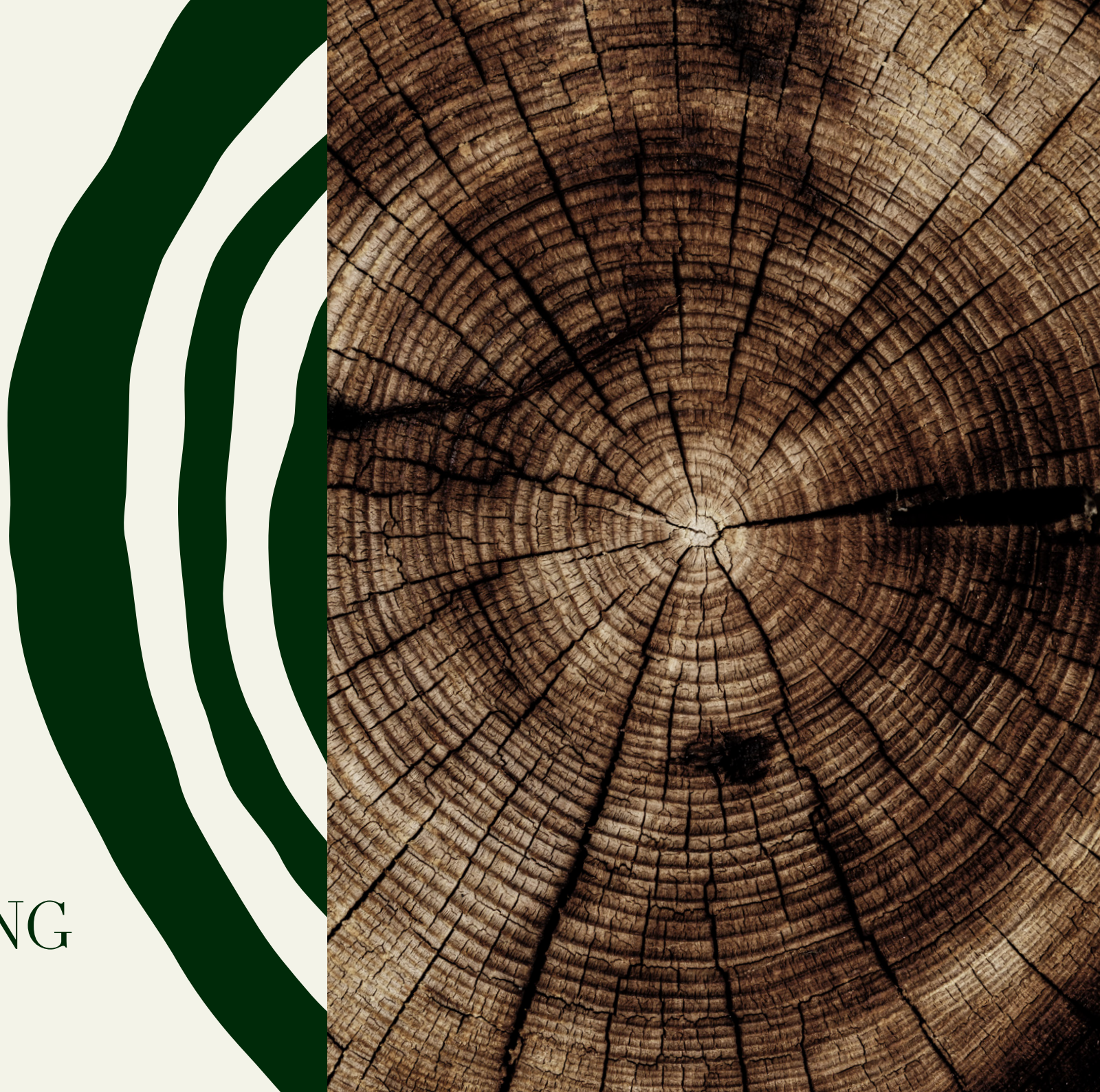
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01

INTRODUCING
Cork Supply

Key numbers and highlights

9 Countries with direct operations

24
countries
with commercial activity

€103.5
million
Turnover

600
million
Natural and Technical cork stoppers

75
million bartops

469
employees

15%
employees allocated to Research and Development

New bartop production unit

We are building a new facility in northern Portugal to increase production capacity for Talis, our bartop business for the spirits industry. The facility is expected to be ready at the end 2023, and represents an investment of 5 million euros.

Further reduction of energy consumption

We took further measures to improve our energy efficiency: we introduced new heat exchangers in the three PureCork systems to take advantage of the heat produced in the process; we replaced existing lighting systems with more efficient LED models; we act on the hot air generator burners to allow the detection of inefficiencies; we substituted burners that use natural gas for thermal processes (such as steam boiler), with heat exchangers.

Investment to expand business

In 2022, Harv 81 Group acquired the entire capital of the French company Bouchons Abel, that finishes and sells natural and technical cork stoppers in France, Spain, Switzerland, and Germany.

Cork Supply also acquired the Portuguese company Legnokaps, that specializes in the production of wooden capsules (bartops) for spirit closures, taking a 75% stake.

10 million in green bonds

We issued 10 million euros in bonds indexed to environmental and social goals: reduce at least 35% of greenhouse gas emissions by 2027 and carry out at least 15 wellness initiatives within the company. This financial undertaking was structured by BPI.

Cork Supply Portugal recognized as “Inovadora COTEC”

In 2022, the National Innovation Agency and COTEC, (business association for the promotion of innovation and business technological cooperation in Portugal), recognized Cork Supply Portugal’s research and development efforts. This recognition was in the areas of application of advanced technologies to process raw materials, the sustainable production of forest resources and the creation of high-value innovative products.

Cork dust as biomass for boiler

In 2021, we replaced the natural gas thermal fluid boiler and steam generator, of our technical cork stoppers unit, with one that uses the rejected cork dust as biomass.

New Bartop capsule material with bio source plastic mixed with cork



In 2022, Cork Supply introduced **Bloom by Talis**, an innovative bartop capsule solution for spirits and fortified wines. This capsule material is produced by combining a biobased polymer with cork granules, that are a by-product from our own production facilities transformed into a key component of this new product.

Plant-based binder in our technical corks

We developed **Vinc Natura**, a new technical cork that eliminates the need for synthetic materials, by utilizing a 100% plant-based polyol as an alternative to the traditional polyurethane-based glue – launched in 2023.



Elevating our wellbeing strategy: WE CARE

Our corporate culture and wellbeing strategy WE CARE was a milestone achievement in 2020. In 2022, we furthered our commitment to employee wellbeing by introducing new activities in key areas such as mind, body, sleep, and nutrition.

Searching for experience and knowledge sharing

We engaged in partnerships, to advance the exchange of experiences and knowledge for the sustainability agenda in our industry. We joined The Porto Protocol, the Sustainable Wine Roundtable, we signed the Charter of Principles from BCSD Portugal and its Charter of Principles, and EPSA – Structure for the Promotion of Environmental Sustainability.

We are also members of CETIE, a professional organization leading the development of international technical reference documentation and good practice guides in the bottling industry.

1.1.

Our world, trusted from the forest to the bottle

Cork Supply has a dream of being the most admired partner for the premium wine and spirits industry

Our world, trusted from the forest to the bottle



H.ARV · S.I

G R O U P

A culture that started (and continued) with a cork stopper

Founded in 1981 by Jochen Michalski in California, Cork Supply has been established itself as a prominent player in the natural cork closure market in North America and has successfully expanded sales and production operations in key wine-producing countries worldwide.

Since our inception, we have been at the forefront of cork production. Having ventured into Portugal in 1995, we now specialize in crafting natural and technical corks for wines and spirits. With four state-of-the-art facilities in Portugal, we ensure a vertically integrated process from forest to bottle. Premium-quality corkwood is carefully harvested from regions in southern Portugal and Spain, transformed into exceptional natural cork stoppers and high-end technical corks, offering impeccable sealing solutions for some of the world's finest wines.

To further deepen its commitment to the wine industry, Cork Supply recently

invested in a cutting-edge facility dedicated to producing top-tier technical corks. This strategic investment aligns seamlessly with the company's philosophy of vertical integration, ensuring meticulous control over every stage of the production process.

Throughout our four-decade journey, we have maintained leadership in research, development, and innovation, becoming pioneers in total forest-to-bottle management. Each day, our dedicated teams strive to enhance our products and services, guaranteeing utmost satisfaction for customers. Explore our milestones in the [History](#) section.

Back in 1981, the journey began with a single cork stopper, a bottle of wine, and the founding vision of Cork Supply: to deliver the highest quality natural corks for the world's finest wines. With an unwavering commitment to quality in all aspects of our work, we have earned the trust of the wine industry, becoming a valued partner.

About the Harv 81 Group

H.A.R.V. 81

G R O U P

The Harv 81 Group is an expert in the field of closures, oak and labels.

With a deep commitment to quality, the Group supports the wine and spirits producers, by providing consistent and reliable solutions through the companies Cork Supply, Tonnellerie Ô (oak barrels and oak alternatives producer) and Studio Labels (a label design company).

United by a common purpose and shared principles, we stand as interconnected shareholders and companies driven by innovation.

(This document is dedicated to Cork Supply. More information about the companies that are within the scope of this report see "[About the report](#)".)

As global industry leaders, we prioritize long-term business success through the production and distribution of superior wine products and services, while never losing sight of our goals of:

Customer satisfaction



Customer satisfaction is more than our daily mantra, it is the reason for everything we do and the very fabric of our culture: from our offering to customer service and the commitment to reliable quality assurance, besides the significant investment in research and development.

Quality assurance



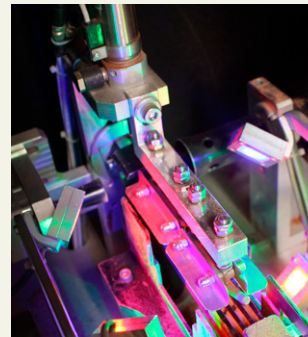
Throughout our history, we have been committed to redefining what quality means at the top of a bottle. Our people are dedicated to ensuring that the quality of our products and service remains the highest in the industry.

Social responsibility



Our global and local business affects more than simply our direct employees and customers, and we carefully manage the impact Cork Supply has on individuals, local communities, and society at large.

RD & innovation



The passion for innovation comes directly from our founder, Jochen Michalski, a pioneer in modern cork quality control. As the industry's quality leader, our innovative spirit extends well beyond cork, encompassing all our products and services and playing a key role in our pursuit of continuous improvement in all we do.

LEAN thinking



LEAN thinking is about using the best reliable technology available respecting people and processes for creating lasting and trusting relationships with our customers. Our LEAN journey started in 2012 with a roadmap for continuous improvement of our employee's safety, product quality, and operations efficiency. Today we apply the method in every step of our work.

Sustainable practices



Proud of our heritage, we remain committed to sustainable stewardship of the Mediterranean forests that produce our corks.

We strive for equitable practices that safeguard the livelihood and culture of cork farmers and their families, while supporting the protection of endangered wildlife.

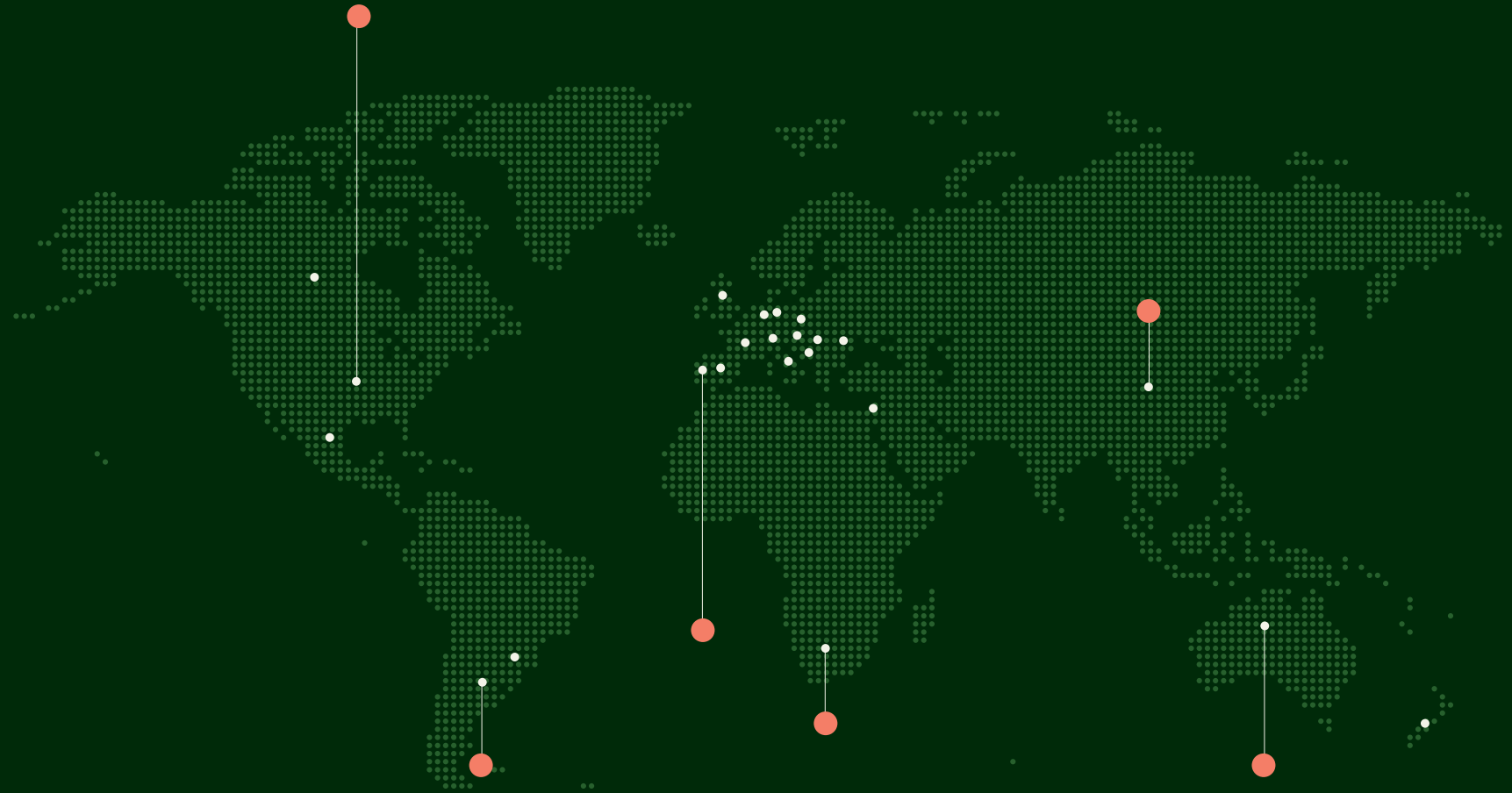
We have operations in five continents

Nine manufacturing facilities, distributed across six countries

(Portugal (5 Industrial facilities); USA; Argentina; South Africa, Australia, China)

24 countries with commercial activity

(including countries with manufacturing facilities)



● Distributers

- | | | | |
|----------|----------------|-----------|--------------|
| Portugal | Croatia | UK | South Africa |
| Spain | Romania | Canada | Australia |
| Italy | Switzerland | USA | New Zealand |
| France | Czech Republic | Argentina | China |
| Austria | Germany | Uruguay | Israel |
| Belgium | Hungary | Mexico | |

● Manufacturing units

- Portugal (5 industrial facilities)
- USA
- Argentina
- South Africa
- Australia
- China

Fredrico Lima Mayer
Purchasing Director - Raw Material



“

Cork forests are not just our source of raw material; they are the cornerstone of our sustainability strategy at Cork Supply. As the Purchasing Director, my lifelong dedication, love, and passion for these forests underscore their paramount importance in our operations. They represent the fusion of our commitment to the three essential pillars of the sustainability agenda: People, Product, and Planet.

First and foremost, cork forests support local communities. They provide livelihoods, supporting families who have been stewards of these forests for generations. Our sustainable practices ensure that these communities thrive alongside our business, driven by a deep-seated love for these forests.

Secondly, the quality of our cork products is inextricably linked to the health of these forests. Sustainable cork harvesting not only guarantees a steady supply of premium cork but also preserves the unique properties that make our cork stoppers world-renowned.

Lastly, our dedication to sustainability safeguards the environment. Cork forests are remarkable ecosystems that sequester carbon, prevent desertification, and foster biodiversity. By preserving these forests, we contribute to a healthier planet.

In summary, our commitment to sustainability isn't just a business strategy; it's a pledge to uphold the delicate balance between People, Product, and Planet, ensuring a brighter future for all, driven by a lifelong dedication, love, and passion for these invaluable cork forests.”



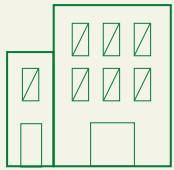
From forest to the bottle

To ensure maximum quality from forest to bottle, the corkwood that is extracted and the corks that are produced are submitted to continuous and rigorous quality control checks throughout the different stages of production.

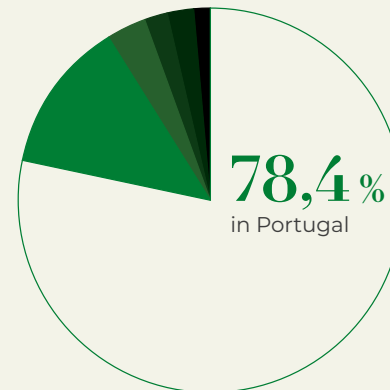
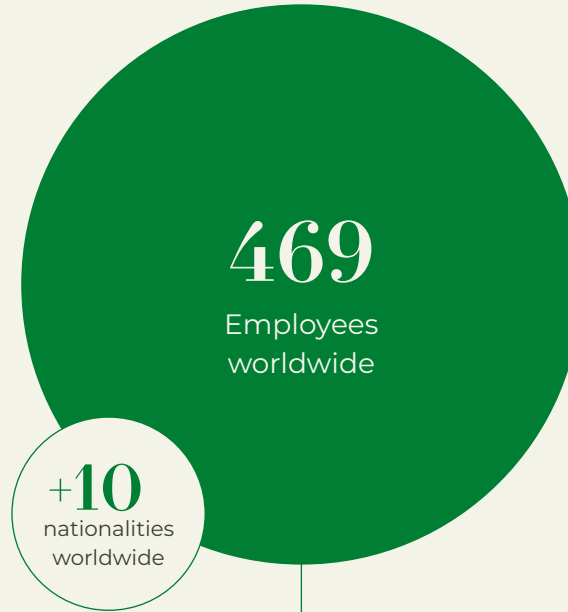
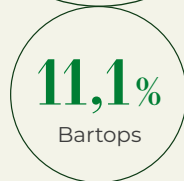
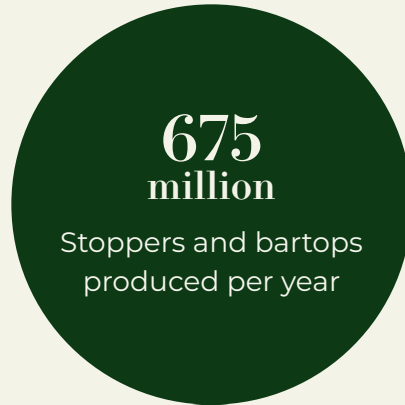
Sourcing		Transformation		Shipping	Finishing / Sales and distribution	
<p>Portugal and other countries with cork production</p>		<p>Cork preparation & handling</p> <p>Preparation unit in Montijo, Portugal</p> <p>This facility prepares cork from forestry producers in its raw state and uses the most modern technology for the boiling process.</p> <p>Main steps:</p> <p>drying, boiling</p>	<p>Natural cork stoppers production</p> <p>Natural cork unit in São Paio de Oleiros, Portugal</p> <p>This facility is dedicated to the production of natural corks which are used throughout the world.</p> <p>Production capacity:</p> <p>350 million stopper/year</p> <p>Main steps:</p> <p>punching, extracting technologies (Innocork Circuit), washing and sorting</p>	<p>Technical cork stoppers production</p> <p>Technical cork unit in São João de Ver, Portugal</p> <p>This facility is dedicated to the production of technical corks.</p> <p>Production capacity:</p> <p>600 million stopper/year 100 million bartops/year</p> <p>Main steps:</p> <p>granules production, disinfection (Vapex); molding, rectification, washing, sorting</p>	<p>USA, China, Argentina, South Africa, Australia</p>	<p>Finishing cork stoppers, packaging, and delivery</p> <p>These Units are dedicated to branding, surface treatment, packaging and quality control of the stoppers sent to wineries.</p> <p>Finishing facility Portugal in Rio Meão, Portugal Delivers all over Europe; Production capacity: 300 million cork stoppers/year</p> <p>Finishing facility Argentina Delivers all over South America; Production capacity: 100 million cork stoppers/ year</p> <p>Finishing facility Australia Delivers to Australia; Production capacity: 10 million cork stoppers/ year</p> <p>Finishing facility South Africa Delivers to South Africa; Production capacity: 10 million cork stoppers/year</p> <p>Finishing facility China Delivers to China; Production capacity: 20 million cork stoppers/ year</p> <p>Finishing facility USA Delivers all over North America; Production capacity: 220 million cork stoppers/ year</p>
<p>Quality management in the forest</p> <p>While the corkwood is still on the tree and throughout the harvesting, we collaborate with our professional foresters to assure technical assistance and quality.</p>	<p>Cork Harvest & cork selection</p> <p>Collaborating with the most skilled cork harvesters in the industry, our cork selection process guarantees the high quality of our products.</p>			<p>Semifinal product shipped to regional finishing facilities</p>		



- 3** Categories of products
- 5** Patent families
- 7** Registered brands

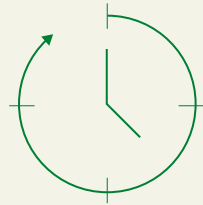


- 5** Industrial units in Portugal
- 6** Global finishing units



43%
female employees

61%
female employees in management



30,8 hours
of training per person

1.2.

Our products are gifted by nature

Cork is our raw material, that by nature accomplishes the essential mission of preserving the quality of wines and spirits within their bottle. Knowing this, we consider it a point of honor to use every single bit of cork.

Cork and sustainability

Cork is the material of choice for stoppers of quality wines, providing protection against oxidation while allowing for optimal oxygen transfer during aging. Crafted using highly sustainable methods, cork closures have the least environmental impact amongst all alternatives. Through our innovative practices the company upholds the highest standards of quality and reliability in the industry.

From a sustainability perspective, cork is natural and 100% renewable. When considering the value stream, indicators such as Carbon Footprint or waste generation and management can be applied. It is worth noting that cork is biodegradable, reusable and recyclable. However, due to food safety concerns, the incorporation of recycled materials in cork stoppers is mostly not applicable. Nevertheless, we strive to maximize the use of cork by-product, preserving this valuable resource and creating further benefits within the economy whenever feasible.

For each bottle, a stopper

Our product portfolio has three categories, adjusted to the needs of each wine and spirit producer and carefully developed to meet the most demanding quality standards.

Still Wines



CS Natural

CS Optimum Colmatated

CS 1+1

CS MICRO 1+1

CS MICRO



VINC NEO

VINC

VINC+

VINC NATURA

VINC Reserve

DS100 Natural

DS100+ Natural



Sparkling Wines



CS CUVÉE 0+2

CS CUVÉE MICRO

DS100 CUVÉE 0+2

VINC CUVÉE

Spirits



TALIS Bartops

DS100 TALIS Bartops

Bloom by Talis

DS100 | DS100+ | VINC line – Products are individually tested using non-destructive and non-invasive analyses with extra care in the quality control process.

Stoppers with a premium performance subjected to state-of-the-art treatments, with the possibility of customizing the capsules for wines and spirits of choice.

Our products are gifted by nature

Our brands

Cork Supply owns and manages a valuable collection of brands and trademarks. This important intangible asset has increased our reputation and status through the technologies and quality of our products and services.



The highest excellence standards recognized

At Cork Supply, we have integrated all relevant management systems to meet the highest quality and control standards, enhancing the excellence of our portfolio in the market. We highlight the most important certifications in this context:

<p>Ensures that products come from responsibly managed forests that provide environmental, social, and economic benefits.</p>	<p>Is an international standard defining the requirements for effective control of food safety.</p>	<p>Certifies the food, feed, and packaging safety systems of companies in the food chain that process or manufacture animal products, perishable vegetable products, products with a long shelf life and other food ingredients like additives, vitamins, and bio-cultures.</p>	<p>Is a standard for advancing continuous improvement in cork companies, enhancing the confidence of clients and consumers in the products.</p> <p>CSP2: Excellence level CSP1, CSP3, CSP4: Premium level</p>



Monika Michalski
Global Brand
and Marketing Director

“

At Cork Supply, our focus is always on value creation, and offering premium products and services. So, our daily job is ensuring that our brands are positioned in the same way in every market, and region, without exception. Our Sustainability strategy has also become a unique part of our brand identity, and positioning, and something that we work on communicating and applying in meaningful ways to our different markets and regions.

1.3.

In search of the perfect cork

Considering a bottle of wine, a cork stopper may appear as a mere accessory. However, while being a small element, its purpose is of the highest importance: sealing the bottle while maintaining the quality of the product intact. Our unwavering attention is directed to any detail that ensures the best outcome in fulfilling this mission. That is why we want to create the perfect cork. Each day, our teams are driven to develop new ways of improving our cork closures to ensure that we deliver the best possible service to our customers.



Quality: a priority from beginning to end

Quality assurance is key in the industry of natural and technical stoppers. To achieve that, we rely on the rigorous and innovative quality management systems that we have introduced, as well as quality training programs for our teams based on ISO Standards. These systems and programs ensure that traceability is 100% integrated into Quality Control plans, enabling us to take preventative measures and implement continuous corrective actions with precision. This context of confidence and rigor sets the groundwork for challenging our teams to seek innovative solutions daily, optimizing the quality of our products and services and concentrating on maximizing customer satisfaction.

Most relevant measures for quality assurance:

Traceability of cork from the forest	Purchase of high-quality raw materials directly from the forest	Sampling and analysis of the raw material while in the forest	Internal "Cork Library" that provides us information about the characteristics of the cork forest regions
100% of the production of natural corks submitted to the TCA and off-aroma extraction circuit	The largest number of laboratory analyses performed in the industry per cork sold	More than 5 million stoppers consumed per year for quality control analyses	Internal laboratory with chromatography equipment operating 24 hours / 7 days per week
More than 250,000 chromatographic analyses performed annually	15% of employees dedicated to quality control and R&D	The most advanced boiling equipment in the industry	Three control points in the production of natural corks as a minimum guaranteed

António Costa Quality Assurance Director Europe



“

Quality is a topic often discussed, but at Cork Supply, we have consistently translated it into action.” These were the initial words shared by Mr. Michalski with me when I joined the Cork Supply team (which felt more like a family) 17 years ago.

Throughout these 17 years, I have been fortunate to witness this commitment firsthand. With the resources provided and the trust vested in me, I've been entrusted with a crucial mission – ensuring Quality Assurance from the forest to the bottle.

The quality of our products and the exceptional service we provide to our customers remain two of the core pillars, among others, of the HARV81 Group.

For all of us, quality is more than a concept; it's a genuine passion and a healthy “obsession.” This

dedication has not only been our motto but a way of life, ensuring that our customers receive nothing but the very best, and it's something I take great pride in being a part of for almost two decades.

In this journey, I've seen how our focus on quality has not only met industry standards but has set benchmarks. It's a culture that runs deep within our organization, where every member of the team is a steward of quality. From the moment our corks begin their journey in the forests to when they grace a fine bottle of wine, each step is executed with precision and dedication. This steadfast commitment to excellence has earned us the trust and loyalty of our customers, and it's a legacy we carry forward with pride. Looking ahead, our dedication to quality remains unwavering, and we're excited about the future as we continue to raise the bar in the industry.

”

Product Safety and Quality Policy

As a result of our commitment to social awareness and continuous improvement, that is inherent to our strategy and expectations of our customers, Cork Supply Portugal is committed to:

- Consistently meeting legal food safety requirements and expectations of our customers, while maintaining the quality and reliability of our services and products;
- Establishing an effective product quality and food safety culture, reflected in the attitudes and values of our entire organization.

For this purpose, we promote effective external and internal communication with all interested parties, are committed to continuously improving our FSMS (Food Safety Management System) ensuring that we have the necessary skills required, and that the use of our stoppers does not jeopardize the food safety of beverages at the time of human consumption.



Innovation: a condition for success

For over three decades, Cork Supply has been a leader in the field of research and innovation.

Sensory neutrality				Cork performance	New products and processes
Prevention, detection, and extraction of TCA and other off-aromas Continuous research in TCA* detection for stabilizing and expanding existent technology.				Oxygen permeability	Increase of the portfolio By-product valorization
Natural cork stoppers		Technical cork stoppers			
<p>Innocork and Innocork Circuit</p> <p>Together with Instituto Superior Técnico, in 2007, we developed Innocork, an innovative extraction process which significantly reduces potentially offensive off-aromas, especially TCA and further improves the sensory properties of corks. Based on this technology, we launched the InnoCork Circuit in 2020, which is composed by InnoCork and PureCork, a second TCA and off-aroma extraction process that allows us to reach the next level of quality. All of our natural cork stoppers go through this circuit.</p> <p>(In studies, corks were shown to be free of TCA and other off-flavors in 99.85% of cases).</p>	<p>DS100</p> <p>In 2011, we became the first company to offer individually guaranteed TCA taint free natural and technical corks.</p> <p>DS100 consists of non-invasive and non-destructive analyses carried out by a panel of highly specialized tasters that assures elimination of stoppers with sensory deviations, including TCA.</p> <p>DS100 is a customer upon demand service.</p>	<p>DS100+</p> <p>Committed to the detection of volatile compounds at a sensory threshold level, we launched DS100+ in 2016, that uses the same principles as “dry soak”, a sensory methodology that improves accuracy and throughput with highly sensitive machines..</p>	<p>VAPEX</p> <p>All granulate derived from cork that is used for the production of technical stoppers is subjected to the VAPEX process, a cleaning technology for technical stoppers.</p> <p>This treatment extracts TCA molecules and other volatile compounds using steam under pressure, an efficient process to guarantee the high sensorial uniformity of the granules.</p>	<p>The scientific paper titled “Modelling oxygen ingress through cork closures. Impact of test conditions”, was developed by our teams and academic partners.</p>	<p>Release of new products in 2022:</p> <ul style="list-style-type: none"> • BLOOM by Talis • Vinc Natura <p>(See chapter “Products and Innovation”)</p>

*TCA stands for 2,4,6-trichloroanisole, a chemical compound that is responsible for the aromas and flavors often called “corkiness” in wine or “cork taint”.

Ana Cristina Cardoso R&D Director Europe



“

From the very beginning, Cork Supply has always been concerned about responding to the market with concrete solutions that answer our customers' needs. The voice of the market is fully incorporated into the company's innovation roadmap and our quality has been reaching extraordinary standards.

Scientific and technological production has been significant in recent decades, but important challenges remain for the cork industry. On the one hand, sensory neutrality is maintained in the production lines, even with specific technical challenges in 100% natural stoppers. On the other hand, the reinforcement of our individual guarantee, bottle by bottle (or stopper by stopper), in terms of the contribution to the aging of the wine, considers the complexity

of the stopper-glass-wine interactions. From yet another perspective, the need to value by-products in solutions that incorporate materials other than cork, demanding total safety (food safety), exceptional bottle performance and the pursuit of solutions that promote circularity, we include a selection of bio-based raw materials that align with environmental and sustainability commitments.

In a context where the development of more efficient technologies and methods for problem solving is taking place at an impressive pace, it is essential to promote the digital transition of our internal and external processes, where the product itself will play a major role linking the wine to the consumer through packaging/bottles.

The complexity of the technical and technological solutions we pursue is generally high and justifies the establishment of specialized partnerships with high complementarity expertise from the outset. In addition, the necessary investments are also very high, noting that R&D, Product Development and Innovation activities generally contain high technical risks. Thus, the participation of funding entities to support our bold commitment to innovation is necessary so that teams of experts, both financial and technical can, step by step, find ways to overcome any challenges.

With this mindset and strategy in perspective, Cork Supply seeks to address the great challenges of this Brittle, Anxious, Non-linear and Incomprehensible (BANI) world in which we all navigate.

02

SETTING
priorities for a common
TOMORROW



2.1.

Challenges and impacts are top-of-mind



What sustainability means in the cork industry

Understanding the sustainability context and the current challenges the cork industry faces, is a permanent exercise. This approach serves as the foundation for our strategic direction, driven by our commitment to contribute to industry-wide solutions that go beyond the interests of Cork Supply alone.

In our efforts to develop a comprehensive materiality matrix, we conducted extensive research and analysis, examining emerging trends highlighted by industry organizations. We identified and summarized the significant challenges that lie ahead for the industry in the coming years.

Relevant ecosystem services	Climate change	Circular economy	Socio economic contribution	Recruitment challenge
Cork oak forest and tree is a natural resource – with relevant ecosystem services.	Climate change scenarios will tend to reduce the productivity of the cork oak forest in its current preferred areas of plantation.	Although natural cork stopper have a low environmental footprint, the same does not happen with the glass bottle, an indispensable complement.	Cork is of major importance for the social and economic development of Mediterranean countries, including its impact on exports and direct and indirect employment.	Recruitment challenges are on the rise, affecting both specific industrial tasks and forest exploration activities.
Procurement of cork	Technology impact	Business concentration	Stoppers and competing products	Importance of other cork products
The recent evolution of Portuguese cork oak forest indicates a progressive worsening of conditions to ensure the supply of raw materials for the cork industry.	Technology plays a role in promoting the productivity of cork oak trees, ensuring the quality of natural cork stoppers, and the labour required.	Growing investment requirements will generate business concentration, making it more difficult for smaller companies to stay in the market.	It is essential to ensure the quality of the natural cork stopper (TCA) while striving for a more sustainable balance in the competition for various types of cork stoppers.	To reinforce the potential of other cork products in markets with limited knowledge or sensitivity towards this material, it is imperative to enhance communication and raise awareness.

Understanding expectations

At Cork Supply, we place great importance on meeting the expectations of our stakeholders as part of our daily management practices. To ensure alignment with our sustainability journey, we have adopted specific mechanisms to gather their perceptions, concerns, and priorities. This comprehensive approach encompasses the involvement of internal and external stakeholders across Cork Supply global operations. We have concentrated on evaluating both our present performance and the potential impacts, risks, and opportunities that lie ahead. The valuable inputs gathered through this consultation process have significantly enriched our reflection and are summarized in the following key points:

<p>Consultation process key points:</p>	<p>Stakeholder engagement at the center of our new strategic cycle</p>
<p>#1 Industry concerns</p> <ul style="list-style-type: none"> Internal and external stakeholders share concerns about the future of our industry as it relates to: restoration of the oak forests, investment in forest protection, quality of the cork, climate change impacts on cork oak forests, innovation and new products, recruitment and specialized skills, automation and technology to manage repetitive and ergonomically difficult activities. Expectation and/or a recognition of Cork Supply's future role in collectively addressing topics that challenge all the players. <p>#2 About the company</p> <ul style="list-style-type: none"> Both internally and externally, Cork Supply is considered as a company of reference, with an excellent brand focused on quality. Externally, Cork Supply is also referenced as a family-owned company with the ability to integrate new and external competencies and to protect the family legacy. <p>#3 About sustainability performance</p> <ul style="list-style-type: none"> Despite having a good general perception of Cork Supply's sustainability performance, stakeholders aren't deeply aware of the practices and commitments of the company. For us, this means an opportunity to enhance our reporting efforts in a more frequent and systematic manner to provide comprehensive updates on our performance. 	<p>13 Internal Meetings with top management</p> <p>(R&D, Quality Control, Finance, People and Communication, Maintenance & Facilities, Industrial, Marketing, Continuous Improvement, Operations, Sustainability, Purchasing)</p> <p>3 Focus groups</p> <p>with 27 participants in total</p> <p>11 External meetings</p> <p>that included clients, suppliers, banks and industry associations</p>

2.2.

Priorities direct
our focus





Priorities direct our focus

Analysis of the industry landscape, encompassing economic, social and environmental aspects, along with evaluation of stakeholder expectations and an assessment of our current performance, guided us to identify our most relevant sustainability topics.

These topics were discussed within our Strategic Development Team for Sustainability and subsequently evaluated as being material sustainability topics, covering the following dimensions:

- **Employee dimension:** the development of our people; talent attraction and retention, transfer and value of knowledge; health and safety; diversity, equality and equal opportunities.
- **Product dimension:** research, development and innovation; product quality, including food safety; product development with environmental concerns.
- **Environmental dimension:** carbon emissions, energy efficiency and renewable energy; circular economy (packaging and production process); water management; waste management.

- **Community dimension:** local social and economic impact.
- **Business and governance dimension:** integrity and ethics; economic performance; customer satisfaction.
- **Industry dimension:** the future of natural cork stoppers and the related industry challenges.

During the consideration of each material sustainability topic, we conducted a thorough evaluation of our company's performance and maturity level. This evaluation encompassed perspectives ranging from the top management to external stakeholders, taking into account the social, economic and environmental dimensions of our activities. Based on the results, we have designed the following materiality matrix, which serves as the foundation for our sustainability strategy for the period 2022-2025.

Understanding the results

The materiality matrix positions the most emerging topics in the top right quadrant, which indicates their urgency and relevance. These are areas that require significant attention and action due to their importance to both society and business.

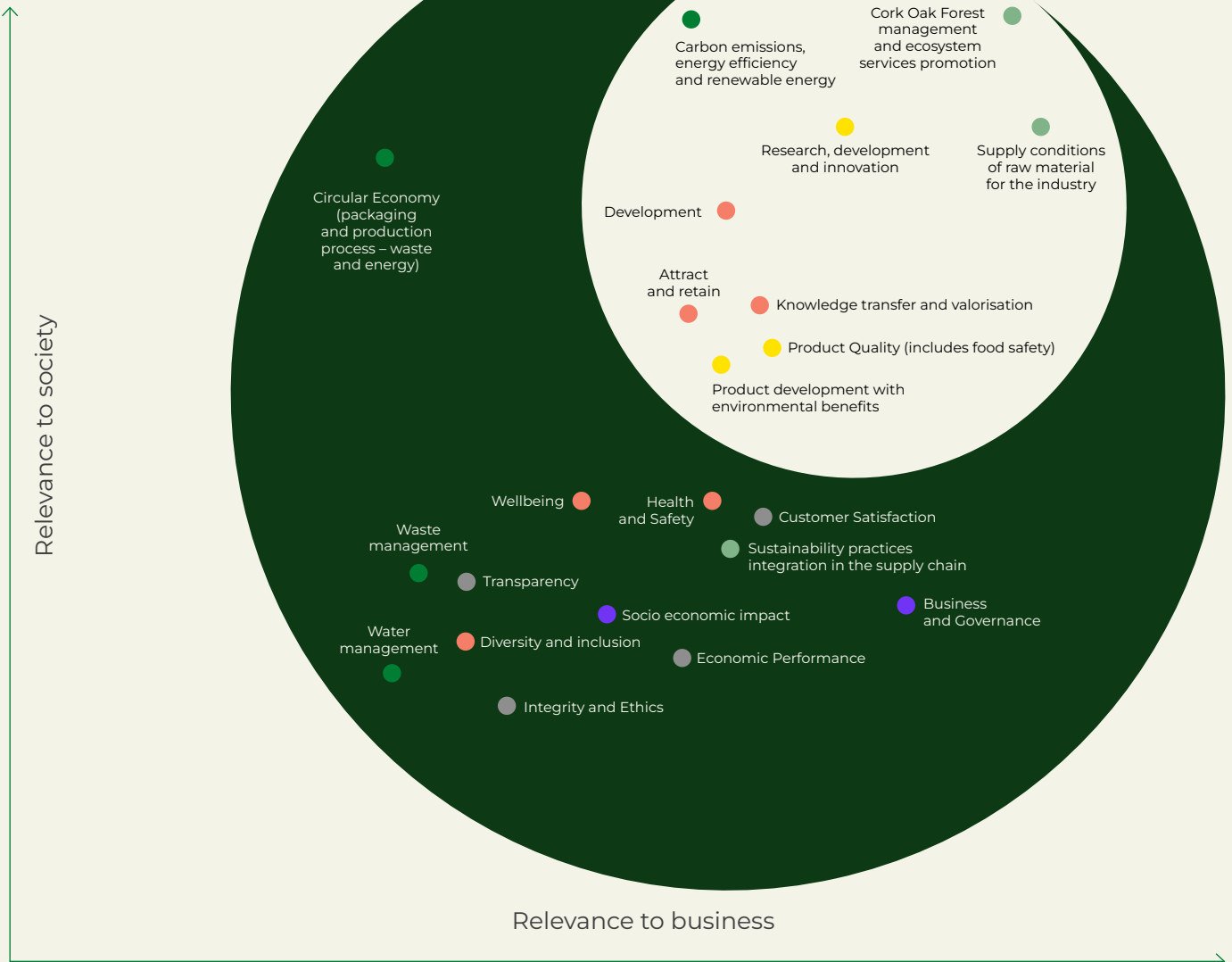
On the other hand, topics that are positioned towards the bottom-left quadrant represent areas that have already been addressed by Cork Supply and are considered relatively stable. These topics may have a lower level of urgency to society and business.

However, there are a few exceptions to this pattern, namely the concerns about the future of natural cork and sustainability practices in the supply chain. These topics have longer-term implications and depend on the involvement of other stakeholders within the industry.

Materiality Matrix | Cork Supply

- Employees
- Raw material and suppliers
- Product
- Business and governance
- Environment
- Community

Materiality Matrix Cork Supply



2.3.

Strategy shows the way

Our commitment to sustainability is ingrained in our strategy and is an integral part of our DNA. As a global company, we recognize the larger and significant responsibility we have to **harvest for the future**. We not only strive to improve our direct impact on Products, Planet and People, but to also embrace the challenge of shaping the future of the cork industry. Therefore, our strategy for 2021-2030 is structured across four key dimensions: the three foundational pillars that encompass the intrinsic aspects of our activity: research and innovation, quality and food safety, integrity and ethics; as well as a fourth dimension centered around progressing the cork industry through the indirect impact of our activity and the influence we can bring.

Rui Pedro Silva Sustainability Director



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Defining a strategic sustainability cycle for Cork Supply is essential for systematically integrating sustainable practices into our operations. It enables us to set clear sustainability goals, monitor their progress, engage stakeholders, enhance their environmental performance, and strengthen our reputation as a sustainable supplier of cork products. This cycle ensures a long-term commitment to sustainability and drives competitive advantage in the market.

Harvesting for the Future is our motto to communicate our commitment to sustainability, Today, in everything we do, we are focused on being better in these core areas:

- People – As a global company we pride ourselves in providing our employees with a rewarding and challenging workplace while contributing to the communities in which we operate. Addressing the social aspect of sustainability in the People pillar we are committed to promote well-being, social equity, and inclusivity, ensuring that the benefits of sustainable practices positively impact communities in which we operate.
- Product – In the Product Pillar will resume our strategies and communication related with our products. Our complete portfolio of cork stoppers results from the efficient use of all cork materials. We believe that the use of bio-resources such as cork can present itself as a solution to the environmental challenges we face. We consider the exploration and transformation of cork as part of the bioeconomy, actively contributing to the mitigation of climate change and the scarcity of resources both as a carbon sink and by replacing fossil fuels.
- Planet – We are strongly committed to the use of resources more efficiently, thus minimizing the environmental impacts of our activity reducing our emissions. In this Pillar we act on environment protection, including pollution prevention, the sustainable use of resources, the mitigation and adaptation to climate changes and the protection of biodiversity and ecosystems.



Harvesting For the Future

PRODUCTS & INNOVATION	PLANET & OPERATIONS + SUPPLY CHAIN	PEOPLE & COMMUNITIES
<div data-bbox="134 411 313 587"> <p>8 DECENT WORK AND ECONOMIC GROWTH</p> </div> <p>Maintain and enhance the beneficial environmental characteristics of the raw material (cork) in our products, by: innovation of our processes (natural and technical) and in the components the cork closures (technical); in compliance with global regulations on quality; and environment and food safety.</p> <div data-bbox="134 614 313 790"> <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> </div> <p>Ensure efficient use of all cork materials in our cork closures.</p> <p>Promote circular economy using 100% of the raw material.</p>	<div data-bbox="772 411 952 587"> <p>7 AFFORDABLE AND CLEAN ENERGY</p> </div> <div data-bbox="974 411 1153 587"> <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> </div> <p>Reduce the environmental impact of our activity through: the sustainable use of resources; climate change mitigation and adaptation; energy transition; and circular economy.</p> <div data-bbox="772 622 952 805"> <p>13 CLIMATE ACTION</p> </div> <div data-bbox="974 622 1153 805"> <p>15 LIFE ON LAND</p> </div> <p>Collaborate in the preservation of cork oak forests, biodiversity and ecosystem services.</p> <p>Promote sustainable management of our value chain.</p>	<div data-bbox="1512 534 1691 710"> <p>8 DECENT WORK AND ECONOMIC GROWTH</p> </div> <p>Provide a rewarding and challenging workplace, ensuring healthy and safe working conditions.</p> <p>Improve skills, education, development and value the talent and knowledge of the tasks that characterize our work.</p> <p>Contribute to the communities in which we operate by creating positive socio-economic impact through the creation of direct and indirect jobs, and a prospering local economy.</p> <p>Develop a positive and strong connection to the communities in which we operate.</p>

Together with the ecosystem

WORK ON THE FUTURE OF THE CORK INDUSTRY



Promote collaboration in the cork sector with producers, suppliers and clients to strengthen efforts and synergies around the common challenges we face, such as the preservation of cork oak forests, the availability and quality of cork, and the enhancement of specialized skills in the cork industry (namely, the extraction and transformation process).

Principles	Research and innovation	Quality and food safety	Integrity and ethics
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Aligning our strategy with the 2030 Agenda for Sustainable Development

Our strategy is designed to maximize our impact on both our company and the industry, while addressing the most pressing global issues identified by the United Nations (UN) Sustainable Development Goals (SDGs). We present the main contributions to specific core SDGs, while also considering the SDGs that are influenced by our activities within our value chain.

Contribution from the direct activities

Ensure access to affordable, reliable, sustainable, and modern energy for all

- **7.2.** By 2030, increase substantially the share of renewable energy in the global energy mix.
- **7.3.** By 2030, double the global rate of improvement in energy efficiency.



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

- **8.2.** Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, with a focus on adding high-value in labour-intensive sectors.
- **8.5.** By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.
- **8.8.** Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants and those with precarious employment.



Ensure sustainable consumption and production patterns

- **12.2.** By 2030, achieve the sustainable management and efficient use of natural resources.
- **12.5.** By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.



Take urgent action to combat climate change and its impacts

- **13.1.** Strengthen resilience and adaptation capacity to climate-related hazards and natural disasters in all countries



Contribution from partner related activities

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

- **4.3.** By 2030, ensure equal access for all women and men to affordable and quality technical, vocational, and tertiary education, including university.
- **4.4.** By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.



Protect, restore and promote the sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation and halt biodiversity loss

- **15.3.** By 2030, combat desertification, restore degraded land and soil, including: land affected by desertification, drought, and floods; and strive to achieve a land degradation-neutral world



For more information on SDG targets see <https://sdgs.un.org/goals>.

Managing sustainability from the top

Considering the importance of establishing a robust sustainability governance framework, for assessing impacts, risks and opportunities, we created the Strategic Development Team for Sustainability in 2021. This dedicated team plays a vital role in validating the sustainability strategy, monitoring key performance indicators, ensuring alignment of the strategy with global guidelines, and identifying emerging challenges.

Strategic Development Team for Sustainability

Our strategic development team is based in Portugal and, in alignment with the President and Founder of Cork Supply, defines the overall strategy and objectives for sustainability within the company. These guidelines are then shared with our teams in the other countries. Our core team consists of the following members:

- **Isabel Allegro** – CEO Europe & South America
- **Paulo Couto** – CFO Europe & South America
- **Ana Cristina Lopes Cardoso** – R&D Director
- **Margarida Faro** – Talis General Manager
- **Mário Outeiro** – Industrial Director
- **Monika Michalski** – Global Brand and Marketing Director
- **Anabela Madureira** – Quality Control Director – Technical Corks
- **Sérgio Martinez** – Purchasing Director
- **António Costa** – Quality Assurance Director
- **Mário Ferreira** – Maintenance & Facilities Director
- **Maria de Fátima Gonçalves** – People & Communication Director
- **António Bastos** – Executive Director Technical Cork
- **Raquel Filipe** – General Manager Finishing Unit
- **Rui Pedro Silva** – Sustainability and Process Engineering Director and the point of contact with the Global Task Force

The Global Task Force develops global guidelines shared by Portugal with their teams internally, and is composed by:

- **Aaron Loomis** – Information Technology Manager in North America
- **Federico Jusza** – Operations Manager Argentina
- **Rui Silva Carvalho** – General Manager in South Africa and Executive Director in China
- **Miguel Alemão** – Managing Director in Australia

2.4.

Action plan for every step

We reinforced our commitment towards sustainable development by setting 10 key goals and defining specific targets for each one.

Products & Innovation

Goal: Develop environment-friendly technologies, processes, products, and packaging materials through research and development

Key Actions	Indicators	Targets
Change plastic materials policy (packaging and Talis capsules) to include bioplastic	% of bioplastic included in packing materials	30% of bioplastics in the plastic used in packaging by 2025 70% of bioplastic in the plastic used in packaging by 2030
Reduce packaging materials and promote circularity (internal and external packaging)	% (in weight) reduction of package materials by product sold Baseline 2021	50% reduction of overall packaging by 2030
Integrate eco-design guidelines for natural cork products	Number of new products subjected to eco-design guidelines	Three new products subjected to eco-design guidelines by 2030
Develop and monitor regularly (every three years) the Carbon Footprint for six products	% reduction of GHG emissions per 1,000 corks Baseline 2020	20% reduction in carbon footprint for natural corks by 2024 40% reduction in carbon footprint for VINC and Sparkling wine corks by 2024

Planet & Operations & Supply Chain

Goal: Increase energy efficiency, reduce energy consumption, establish a carbon emission reduction plan, use renewable energy sources

Key Actions	Indicators	Targets
Implement an energy reduction plan in the technical cork plant	% of energy consumption reduced in the technical cork plant Baseline 2019	19% reduction by 2024

Implement an energy reduction plan in natural cork plant	% of energy consumption reduced in the natural cork plant Baseline 2020	5% reduction by 2026
Implement a carbon footprint reduction plan for global activity– Scope 1, 2 and 3 emissions	% GHG emission reduction Baseline 2022	20% reduction in carbon footprint for natural corks by 2024 and 40% by 2030 (<i>ESG linked bounds</i>) 40% reduction in VINC and Sparkling wine corks by 2024
Construct a new sustainable Talis facility	Green Building Certification of Talis new building	LEED BD+C Certification by Q2 2024
Implement energy and water management system by 2023	Number of buildings/facilities with energy and water management system	Three buildings/facilities with energy and water management system by 2023 Six buildings/facilities with energy and water management system by 2025

Goal: Ensure sustainable consumption and production patterns

Keep waste production to the minimum necessary for our activities	% of waste sent to recovery/valorization	Minimum of 90% of the total amount of waste (non-cork) sent for recovery/valorization each year
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Goal: Preserve cork oak forest, biodiversity and ecosystem services by enhancing efforts for its preservation and health and by engaging the industry to mobilise resources

Actively participate in non-profit associations that collaborate with researchers, producers and landowners	Number of collaborations on projects related to sustainability efforts for cork oak forests	One active participation per year
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Goal: Strengthen efforts within the supply chain to promote the integration of good practices and social and environmental criteria's

Promote the sustainability agenda with suppliers, clients and other relevant stakeholders	Number of stakeholder initiatives related to sustainability (at least two per year)	Minimum of two initiatives related to sustainability per year Join Sustainable Wine Roundtable Initiative Implementation of the Lean & Green Project by 2023
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People & Communities

Goal: Maintain a healthy and safe work environment

Key Actions	Indicators	Targets
Develop a zero accidents strategy by the end of 2023	Number of accidents/year Absenteeism rate related to work accidents	Zero accidents goal by 2030 50% reduction in absenteeism related to work accidents by the end of 2025 (baseline 2021)
We Care Program	Improvement of the We Care Program Number of initiatives per year	Minimum of 10 initiatives per year <i>(ESG linked bounds)</i>

Goal: Promote a good balance between work and personal life

Develop a system for managing the balance of work, family, and personal life	Satisfaction survey every two years Satisfaction index	Minimum of 60 points on the satisfaction index (-100 to 100 scale) each year
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Goal: Promote a good balance between work and personal life

Provide sustainability training for employees	% of employees with at least two hours of sustainability training	60% of employees with at least two hours of sustainability training by 2022 100% of employees with at least two hours of sustainability training by 2023
Support college degrees – scholarship application process	Number of employees funded for a college degree	Number of employees funded for a college degree

Goal: Provide skilled manual expertise and reconversion possibilities

Develop training partnership with CINCORK	Number of internships per year	Two internships per year in skilled manual expertise (starting in 2023)
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Goal: Actively engage in social and environmental projects

Implement a strategy of volunteering (during working hours) and of social investment	Number of hours of volunteer work by Cork Supply's employees	Minimum of 200 hours of volunteer work per year
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Work on the future of cork industry

Goal: Maintain a healthy and safe work environment

Key Actions

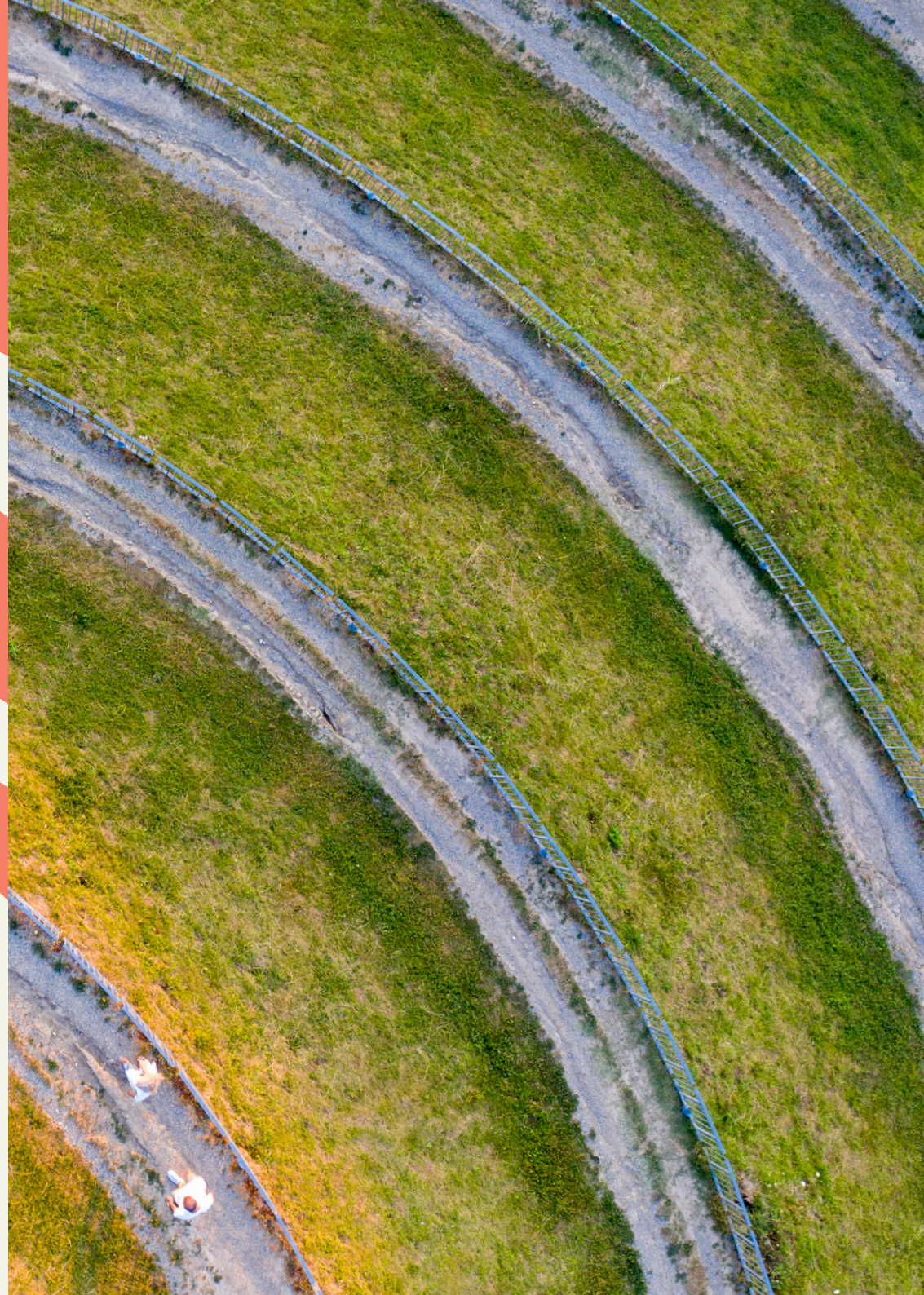
Increase engagement and participation in industry projects and actively involve other stakeholders in the industry.

Develop a stakeholder engagement strategy and collaborative initiatives, focused on our material sustainability topics, setting clear goals and defining roles that encompass research, practical implementation and partnerships. By bringing influence and knowledge-sharing, Cork Supply can cultivate closer relationships with our clients who have shown interest in shared goals and cooperation.

Define Cork Supply's role and participation in the industry, considering the shared challenges.

03

HARVESTING for
the future TOGETHER



3.1.

Seeding innovation into every detail of our products

Innovation is ingrained in our core values and is part of our everyday life at Cork Supply. We love getting into the laboratory, experimenting with ideas and turning them into new solutions. For us, the perfect cork not only seals bottles and preserves product quality but has minimal impact on the resources we use to produce it. We are committed to finding the best solutions to reduce our environmental footprint. That means using fewer non-renewable resources and finding clever ways to value every part of the cork.



Greg Hirson

Global Director of Innovation



and harvest cycle – provide many challenges but also ample opportunity to learn and innovate. Progress and innovation in the cork industry has been steady but is periodically punctuated by breakthroughs and large steps forward. We aim to progress via both of these paths.

Neutrality and consistency have been and continue to be the market's demand. These goals are multi-factorial and attainment drives innovation in production methods and material characterization and interaction with both wine and the bottle neck. As the available technologies continue to advance at breakneck speeds, the digitalization of our process and data will allow effective utilization of these new techniques and technologies.

Sustainable utilization of raw materials pushes us increase the value of our byproducts and incorporate new materials in to our production process, both of which allow us to increase circularity. Bio-based materials need to be incorporated into our products where in the past they were absent or unavailable.

This dual commitment to our customer's needs and sustainable use of materials as well as this strategy will allow us to meet challenges, both known and unknown.

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Cork Supply's innovation strategy is deeply rooted in a dual commitment: to meet the specific needs of its customers and to uphold the sustainable utilization of its most precious natural resource, the bark of the cork oak tree.

The unique characteristics of cork bark – its physical structure, its chemical composition, and its growth



Reducing the impact of our products

New material for bartop capsules with bio sourced plastic and cork

In 2022, Cork Supply developed Bloom, a new bartop capsule solution designed to seal spirits and fortified Bloom by Talis wines. This capsule material is a combination of a bio-based polymer cork by-products from our own process. This innovative material emerged from the knowledge obtained in a collaborative project to explore new processes and more sustainable materials.



Margarida Brito e Faro
Talis General Manager



“

In the world of spirits, the bartop isn't just a seal, it's the guardian of quality. It preserves the essence and taste of the spirit, shielding it from contamination and oxidation. A high-quality closure is shield against waste.

Yet, it's more than preservation; it's a pledge to the planet. Sustainable closures, like cork, contribute directly to the mitigation of climate change. They reduce our carbon footprint, supporting cork oak forests that stand as carbon sinks.

In the eyes of the discerning consumer, it's more than a cap; it's a statement. Sustainability matters, and a conscientious closure enhances our brand, resonating with eco-conscious patrons. A natural product, a premium experience.

Economically, it's a smart move. Sustainable closures trim costs, from transportation to recycling. They're a testament that sustainability and savings go hand in hand.

The bartop isn't merely a closure; it's a pledge to preserve taste and nature. It's not just a closure; it's a commitment.”

Plant-based binder in our technical corks

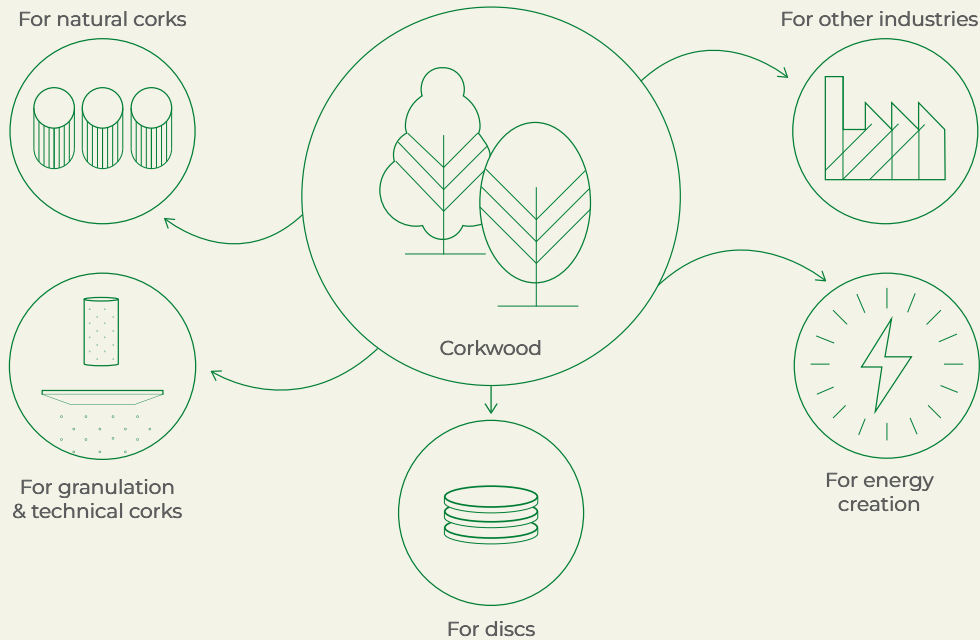
We have introduced Vinc Natura, for Vinc, our line of technical corks that provides closures for still wines with a shelf-life of up to three years. In this new technical cork, we replaced polyurethane (a polymer derived from petroleum hydrocarbon based glue) with a plant-based alternative (100% plant-based polyol), thereby increasing the content of vegetable resources from 75 to 90%.



Enhancing circular economy

Our products are crafted by maximizing the use of our raw material: cork. We use every bit of cork throughout our different production processes, incorporating it into our products, as well as using it as an energy source in the form of cork dust.

Every piece of cork is used in our production processes



100% Recovery rate of all cork materials

Our technical corks contain more than 95% cork by volume



Reducing packaging

We recognize the importance of reducing plastic and cardboard in packing when delivering cork stoppers to our clients.

As the packaging process must encompass our unwavering commitment to quality, food safety and sensory properties, we actively work to improve our performance in this area. Our goal is to reduce the overall use of materials, while ensuring that the materials we do use are the best technical and environmental option available.

Some improvements have been made in cardboard boxes in Portugal, with the incorporation of 70% recyclable material since 2020.

In the near future

In 2023, Cork Supply will develop a responsible procurement policy to be published in the following year.

Improving product life cycle

Our products undergo a comprehensive Life Cycle Assessment based on the GHG Protocol for Product Life Cycle Accounting and Reporting Standard which considers every stage from cork extraction to the factory gate. This assessment enables us to identify critical points and improvement opportunities. Moreover, it helps us to adopt impactful measures to reduce our environmental footprint.

	Emissions ¹	Carbon balance ²	Facilities
Natural cork	1	-530 to -300	kg CO2e /1000 corks
Technical Cork: Vinc CS micro	13	-600 to -330	kg CO2e /1000 corks
Technical Cork: Vinc Cuvée	19	-1200 to -650	kg CO2e /1000 corks
Technical Cork: CS Cuvée 0+2	11	-1050 to -590	kg CO2e /1000 corks
Natural cork shank for bartops	5	-270 to -150	kg CO2e /1000 corks
Technical cork shank for bartops	11	-300 to -160	kg CO2e /1000 corks

Cork Supply calculated the Product Footprint Carbon, according to the methodologies of "The Greenhouse Gas (GHG) Protocol", with the support from APCER – Associação Portuguesa de Certificação.

¹ Refers to Emissions of pollutants & Consumption of natural Resources

² Scenario analysis with carbon sequestration in the cork oak Montado:

– Carbon Sink of 7,7 to 14 ton (CO2)/ ha / year

– Average: 115.39 kg_{CO2} /kg_{cork_wood}

3.2.

Cultivating responsible environmental practices in our operations and supply chain

We are committed to ongoing monitoring and continuous improvement of our processes and practices. This commitment extends beyond our direct operations, encompassing our entire supply chain. We actively monitor our sourcing, the management of cork oak forests and practices of our key suppliers. Since 2007 we have been assessing our environmental performance. This includes conducting energy consumption audits, developing reduction plans, and calculating carbon emissions.

Cultivating responsible environmental practices in our operations and supply chain

Mário Outeiro
Industrial Director Portugal



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Energy transition is a fundamental process for global sustainability and reduction of greenhouse gas emissions. At Cork Supply we use renewable energy sources – solar and biomass – to help our health, environment and economy by reducing greenhouse gas emissions, air pollution and water use.

Improvements in energy efficiency could reduce not only carbon dioxide (CO2) emissions, but also our annual energy bill.

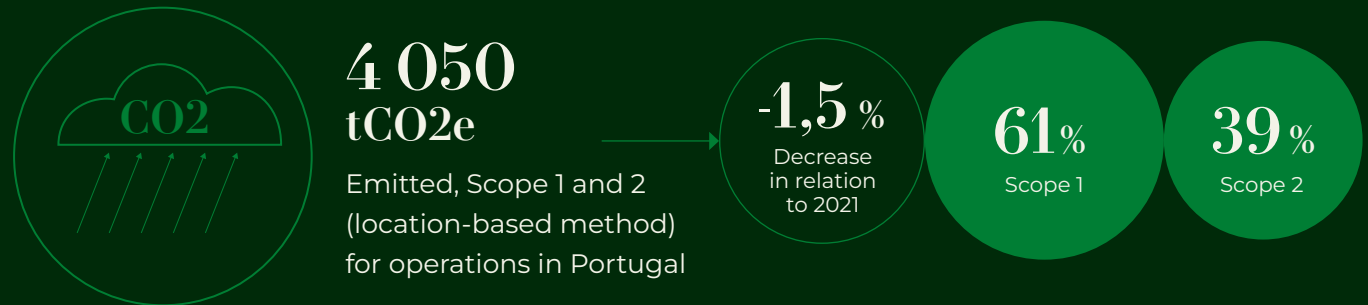
For Cork Supply, this involves an unequivocal commitment to investment in renewable electricity production and the installation of energy recovery systems.



Decarbonizing our activity: energy reduction and transition to renewable sources

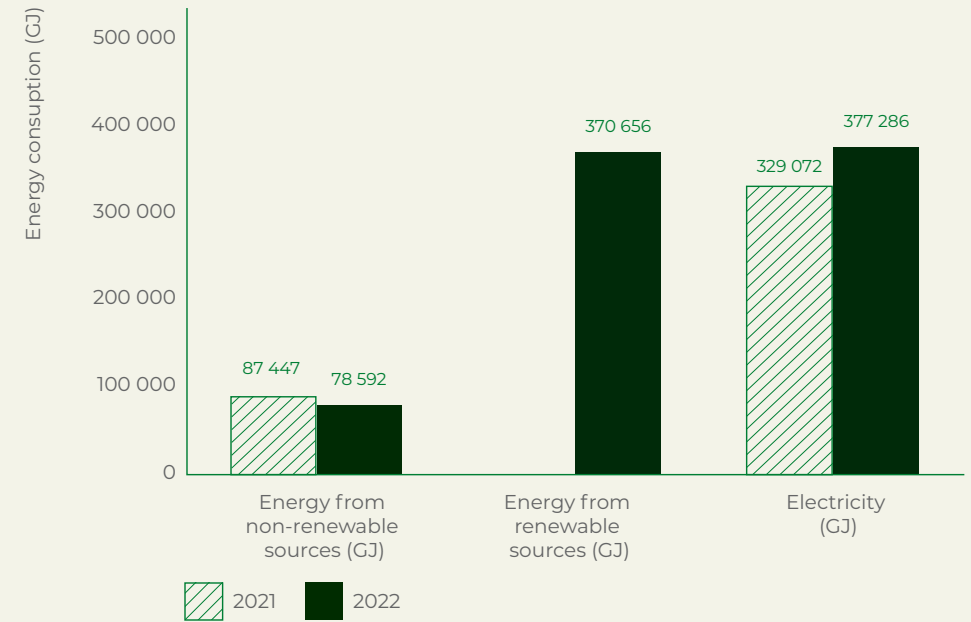
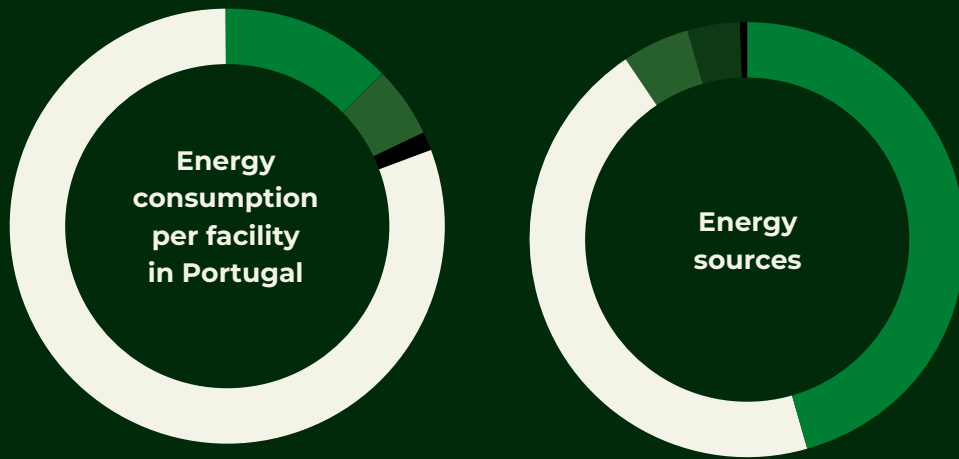
In order to reduce our greenhouse gases emissions, we employ two key measures with direct impact.

Firstly, we prioritize the reduction of energy consumption by conducting energy audits to identify critical areas of intervention with a particular focus on energy efficiency. Secondly, we actively invest in a transition to renewable energy sources by producing renewable electricity in our facilities.



(1) Biomass is the main source of renewable energy

Decarbonizing our activity: energy reduction and transition to renewable sources



The technical and natural cork facilities represents 93% of the total energy consumption of Cork Supply in Portugal. For that reason, our energy reduction plans and energy transition initiatives are directed to these facilities. As an energy-intensive company in Portugal, we conduct regular energy audits in the two facilities with the highest consumption level (the natural cork facility in 2021; and the technical cork facility in 2019). The audit results are used to develop an energy consumption rationalization plan, which is currently underway.

In the near future

In 2022, we begin the process of the installation of a solar photovoltaic system with a total installed maximum power of 1600 kW for internal consumption. The plant is scheduled to start operating in April 2023. By harnessing solar energy, we anticipate that this plant will enable us to produce 35% of our electricity needs through renewable sources.

Reducing energy consumption		Producing renewable energy
Natural cork facility	Technical cork facility	Technical cork facility
<ul style="list-style-type: none"> • New heat exchangers in the three PureCork greenhouses, taking advantage of the heat; • Replacement of existing lighting systems with more efficient models (LED) (ongoing); • Adjustment of the hot air generator burners (allowing the detection of inefficiencies); • Execution of a research and elimination program for compressed air leaks. <p>The impacts of these measures are being assessed.</p>	<ul style="list-style-type: none"> • Adjustment of the hot air generator burners (allowing the detection of inefficiencies); • Execution of a detection and elimination program for compressed air leaks; • Substitution of burners that use natural gas for thermal processes (such as steam boiler) using heat exchangers; • Utilization of 100% of the steam generated from the biomass boiler in other thermal processes, such as washing and grinding, representing 80% reduction in gas consumption. <p>The impacts of these measures are being assessed.</p>	<ul style="list-style-type: none"> • In 2021, we replaced the natural gas thermofluid boiler and steam generator with an alternative that uses rejected cork dust as biomass; • In 2025, all natural gas boilers will be replaced by a biomass alternative; • 43% of the energy consumption is fueled by cork dust from other processes; • 3,9% CO2e emissions reduction (of this production unit) in relation to 2021.

Our vehicles are in transition too

Since 2021, as part of our renewable energy policy, our car fleet is gradually being replaced with plug-in hybrid vehicles, as existing vehicles reach the end of their life cycle. Our production facilities in Portugal are equipped with 20 charging stations:

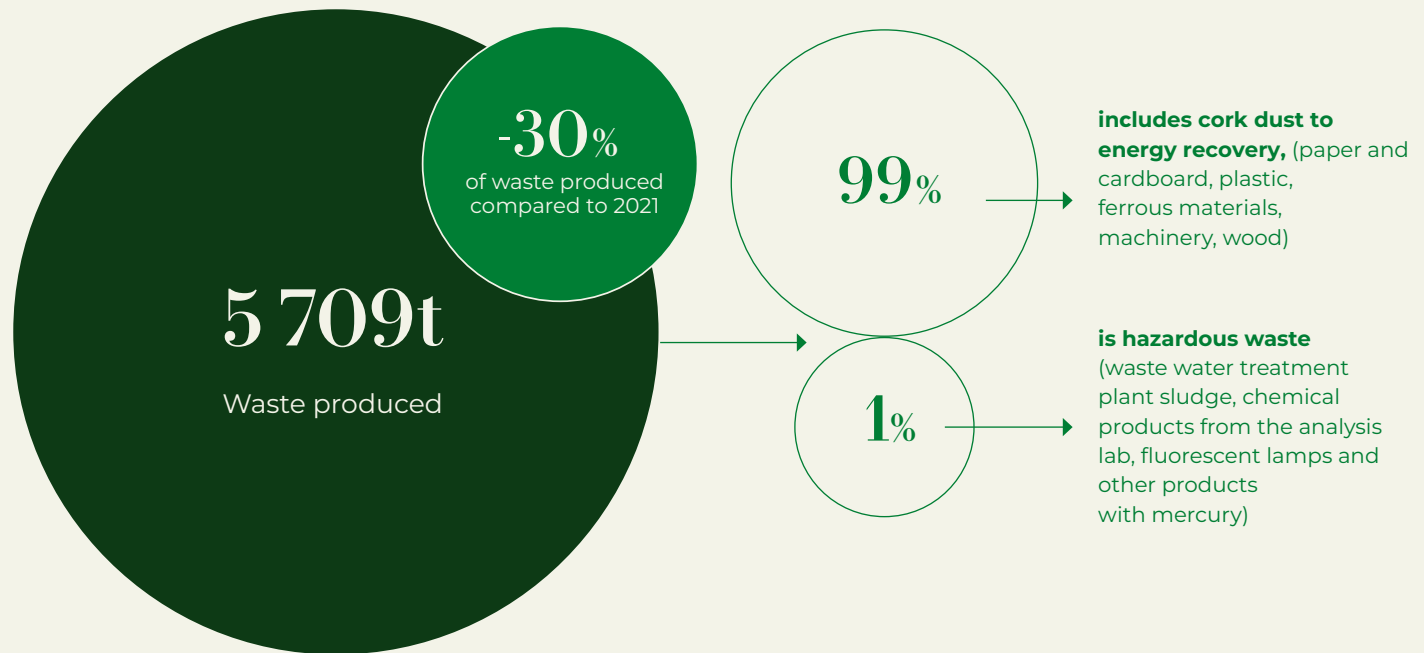
- 10 More stations are projected to be installed until end of 2023

Our target is to reach a vehicle fleet with 43% hybrid cars at the end of 2022 (30% was achieved in 2021).

Reusing and reducing waste

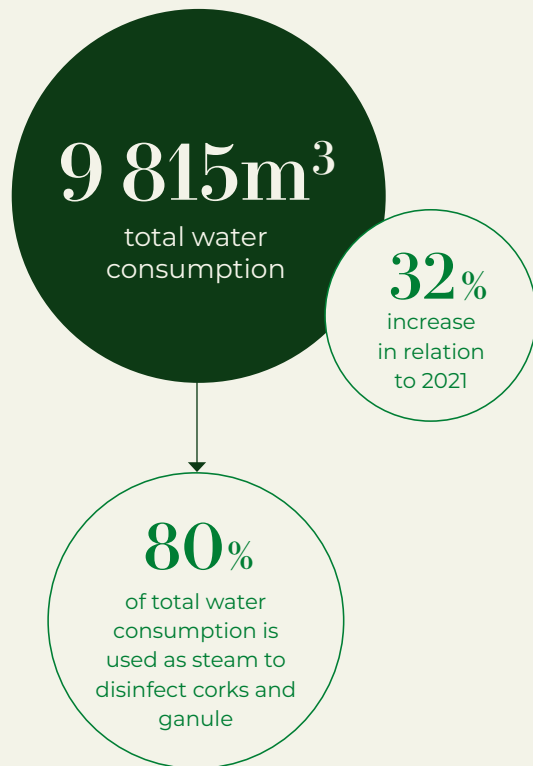
Cork Supply aims to reduce and reuse waste whenever possible, through further improvement of process efficiency in our operations. Disposal of the industrial and hazardous waste produced in our operations complies with the best practices available, using certified companies for waste management.

In 2022, we enhanced the management of all types of waste by contracting the same waste operator for all the technical cork production facilities.



Conserving water

For the production of cork closures, the majority of our water is used in four operations: boiling corkwood, washing corks, producing steam for disinfection purposes and moisturizing corks.



In both our natural and technical cork production facilities, wastewater is managed in accordance with treatment practices that ensure the water meets the required quality standards before being release into municipal collectors. To facilitate this process, we have four wastewater treatment plants: two at the natural cork facility for wastewater from the washing process; one at the technical cork facility; and one at the preparation facility for water used in the boiling process.

We have already introduced water efficiency measures, such as a high-efficiency corkwood boiler system. After each batch of corkwood is boiled, the heated wastewater is repurposed to heat a new batch of clean corkwood.

Additionally, we improved the washing cycle for DS100 glassware at the natural cork facility to allow for efficient water usage.

In the near future

In 2023, we will be introducing a comprehensive monitoring system to track the consumption of electricity, water and natural gas. This system will allow real time monitoring of the production, providing insights for implementing energy efficiency measures and alert us to inefficiencies, such as consumption peaks or leaks.

Australia

For the building's toilet system, we started using rainwater that is collected in an-site 20 000 liter tank. This volume represents roughly 60% of our water requirements per year.

The solar panel system installed (100 kW) produce 23% of our electricity needs.

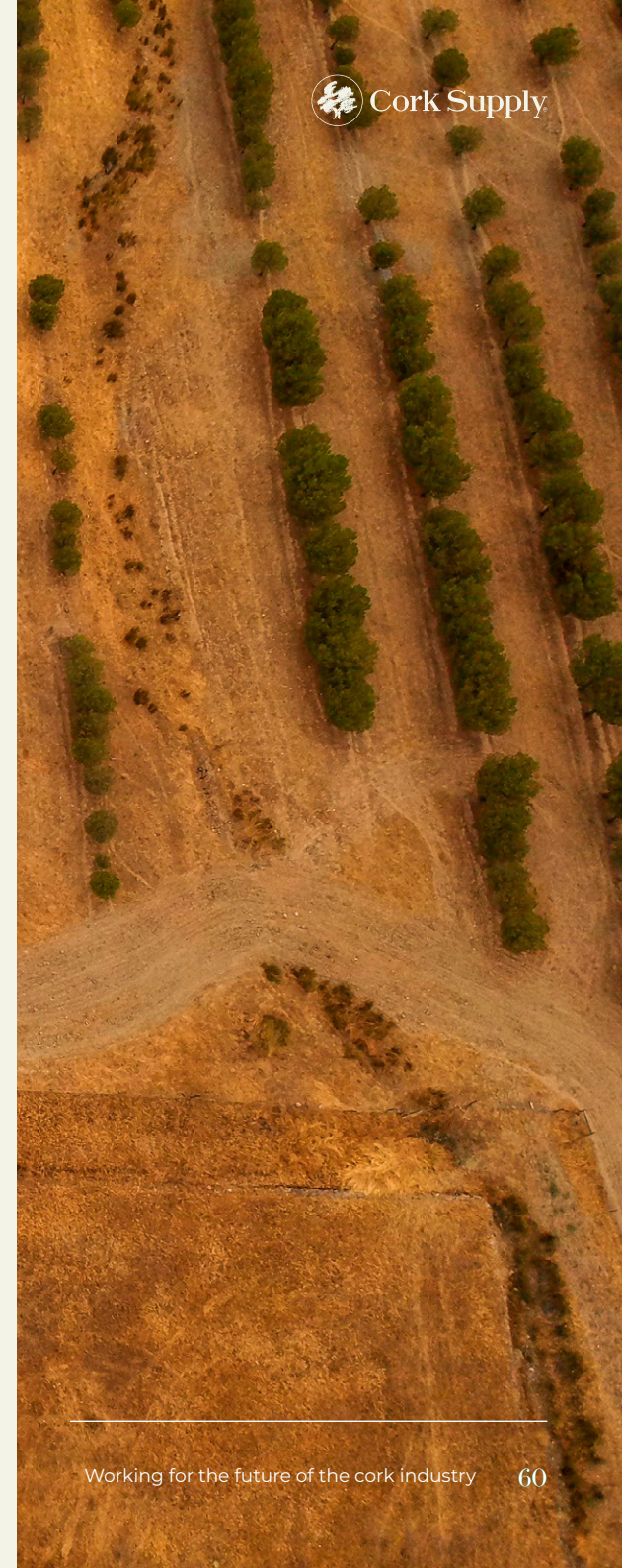


Miguel Alemão
Managing Director Australia

“

As a company that is a proud supplier for the Australian wine industry, I am proud to share our unwavering commitment to sustainability.

We recognize the impact our operations have on the environment, and thus we have implemented sustainable practices throughout our supply chain. Those include sourcing eco-friendly packaging materials, optimizing transportation routes, implementing renewable energy sources and minimizing water usage.



Preserving cork oak forests

It takes around 25 years for a cork oak tree to be harvested for the first time. However, it is only from the third harvest, when the tree reaches the age of 43 years, that the cork attains the desired high standard of quality. From that time on, cork is harvested every nine years. The quality of the cork is determined by the age and health of the trees.

Cork oak forests are not only valuable for their cork production, but also as an ecosystem. These forests exhibit a very level of biodiversity, carbon capture and storage, act as a barrier against fires, help regulate the hydrological cycle and protect the soil from erosion, thereby reducing the risk of desertification. Given that Portugal is responsible for approximately 50% of the world's cork processing, implementing appropriate management practices and promoting the establishment of new forests is crucial.

At Cork Supply, a dedicated team of specialists collaborates with forest owners throughout the year to ensure the adoption of best forest

management practices. Prior to extraction, the quality of the corkwood is analyzed. This strategic data collection allows us to map cork appellations and monitor forest productivity over time.

Cork Supply has developed a corkwood evaluation program, that has been refined over the years. This program facilitates knowledge sharing with the various estates that we work with and enables us to predict the evolution and capabilities of the forest. Additionally, our team of forest engineers provides guidance to cork oak forest owners on best management practices, soil conservation and measures to prevent biodiversity loss while promoting essential ecosystem services.

In 2021, 5,4% of the cork that Cork Supply sourced had FSC™ certification, and that number rose to 7% in 2022.

Ensuring best practices in our supply chain

In addition to our own production, we also purchase cork stoppers from other producers, particularly small and medium-sized enterprises (SMEs). We recognise that these producers currently face significant challenges due to the economic crisis. Nevertheless, we are committed to encourage their engagement and promote the adoption of good practices within the industry.

- 100% of cork stoppers supply is locally sourced (within 20km)
- 100% of cork stoppers suppliers are SMEs.

Furthermore, when it comes to external suppliers that provide various products required for our transformation process, we gather information about their practices as a way to engage with them about more efficient and responsible alternatives.

3.3.

Nurturing people & communities

We are an employer of reference, recognized for nurturing and developing our employees, for fostering a good work environment and for our customer focus. Each day we connect to the cork world, through a unique combination of manual skills, sensory expertise and innovative technology. We take particular care in securing the work environment, valuing the know-how and skills of our team, but also promoting their well-being and a healthy work-life balance. While giving special attention to the needs of those that work side by side, we also engage with the community outside, seeking to build meaningful relationships and create to a positive social and economic impact.



Fátima Gonçalves
People & Communication
Director Europe



“

People feel good when they work at Cork Supply and this is visible in our employee turnover rate that is below 1%! We are constantly thinking about strategies, projects and activities that will keep our teams happy and committed. We invest in developing skills and work to give people opportunities for development and growth within the Organization.

Since we are naturally focused on people and their well-being, we have developed our We Care Program. This program already has numerous initiatives, and we are focused on expanding it more in the coming years.



Developing a culture of well-being

By promoting a culture of wellbeing, attracting top talent, and building a strong reputation, Cork Supply has grown naturally. Through our continuous efforts, we have been successful in creating a more positive and productive work environment that benefits everyone involved.

WE CARE, our well-being strategy: from its inception in 2020 to a major boost in 2022

WE CARE is aimed at promoting corporate well-being and an organizational culture that prioritizes the health, safety and quality of life of our employees. Through this program, all employees can participate in structured and planned activities for enhancing their well-being related to mind, body, sleep and nutrition.

With these activities, our goal is to further involve employees and strengthen their commitment to Cork Supply and support them whenever they want to make improvements in their lifestyle.

Mind	Sleep	Nutrition	Body
Counselling and awareness programs to address stress management, burnout and time management, through workshops with experts in meditation, mindfulness and yoga sessions. By prioritizing the cultivation of healthy minds, we strive to achieve a harmonious balance for our employees.	Workshops for advice and awareness about rest, sleep stages and techniques for better sleep. In today's high-stress environment, insomnia and other sleep disorders have become more common and we understand the significant impact that quality sleep can have on job performance.	Awareness programs for healthy eating, share information on various nutrition topics and provide healthy snacks. As part of this initiative, we even have a recipebook, made with the participation of our employees.	Partnerships with gyms, studios and online platforms to offer a wide range of physical classes. Recurrent health evaluations are conducted to ensure the overall healthfulness of Cork Supply people.

We Care health & well-being program activities in 2022:

- Occupational Safety Awareness
- Occupational Medicine
- Health Awareness with campaigns to promote good mental and physical habits
- Sports activities – with campaigns about healthy eating, sleep hygiene, etc.
- Programs to promote a healthy work-life balance

Strengthening a preventive culture for health and safety

At Cork Supply, the health and safety of our employees is of prime importance. We have instilled a strong preventative culture rooted in our business management and LEAN philosophy. Since 2020, we have adopted a health and safety strategy for risk management which includes stringent control and monitoring measures. This strategy encompasses the analysis of near-miss incidents and security audits. We are particularly committed to prevent accidents by continually striving to eliminate risks and empower our employees to adopt safe behaviors, cultivating a mindset of anticipation and risk prevention.

As part of this objective, in each facility, we have a safety team comprised of the fire brigade, first aid and evacuation team.



¹ Evaluation of the frequency rate Index according to ILO (international Labour Organization):
If < 20 Good | 20 - 50 Acceptable | 50 - 80 Insufficient | > 80 Bad

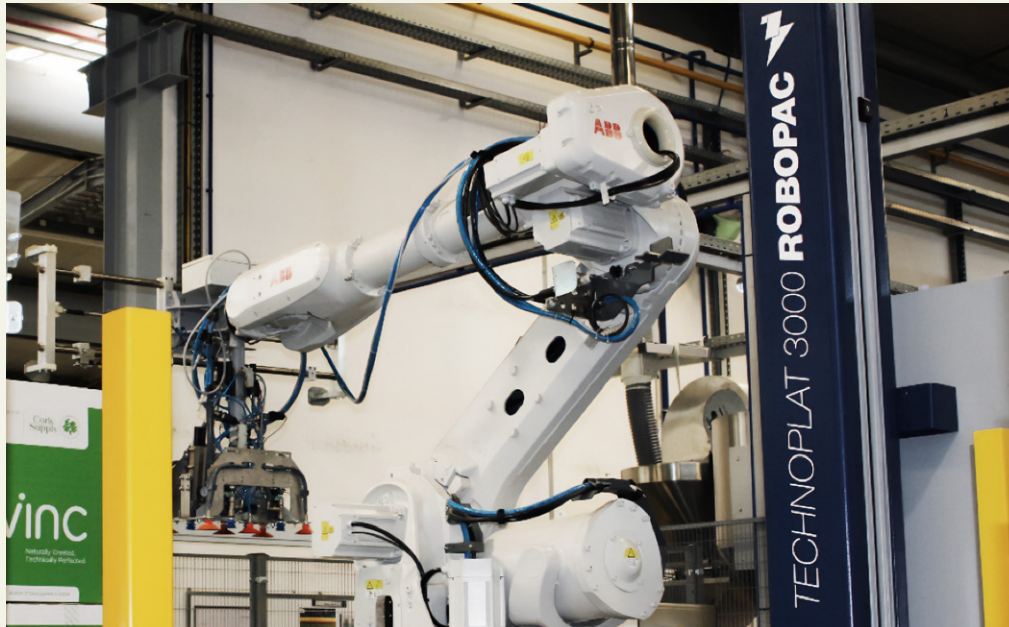
² Evaluation according to ILO:
If < 0,5 Good | 0,5 - 1 Acceptable | 1 - 2 Insufficient | > 2 Bad



Packaging robot installed in the finishing facility in Portugal in 2021

The robot performs tasks such as smoothing bags, closing boxes, labelling and moving pallets. By automating these actions we can reduce the physical strain on two employees, minimize the risk of injuries and decrease the number of pallets required for shipping. The increased efficiency in packing more boxes per pallet, allows a reduction in the number of movements required to transport materials.

Approximately 1500 pallets reduced/year.



Natural cork facility received a transportation robot in 2022



The transportation robot (AGV – auto guided vehicle) optimizes the DS100 process, a procedure that requires 14 people and evaluates approximately 14.5 million cork stoppers annually. The robot facilitates the movement of empty and rejected bottles from the tables to the washing room and from there to the sensorial analysis area. This technology reduces the need for manual handling and eliminates a repetitive task, allowing employees to allocate their time and effort to more demanding responsibilities.

222 hours of time will be saved in non value added transportation per year.

United States

Peter Hladun
CEO North America

On the basis of employee feedback from the DS100 operations regarding back strain connected with bending and reaching, we installed adjustable tables to improve ergonomic conditions.



Promoting ongoing learning

Continuous competency development is extremely important for us as it plays a crucial role in securing the long-term success and competitiveness of our company.

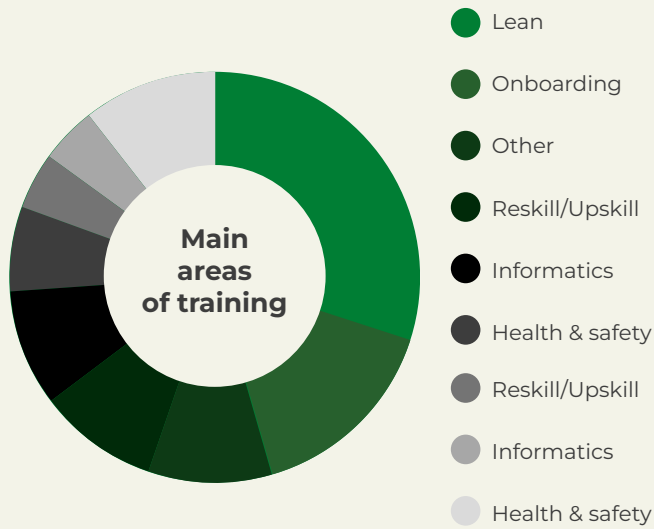
Training programs enable employees to enhance their performance, equipping them with the necessary skills to carry out their work more effectively, be more fulfilled in their jobs and ultimately, contribute to better customer satisfaction. In 2022, we significantly increased training due to our growing investment in this area and greater links between performance management and development of our people.

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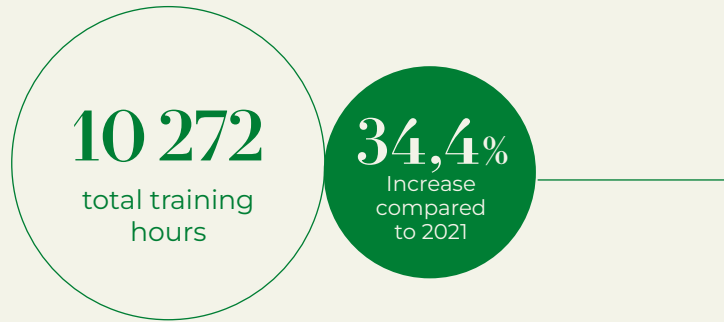
In the US, the Harv 81 Group fosters a vibrant culture that thrives on a “work hard, play hard” ethos, underpinned by a family-first mentality. Committed to making a positive impact, we lead by example, embodying transformational and innovative approaches. Our team is characterized by their unwavering courage, unyielding passion, and relentless drive.

We maintain high standards and expectations, demanding excellence in all endeavors. Yet, amidst the rigor, we genuinely care for one another, creating a supportive and resilient environment. With a firm belief in reliability and unity, we cherish our employees as an extended family, driving collective success.

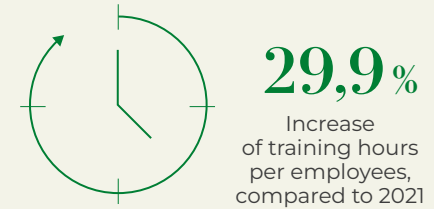




In 2022, our training initiatives focused on several key areas, including LEAN methodology, reskilling/upskilling (new technologies and work methods, digital skills), informatics and health and safety. Sustainability emerged as a relevant training topic with a participation rate of 60% among employees in a two-hour training session.



Onboarding newcomers consists of one week of training to ensure a holistic understanding of the organization and our operations. The program covers general topics such as LEAN methodology, health and safety, data protection, food safety and includes a visit to all areas of the company. The integration period extends over three months to ensure smooth transition. All online training is conducted through our Talent Box platform, which incorporates gamification elements to improve the learning experience. Newcomers are assigned a custom mission to accomplish online.



On an ongoing basis, each employee has an individual development plan that is tailored to their specific needs. This personalized training approach allows us to closely monitor the progress and growth of our employees and identify potential candidates for other positions within the organization.

Unlocking the potential of our leaders

In 2022, we introduced “Mattering”, a leadership development program designed to encourage a framework of behaviors for leadership within Cork Supply. This program targets directors, managers and supervisors and assistant supervisors and prioritizes key aspects such as decision making, active listening, feedback, building trust, and embracing vulnerability. The program consists of three distinct phases, each tailored with specialized training:

	I Matter	You Matter	We Matter
Training for directors	<p>Decision making & influence: Self-awareness exercise to help directors make the most of their natural preferences as a person and as a leader.</p> <p>Trust and vulnerability: Reflection on the importance of trust, its dimensions and real impact. Through practical cases, participants explore these dimensions and how each one relates to the behavior as a leader.</p>	<p>Leader Way: Preparation and support for leaders to adequately manage their teams, build upon the understanding of personal leadership skills and adapt this profile to the unique dynamics of their teams.</p>	<p>Empower the future: A session that gives participants the opportunity to develop their strategic vision competence by anticipating needs that have not yet been identified, as well as possible solutions for those needs through the sharing of a simple but powerful framework.</p>
Training for managers and supervisors	<p>Emotional intelligence: Learning map with a set of tools applicable to daily life. The session concludes with a challenge where participants apply these techniques in practical scenarios.</p> <p>Communication with impact: Sharing strategies to boost effective communication that conveys the right message, leaving a lasting impact while considering diversity.</p>	<p>Powerful feedback: Role play that helps supervisors practice delivering feedback to employees with different profiles in various situations.</p> <p>Directive and participative leadership: Aimed at helping participants understand their personal leadership competencies and learn how to effectively lead or delegate responsibilities.</p> <p>Diverse conversations: Exercise for participants to navigate critical conversations.</p>	

Linking benefits and employee engagement

We value the opportunity to bring our people together and recognize the commitment and dedication of each team member.

By acknowledging individual contributions and how they positively impact collective achievements, we celebrate the progress and success of our company and nurture a sense of shared accomplishment.

As our company continues to expand, we need to ensure that all employees have access to comprehensive information about the company, its various operations, and departments. Our goal is to establish a consistent and engaging communication flow. For this purpose, we employ a diverse range of tools to share information, allowing us to reach all employees in their respective working environments.

Celebration moments	Tribes to be part at Cork Supply Tribes Cork Supply Tribes	Gifts to value our people
<ul style="list-style-type: none"> Christmas dinner and special "Christmas market" (also with an element of support to local social institutions); The International Day of Porto wine; Summer with ice cream and Autumn with chestnuts, through several gifts at our facilities. 	<p>It is a challenging task to identify the many hidden talents and tastes of our people. However, we have risen to the challenge by creating Cork Supply Tribes which are groups formed in the Talent Box platform, that come together for common activities or passions. We encourage employees to join existing tribes or suggest new ones if their preferences are not yet represented.</p> <p>The most prominent tribes are related to travel, wine, sports, football/soccer and music. These Tribes are an opportunity for our employees to connect, collaborate and foster a sense of belonging within the Cork Supply community.</p>	<p>At Cork Supply, we believe in the joy of giving and celebrating the special moments in the lives of our employees. We mark these significant events by:</p> <ul style="list-style-type: none"> Wedding souvenirs; Birth of a new member of the family; Graduation gifts; Seniority gifts when people stay with us for one or two decades; We also remember those who, for health reasons, are going through a difficult time, by giving them a "get well" gift.

Talent Box	Cork TV	Communication murals	Email and newsletters
<p>One of our main channels of internal communication, Talent Box, is a tool to share internal information and other topics related to people management such as training and performance evaluation. It is accessible by our international teams in Spain, Italy, France and South Africa. Employees can watch instructional videos, read manuals and take quizzes to assess their knowledge.</p> <p>Launched in 2019, it has now has 210 users and in 2022, 33,369 visits were registered.</p>	<p>In 2022, we installed a corporate television in the common areas, such as the cafeteria and open spaces, to broadcast a diversity of content related with internal information or communication campaigns.</p>	<p>In each cafeteria we have a mural that displays service and mandatory information, such as vacation plans and food safety policy. We encourage employees to consult the mural on a weekly basis.</p>	<p>Emails and newsletters are used to disseminate internal information and news alerts that are available in the Talent box. It is also the preferred channel to send our weekly recreational newsletter and weekend suggestions.</p>

In 2022, we conduct a survey (which we normally conducted every two years) on how the employees perceive the organization, to understand their level of engagement and satisfaction.



Most engaging topics:
(index from -100 to 100)



In the near future

In 2023, we will publish and communicate our Code of Ethics and Conduct

Going Beyond Us

As part of our commitment to citizenship, Cork Supply remains dedicated to supporting social initiatives, driving a culture that embraces social responsibility. We recognize that caring for others begins from within the organization and extends to the broader community.

In 2022, we created Beyond Us (to be launched in 2023) – a program designed to centralize and organize our charitable donations and volunteer efforts for institutions that assist the vulnerable population and address social needs. By supporting non-profit organizations that align with our company's values and mission, we can make a meaningful impact on the community.

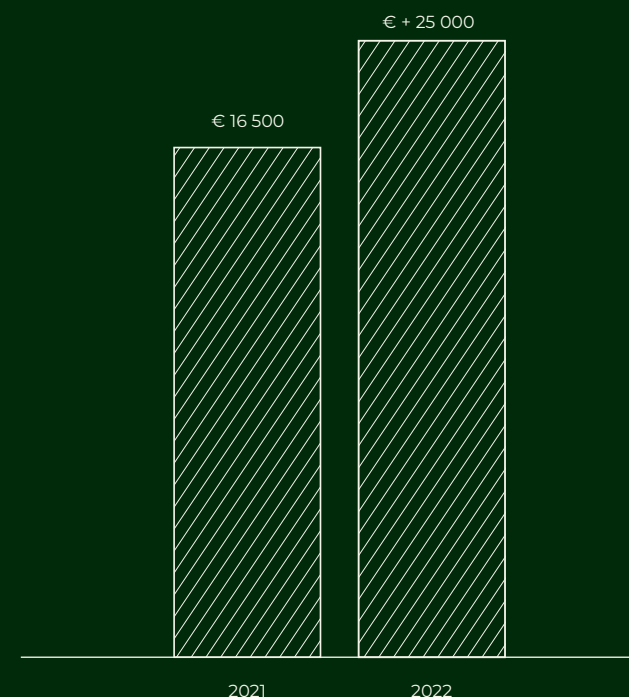
When selecting institutions to support, we research the organization to ensure that our contributions are used effectively to create a positive change. Our attention is directed towards various entities, each with a distinct mission. These include educating underprivileged children and young people, promoting the integration of people with disabilities, promoting and organizing blood donations, ensuring the well-being of the elderly and providing support to the people of Ukraine.



Going Beyond Us

Organizations supported:

- Bago d'Ouro
- Associação Salvador
- Enlazados program of Mendoza government
- Empujar Foundation in Mendoza
- Adopt a Drain – City of Benicia
- Highland Elementary School in Vallejo – California
- Solano County Food Bank
- Liga Portuguesa Contra o Cancro
- Abrigo para a Vida
- Associação Portuguesa de Apoio à Mãe Solteira
- Ukrainian Refugees Donation
- Liga dos Amigos do Hospital Sto António
- BUS
- Unicef
- Bombeiros Voluntários de Lourosa
- Residência Velinhos
- Irmãzinhas Pobres



Argentina

Collaboration with local labor insertion programs

Enlazados is a labor insertion program developed by the local Government of Mendoza that aims to increase the potential of labor insertion for people from Mendoza between 18 and 60 years old. Our participation assists the temporary employment of some people within the company, which can later turn into a permanent position. In 2022, three workers were integrated into the company as permanent staff as a result of this program.

We collaborate with the Empujar Foundation, a non-profit organization comprised of a group of companies and a volunteer team that aims to train and empower young individuals aged 18 to 24 by equipping them with the skills and abilities required for successful entry into the formal labor market. We contribute with guidance for the final project, which this year focused on the reutilization of cork wood that was initially assigned for destruction.

South Africa


Training for unemployed people with disabilities.

We supported the training of two disabled unemployed females by financing their training on “Information Technology End User computing level 3” at Training Force.



3.4.

Working for the future of the cork industry



While some industry challenges are not within our direct control, it is our responsibility to address common topics and engage in the discussion and the solutions. Some very important challenges that the industry faces include the urgent need to preserve cork oak forests, ensuring the availability and quality of cork, and the development of unique specialized skills related to working in both the forest and the transformation of cork. To address these topics effectively, we have to create solid partnerships and collaborate towards our common goals.

As previously mentioned, Portugal is responsible for around 50% of the world's cork processing, representing, together with Spain, Morocco, and Algeria, 90% of the planet's cork oak distribution. Portugal cork exports contribute to approximately 60% of global exports. From 2010 to 2020, Portuguese cork exports increased more than 39%, exceeding one billion euros, making it a very important industry for the country.

Portugal's montado supports one of the world's most exceptional forest biodiversity, including the highest diversity of plants found anywhere the world, millions of wintering birds and endangered animal species. Hence, our commitment to safeguard the livelihood and culture of cork farmers comes as no surprise.

Despite its remarkable adaption to the climate, poor soils and low precipitation of the Iberian Peninsula, the cork oak forest is susceptible to the effects of climate change and prolonged droughts, as well as by inadequate management practices. Both lead to poor tree health, which in turn affects cork production.

Also, the age of the tree affects the quality of the cork. The effort to adapt to climate change requires the continuous planting of new forests and adopting the most adequate management practices. At the same time, the cork industry needs to address increasing difficulties recruiting labor, both for certain industrial tasks and for forest exploration activities.

We also recognize that preferences regarding the type of closures vary from region to region and in some parts of the world, screw cap and synthetic cork are used. The preference for technical corks can undermine the cork stopper business model.

Although we do not own cork oak forests, we are committed to deeper collaboration with business organizations linked to sustainability, industry organizations, clients and research centers. Through these partnerships, we aim to preserve cork oak forests, advance the essential skills needed by the industry and advocate cork stoppers as the optimal solution for wines, beverages and various other products.

Looking for experience and knowledge sharing Partnering for the future

In 2022, we engaged in partnerships with several stakeholders, that provide the possibility for experience and knowledge sharing, participated in collaborative work on the topics mentioned above, as well as others that affect the industry, becoming an active participant in the sustainability agenda. Cultivate experience and knowledge sharing.

International		Portugal	
The Porto Protocol	Sustainable Wine Roundtable	Signatory of the Charter of Principles from BCSO	EPSA Structure for the Promotion of Environmental Sustainability – Dynamic Structure from APQ (Portuguese Quality Association)
View more here	View more here	View more here	View more here
This international non-profit institution unites a global wine community of change makers who believe in the power of knowledge sharing as an effective response to climate change. The group developed an open platform with a dynamic database of resources and workable solutions.	The Sustainable Wine Roundtable (SWR) is a unique global multistakeholder coalition that encompasses the whole value chain of the wine industry with the purpose of promoting sustainable development in the global wine industry for the benefit of all stakeholders, including consumers, the workforce and the general public. The SWR drives collective action and knowledge sharing amongst producers, distributors, retailers, logistics partners and researchers.	Cork Supply has become a signatory of the Charter of Principles from BCSO Portugal (Business Council for Sustainable Development). This charter sets out the guidelines for sound business management, urging signatories to surpass legal compliance by the highest ethical, social, environmental standards and practices within the global economy. Signatory companies demonstrate serious commitment to sustainability, earning recognition from customers, suppliers and society at large.	EPSA is a network that encourages debate and reflection on environmental sustainability methodologies and practices, through a range of activities including meetings, debates, workshops and seminars. The working group addresses key issues such as law enforcement, eco-innovation, waste and energy management and community support frameworks in environmental sustainability and management systems.

Looking for experience and knowledge sharing Partnering for the future

Other participations in 2022

Roundtables and presentations	Partnerships for sharing and innovation	International and national Master Classes	Master thesis
<ul style="list-style-type: none"> • IWSC (International Wine & Spirit Competition) webinar on “Sustainability in luxury spirits”; • The Spirits Strategy and Innovation Conference on “Ecopackaging innovations for a sustainable future”; • CRA/CRU Roadshow USA/Argentina - “Ecopackaging innovations for a sustainable future”. 	<p>Since 2022, we have become a member of CETIE, an organization at the forefront of the development of international technical reference documentation, pre-standards and good practice guides for stakeholders in the bottling industry. This forum promotes the sharing of best practices and knowhow, contributing to continuous improvement of expertise in the bottling industry. We are actively involved in the development and revision of the following documents:</p> <ul style="list-style-type: none"> • Guide: “Bartop stopper application on glass finish for non-carbonated”; • Data sheet: Glass Bottle – “Specification of the neck finish for a head cork stopper diameter 27, 29, or 34 mm”; • Revision of “Bottling of still wines on a cork mouth finish” and “Control of the filling volumes in prepacked glass containers”; • These documents, created with the assistance of CETIE members, are utilized by nearly 3,000 companies in 98 countries. 	<ul style="list-style-type: none"> • Cork Masterclass for Wine Science Students, Department of Viticulture and Enology of the Stellenbosh University – Topic: chromatography applied to the wine sector; • Biftec – European Master of Science in Food Science, Technology and Business – Topic: Cork – an innovating industry; • Equipa Ax’Vigne – Topic: training as commercial teams – VINC line. 	<p>We welcome and give guidance of master thesis:</p> <ul style="list-style-type: none"> • ISEP, Master in Chemical Engineering: “Development of methodologies for the assessment of parameters associated with the performance of bottle corks”; • Minho University, Master in Biological Engineering, Branch Environmental Technology: “Determination of the carbon footprint of cork stoppers according to the Greenhouse Gas Protocol”;

Support in skills development and integration

The future of specific cork professions presents a major challenge in our industry, as attracting younger individuals to roles like cork puncher is proving to be difficult. In response, we partnered with Cincork in 2022, a vocational training center for the cork industry, with the goal of recruiting participants from its training courses. We provided internships for three individuals at our facilities, including financial support for their expenses and offered the possibility of integrating them into Cork Supply upon a positive evaluation at the end of the internship. Following this experience, the three trainees seamlessly integrated into our team.

Joaquim Alberto Pereira Sobral Maintenance Technician

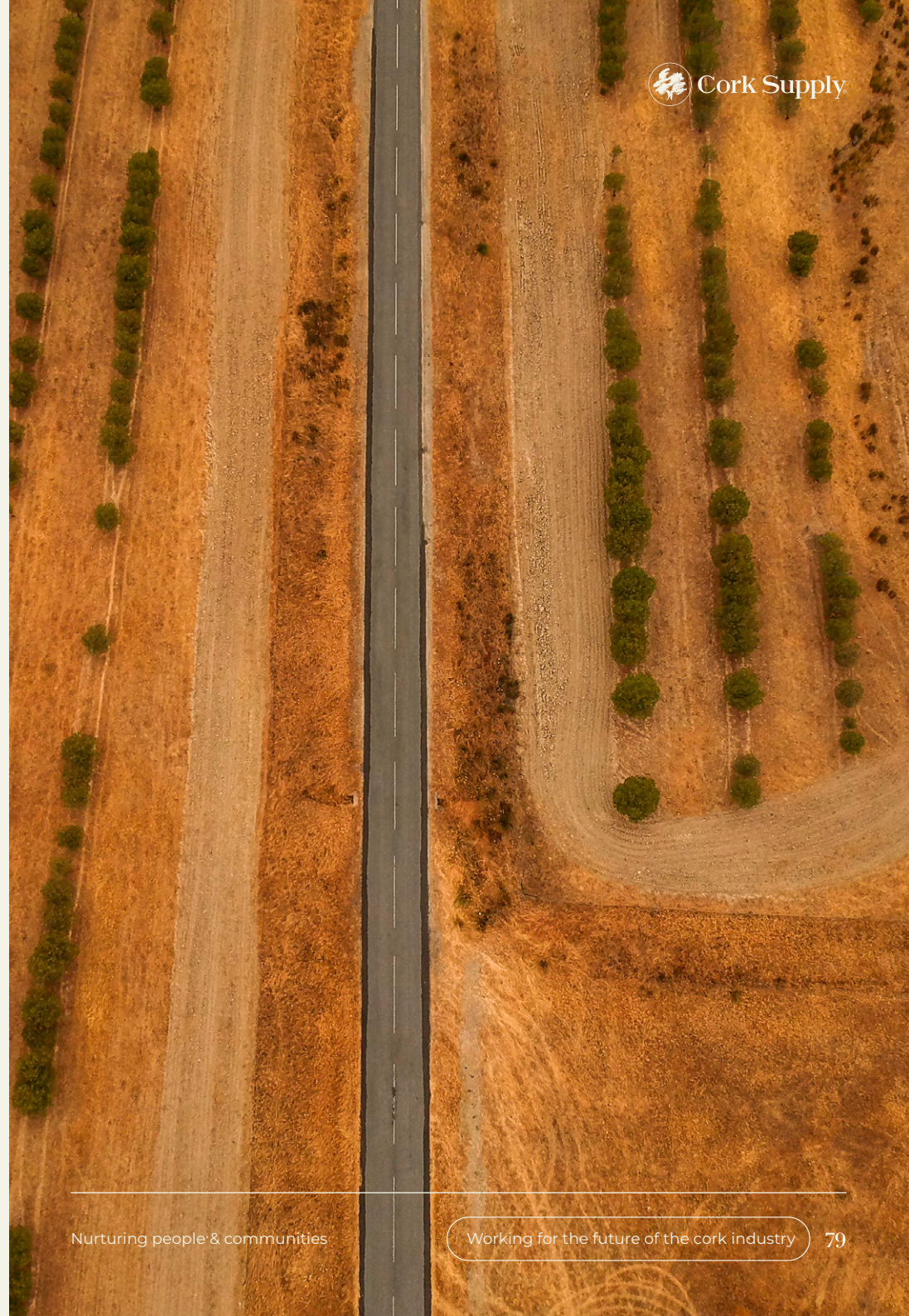


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Before entering this practical training in cork stopper production, I was living and working in the construction industry in Switzerland for 12 years. Due to health problems I decided to return to Portugal, my home country. I registered at the job center in S. João da Madeira and started receiving information about courses. I attended some interviews and ended up choosing the training center at Cincork at the time, with a cooperation project with Cork Supply. I have no doubt that my training at Cincork was decisive for my return to work.

I completed the cork stopper production course with distinction and an internship that proved decisive in becoming part of the company as an employee and not just a trainee. From the beginning, I easily adapted to the group with which I was interning and to the company's employees. At the end of my internship, I had a meeting with the Cork Supply managers, where they invited me to take up my position here.

As I am also a maintenance technician, they asked me which I preferred: cork production or maintenance. My vocation spoke louder and of course I expressed my desire to work in the maintenance area. At the moment I feel fulfilled. I really enjoy what I do. I recognize that this company is very competitive, not only nationally but also internationally.



Closing note

Isabel Allegro
CEO Europe and South America



“

The Cork Industry faces several challenges in the near future. One major challenge is the competition from alternative closures in the wine industry, such as screw caps and synthetic corks and BIB. Additionally, climate change and forest management issues pose risks to cork oak forests, which are crucial for cork production. Sustainability concerns and the need to adapt to changing consumer preferences also present challenges. However, with innovation, effective forest management,

and a commitment to environmental stewardship, the Cork Industry can overcome these challenges and thrive. Here are some additional details on the challenges faced by the Cork Industry:

1. Competition from alternative closures:

The growing popularity of screw caps as alternative closures for wine bottles has posed a significant challenge to natural cork. The industry must continuously innovate and emphasize the unique qualities of cork, such as its sustainability, tradition, and ability to enhance wine aging, to remain competitive.

2. Climate change and forest management:

Cork oak forests, primarily found in Mediterranean regions, are under pressure due to climate change effects like drought, wildfires, and pests. These factors can negatively impact cork production and the sustainability of the industry. Implementing effective forest management practices, promoting reforestation efforts, and developing resilient cork oak varieties are crucial steps to mitigate these challenges.

3. Sustainability concerns:

With increasing environmental consciousness, consumers are seeking sustainable and eco-friendly products. The Cork Industry must demonstrate its potential for a lower carbon footprint in comparison to competing alternatives. and continue to implement responsible sourcing practices.

4. Shifting consumer preferences:

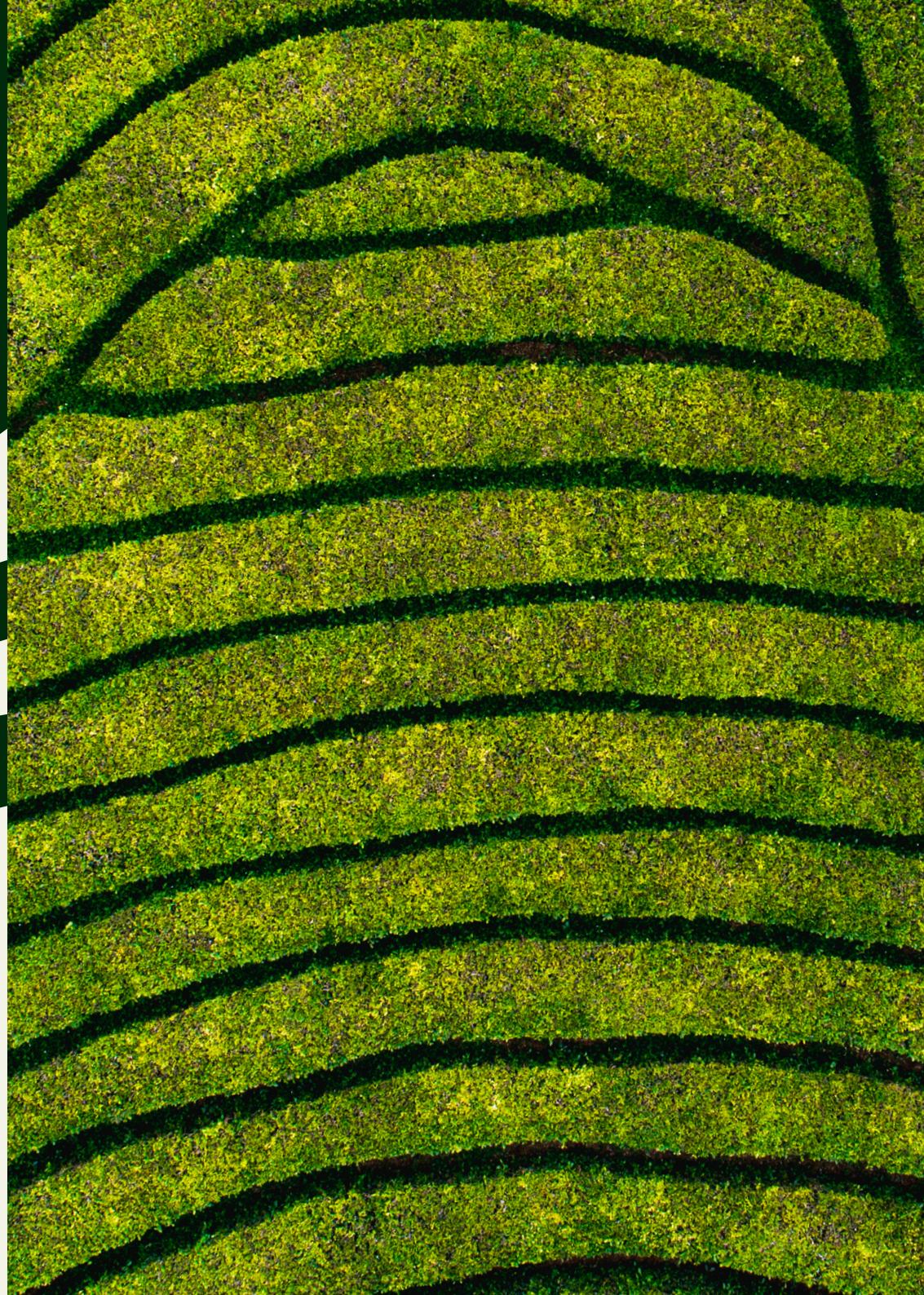
Consumer preferences and demands are constantly evolving. The industry needs to adapt to changing consumer behaviors, such as the rise in online wine sales, the demand for personalized packaging, and the growing interest in natural and organic products. Emphasizing the unique characteristics and benefits of cork, along with effective marketing strategies, can help address these evolving preferences.

5. Technological advancements:

The Cork Industry can leverage technological advancements to enhance production processes, improve quality control measures, and streamline operations. Embracing automation, implementing data-driven decision-making, and investing in research and development can help the industry stay competitive and meet the demands of the market.

Despite these challenges, the Cork Industry has a strong foundation built on centuries of tradition and sustainable practices. By addressing these issues proactively and maintaining a customer-centric approach, the industry can navigate the future successfully and continue to provide high-quality cork products.

Global Reporting Initiative content index



GRI Universal Standards 2021

The organization and its reporting practices

GRI 2 - General Disclosures 2021

<p>2-1. Organizational Details</p>	<ul style="list-style-type: none"> · Cork Supply Australia Pty Ltd; Headquarters: 1/491-499 South Road Adelaide, Australia Meridional, Australia 5010 · Cork Supply Argentina SA.; Headquarters: Luján de Cuyo, MENDOZA, 5507 Argentina · Cork Supply China; Headquarters: Tianjin, People's Republic Of China · Cork Supply Portugal companies: Cork Supply Portugal SA, Cork Supply Portugal 3 Lda, Cork Supply Portugal 4 SA; Headquarters: Avenida Engenheiro António Azevedo Coutinho, nº 140 2750-644 Cascais, Portugal. · Cork Supply Spain SL: Calle Miguel Villanueva 11 26001, Logroño, Spain · Cork Supply France S.à.r.l.: 1 Rue Pablo Neruda, 33140 Villenave-d'Ornon, France · Cork Suply Italy SRL: Via Desderi , 15/E, Asti, AT, Italy · Cork Supply South Africa Pty Ltd; Headquarters: Simonsberg Business Park, Klapmuts, 7625, South Africa · Harv 81 US Holding Inc; Headquarters: 531 Stone Road, Benicia, California, United States of America
<p>2-2. Entities included in the organization's sustainability reporting</p>	<p>See "About the Report"</p>
<p>2-3. Reporting period, frequency and contact point</p>	<p>See "About the Report"</p>
<p>2-4. Restatements of information</p>	<p>No restatements</p>
<p>2-5. External assurance</p>	<p>This report did not have external assurance</p>

Activities and workers

2-6. Activities, value chain, and other business relationships

See "[Introducing Cork Supply](#)" / "[Our world, trusted from forest to bottle](#)"

2-7. Employees

Cork Supply Portugal, Cork Supply Spain, Cork Supply France, Cork Supply Italy	2021	2022
Total number of employees	354	368
Number of employees breakdown by gender		
Men	193	208
Women	161	160
Total number of permanent employees	314	320
Number of permanent employees breakdown by gender		
Men	171	178
Women	143	142

	Total number of temporary employees	26	30
	Number of temporary employees breakdown by gender		
	Men	17	21
	Women	9	9
	Total number of non-guaranteed hours employees	14	18
	Number of non-guaranteed hours employees breakdown by gender		
	Men	5	9
	Women	9	9
	Total number of full-time employees	339	349
	Number of full-time employees breakdown by gender		
	Men	187	198
	Women	152	151
	Total number of part-time employees	15	19
	Number of part-time employees breakdown by gender		
	Men	6	10
	Women	9	9

2-7. Employees

2-7. Employees

Cork Supply Argentina	2021	2022
Total number of employees	11	15
Number of employees breakdown by gender		
Men	10	13
Women	1	2
Total number of permanent employees	9	11
Number of permanent employees breakdown by gender		
Men	8	9
Women	1	2
Total number of temporary employees	2	4
Number of temporary employees breakdown by gender		
Men	2	4
Women	0	0
Total number of non-guaranteed hours employees	0	0
Note: Information of full-time and part time employees was not available, but measures are being taken to report this information and it is expected to be available in the next reporting exercise.		

2-7. Employees

Cork Supply Australia	2021	2022
Total number of employees	14	10
Note: Measures are being taken to report breakdowns and it is expected to be available in the next reporting exercise.		
Cork Supply China	2021	2022
Total number of employees	6	6
Note: Measures are being taken to report breakdowns and it is expected to be available in the next reporting exercise.		
Cork Supply South Africa	2021	2022
Total number of employees	10	10
Number of employees breakdown by gender		
Men	4	4
Women	6	6
Total number of permanent employees	10	10
Number of permanent employees breakdown by gender		
Men	4	4
Women	6	6

2-7. Employees

Total number of temporary employees	0	0
Number of temporary employees breakdown by gender		
Men	0	0
Women	0	0
Total number of non-guaranteed hours employees	0	0
Number of non-guaranteed hours employees breakdown by gender		
Men	0	0
Women	0	0
Total number of full-time employees	9	9
Number of full-time employees breakdown by gender		
Men	4	4
Women	5	5
Total number of part-time employees	1	1
Number of part-time employees breakdown by gender		
Men	0	0
Women	1	1

	Harv 81 US (United States of America)	2021	2022
2-7. Employees	Total number of employees	60	60
	Number of employees breakdown by gender		
	Men	28	31
	Women	32	29
2-8. Workers who are not employees	This information is not available. Measures are being taken to collect this information and it is expected to be available in the next reporting exercise.		

Governance

2-9. Governance structure and composition	<p>See "Strategy shows the way" / "Managing the sustainability from the top".</p> <p>Considering the importance of establishing a robust sustainability governance framework, for assessing impacts, risks and opportunities, in 2021, we created the Strategic Development Team for Sustainability. This dedicated team plays a vital role in validating the sustainability strategy, monitoring key performance indicators, ensuring alignment of the strategy with global guidelines, and in identifying emerging challenges.</p> <p>Our strategic development team is based in Portugal and, in alignment with the President and Founder of Cork Supply, defines the overall strategy and objectives for sustainability within the company. These guidelines are then shared with our teams in the other countries.</p>
2-10. Nomination and selection of the highest governance body	<p>The highest Governance Bodies are nominated and selected based on competencies relevant to the position and to the organization, and also based on a trust relationship, as Cork Supply is a family-owned company.</p>

<p>2-11. Chair of the highest governance body</p>	<p>The chair of the highest governance body (President and Founder of Cork Supply) is not the senior executive in the organization (there are designated CEOs for the different companies).</p>
<p>2-12. Role of the highest governance body in overseeing the management of impacts</p>	<p>Our strategic development team is based in Portugal and, in alignment with the President and Founder of Cork Supply (highest governance body), defines the overall strategy and objectives for sustainability within the company.</p>
<p>2-13. Delegation of responsibility for managing impacts</p>	<p>The highest Governance Body delegated responsibility for the management of the organization's impacts on the Strategic Development Team for Sustainability. See the composition of the Team: "Strategy shows the way" / "Managing the sustainability from the top".</p>
<p>2-14. Role of the highest governance body in sustainability reporting</p>	<p>Our strategic development team is based in Portugal and, in alignment with the President and Founder of Cork Supply, defines the overall strategy and objectives for sustainability within the company, namely through a materiality process, and reviews and approves the reported information.</p>
<p>2-15. Conflicts of interest</p>	<p>The Code of Ethics and Conduct, establishes mechanisms for dealing with conflicts of interest and it will be published in 2023.</p>
<p>2-16. Communication of critical concerns</p>	<p>Critical concerns are communicated to the highest governance body through regular meetings of the Strategic Development Team for Sustainability.</p>
<p>2-17. Collective knowledge of the highest governance body</p>	<p>Information concerning sustainability topics, is communicated to the President directly by the CEO and the CFO (the highest governance bodies locally [PT]), or by the Sustainability Director.</p>
<p>2-18. Evaluation of the performance of the highest governance body</p>	<p>There is no formal process for evaluating the performance of the highest governance body. The present report, however, assesses the performance and the impact of the company, which informs decision-making at the highest level in the organization.</p>
<p>2-19. Remuneration policies</p>	<p>There is no formal policies for determining the remuneration of the highest governance body and senior executives.</p>
<p>2-20. Process to determine remuneration</p>	<p>There is no formal process to determine remuneration.</p>
<p>2-21. Annual total compensation ratio</p>	<p>Ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees in 2022 (excluding the highest-paid individual).</p>

2-21. Annual total compensation ratio	Cork Supply Portugal, Cork Supply Spain, Cork Supply France, Cork Suply Italy	8,92
	Cork Supply Argentina	1,93
	Harv 81 US (United States of America)	7,55
Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.		

Strategy, policies and practices

2-22. Statement on sustainable development strategy	See " Message from the president "	
2-23. Policy commitments	The Code of Ethics and Conduct, which will describe our commitments for responsible business conduct, is published in 2023	
2-24. Embedding policy commitments	The application of the Code of Ethics and Conduct will take place in 2023.	
2-25. Processes to remediate negative impacts	There is a process for receiving complaints, formalized by the certification FSSC22000.	
2-26. Mechanisms for seeking advice and raising concerns	The Code of Ethics and Conduct, that will be published in 2023, has a contact point for individuals to seek advice or raise concerns.	
2-27. Compliance with laws and regulations	Total number of significant instances of non-compliance with laws and regulations during the reporting period	
	Instances for which fines were incurred	1
	Instances for which non-monetary sanctions were incurred	0

2-27. Compliance with laws and regulations	Report the total number and the monetary value of fines for instances of non compliance with laws and regulations that were paid during the reporting period	
	Fines for instances of non-compliance with laws and regulations that occurred in the current reporting period	
	Number of fines	1
	Monetary value	€ 38
	Fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods	
	Number of fines	3
	Monetary value	€ 1 077
	Describe the significant instances of non-compliance	Delay on tax declaration
2-28. Membership of associations	Portugal – APCOR; Porto Protocol; Sustainable Wine Roundtable; Ctcor	
Stakeholder engagement		
2-29. Approach to stakeholder engagement	See " SETTING priorities for a common tomorrow "/ " Challenges and impacts are top-of-mind "	
2-30 Collective bargaining agreements	Percentage of total employees covered by collective bargaining agreements (Portugal): 48%.	

GRI Universal Standards 2021

GRI 3 – Material Topics 2021

<p>3-1. Process to determine material topics</p>	<p>See "SETTING priorities for a common tomorrow" / "Priorities direct our focus"</p>
<p>3-2. List of material topics</p>	<p>See "SETTING priorities for a common tomorrow" / "Priorities direct our focus"</p>

GRI Topic Standards

GRI 200 – Economic Disclosures

GRI 201 – Economic performance 2016

GRI 3 – Material Topics 2021

<p>3-3. Management of material topics</p>	<p>The value generated and distributed, by our activity, to employees, suppliers and other stakeholders has a positive impact in local employment, economic activity, and local communities.</p> <p>A thriving Cork Supply generates employment opportunities and enhanced economic well-being for individuals and families.</p> <p>See "INTRODUCING Cork Supply" / "Key numbers and highlights"</p>
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201-1. Direct economic value generated and distributed

Cork Supply Argentina	2021	2022
Direct economic value generated (€)	3 457 313	4 701 549
Revenues	3 457 313	4 701 549
Direct economic value distributed (€)	1 896 218	1 661 565
Operating costs	720 771	1 150 438
Employee wages and benefits	180 999	285 264
Payments to providers of capital	-	-
Payments to government by country	94 374	100 135
Financial Institutions (loan interests)	867 121	125 728
Community investments	32 953	-
Economic value retained (€)	1 561 095	3 039 984
Cork Supply Australia	2021	2022
Direct economic value generated (€)	3 958 196	3 706 882
Revenues	3 958 196	3 706 882

201-1. Direct economic value generated and distributed

Direct economic value distributed (€)	1 036 670	1 005 256
Operating costs	534 042	521 477
Employee wages and benefits	502 628	483 779
Payments to providers of capital	-	-
Payments to government by country	-	-
Financial Institutions (loan interests)	-	-
Community investments	-	-
Economic value retained (€)	2 921 525	2 701 626
Cork Supply China	2021	2022
Direct economic value generated (€)		
Revenues	12 576 230	12 942 303
Direct economic value distributed (€)	1 788 213	2 089 328
Operating costs	223 370	273 448
Employee wages and benefits	1 564 843	1 815 880

201-1. Direct economic value generated and distributed

Payments to providers of capital	-	-
Payments to government by country	-	-
Financial Institutions (loan interests)	-	-
Community investments	-	-
Economic value retained (€)	10 788 017	10 852 975
Cork Supply Portugal	2021	2022
Direct economic value generated (€)	75 891 004	94 750 477
Revenues	75 891 004	94 750 477
Direct economic value distributed (€)	24 041 094	32 459 072
Operating costs	11 375 714	16 077 385
Employee wages and benefits	10 821 930	13 532 511
Payments to providers of capital	745 000	1 500 000
Payments to government by country	-	-
Financial Institutions (loan interests)	1 070 451	1 302 562

201-1. Direct economic value generated and distributed

Community investments	27 998	46 613
Economic value retained (€)	51 849 911	62 291 404
Cork Supply South Africa	2021	2022
Direct economic value generated (€)	906 851	830 312
Revenues	906 851	830 312
Direct economic value distributed (€)	221 286	246 401
Operating costs	100 152	118 159
Employee wages and benefits	116 572	123 867
Payments to providers of capital	-	-
Payments to government by country	-	-
Financial Institutions (loan interests)	-	-
Community investments	4 561	4 375
Economic value retained (€)	685 565	583 910

201-1. Direct economic value generated and distributed

Harv 81 US (United States of America)	2021	2022
Direct economic value generated (€)	62 722 200	67 033 059
Revenues	62 722 200	67 033 059
Direct economic value distributed (€)		
Operating costs	7 579 582	7 804 920
Employee wages and benefits	6 367 168	6 655 217
Payments to providers of capital	973 718	935 600
Payments to government by country - United States	1 011 884	1 980 894
Payments to government by country - Canada	60 020	65 627
Financial Institutions (loan interests)	5 677 448	2 574 359
Community investments	25 640	23 116
Economic value retained (€)	41 026 736	46 993 324

GRI 202 – Market presence 2016

GRI 3 – Material Topics 2021

3-3. Management of material topics

See “[INTRODUCING Cork Supply](#)” / “[Our world, trusted from forest to bottle](#)”

202-1. Ratios of standard entry level wage by gender compared to local minimum wage

Cork Supply Argentina	2021	2022
Male	0,67	0,67
Female	0,67	0,67
Minimum wage being used (€)	1 500	2 250
Cork Supply Portugal	2021	2022
Male	1	1
Female	1	1

202-1. Ratios of standard entry level wage by gender compared to local minimum wage	Minimum wage being used (€)	810	843
	Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.		

GRI 203 – Indirect Economic Impacts 2016

GRI 3 – Material Topics 2021

3-3. Management of material topics	<p>Cork Supply activity stimulates the regional and national economy, is committed to provide the conditions for professional internships and give local employment opportunities.</p> <p>See “HARVESTING for the future TOGETHER” / Working for the future of the cork industry”</p>		
203-2. Significant indirect economic impacts	<p>Cork Supply production units in Portugal are located in an industrial area, meaning that its settlement did not affect significantly the local development.</p> <p>On the other hand, our activity contributes to the number of jobs offered locally and to the preservation of the cork culture, found in the region. It is also contributing for local social institutions, through donations to selected institution.</p> <p>The economic impact of these actions, however, has not been quantified nor officially accessed.</p>		
	Economic impacts of improving social conditions	<p>We contributed to improving social conditions, by donating 18,060€ (13,480€ in 2021) to local institutions (support of the elderly, children, life-supporting institutions, educational institutions and local recreative associations). The economic impact of these institutions' development has not been accessed or quantified.</p>	
	Enhanced skills and knowledge in a professional community or in a geographic location	<p>Cork Supply works as preserver of cork culture, a traditional Portuguese activity. This is done mostly through a partnership with Cincork, in which Cork Supply is committed to provide the conditions for professional internships (partly financed by Cork Supply), in which the internee's integration in the company, is expected.</p>	

<p>203-2. Significant indirect economic impacts</p>	<p>Number of jobs supported in the supply or distribution chain</p>	<p>The organic growth of Cork Supply leads directly and indirectly to increased consumption of raw materials, distribution, and logistical activities in our value chain. This, however, is not accessed officially.</p>
	<p>Economic impacts from a change in operation</p>	<p>Continuous improvement since 2012, through LEAN manufacturing, by increasing efficiency in all areas, through the removal of operational waste. The economic impact of these changes, however has not been accessed.</p>
	<p>Importance of indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and political agendas</p>	<p>Cork Supply represents direct competition to other major producers of cork stoppers. This might have pushed innovation in the sector, that would not have occurred otherwise (but this has not been quantified, nor officially quantified).</p> <p>Cork Supply might have influenced the national agenda, as cork is a crucial national product. But that did not happen as direct influence of Cork Supply, but from the sector.</p>
	<p>Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.</p>	

GRI 204 – Procurement practices 2016

GRI 3 – Material Topics 2021

<p>3-3. Management of material topics</p>	<p>Cork Supply seeks to develop practices to foster local development by hiring suppliers and service providers in the areas where we are located, in order to foster local social and economic development. The responsible procurement policy development is under way. It is expected to be published in 2024.</p> <p>See <u>"HARVESTING for the future TOGETHER"</u> / <u>"Cultivating responsible environmental practices in our operations and supply chain"</u> / <u>"Ensuring best practices in our supply chain"</u>.</p>
<p>204-1. Proportion of spending on local suppliers</p>	<p>100% (suppliers of raw material and cork stoppers)</p>

Topic specific disclosures

GRI 301 – Materials 2016

GRI 300 – Environmental disclosures

GRI 301 – Materials 2016

3-3. Management of material topics

The raw material that Cork Supply uses to manufacture its final product are carefully chosen and embraced by international standards and certifications that guarantee their quality.

See “**INTRODUCING Cork Supply**” / “**Our products are gifted by nature**” / “**In search of the perfect cork**”

301-1. Materials used by weight or volume

Cork Supply Argentina	2021	2022
Total amount of materials used(t)	0,22	0,27
Non-renewable		
Raw materials (t)	0,05	0,07
Associated process materials (t)	0,03	0,04
Semi-manufactured goods or parts (t)	0,02	0,02
Materials for packaging purposes (t)	0	0

301-1. Materials used by weight or volume

Total non-renewable materials used (t)	0,10	0,13
Renewable		
Raw materials (t)	0,07	0,08
Associated process materials (t)	0	0
Semi-manufactured goods or parts (t)	0,01	0,01
Materials for packaging purposes (t)	0,04	0,05
Total renewable materials used (t)	0,12	0,14
Cork Supply Portugal	2021	2022
Total amount of materials used(t)	5 194,18	4 941,76
Non-renewable		
Raw materials (t)	0,00	0,00
Associated process materials (t)	674,42	799,48
Materials for packaging purposes (t)	40,28	58,73
Total non renewable materials used (t)	714,70	858,21
Renewable		
Raw materials (t)	4 322,70	3 887,88

	Associated process materials (t)	0	0
	Semi-manufactured goods or parts (t)	0	0
	Materials for packaging purposes (t)	156,79	195,68
	Total renewable materials used (t)	4 479,48	4 083,55
	Harv 81 US (United States of America)	2021	2022
	Total amount of materials used (t)	729,47	606,05
	Non-renewable		
	Raw materials (t)	0	0
	Associated process materials (t)	0	0
	Materials for packaging purposes (t)	9,10	7,60
	Total non renewable materials used (t)	9,10	7,60
	Renewable		
	Raw materials (t)	0	0
	Associated process materials (t)	0	0

301-1. Materials used by weight or volume

301-1. Materials used by weight or volume	Semi-manufactured goods or parts (t)	660,43	548,67
	Materials for packaging purposes (t)	59,95	49,79
	Total renewable materials used (t)	720,38	598,45
Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.			

GRI 302 – Energy 2016

GRI 3 – Material Topics 2021

3-3. Management of material topics	<p>See "HARVESTING for the future TOGETHER" / "3.3.Cultivating responsible environmental practices in our operations and supply chain"</p> <p>Our transformation facilities, which are the operations that have the most significant impact in in terms of energy consumption, are based in Portugal.</p>		
302-1. Energy consumption within the organization	Cork Supply Argentina	2021	2022
	Total energy consumption within the organization (MJ)	0,013	0,016
	Total fuel consumption within the organization from non-renewable sources (MJ)	0,01	0,01
	Gasoline	0,01	0,01
	Total electricity (MJ)	0,0047	0,0040
	Electricity consumption	0,0047	0,0040

302-1. Energy consumption within the organization

Cork Supply Australia	2021	2022
Total energy consumption within the organization (MJ)	2 116,80	2 408,40
Total fuel consumption within the organization from renewable sources (MJ)	423,36	481,68
Solar source	423,36	481,68
Total electricity (MJ)	1 693,72	1 926,72
Electricity consumption	1 693,72	1 926,72
Cork Supply Portugal	2021	2022
Total energy consumption within the organization (MJ)	416 519 483,70	826 535 274,50
Total fuel consumption within the organization from non-renewable sources (MJ)	87 447 398,70	78 592 326,50
Diesel from fleet or other vehicles	2 664 764,00	2 476 358,00
Gasoline	425 997,00	615 416,00
Propane	4 088 684,10	36 680 146,90
Natural Gas	43 267 953,60	38 820 405,60
Total fuel consumption within the organization from renewable sources (MJ)	0,00	370 656 000

	Biomass source	0,00	370 656 000,00
	Total electricity consumption (MJ)	329 072 085,00	377 286 948,00
	Electricity consumption	329 072 085,00	377 286 948,00
	Cork Supply South Africa	2021	2022
	Total energy consumption within the organization (MJ)	0,06	0,26
	Total fuel consumption within the organization from non-renewable sources (MJ)	0	0,20
	Diesel from fleet or other vehicles	0	0,18
	Gasoline	0	0,03
	Total electricity (MJ)	0,06	0,05
	Electricity consumption	0,06	0,05
	Harv 81 US (United States of America)	2021	2022
	Total energy consumption within the organization (MJ)	6,28	7,35
	Total fuel consumption within the organization from non-renewable sources (MJ)	1,37	2,09

302-1. Energy consumption within the organization

302-1. Energy consumption within the organization	Natural gas	1,37	2,09
	Total electricity (MJ)	4,91	5,25
	Electricity consumption	4,91	5,25
302-3. Energy intensity		2021	2022
	Cork Supply Portugal (MJ/€)	5,49	8,72

GRI 303 – Water and effluents 2018

GRI 3 – Material Topics 2021

3-3. Management of material topics	See "HARVESTING for the future TOGETHER" / "3.3.Cultivating responsible environmental practices in our operations and supply chain"
303-1. Interactions with water as a shared resource	<p>Cork Supply Portugal</p> <p>Water is supplied to CSP1 and CSP4 through a combination of our own collection (water extraction hole) and a private supplier (INDAQUA). CSP2 relies exclusively on third-party supply and CSP3 relies exclusively on water collection from the company's water extraction hole. The disposal/ treatment of wastewater also results from the combination of external and local treatment. In CSP1 and CSP4 the first phase of treatment takes place in-house, and the second phase is taken care of by the municipality. For the case of CSP2 all wastewater is treated by the municipality. In CSP3, the complete treatment of the water is done in-house, in a residual water treatment station. Water related impacts were not assessed. Note: Our transformation facilities, which are the operations that have the most significant impact in in terms of water use, are based in Portugal.</p>
303-2. Management of water discharge-related impacts	<p>Cork Supply Portugal</p> <p>Minimum standards for quality of effluent discharge are nationally defined by Directive 152/97</p>

303-3. Water withdrawal	Cork Supply Portugal	2021	2022
		Total water withdrawal from all areas (m3)	19 475
	Total water withdrawal from all areas without water stress (m3)	0	0
	Total water withdrawal from all areas with water stress	19 475	32 655
	Groundwater (m3)	12 049	22 840
	Freshwater (≤1,000 mg/L Total Dissolved Solids)	12 049	22 840
	Other water (>1,000 mg/L Total Dissolved Solids)	0	0
	Third-party water (m3)	7 426	9 815
	Groundwater	7 426	9 815
	Freshwater (≤1,000 mg/L Total Dissolved Solids)	7 426	9 815
	Other water (>1,000 mg/L Total Dissolved Solids)	0	0
	Note: Portugal was considered in water stress in the year 2022. The origin of water from third-party supplier is unclear, it was considered groundwater.		
303-4. Water discharge	Cork Supply Portugal	2021	2022
		Total water discharge to all areas by destination (m3)	12 049

<p>303-4. Water discharge</p>	<p>Third-party water (Volume sent for use to other organizations)</p>	<p>12 049</p>	<p>22 840</p>
<p>Note: CSP1 has a wastewater treatment plant for the first phase of treatment. It is then disposed to the municipal water network, which manages the process until the end. The remaining facilities resor to the municipal network for disposal.</p>			
<p>303-5. Water consumption</p>	<p>Cork Supply Portugal</p>	<p>2021</p>	<p>2022</p>
<p>Total water consumption from all areas (m3)</p>		<p>7 426</p>	<p>9 815</p>
<p>Total water consumption from all areas with water stress (m3)</p>		<p>7 426</p>	<p>9 815</p>
<p>Note: Our transformation facilities, which are the operations that have the most significant impact in in terms of water use, are based in Portugal.</p>			

GRI 304 – Biodiversity 2016

GRI 3 – Material Topics 2021

<p>3-3. Management of material topics</p>	<p>See "HARVESTING for the future TOGETHER" / "3.3. Cultivating responsible environmental practices in our operations and supply chain" / "Preserving cork oak forests"</p>
<p>304-1. Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas</p>	<p>The operations in the several countries reported in the scope of this report are not in or adjacent to protected areas or areas of high biodiversity value.</p>
<p>304-2. Significant impacts of activities, products and services on biodiversity</p>	<p>See "HARVESTING for the future TOGETHER" / "3.4. Working for the future of the cork industry"</p>

GRI 305 – Emissions 2016

GRI 3 – Material Topics 2021

<p>3-3. Management of material topics</p>	<p>See "HARVESTING for the future TOGETHER" / "3.3.Cultivating responsible environmental practices in our operations and supply chain"</p>		
<p>305-1. Direct (Scope 1) GHG emissions</p>	<p>Cork Supply Portugal</p>	<p>2021</p>	<p>2022</p>
	<p>Gross direct (Scope 1) GHG emissions (t CO2e)</p>	<p>2 731</p>	<p>2 467</p>
<p>305-2. Energy indirect (Scope 2) GHG emissions</p>	<p>Cork Supply Portugal</p>	<p>2021</p>	<p>2022</p>
	<p>Gross indirect (Scope 2) GHG emissions (t CO2e)</p>		
	<p>Location -based</p>	<p>1 380</p>	<p>1 583</p>
	<ul style="list-style-type: none"> · Gross indirect (Scope 2) GHG emissions (t CO2e) · Location -based · Market-based 	<p>1 740</p>	<p>2 652</p>

<p>305-2. Energy indirect (Scope 2) GHG emissions</p>	<ul style="list-style-type: none"> · Standard used to calculate GHG emissions: GHG protocol · Emission factors used: <ol style="list-style-type: none"> 1. Location based: Agência Portuguesa do Ambiente (96 sigla) 2. Market-based: electricity supplier · Consolidation approach for emissions: Operational control · The increase of emission in 2022, market-based, was due to a change in the electricity supplier. · GHG emissions were calculated for the operation in Portugal, the most significant in terms of energy consumption. 						
<p>305-3. Other indirect (Scope 3) GHG emissions</p>	<p>GHG emission for Scope 3 were not calculated.</p>						
<p>305-4. GHG emissions intensity</p>	<table border="1"> <thead> <tr> <th data-bbox="1115 632 1594 738">Cork Supply Portugal</th> <th data-bbox="1594 632 1877 738">2021</th> <th data-bbox="1877 632 2150 738">2022</th> </tr> </thead> <tbody> <tr> <td data-bbox="1115 738 1594 818">GHG emissions intensity ratio for the organization (t CO2e/€)</td> <td data-bbox="1594 738 1877 818">5,4 E-05</td> <td data-bbox="1877 738 2150 818">4,3 E-05</td> </tr> </tbody> </table>	Cork Supply Portugal	2021	2022	GHG emissions intensity ratio for the organization (t CO2e/€)	5,4 E-05	4,3 E-05
Cork Supply Portugal	2021	2022					
GHG emissions intensity ratio for the organization (t CO2e/€)	5,4 E-05	4,3 E-05					

GRI 304 – Biodiversity 2016

GRI 3 – Material Topics 2021

<p>3-3. Management of material topics</p>	<p>See "HARVESTING for the future TOGETHER" / "3.3. Cultivating responsible environmental practices in our operations and supply chain" / "Preserving cork oak forests"</p>
<p>306-1. Waste generation and significant waste-related impacts</p>	<p>Our transformation facilities, which are the operations that have the most significant impact in in terms of waste production, are based in Portugal. In terms of waste, the operations generate mainly packaging related waste. Because cork stoppers are treated as food product it is subject to strict packaging control.</p> <p>Renewable products (such as waste from the production of natural corks) is internally diverted from disposal, through reuse of waste as a raw material, and by onsite incineration (for energy production).</p> <p>Solutions for packaging are being studied, but no mitigation measures have been implemented yet.</p>

306-2. Management of significant waste related impacts

Our transformation facilities, which are the operations that have the most significant impact in in terms of waste production, are based in Portugal. Regarding the prevention of waste generation through circularity measures, at our operations the waste wood from the production of natural corks feeds the production of technical corks and bartops and the waste products of technical corks (agglomerated) are used for the biomass boiler. Other categories of waste are managed through a third party: municipal entity responsible for waste collection.

This entity is not controlled by Cork Supply, but by APA, the **national agency managing environmental issues**. This organization registers information on waste disposal, and remaining data is retrieved from internal registry of purchases.

306-3. Waste generated

Our transformation facilities, which are the operations that have the most significant impact in in terms of waste production, are based in Portugal.

Cork Supply Portugal	2021	2022
Total weight of waste generated (t)	8 207	5 709

306-4. Waste diverted from disposal

Our transformation facilities, which are the operations that have the most significant impact in in terms of waste production, are based in Portugal.

Cork Supply Portugal	2021	2022
Total weight of waste diverted from disposal (t)	2 044	2 361
Total weight of hazardous waste diverted from disposal by recovery operations (t)	2	0
Recycling	0,20	0
Offsite	0,20	0
Total weight of non-hazardous waste diverted from disposal by recovery operations (t)	2 042	2 361

306-4. Waste diverted from disposal	Recycling	2 042	2 361
	Onsite	2 000	2 298
	Offsite	42	63
	<p>Granulate lost in the production of natural cork stoppers is internally recycled, because it feeds the production of technical corks (the waste of the first is the raw material of the second).</p> <p>Secondly, the waste from the production of technical cork stoppers, feeds the internal system of energy production (incineration).</p>		
306-5. Waste directed to disposal	<p>Our transformation facilities, which are the operations that have the most significant impact in in terms of waste production, are based in Portugal</p>		
	Cork Supply Portugal	2021	2022
	Total weight of waste directed to disposal by waste composition (t)	3 152	3 348
	Total weight of hazardous waste directed to disposal by recovery operation	53	41
	Other disposal operations		
Offsite	53,00	40,50	

306-5. Waste directed to disposal	Total weight of non-hazardous waste directed to disposal by recovery operation (t)	3 099	3 308
	Incineration (with energy recovery)		
	Onsite	3 009	3 200
	Landfilling		
	Offsite	72	70
	Other disposal operations		
	Offsite	18	38

GRI Topic Standards

GRI 401 – Materials 2016

GRI 400 – Social disclosures

GRI 401 – Employment 2016

GRI 3 – Material Topics 2021 3-3. Management of material topics

See “HARVESTING for the future TOGETHER” / “Nurturing people & communities”

401-1. New employee hires and employee turnover

Cork Supply Argentina	2021	2022
Total employees hired	9	11
Employees hired by age range		
< 30	0	2
>= 30 e <50	7	7
>= 50	2	2
Employees hired by gender		
Men	8	9
Women	1	2

401-1. New employee hires and employee turnover

Rate of new hires by age group		
< 30	0%	13,3%
>= 30 e <50	63,6%	46,7%
>= 50	18,2%	13,3%
Rate of new hirings by gender		
Men	72,7%	60,0%
Women	9,1%	13,3%
Total employee turnover by age		
< 30	0	0
>= 30 e <50	0	1
>= 50	0	0
Total employee turnover by gender		
Men	0	1
Women	0	0
Rate of employee turnover by age		
< 30	0%	0%
>= 30 e <50	0%	6,7%
>= 50	0%	0%

401-1. New employee hires and employee turnover

Rate of employee turnover by gender		
Men	0%	6,7%
Women	0%	0%
Cork Supply Portugal		
	2021	2022
Total employees hired	18	39
Employees hired by age range		
< 30	8	12
>= 30 e <50	8	22
>= 50	2	5
Employees hired by gender		
Men	15	28
Women	3	11
Rate of new hires by age group		
< 30	2,3%	3,3%
>= 30 e <50	2,3%	6,0%
>= 50	0,6%	1,4%

401-1. New employee hires and employee turnover

Rate of new hirings by gender		
Men	4,2%	7,6%
Women	0,8%	3,0%
Total employee turnover by age		
< 30	2	5
>= 30 e <50	7	13
>= 50	3	11
Total employee turnover by gender		
Men	7	17
Women	5	12
Rate of employee turnover by age		
< 30	0,6%	1,4%
>= 30 e <50	2,0%	3,5%
>= 50	0,8%	3,0%
Rate of employee turnover by gender		
Men	2,0%	4,6%
Women	1,4%	3,3%

401-1. New employee hires and employee turnover

Cork Supply South Africa	2021	2022
Total employees hired	0	1
Employees hired by age range		
< 30	0	0
>= 30 e <50	0	1
>= 50	0	0
Employees hired by gender		
Men	0	1
Women	0	0
Rate of new hires by age group		
< 30	0%	0%
>= 30 e <50	0%	10,0%
>= 50	0%	0%
Rate of new hirings by gender		
Men	0,0%	10,0%
Women	0,0%	0,0%

401-1. New employee hires and employee turnover	Total employee turnover by age	0	1
	< 30	0	0
	>= 30 e <50	0	1
	>= 50	0	0
	Total employee turnover by gender	0	1
	Men	0	1
	Women	0	0
	Rate of employee turnover by age		
	< 30	0%	0%
	>= 30 e <50	0%	10%
	>= 50	0%	0%
	Rate of employee turnover by gender		
	Men	0%	10%
Women	0%	0%	
401-2. Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>Cost of living adjustments that match inflation rates of the country; Bonuses or profit-sharing; Disability coverage or accident insurance; Life insurance; Private dental insurance; Private supplemental health insurance; Subsidized meals. This information regards as "significant locations" the manufacturing facilities (Portugal).</p> <p>Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.</p>		

GRI 403 – Occupational health and safety 2018

GRI 3 – Material Topics 2021

3-3. Management of material topics

See “**HARVESTING for the future TOGETHER**” / “**Nurturing people & communities**”

403-1. Occupational health and safety management system

Cork Supply Portugal has a health and safety management system that deals with risk management and prevention, and health promotion. A dedicated Health and Safety team has the responsibility over these topics. The health and safety management system follows the OSHAS Standard guidelines.

All employees benefit from the public healthcare service, but only the full-time permanent employees benefit from the supplementary benefits provided by Cork Supply: disability coverage or accident insurance, life insurance, private dental insurance and private supplemental health insurance. However, Cork Supply also incentivizes (all) workers to participate in health and wellness activities. Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.

403-2. Hazard identification, risk assessment and incident investigation

The health & safety team visits the different manufacturing units every week to investigate (potential) hazards. All potential hazardous situations are investigated as if an accident had occurred, in order to minimize the reported risk, and to protect workers. The worker who reported the risk participates in the investigation.

The onboarding process includes a session on health and safety issues, and a handbook compiling important measures. The staff is encouraged to report potential hazardous situations, as a team is allocated specifically to manage health & security issues. For the case of potential hazards, the employee can ask for a risk assessment, which follows the same procedure as a hazardous situation. Besides benefiting from regular safety and health trainings, Cork Supply employees have daily briefings, in which potential hazards are identified and managed. Also, when new materials or equipment are purchased or new processes are implemented, training is provided to workers.

Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.

<p>403-3. Occupational Health Services</p>	<p>The occupational health services' functions contribute to the identification and elimination of hazards and minimization of risks, by a medical doctor weekly visit to the facilities, performing health check-ups when necessary. All employees are subject to a health inspection, when hired. Regarding hazard and risk minimization, internal procedures have been implemented and these are communicated to all employees during their onboarding, on daily briefing, and whenever it's necessary (acquisition of new equipment, for example).</p> <p>Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.</p>
<p>403-4. Worker participation, consultation and communication on occupational health and safety</p>	<p>Health and safety issues are communicated to the workers during daily briefings. Workers are encouraged to participate in hazard identification processes. Once a risk is identified, they are asked to participate in the investigation.</p> <p>The health and security team is responsible for all safety issues of the different manufacturing units. They report directly to the highest governance body, even though all managers receive their communication. Workers are encouraged to participate, as an inclusive assessment provides more realistic results, and therefore, their participation is highly valued.</p> <p>Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.</p>
<p>403-5. Training of workers in occupational health and safety</p>	<p>During the onboarding process, all employees (despite their level of responsibility or department) receive specific training on safety issues. Additionally, a "security and health" handbook is provided to all new employees. Training on specific hazards/ activities is provided on an as-need-basis.</p> <p>Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.</p>
<p>403-6. Promotion of worker health</p>	<p>Full-time permanent employees benefit from supplementary benefits: disability coverage or accident insurance, life insurance, private dental insurance and private supplemental health insurance. Also, Cork Supply encourages (all) workers to participate in health and wellness activities. The WeCare Program includes nutrition counseling and partnerships with gyms.</p> <p>The WeCare Program is an internal initiative, aiming to improve the health of Cork Supply workers, by providing information and activities on the four pillars of WeCare: mind, body, sleep and nutrition.</p> <p>Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.</p>

403-7. Prevention and mitigation of occupational health and safety impacts directly linked to business relationships

Results of hazard analyses or routine activities are documented. Potential hazards are identified, analyzed, and managed when new materials or equipment are purchased, or new processes are implemented.

Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.

403-8. Workers covered by an occupational health and safety management system

100% of Cork Supply Portugal (and employees in other countries in Europe) are covered by an occupational health and Safety management system.
(Information on workers who are not employees is not available)

Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.

403-9. Work-related injuries

Cork Supply Portugal	2021	2022
Number of fatalities resulting from work-related injury	0	0
Rate of fatalities resulting from work-related injury	0	0
Number of high-consequences work-related injuries (excluding fatalities)	0	0
Rate of high-consequence work-related injuries resulting from work-related injury	0	0
Number of recordable work-related injuries	18	24
Rate of recordable work-related injuries	6,02	8,02
Rates were calculated based on (hours worked)	200 000	200 000

<p>403-9. Work-related injuries</p>	<p>Number of hours worked</p>	<p>598 400</p>	<p>616 000</p>
<p>Information on workers who are not employees is not available. Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.</p>			
<p>403-10. Work-related ill health</p>	<p>Measures are being taken to collect this information and it is expected to be available in the next reporting exercises.</p>		

GRI 404 – Training and education 2016

GRI 3 – Material Topics 2021

<p>3-3. Management of material topics</p>	<p>See “HARVESTING for the future TOGETHER” / “Nurturing people & communities” / “Promoting ongoing learning” and “Unlocking the potential of our leaders”</p>		
<p>404-1. Average hours of training per year per employee</p>	<p>Cork Supply Portugal</p>	<p>2021</p>	<p>2022</p>
<p>Average hours of employee training by gender</p>			
<p>Men</p>		<p>20</p>	<p>27</p>
<p>Women</p>		<p>21</p>	<p>28</p>
<p>Average hours of employee training by category</p>			
<p>Executive board and directors</p>		<p>40</p>	<p>36</p>

404-1. Average hours of training per year per employee	Managers & supervisors	57	61
	Technicians (IC1 & IC2) and Assistant Supervisors	24	29
	Team Leaders	21	29
	Team Members	10	19
	Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.		
404-2. Programs for upgrading employee skills and transition assistance programs	Cork Supply Portugal offers ongoing training on core responsibilities (safety; leadership; etc) and facilitates access to non-career-specific life-skill training (e.g. financial literacy, English as a Second Language). Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.		
404-3. Percentage of employees receiving regular performance and career development reviews	Cork Supply Portugal	2021	2022
	Percentage of employees receiving regular performance and career development reviews		
	Men	100%	100%
	Women	100%	100%
	Percentage of employees receiving regular performance and career development appraisals by category		
Executive board and directors	100%	100%	

404-3. Percentage of employees receiving regular performance and career development reviews	Managers & supervisors	100%	100%
	Technicians (IC1 & IC2) and Assistant Supervisors	100%	100%
	Team Leaders	100%	100%
	Team Members	100%	100%
	Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.		

GRI 405 – Diversity and equal opportunity 2016

GRI 3 – Material Topics 2021

3-3. Management of material topics	Cork Supply promotes Diversity & Inclusion in the workplace, through a no discrimination policy and promoting equal opportunities for everyone.		
405-1. Diversity of governance bodies and employees	Cork Supply Portugal	2021	2022
	Percentage of individuals within the organization's governance bodies		
	Gender		
	Men	66,7%	66,7%
	Women	33,3%	33,3%

405-1. Diversity of governance bodies and employees

Age Group		
< 30	0,0%	0,0%
>= 30 e <50	66,7%	33,3%
>= 50	33,3%	66,7%
Percentage of employees per employee category		
Executive board and directors		
Gender		
Men	30,4%	28,0%
Women	69,6%	72,0%
Age Group		
< 30	0,0%	0,0%
>= 30 e <50	52,2%	44,0%
>= 50	47,8%	56,0%

405-1. Diversity of governance bodies and employees

Managers & supervisors		
Gender		
Men	42,3%	40,6%
Women	57,7%	59,4%
Age Group		
< 30	7,7%	9,4%
>= 30 e <50	80,8%	81,3%
>= 50	11,5%	9,4%
Technicians (IC1 e IC2) and assistant supervisor		
Gender		
Men	65,9%	65,6%
Women	34,1%	34,4%
Age Group		
< 30	13,6%	13,3%
>= 30 e <50	78,4%	77,8%
>= 50	8,0%	8,9%

405-1. Diversity of governance bodies and employees

Team leaders		
Gender		
Men	42,9%	40,7%
Women	57,1%	59,3%
Age Group		
< 30	3,6%	0,0%
>= 30 e <50	75,0%	74,1%
>= 50	21,4%	25,9%
Team members		
Gender		
Men	36,6%	34,7%
Women	63,4%	65,3%
Age Group		
< 30	18,3%	19,9%
>= 30 e <50	50,3%	50,6%
>= 50	31,4%	29,5%
<p>Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.</p>		

405-2. Ratio of the basic salary and remuneration of women to men

Cork Supply Portugal	2021	2022
Ratio of the basic salary of women to men by category		
Executive board and directors	1,06	1,00
Managers & supervisors	1,03	1,12
Technicians (IC1 & IC2) and Assistant Supervisors	0,79	0,73
Team Leaders	0,88	0,86
Team Members	0,91	0,90
Ratio of remuneration of women to men by category		
Executive board and directors	1,03	1,01
Managers & supervisors	1,03	1,12
Technicians (IC1 & IC2) and Assistant Supervisors	0,71	0,68
Team Leaders	0,85	0,84
Team Members	0,87	0,86
Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.		

GRI 416 – Customer health and safety 2016

GRI 3 – Material Topics 2021

3-3. Management of material topics

See “**INTRODUCING Cork Supply**” / “**1.3. Our products are gifted by nature**” / “**The highest excellence standards recognized**”.

Cork Supply is certified HACCP – Hazard Analysis and Critical Control Points, an international standard defining the requirements for effective control of food safety.

416-1. Assessment of the health and safety impacts of product and service categories

100% of the products are assessed for health and safety impacts.

Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.

416-2. Incidents of non-compliance concerning the health and safety impacts of products and services

Cork Supply Portugal	2021	2022
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services	319	416
...with regulations resulting in a fine or penalty	0	0
...with regulations resulting in a warning	0	0
...with voluntary codes	319	416

Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.



About the report

The 2022 Sustainability Report published by Harv 81 Group for Cork Supply Europe (Portugal, Spain, France, Italy), Argentina, Australia, China, USA and South Africa, referred in this report as Cork Supply, aims to present its contribution towards sustainable development. The information shared has been developed in alignment with the Global Reporting Initiative and provides an overview of our approach, progress and performance in relation to our most material topics (identified with inputs from key stakeholders) and is structured according to our sustainability strategy.

Cork Supply reports in accordance with the GRI Standards for the period from 1 January to 31 December 2022. The GRI Content Index available [here](#), is an integral part of this document. The content of this report considers the GRI Reporting principles and the roadmap presented links our action to the Sustainable Development Goals targets.

Companies included in this report: Cork Supply Portugal SA, Cork Supply Portugal 3 Lda, Cork Supply Portugal 4 SA, Cork Supply Spain SL, Cork Supply France S.à.r.l., Cork Supply Italy SRL, Harv 81 US Holding Inc, Cork Supply Australia Pty Ltd, Cork Supply South Africa Pty Ltd, Cork Supply China, Cork Supply Argentina SA. Our manufacturing facilities, which are the operations that have the most significant impact on our business, are based in Portugal.

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DEPARTMENT: Sustainability

CONSULTANTS: Sair da Casca – Sustainable Development Consultants

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