

# SUSTAINABILITY REPORT

2022





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# MESSAGE OF OUR CEO

**It's unbelievable how much can change in just a few years. When we started with our Planet of Plenty™ initiative, we already saw the light at the end of the tunnel in the COVID-19 pandemic. Now, more than a year later, we are hopefully really over the peak of the pandemic and, at the same time, in the midst of a war that we never foresaw. In addition, increasingly alarming reports are being published about waste and pollution, climate change, and biodiversity loss. We cannot foresee the consequences of the war nor these other developments; not for us, not for our sector and not for the world.**

We at Alltech Coppens share the sense of urgency. We continue to work on sustainability on many fronts. We reduce our own emissions, and we help our clients reduce theirs by increasing transparency and providing efficient feeds, which are increasingly adapted to the specific systems and culture environments.

This second Planet of Plenty™ report gives more insights into the progress of our sustainability journey with the scoring system of our feeds that we developed based on various environmental impact criteria of the raw materials used. We get as much of our raw materials as possible from local sources. We are continuously improving our knowledge of how to become more sustainable through research on species and system-specific nutrition. Furthermore, by including the design phase in our assessment, flexible formulation and using more diverse by-products, we can create a larger impact.

At our production location in Nettetal, we significantly reduced energy use, waste production and re-work. Also, internal and external logistic processes were improved and became more efficient, with lower carbon footprint and costs at the same time. Furthermore, we are well on our way to a carbon-neutral research centre at the Alltech Coppens Aqua Centre.

We are not only making the separate departments more sustainable but are also looking at improving the interactions between the different departments within our company, with our sister companies and with Alltech Inc. Furthermore, we invest in collaborations, partnerships and contacts with external stakeholders, such as our suppliers and clients, but also with our neighbours.

Our Marketing and Sales departments make sure that our activities are transparent, communication is open and more awareness about sustainability is created in the different countries where we operate. By making use of digitisation, but certainly also through personal contact, we continue to build trust and long-term relationships.

Thus, we have made significant progress compared to last year, and our aim is to further reduce the emissions of our aquafeed production and the negative environmental and social impact of all our activities.

Going forward, we will not only look at reducing our negative impact but also how we can create a positive impact with our activities. Together, we will work toward the fifth pillar of our fish feeds, Prosperity, in line with Planet of Plenty™, initiated by Alltech.

We only have to look back a few years to see that green progress can be very fast. Let's accept our responsibility and take the opportunity to find out how we can create such a positive impact with all our activities.

**Ronald Faber**  
CEO of Alltech Coppens & Global Aqua Lead



# HISTORY OF ALLTECH COPPENS

**Coppens International BV (CI) was established in 1993 by three Dutch shareholders. At this time, CI developed and sold fish feeds (worldwide) and animal feed and premixes (outside of The Netherlands).**

The fish feed was produced by the majority shareholder (Family Coppens) at their feed mill in Helmond. Initially, the feeds were produced by pelletising and sold mainly in the Mediterranean for seabass and seabream. In 1995, the first extruder was put into operation at the factory in Helmond.

In 1996, a change in shareholding took place. In 1998/1999, the product range was diversified with ornamental fish feeds and baits and feeding pellets for the angling market. The export of animal feed and premix had always been a small part of the CI business and was devested at the beginning of 2000.

In this period, the first research trials were outsourced at the "Organisatie ter Verbetering van de Binnenvisserij" (OVb), now known as ACAC in Leende. Over the following two decades, the cooperation was gradually intensified, and the number of trial days significantly increased. In the first 10 years, the number of employees increased from 5–25 FTE and the sales volume from 1,000–15,000 MT. In 2003, a major investment was made in a vacuum coater to be able to produce high-energy feeds for new species, like trout and eel.

A market shift was needed due to the high-risk situation, long payment terms and low feed prices in the Mediterranean on which the company was heavily dependent. To compensate for the loss in sales in the Mediterranean, the focus shifted to RAS in Europe, trout in the Balkans and Russian region, catfish in Western Africa and loan production for French company Sarb Gheerbrant (SARB). In 2006, the loan production with SARB was terminated as the production line reached its maximum capacity, mainly due to the fast growth in sales in Western Africa. In the following years, the surplus of sales was outsourced to European fish feed producers.

In 2010/2011, the Coppens family decided to sell their shares to an investment company. In 2012, CI purchased a pet food production facility in Nettetal, Germany (now known as AC GmbH), started a complete renovation and invested in additional warehousing. During 2012, CI also purchased all intellectual rights and the brand name SARB. At the end of 2014, the last batch of fish feed was purchased from Coppens Diervoeding and from that moment onwards, all fish feeds were produced at the current production location.

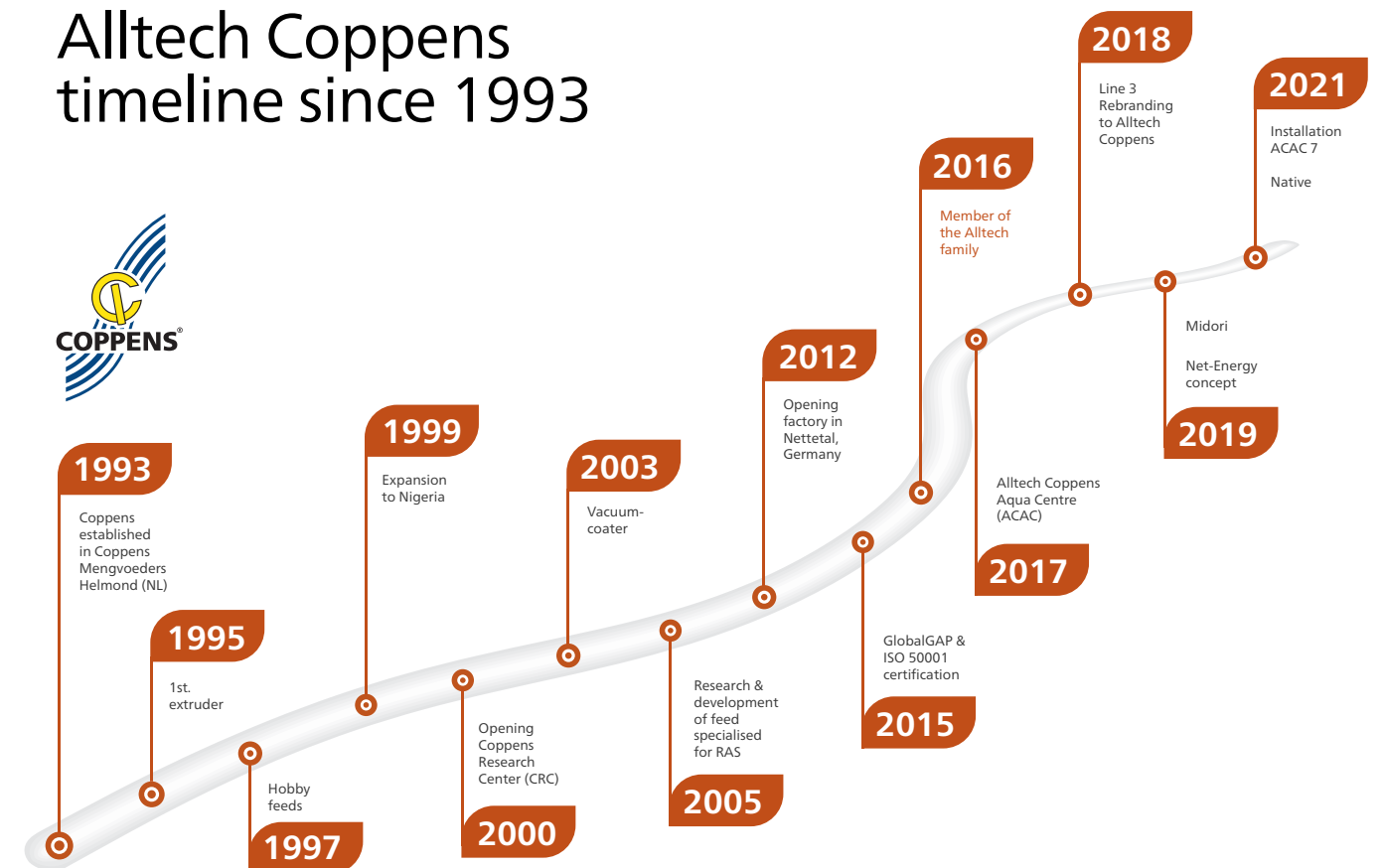
In 2015, Global G.A.P. and ISO 50001 certifications were obtained. In the middle of 2016, 100% of the shares of all three entities, which are now known as AC BV, AC GmbH and ACAC, were purchased by agri-food industry giant Alltech Inc., USA. The number of employees has since grown to 125–150, depending on the season.

**In the second half of 2017, the completely modernised ACAC was opened and became the fourth Alltech Bioscience Centre shortly afterwards.**

AC celebrated its 25th anniversary and opened a third extruder line at AC GmbH in 2018. In the same year, the company was officially rebranded as Alltech Coppens. We defined our future roadmap towards 2025 with a strong focus on sustainability and profitability.



## Alltech Coppens timeline since 1993



**Alltech<sup>®</sup> COPPENS**



# PRODUCT PORTFOLIO AND ACCOMPLISHMENTS

**We offer a wide range of specialist fish feeds, which can be divided into Industrial feeds for the aquaculture sector and Hobby feeds for the ornamental and angling sectors. Our complete range of feeds is antibiotic- and GMO-free.**

We are recognised, in particular, for our high-quality feeds for a broad range of species, including trout, sturgeon, catfish, eel, tilapia and carp. For each species, we provide the full range from starter feeds, grow-out feeds and brood stock feed. All our feeds are thoroughly tested at ACAC. We specialise primarily in trout feeds for diverse culture systems. Our focus species are trout and sturgeon for semi-intensive and intensive systems and RAS.

Alltech Coppens exports to more than 66 countries worldwide.

## INDUSTRIAL



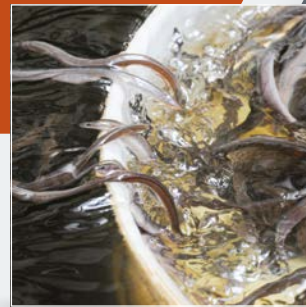
TROUT



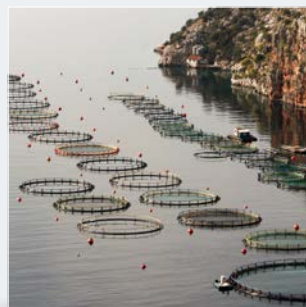
STURGEON



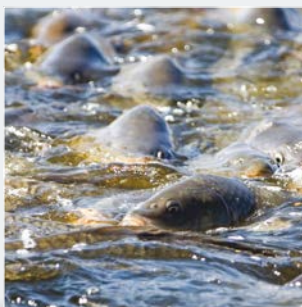
CATFISH



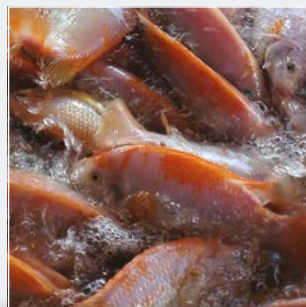
EEL



SEABASS | SEABREAM

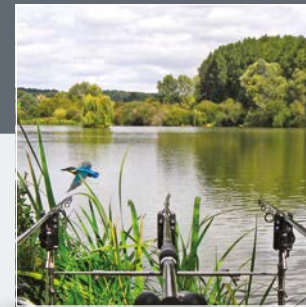


CARP



TILAPIA

## HOBBY



ANGLING



KOI



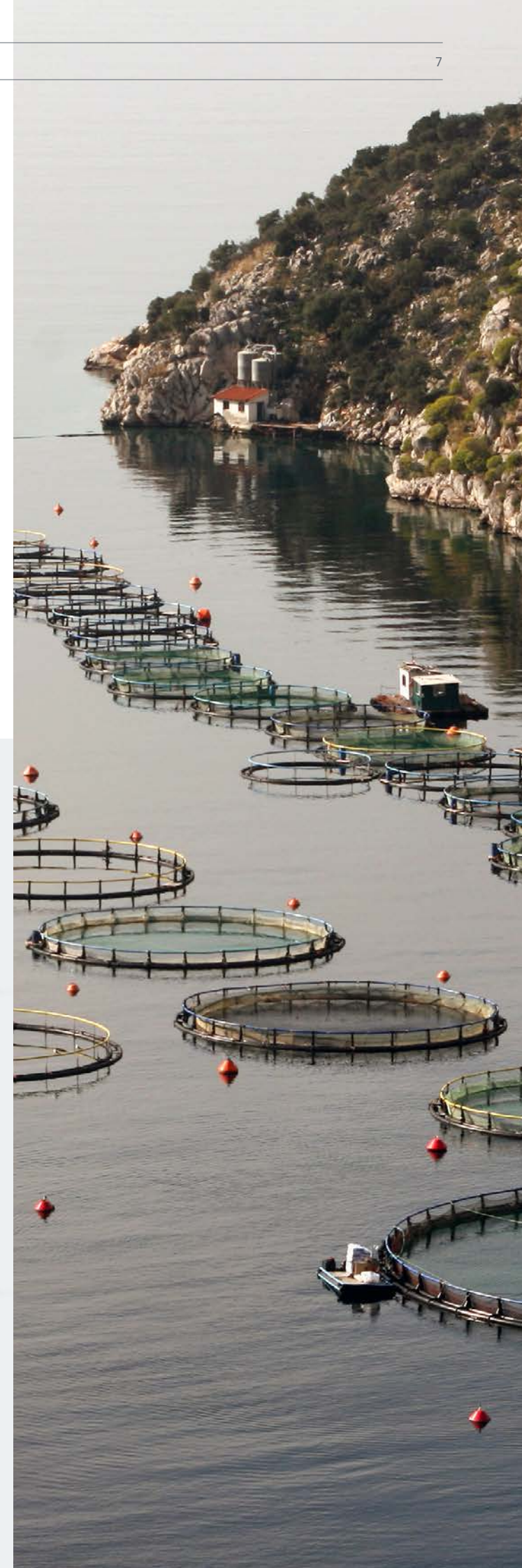
POND



AQUARIUM

**Figure 1: Our feed assortment**

Our successful accomplishments within Alltech Coppens are related to fish oil replacements, developments around LAP-free and its inclusion, the use of insects and Alltech technologies, and our net energy research and feed formulation based on that.





# MISSION STATEMENT

The global population continues to grow quickly, and so does the demand for healthy food. The world is changing rapidly, and everyone has a role to play. We at Alltech Coppens produce fish feed and help the farmers reach a product that will answer to the highest market and consumer demands and is in balance with nature and society.



Aquaculture is the fastest-growing food production sector worldwide. Over the past three decades, aquaculture has expanded, intensified and diversified. The current growth rate of aquaculture production exceeds all other types of meat production and is expected to increase even further. With the introduction of new species, together with the intensification of the sector, adverse environmental conditions are increasingly encountered. In addition, consumers are becoming aware of these issues and starting to focus more and more on the environmental and social impacts of the aquaculture sector. Seafood is the main source of animal protein for humans in many parts of the world, particularly in developing countries. Depending on species and country, farmed seafood contributes to food security directly through domestic consumption or indirectly through economic growth from exports.

As a relatively small player in the field of aquaculture feeds, our goal is to remain competitive with world players in all aspects. Within Alltech Coppens, we are working closely together with local partners and factories to produce efficiently and, at the same time, minimise adverse effects on the environment. Along with sharing our knowledge and experience, we want to provide the local communities with better feeds and lower the feed conversion ratio. By doing this, we are not only providing the communities with more food but decreasing the usage of raw materials too.

Our mission at Alltech Coppens is to produce a broad range of high-quality fish feeds with passion and care. Our attention to detail makes us a reliable expert and partner to our customers while being wholly dedicated to their performance. We continue to innovate and improve our products to ensure the highest quality.

We believe we have an important role to play in helping fish farmers around the world produce a safe, nutritious, and sustainable product. We believe aquaculture has a key role to play in a Planet of Plenty™. Through careful management of resources, good science and partnering with our customers, we can contribute to a sustainable aquaculture industry.

Within Alltech Coppens, we believe that compliance alone is not enough. Sustainability is integrated within our whole business and is one of our key factors for our strategic growth. The developed concept of a Planet of Plenty™ emphasises this.

Figure 2:  
The 5 steps within our sustainability journey



Working together for a Planet of Plenty™







## PLANET OF PLENTY™

### The ACE Principle

**Alltech's mission is guided by its founding ACE principle, which sets standards for the benefit of the Animal, Consumer and Environment. It was a radical idea for the early 1980s when Alltech founder Dr. Pearse Lyons first introduced it but remains central to our core values and is reflected in our vision for the future: Working Together for a Planet of Plenty™.**

We firmly believe aquaculture has the potential to shape the future of our planet. We are inspired by the great challenge the world has presented us — to produce enough safe, nutritious food for all while caring for our animals and sustaining our land, air, and water for future generations. Our natural resources may be finite, but human ingenuity is infinite.

We committed ourselves to the United Nations Global Compact (UNGC) on July 12, 2019. The UNGC provides corporations with a value system and principle-based approach to conducting business. We strive to operate in a way that meets fundamental responsibilities in the areas of human rights, labour, the environment, and anti-corruption, and we are working to incorporate the Ten Principles of the UNGC into our strategies, policies, and procedures.

Those ten Principles are coming back in our GLOBAL G.A.P. certification as well, which covers good practice for aquaculture. It also covers additional aspects of the food production and supply chain, such as the chain of custody and compound feed manufacturing.

The GLOBAL G.A.P. is built on a system of modules that enables producers to get certified for several sub-scopes in one audit. To get certified, producers must comply with all the CPCC relevant for their sub-scope. The modules consist of:

- General regulations: These map out the criteria for successful CPCC implementation as well as set guidelines for the verification and regulation of the standard.
- Control Points and Compliance Criteria (CPCC): These clearly define the requirements for achieving the quality standard required by the GLOBAL G.A.P.

Sustainability means taking positive action today for the success of tomorrow. It is a pursuit where there is always room for improvements leading to new ideas. Our belief in the possibility of a Planet of Plenty™ is rooted in the reality we see on farms throughout the world. We are committed to telling the stories of the passionate men and women advancing aquaculture and bringing us one step closer to a Planet of Plenty™.

### The UN Sustainable Development Goals

**Doing business all over the world comes with important responsibilities that extend beyond just running a profitable business. We at Alltech Coppens strive to positively impact the markets in which we operate, and sustainability is embedded in our business strategy. Achieving real and lasting change is only possible through the collective efforts of everyone who works at Alltech Coppens, as well as our customers, partners, suppliers, NGOs, governments, local communities, and other stakeholders.**

We are determined to contribute to the UN Sustainable Development Goals (SDGs). Our focus areas are linked with specific SDGs and their targets, ensuring that we make a meaningful and transparent contribution to the global goals to protect the planet and reach a Planet of Plenty™.

In the current situation, where the news is mainly related to COVID-19 and political tensions, you may not think that sustainability, or the Sustainable Development Goals (SDGs), are as crucial as a pandemic. But they are.

COVID-19 should be a wake-up call to all of us. What the pandemic has done in many aspects is simplified many things momentarily. It has provided us with the perfect opportunity to see the world around us in a different light, to look at it as Planet of Plenty™. In this current situation, we can now see more clearly what is important and what, perhaps, is not. That is why we should embrace new insights emerging from this situation as a way of embedding the SDGs into our business.

With COVID-19, it becomes evident how one specific incident has a significant impact on every other issue and how all the pieces of the puzzle come together to create a unified agenda for global sustainable development. Governance, partnerships, gender equality, decent work — every single one of the 17 SDGs is relevant and has an impact on us.

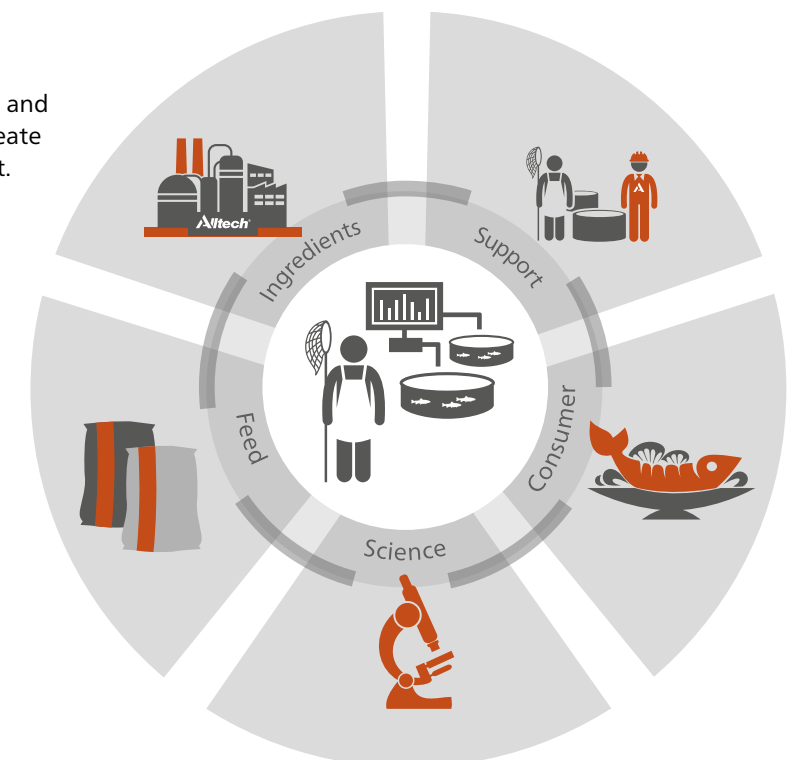
We at Alltech Coppens are aware of the current rapidly changing world and see the strong focus on environmental and social as an opportunity. Based on the ACE Principle and our mission to create a planet suited for a better future, we developed our Planet of Plenty™ vision.

Alltech Coppens believes that all activities should be guided by a sense of purpose, which drives our support for the communities in which we operate. Our team members adopt local causes that are close to home, giving each endeavour personal attention. We believe that education is the primary catalyst for success and that progress is driven by an insatiable curiosity.

Alltech Coppens leads multiple initiatives to inspire the next generation of change-makers. Throughout the world, examples of Alltech Coppens educational initiatives abound. From European universities to supporting primary schools in Ghana, we have shown our strong support of education across every region. Our scientists and colleagues are active in local science education outreach across the globe to discuss and demonstrate scientific activities, provide expertise, and serve as resources for community educators and organizations.

Alltech E-CO2 is helping us as well. Alltech E-CO2 delivers and promotes sustainability programs. Together, we work across the supply chain to provide our stakeholders with a comprehensive range of advice, tools, and services to help measure and improve environmental performance (see [www.alltech-e-co2.com](http://www.alltech-e-co2.com) for more information).

In addition, we are proud that the ONE Alltech Ideas Conference is challenging attendees from around the world to innovate and adopt more sustainable practices.





# THE PLANET OF PLENTY™ JOURNEY

**A Planet of Plenty™ propels us into a new world of possibilities, where anyone and everyone can make a positive impact on the planet. Every second of every day, there are people thinking, trying, testing, flying, investing, inspiring, and applying new ideas, with an insatiable drive to guarantee a world where people, animals and plants can thrive together.**

We all have unique journeys, but if we work together, our destination can be the same: A Planet of Plenty™ in which there is enough food for all, the world's resources are responsibly managed for future generations and the environment is safe for people, animals, and plants to thrive in harmony. In this year's Planet of Plenty™ report, we will focus on the different journeys in the supply chain to be able to give more insights into our sustainability journey.

If we ask a group of people to explain what the "supply chain" is, they most likely will tell us that the supply chain is about producing products and shipping them to the customer. It is definitely true that manufacturing and logistics are the most visible parts of the supply chain, so it's understandable that people will come up with those aspects. Nevertheless, if you take a broader view, you will see how much more you can find in supply chain management.

From research and development and early planning, through design and procurement, to the point of sale, the supply chain is a rich, interdependent, deeply connected ecosystem that spans companies and continents, just like the planet we live on. In the following sections, we will dig into our supply chain to show how everything works together, explain to you the main components of the supply chain, and will show you why this is so critical to everybody's daily life and work.

# OUR SUPPLY CHAIN

**Before we get into detail, let us take a high-level look at the different components of our supply chain.**

In the following sections, we will explain to you what that specific part of the supply chain is doing, what the main processes are and what the impact is on a Planet of Plenty™.

- 1 HUMAN RESOURCE MANAGEMENT
- 2 RESEARCH & DEVELOPMENT AND QUALITY ASSURANCE
- 3 RESEARCH FACILITIES
- 4 PLANNING AND FORECASTING

- 5 PROCUREMENT AND SOURCING
- 6 MANUFACTURING
- 7 LOGISTICS
- 8 MARKETING AND SALES

Working  
together  
for a  
Planet  
of Plenty™






## Our Supply Chain

# 1 HUMAN RESOURCE MANAGEMENT

The Human Resource (HR) department from Alltech Coppens performs the personnel tasks for all departments at our three locations in Germany and the Netherlands. As an internal service provider, the HR department creates environments where our employees can be the best version of themselves.

The HR Team also monitors compliance with employee and employer rights. This includes compliance with personnel guidelines. In addition to the employee life circle, HR has the task to manage the company culture and traditions. Structural organisation design, as well as change management, is one of the most important points in culture management. "By and for us."

As HR, we see a central role in making the world a little better and have made it our goal to make Alltech Coppens a little more sustainable. With the Alltech Coppens Academy, we have already come a long way.

In 2022 we will switch from paper payroll to digital payroll. This means that a salary statement will no longer be printed and sent out by post. Digitalisation is the keyword. With our new HR programme, we will go in the right direction and ensures that the complete employee lifecycle is stored digitally in a cloud solution.

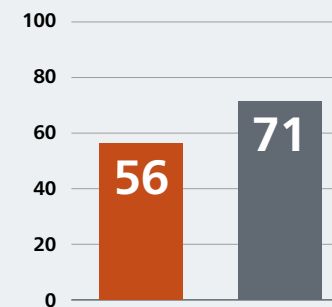


The new goal for worldwide Good Health promotes healthy lifestyles, preventive measures and modern, efficient healthcare for everyone. Alltech Coppens promotes mental health and well-being. To support that, Alltech Coppens has initiated a bike leasing programme. Within this programme, team members are able to order a bicycle suitable for everyday commuting and exercise. This programme will contribute toward employee fitness, as well as reducing harmful emissions by taking more cars off the road.

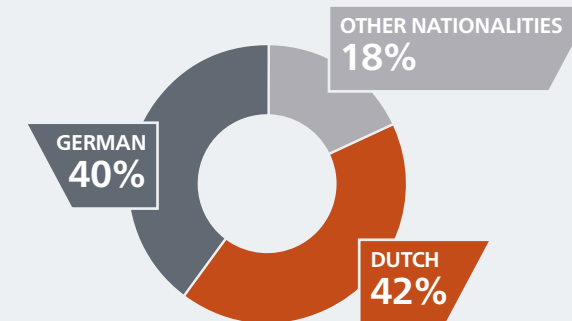
Diversity management is another part of human resources management and is mostly used in the sense of constructive use of the personnel and social diversity that can be found in a company or other organisation. Our goal is to create an environment where you can be the best version of yourself. We encourage employees to offer their views and suggestions toward achieving program and organisational goals without the threat of retribution. At Alltech Coppens, we respect and appreciate individual differences. For all job applications, we select the best-qualified applicant for the job, regardless of race, national origin, gender, age, colour, disability, religion, sexual orientation or any other non-merit factors.

## DIVERSITY IN THE WORK PLACE

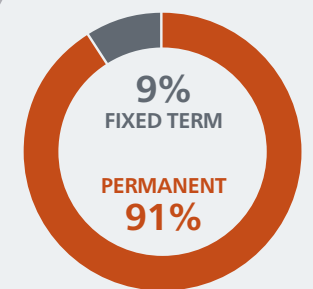
### Commercial / Production



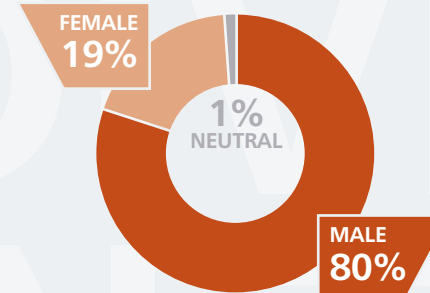
### Nationality



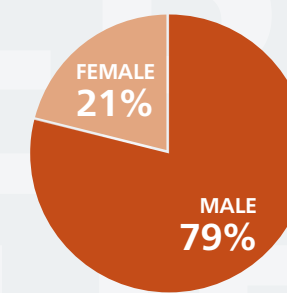
### Contract Status



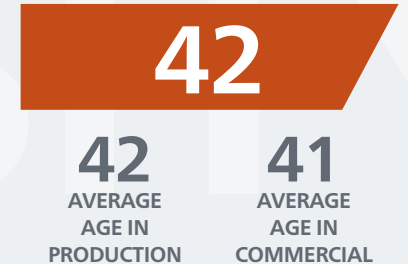
### Gender in the Company



### Gender in Leadership Position



### Average Age in the Company



**Alltech<sup>®</sup> COPPENS**

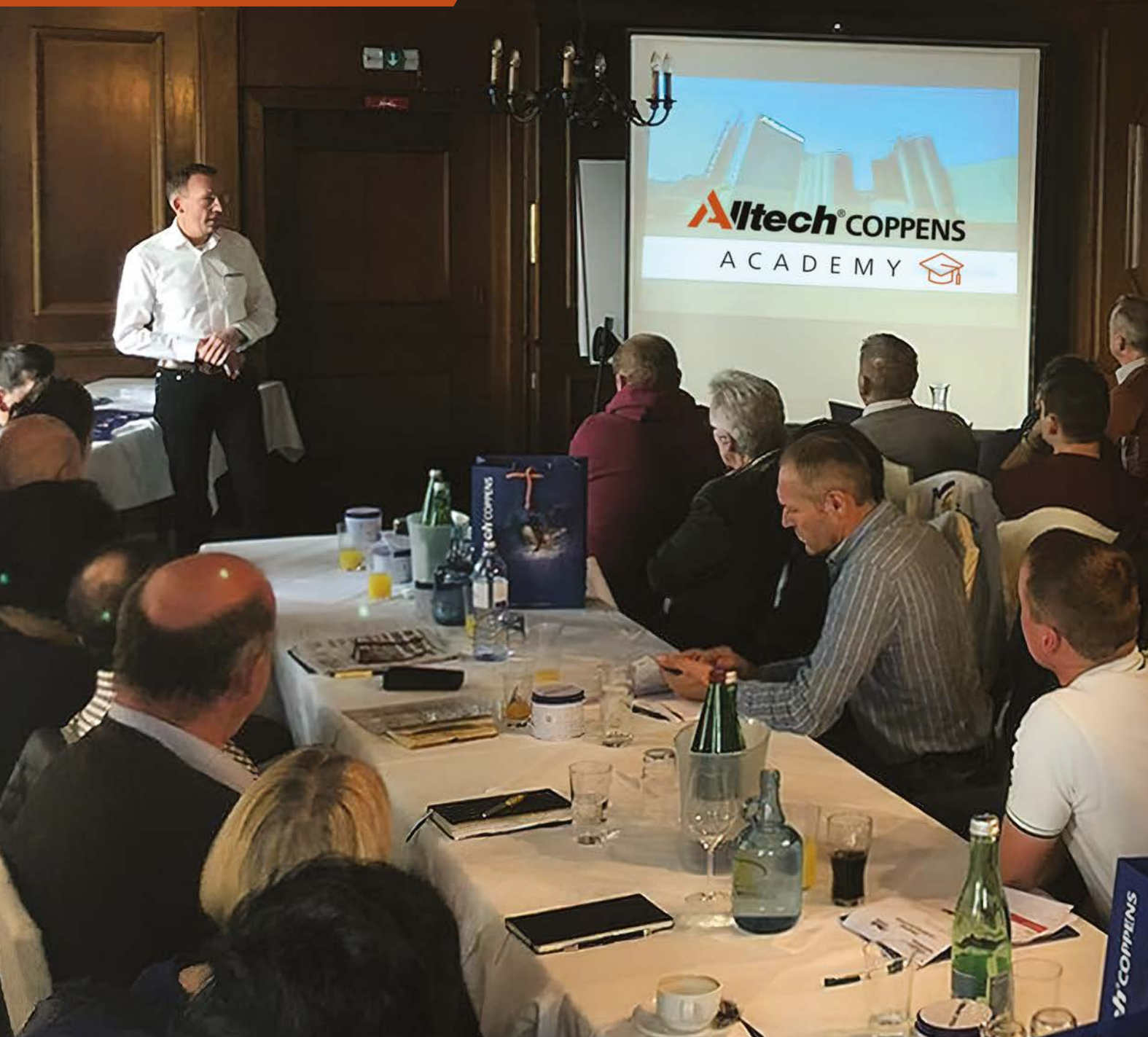




We share our knowledge and experience with our stakeholders all over the world. We organize seminars on location, give presentations and hold webinars.

We are not only focusing on efficient fish farming but waste and water management as well. Furthermore, we created the RAS manual, which is freely available on our website. In 2021, we started the Alltech Coppens Academy, enabling even better training for our employees, customers, and other stakeholders.

In addition, Alltech Coppens is cooperating with several universities and other schools, offering apprenticeships the whole year-round.



### Our Supply Chain

## 2 RESEARCH & DEVELOPMENT AND QUALITY ASSURANCE

**Our R&D Team includes members of several departments at Alltech Coppens (Sales, Nutrition, Scientists, Quality and ACAC technicians). The questions and needs of our customers are central to our R&D activities.**

As we place great importance on research, we ensure that it is well organised and effectively integrated into overall business operations. This approach means that we can cater to all market demands. Priorities are set, and trials are evaluated on a nutrition driven basis. This nutrition-driven basis which forms the strength of the applied character of the research we conduct. This emphasises that the nature of our approach means that results are applied quickly within nutrition.

The knowledge gained from applied research is easily translated into nutrition. The nutrition department is "the spider in the web" in terms of data collection and applying this to products. Data from research is translated into recipes, data from the market is used to evaluate products and data from operations is used to improve quality.

To satisfy our customer needs and stay ahead of the competition, we have to offer new and innovative feeds. The main steps in this area are:

- Feed ideation: Creating new ideas for feeds based on market research, consumer requirements and new raw materials.
- Feed design and prototyping: Designing early versions of the feed and building mock-ups and prototypes to check functions, features and fitness for purpose. This all takes place at the Alltech Coppens Aqua Centre.
- Testing and improvement: Trying out different iterations for the feed and integrating feedback into further development. This is done with different trials at the Alltech Coppens Aqua Centre.
- Finalisation and specification: When the feed formulation and performance are agreed upon, we will provide the final feed specifications to our feed plant in Nettetal, Germany.

Science ► Research ► Applied Research ◄► Nutrition ◄► Technical Sales Support ◄► Customer



#### PALATABILITY

Taste  
Maximum feed intake  
Gut transit time



#### PERFORMANCE

Digestibility  
Feed conversion ratio & growth  
Deformities, mortality & fish health  
Fillet coloration, quality and yield  
Nutrient retention



#### POLLUTION CONTROL

Indigestible nutrients  
Physical feces properties  
Effect on water turbidity  
Non retained nutrients



#### PLANET

Carbon footprint  
Sustainability score  
Fish-in-Fish-out  
Consumer health

## The 4 Pillars of fish feed

**The 4 Pillars are categories in which important measurables are brought together within R&D.**

By quantifying these measurables in the available raw materials and defining the needs of the market, fish farm and consumer, we can design our feed in a more flexible way for the best price and the highest quality for the customer.

We use these 4 Pillars to translate the customer needs into the correct nutrition of our products and the most relevant research program. The Planet of Plenty™ plays a central role within this process.



## Move together toward a Planet of Plenty™

One of the steps that we took in cooperation with the Marketing, Sales and Procurement departments toward reducing the environmental impact and emissions of aquafeed production was by introducing a sustainability scoring system for the raw materials used in our feeds in 2021.



The ranking is based on an A-B-C principle, where all feeds in category C form the baseline for the scoring.



**Alltech® COPPENS**  
Quantifying  
feed sustainability

Utilising data sourced from the Global Feed Life Cycle Institute (GFLI) and BLONK databases and extensive research in our research centre, we evaluated all raw materials used according to a life cycle impact which resulted in an environmental profile of the ingredients. Based on a number of criteria such as climate change, water and land use and soil acidification, Alltech Coppens created a sustainability scoring for all the industrial feeds.

Although this database was quite extensive, another endpoint called 'marine resource sustainability' was added to account for effects related to fishing, making it more applicable to our industry. Also, that final feed scoring is then further corrected by the growth potential of the fish for that specific feed, making this scoring also applicable for the situation on-farm.

With this scoring system, we were able to quantify our environmental impacts to investigate how sustainable we actually are and started undertaking action immediately. We have already reduced the carbon footprint of our feed by 7.2% compared to 2020. In addition, back in 2020, we proudly reported that 56% of our marine materials were produced out of trimmings. Last year (2021), we further increased this percentage up to a total of 81% of our marine materials.

In 2022, we not only want to further reduce these values but also want to focus on further expanding our knowledge on how to make our feeds even more sustainable.



### Our Supply Chain

# 3

## RESEARCH FACILITIES

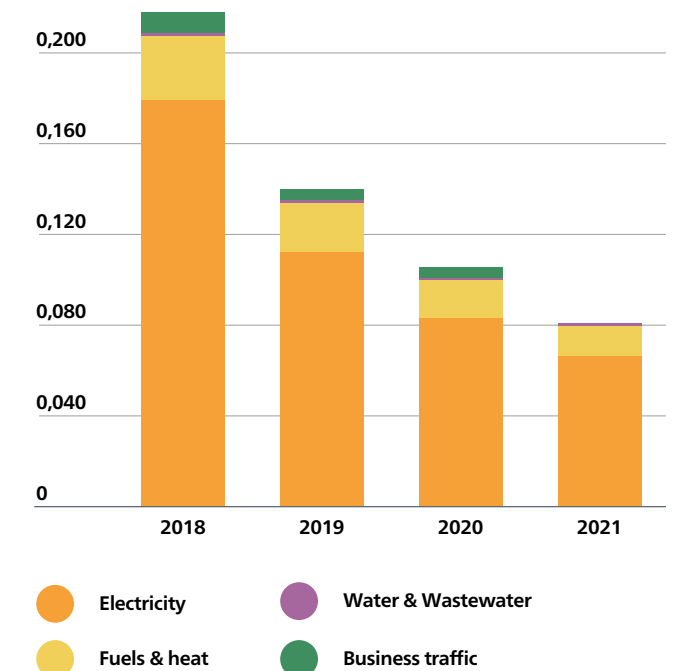
In 2021, we expanded our digestibility research facility by 50% by constructing a new RAS system at our research centre, with one of the primary reasons being to develop new knowledge on the nutrient requirements of different species through collecting accurate digestibility and growth data simultaneously.

This new system allows us to work even more towards species-specific nutrition and flexible formulation. By doing so, we have the possibility to design our feeds with the best performance and, at the same time, lower the environmental impacts of our feeds by being able to choose the most sustainable raw materials.

At the Alltech Coppens Aqua Centre, we have made it our duty to ensure that nothing goes to waste. Because of this, we have implemented sustainable solutions for what happens to our fish and feed after research trials have been completed. These materials are repurposed throughout our operation, contributing to the further advancement of our research and production.

Over the last four years, we made a lot of adjustments in our research facility as well. As the figure below shows, we more than halved the CO2 emission per trial day.

Tonne CO<sub>2</sub> / Units



**Figure 3: The CO2 emission per trial day**

In the sustainability report for 2021, we already talked about the plans to make ACAC carbon neutral by 2025. We have been working actively on this goal and will continue with this in the coming year.



## Our Supply Chain

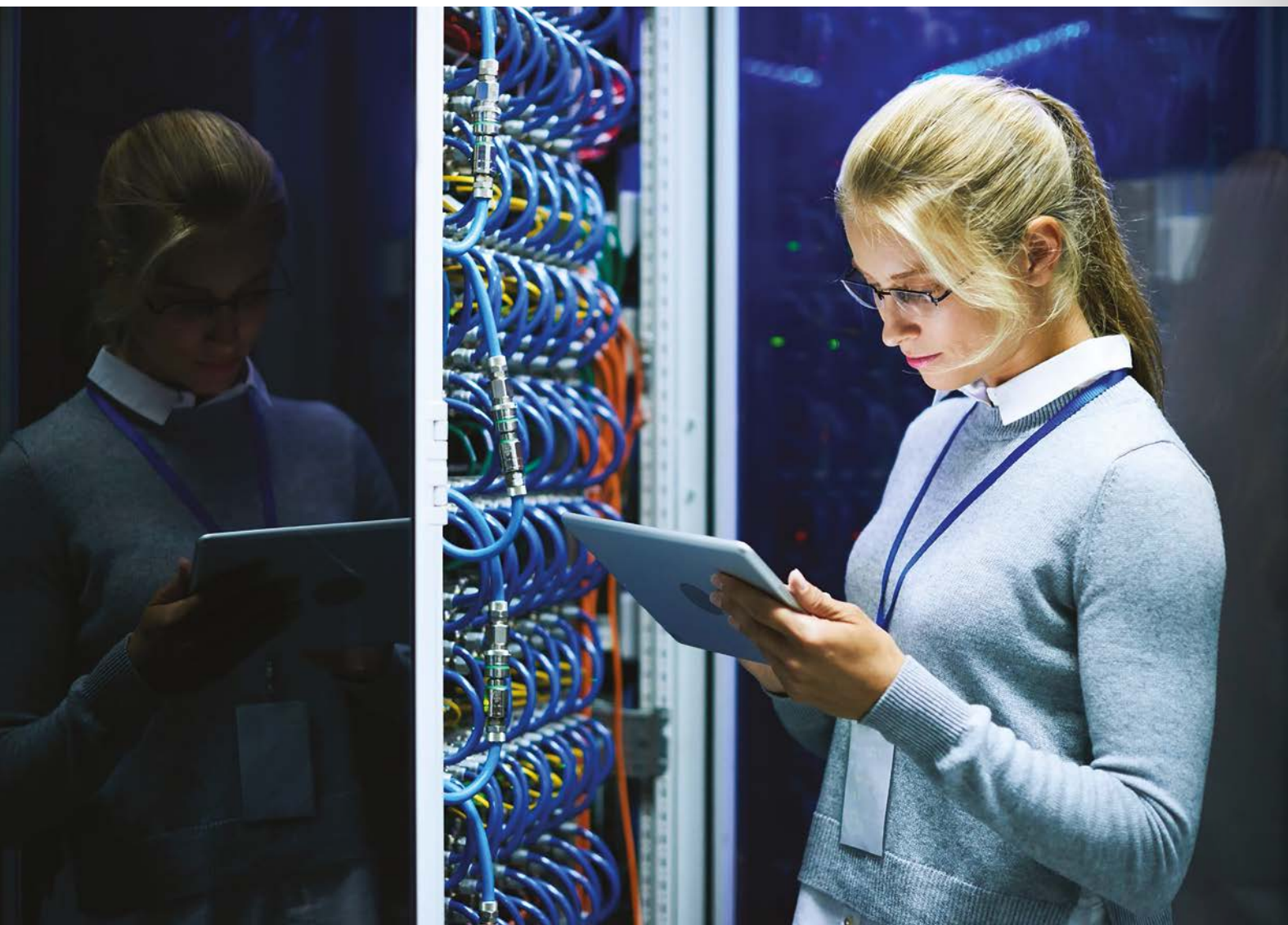
# 4 PLANNING AND FORECASTING

**We need to understand what the likely demand will be for the different kinds of feeds we produce, how quickly suppliers can provide us with the required (raw) materials and how long it will take to receive and store them.**

This is because there are often long “lead times” between placing an order for a specific item and using this item for producing a particular feed. This step of the supply chain means to balance supply and demand and plan ahead to ensure that our customers will receive their feeds on time.

This planning and forecasting are shared with the R&D, Quality Assurance and Procurement departments to ensure that the feed is designed correctly with optimal materials, which is not self-evident with all the struggles in the world and the tight transport market.

The complete planning and forecasting are done digitally in our ERP-System, to ensure that everyone has direct access to this information and to prevent a lot of paperwork.



## Our Supply Chain

# 5 PROCUREMENT AND SOURCING

**The Procurement department is responsible for the procurement of all materials required for production, the daily operation of the company, logistics, facility management and all other services and items that need to be acquired. The Procurement department handles all the paperwork involved with purchasing and delivery of supplies and materials. Although can we say paperwork here, as everything is digitalised, and we do not use any paper?**

## Research facilities

Procurement and corporate social responsibility  
The Procurement department within Alltech Coppens works closely together with the Quality Assurance department to ensure that it is complying with all policies and legislations. Before making a purchase, the Procurement department must ensure that it follows the protocols and that everything is in line with our company policy and corresponding laws.

Alltech Coppens engages in ethical trading with emphasis on not only its own effort but also a committed partnership with suppliers. This is to ensure top-quality products and services using leading-edge and proprietary technologies. We request the cooperation of our suppliers in applying these details to activities within their company. The suppliers with whom we wish to build stronger partnerships are businesses that comply with laws, regulations, and social standards. The Procurement department will conduct its procurement based on the below concepts, while building mutual trust and high-quality partnerships with suppliers:

- The products delivered to Alltech Coppens comply with the corresponding legislation.
- The products delivered to Alltech Coppens comply with the requirements of the local laws.
- The products delivered to Alltech Coppens are of a quality standard as mentioned in the supplier product specification.
- The products delivered to Alltech Coppens are free from genetically manipulated organisms.
- The feed ingredients delivered to Alltech Coppens do not come from animal species that are categorised as vulnerable, endangered or critically endangered according to the IUCN Red List of Threatened Species.
- The used packaging of the delivered products is conforming actual legislation.
- Did you know that all the packaging Alltech Coppens is sending out is 100% recyclable?
- The working conditions in the country of origin of the products delivered to Alltech Coppens comply with the Ten Principles of the United Nations Global Compact.

## Our Principles



### HUMAN RIGHTS

**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights  
**Principle 2:** Make sure that they are not complicit in human rights abuses



### LABOR

**Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining  
**Principle 4:** The elimination of all forms of forced and compulsory labor  
**Principle 5:** The effective abolition of child labor  
**Principle 6:** The elimination of discrimination in respect of employment and occupation



### ENVIRONMENT

**Principle 7:** Businesses should support a precautionary approach to environmental challenges  
**Principle 8:** Undertake initiatives to promote greater environmental responsibility  
**Principle 9:** Encourage the development and diffusion of environmentally friendly technologies



### ANTI-CORRUPTION

**Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery



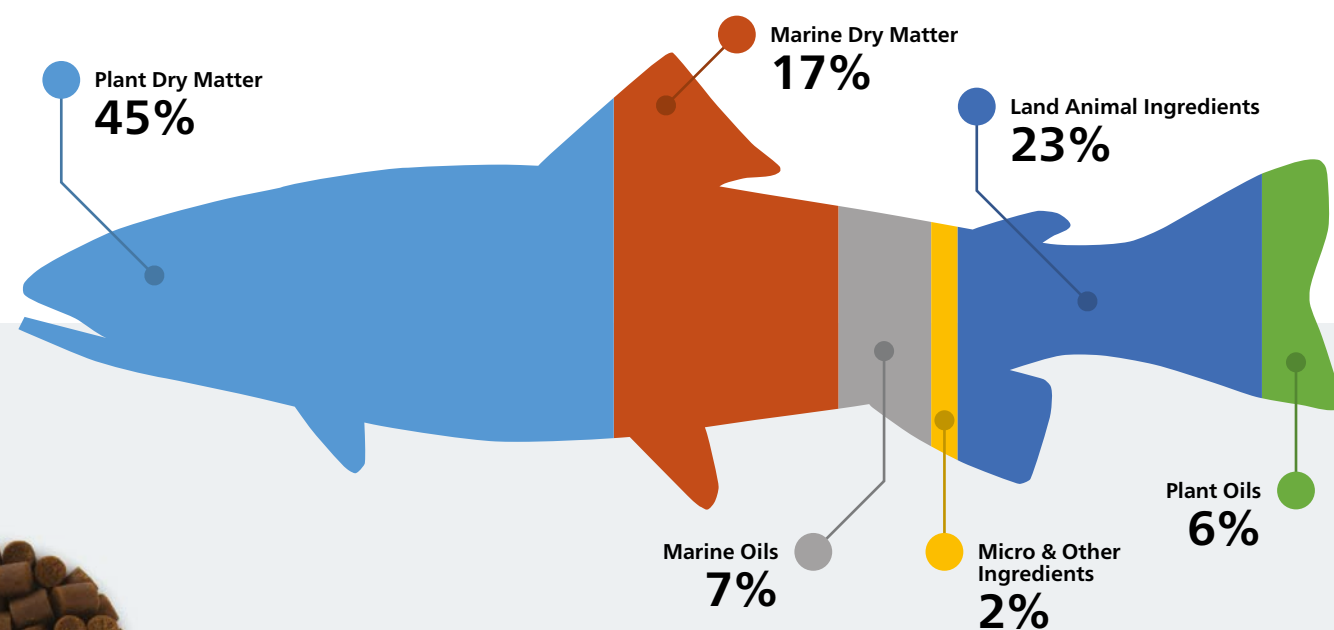
## Raw materials

**As mentioned in last year's report, within Alltech Coppens, we only use soy products that are 100% certified.**

Last year, we proudly told you that 56% of our marine raw materials were produced out of trimmings in 2020. Last year (2021), we increased this share to 81%(!), where all of our marine oils come from marine trimmings. In total, almost 90% of all our marine raw materials in 2021 were certified. The reason that we did not reach 100% was that the fish species blue whiting lost its certification status. Currently, this fish species is part of a fish improvement program and is certified under MarineTrust IP.

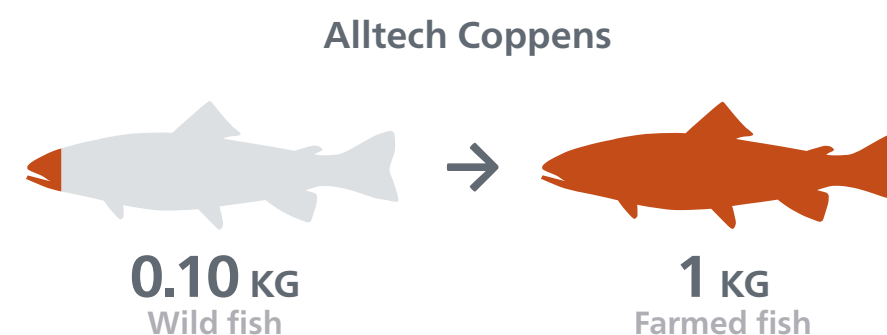
86% of our raw materials are produced within Europe. 36% comes out of Germany, and 64% comes from Germany and its neighbour countries (14% from the Netherlands). So, you can say that 50% of our raw materials are locally sourced, or almost 2/3 of our raw materials, when you categorise neighbour countries as local!

All our raw materials are GMO-free. 23% of our raw materials were made out of land animal by-products in 2021. So instead of throwing the slaughter disposals away, they are further processed till raw material for the (pet) feed!



The FIFO factor is calculated by dividing the fish caught that is used for aquaculture feed production by the farmed fish fed with these feeds.

## "Fish In – Fish Out" – FIFO



**We are still focusing on replacing (wild-caught) marine raw materials with other ingredients. In our industry, we use the Fish in Fish out (FIFO) factor.**

The global standard here is 0,27 kilograms, which means you need 270 grams of wild-caught fish to produce 1,000 grams of farmed fish. We are proud to say that we are far below the industry standard and that our FIFO factor is only 0,10 kilograms.



## Our Supply Chain

## 6 MANUFACTURING

**This is the part of the supply chain that turns our ideas, orders and different types of raw materials into finished feed that we can deliver to our customers. Our production facility in Nettetal takes the incoming raw materials and turns them into production runs that create physical fish feed. Getting this right means producing quickly and to the appropriate quality and cost. Finished feed then moves into the logistics and shipping process for onward distribution.**

Within our factory, we have an extended waste management system. Nearly all rework that emerges in our production is re-used in our other productions. If not, we send it to a bio-fermenter, which produces green energy out of the feed material. All the material that is left after the fermentation is completely used as organic fertiliser. All packaging leftovers (including pallets, IBC containers and big bags) are re-used by third parties. In 2021, we achieved 3% less residual waste compared to 2020.

Within our production, we re-use the steam coming from the extruders for heating the dryers and our liquid raw material tanks. We use the same principle for the air. In addition, we use outside air for our coolers, and, after passing the cooler, this warm air is used in our dryers.

We have our own energy team at Alltech Coppens, consisting of team members from different departments. Within this team, our Operations department has the lead. This team, together with external advisors, looks for possibilities to reduce energy consumption. Last year, we got certified for ISO 50001. This renewed norm asks for a better insight into our energy consumption. This certification is developed for companies like ours, committed to addressing their impact, conserving resources and improving the bottom line through efficient energy management. This standard provides us with a practical way to improve our energy use with the help of an energy management system. This ISO standard for energy management will help safeguard our future by making a positive difference in the here and now. Due to the efforts of this team, we were able to update our production process and change our internal processes, which led to a decrease in our energy usage and our CO2 emissions by another 167.700 kilograms in 2021 compared to 2020 (the same amount as driving a car 20 times around the world).

Last but not least, in 2021, we improved our odour reduction system by installing additional filter systems. In the upcoming year, we will go one step further and will reduce the number of odour units per cubic metre of air to a factor that is 50(!) times lower than the legal standard.



# WE WORK TOGETHER WITH THE BELOW PARTNERS AND INSTITUTIONS TO ENSURE THAT WE OFFER THE BEST QUALITY FEED.



UNIVERSITY OF  
STIRLING

Universität  
Rostock



UNIVERSITY OF  
PLYMOUTH



University  
of Glasgow



## Our Supply Chain

## 7 LOGISTICS

A large part of the supply chain is getting products from point A to point B, which belongs to logistics and shipping. Although the concept of moving goods by road, rail, air or sea sounds simple, fast and efficient logistics require many different processes working together:

- Pickup and transport of incoming goods
- Consolidating products together for shipment to reduce carbon and costs
- Arranging for shipping through various types of transportation
- Storage of products as required
- Shipping feeds to their final destinations

Getting logistics wrong results in having too much or too little stock for the demand and needs of our customers. An example of this is the Suez Canal blockage, which disrupted the flow of goods for several weeks.



In addition, we optimise our logistic planning in such a way that we always pick the most sustainable transport method where possible. An example is shipping an order a few days earlier per intermodal transport or shortsea, instead of sending it completely by truck. By doing this, the customer still receives his product just on time, we decrease the carbon footprint of our logistics and, most likely, the customer will save additional money too!

As you might know, we prefer that customers order at least multiple pallets in one order. By consolidating those orders, we save additional transport mileage and carbon. In the upcoming months, we will start a new optimisation project in our warehouse. The goal is to optimise the feed content that we put into the bag, as well as the number of bags that are packed on a pallet. This is to ensure that we only use the required amount of packing.

In 2021, we improved sustainability in different ways. One example was using fewer forklifts and replacing existing equipment with better energy-efficient equipment.



## Our Supply Chain

## 8 MARKETING AND SALES

**Sustainable marketing is the process of creating, communicating and promoting products and concepts that the customers and industry need, utilising responsible resources for people and the planet. It is not about appearing to be environmentally friendly or socially responsible; it is about actually implementing sustainable practices that improve the ecological footprint.**

There is an increasing organisational commitment toward the Planet of Plenty™. The growing understanding of the importance and living strategy. There are more steps to take:

- Making customers aware of the differences and promoting product selection based on environmental impact
- Increasing knowledge of the Planet of Plenty™ strategy

In 2021 we increased internal and external awareness of the Planet of Plenty™ vision. There has been internal communication about the initiatives initiated by the Alltech Coppens Planet of Plenty™ team. Also, a dedicated Planet of Plenty™ webpage is implemented on the website where we communicate our initiatives externally. This webpage receives a significant number of visitors, showing the interest in this subject.

In 2021, together with the Quality, R&D, Nutrition, Procurement and Sales departments, the sustainability scoring for feed was introduced (see for more information in the Research and Development and Quality Assurance chapter).





**In 2022, we will remain focused on telling powerful stories that inspire change. Alltech Coppens aims for a thought leadership position in the aquaculture industry, and storytelling is one of the most powerful tools.**

### One of the subjects in 2022 will be our I-RAS Concept.

I-RAS is a proven concept that we rolled out under a strategic partnership with a well-known RAS farm. They have experienced impressive growth and FCR. Overall, they improved 20% over the last two years.



As the Planet of Plenty™ is more and more into our blood nowadays, we are more focussed on this subject and are also looking closer to our customers in this perspective. What do our customers do on sustainability, how do they work, where do they get their water from, what do they do with wastewater, what about the energy use, do they collect their waste, how do they take care of their fishes, and what about their employees? Hundreds of questions to ask.

We do see a lot of differences between the several countries we work with. In Germany, waste collection is obvious. It is promoted by the government, and you pay for the amount of waste you have. In other countries, you see the waste is burned at the side of the road, just to get rid of it. So, different steps must be taken.

### We started 2022 with the kick-off of the Alltech Coppens Ambassador program, a loyalty program to give special attention to our biggest and most loyal customers.

We have set specific criteria for our customers to meet before becoming an Alltech Coppens Ambassador. Sustainability is one of the criteria. During the yearly Alltech Coppens Ambassador day, Planet of Plenty™ will definitely be on the agenda.



### Some examples which you can expect from our sales managers:

- We are looking at the conditions of a farm — good water quality, airflow, oxygen level and removal of dead fish, faeces, etc. This is to make sure the best environment for the fish is created, which means good fish welfare.
- We are stimulating waste collection. Look at the options a country has and also what the farmer can do. Re-using the wood of pallets for heating the building, like some distributors are already doing. Collecting the plastic and re-using this for fishing materials, like we encourage our customers in the UK to do.
- Look at energy saving. This not only makes the farming more efficient, it is also very good for the environment.
- Have a critical look at the ways of transport. Is it an option to put more feed on the pallet? Can we load more pallets in one truck or is railway transport and/or sea an option? This not only saves costs, but it is definitely better for the environment.
- COVID-19 taught us that some meetings can run perfectly via Teams, for instance. This is also better for the environment.
- Going digital is also one of the goals (e.g., sending the order confirmation and invoice via email instead of via post). We also educate our customers on this. Not everybody knows how it works, and for the future, we are looking into the options of offering a client portal where customers can find it all in one place.
- This also counts for our own paper use. We found a compromise with our accountants for printing an all-price list, including general terms and conditions. This saves us at least five pages per price list.
- We ask where feed comes from, which ingredients are used, what is the footprint of the feed and, ultimately, the fish. Together with the customer, we look into how to improve this and how to educate and communicate this to the end consumer.

**Find out more about the sustainability journeys we make with our partners**  
<https://www.alltechcoppens.com/en/news/fish-restocking>



**We are aware of the significant steps we, and some of customers, can still make, but we are looking to further improve the criteria and educate our customers in 2022, as we believe that we, as a feed supplier, have an impact on this as well.**

Only together with our complete team, customers, end consumers and other stakeholders from our supply chain, will we finish our journey to a Planet of Plenty™. If you want to take part in our sustainability journey or want to share your own adventures, do not hesitate to contact us on our social media channels.

**Planet of Plenty™**





# OUR FUTURE

We are inspired by the great challenge the world has presented us — to produce enough safe, nutritious food for all while caring for our animals and sustaining our land, air and water for future generations. Our natural resources may be finite, but human ingenuity is infinite.

What started as one company's vision has become a call for collaboration. Our Planet of Plenty™ vision is a vision of promise, possibility and positivity for the future. It is our belief that a world of abundance is achievable but will need all of us working together.

It is a vision that must be led by science, technology and a shared will to make a difference — to plant trees we will never see grow. Sustainability means taking positive action today for the success of tomorrow. It is a pursuit where there is always room for improvements leading to new ideas.

*"As a global company spanning the entire food supply chain, we are uniquely positioned to have a positive impact on a diverse range of sectors",* said Dr. Mark Lyons, president and CEO of Alltech.

*"The Global Compact has helped give direction, value and alignment to existing projects and inspiration for new ones. The pages of this report reflect our call to customers and partners to join us in a collaborative effort to adopt new technologies, improve business practices and embrace innovation in order to create a world of abundance."*

In addition to our own Planet of Plenty™ vision, Alltech Coppens will follow the **European Green Deal** in its middle-long and long-term visions.

## What is the European Green Deal?

**The European Green Deal is about improving the well-being of people. Making Europe climate-neutral and protecting our natural habitat will be good for people, planet and economy. No one will be left behind.**

### The EU will:



Become climate-neutral by 2050



Protect human life, animals and plants, by cutting pollution



Help companies become world leaders in clean products and technologies



Help ensure a just and inclusive transition



Planet of Plenty™

As a result, we have created

## OUR NEXT GOALS

- To preserve and improve our natural capital, Alltech Coppens has committed to no net loss of green space by ensuring zero deforestation through material procurement and by developing communities filled with greenery.
- Alltech Coppens aims to reduce waste and water consumption by at least 2% every year.
- The Alltech Coppens Aqua Centre must be carbon-neutral by 2025.
- Only use 100% certified marine ingredients or marine ingredients made from trimmings by 2025.
- We aim to have our car fleet free of fossil fuels by 2025
- We aim to expand and use only renewable energy by 2030.
- We aim to realise zero waste emissions (recycling and re-use) throughout the life cycle of our fish feed by 2030.
- We aim to reduce greenhouse gas emissions in all facilities and all business processes (per sales unit) by 30% by 2030 and by 90% by 2050 from the fiscal 2020 level.
- We aim for zero CO2 emissions throughout the product life cycle through an uncompromising pursuit of energy-saving and utilisation of renewable energy to achieve a carbon-free society by 2050.

Every second of every day, there are people thinking, trying, testing, flying, investing, inspiring, and applying new ideas, with an insatiable drive to guarantee a world where people, animals, and plants can thrive.

Please let us be part of your Planet of Plenty™ journey and contact us on social media or our website.

[www.alltechcoppens.com](http://www.alltechcoppens.com) | [in](#) [f](#) [o](#)



# Working together for a Planet of Plenty™



With great passion and care, we develop and supply a wide range of high-quality fish feed programs.

By focusing solely on the aquatic feeds, we are a reliable expert in the field, fully dedicated to the performance of our customers.



**Alltech® COPPENS**

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