

Weinrich's

finest chocolate since 1895

Sustainability Strategy of the Weinrich Chocolate Company and Influence of Regulations under the EU Green Deal

HNE Eberswalde

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27.3.2024

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www.weinrich-schokolade.de



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Agenda

- 09:30 – 10:00 → Introduction
- 10:00 – 10:20 → Ludwig Weinrich Chocolate Factory
- 10:20 – 10:40 → Sustainability Management
- 10:40 – 11:10 → Questions & Discussion
- 11:10 – 11:25 → Chocolate Break
- 11:25 – 11:45 → European Green Deal and resulting Regulations
- 11:45 – 12:30 → CSRD: Task Description and Group Formation
- 12:30 – 13:30 → Lunch Break
- 13:30 – 14:30 → Group Work
- 14:30 – 15:00 → Presentation of Results
- 15:00 – 15:30 → Closing: Questions, Discussion, Feedback



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Introduction



Caimito/Esmeraldas,
Ecuador

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Introduction



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Ludwig Weinrich Chocolate Factory

Ludwig Weinrich GmbH & Co.KG – The Chocolate Factory



Factory and Warehouse in Herford



Office building next to the factory

The Story of Chocolate

„The Food of the Gods“ (lat. *Theobroma cacao* L.)

- Region of origin South America
- First evidence of cocoa on pottery shards around 1150 BC
- Legend: God Quetzalcoatl (god of the wind) brought the sacred cocoa bean to earth and was thus reserved for the consumption of priests and warriors
- Means of payment for the Mayas and Aztecs
- First import of the cocoa bean to Europe by the Spanish conquistador Hernán Cortés in the 16th century
- Exclusivity for nobility and the Spanish royal court
- Distribution of cocoa as a tonic in pharmacies
- Distribution of the first 'real' eating chocolate by the English company J.S. Fry & Sons in 1847



Key Company Data



Divine
CO-OWNED BY COCOA FARMERS

80% shareholding
in Fairtrade brand
Divine

ecoFINIA
CLUB

50% shareholding
in EcoFinia GmbH



Share in the social
start-up fairafric

1895 4th
established in Herford generation

178.320.000
revenue in financial year 2023 / 24

23.107 50
tonnes of chocolate in export countries
2024

1.000.000
100g chocolate bars per day (equivalent)

360 employees from 30 nations



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Ludwig Weinrich Chocolate Factory

Company History



Portrait of the founder Ludwig Weinrich and his wife Luise Wessel



Women pack chocolates



Biscuit production in the 18 metre long chain oven



Machine Hall in 1925



Bomb attack on old production hall

Current Managing Director Cord Budde as a child model for Weinrich Schokolade



Company Site

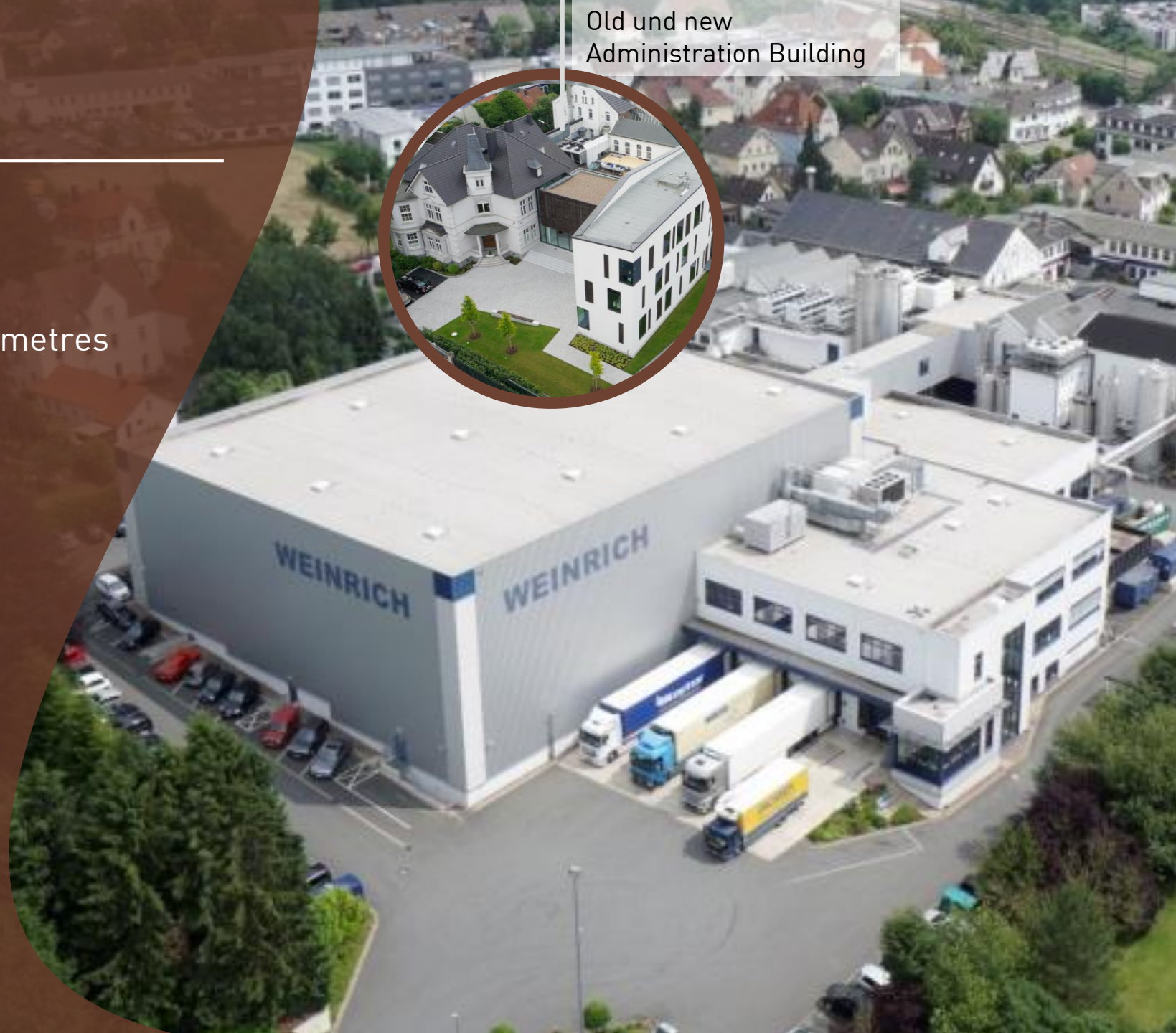
Production facility: 8,500 square metres

Six production lines

Two warehouses with a capacity
of 13,000 pallet spaces

Our advantage:
short communication channels

Old und new
Administration Building



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Factory

Combined Heat and Power Plant

Construction of an energy centre and introduction of an energy and environmental management system

Saving heat & electrical energy

Independent power generation

Heat recovery



B2B & B2C

Premium manufacturer of organic, Fairtrade and vegan chocolate

Export to 50 countries

Largest customers after Germany:
Belgium, Netherlands, France, Italy,
Spain



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Our House Brands

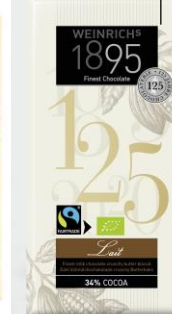
Vegan Product Line iChoc



House Brand
Weinrichs 1895



125 Jubilee Bar



Cooking and Baking
Chocolate



Organic Brand Vivani



Dark Product
Line Elysia



Fruit filled
Product Line
Porta



Fairtrade Brand Divine

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Sustainability Management



Vision

Our corporate vision forms the umbrella for our sustainability strategy.



We give pure indulgence with delightful chocolate, which we produce in harmony with nature and the environment.

We are a competent and future-oriented companion for our business partners, when it comes to developing sustainable products.

We live a corporate culture which is characterised by respectful cooperation, promotes personal and professional development, and encourages the health of all employees.

We bear a special responsibility for ensuring raw material producers, at the beginning of the supply chain, have better living and working conditions so that they share Weinrich's company purpose passionately and are highly motivated.

Scope of
action

Strategic
goals



SUPPLY CHAIN

Responsible procurement of raw materials and goods.

Social and Ecological Minimum Standards

We source our raw materials and semi-finished goods in accordance with defined social and ecological standards.

Packaging

We use packaging with the lowest possible negative environmental impact.

Relationships with Raw Material Suppliers

We work in partnership with suppliers to improve agricultural conditions of raw material producers.

Policy Advocacy

We take an active part in policy development processes in the chocolate industry.

Internal Procurement

We follow our purchasing standards for internal procurement when purchasing materials for the day-to-day office use at the company site.



TEAM

Responsible, competent and motivated employees.

Working Conditions

We feel appreciated and valued at our workplace.

Health

We ensure physical and mental well-being in workplaces for all employees.

Education and Training

We preserve and enhance existing expertise.



RESOURCES

Using resources efficiently and environmentally friendly.

Use of Raw Materials

We reduce food wastage.

Energy Sourcing and Consumption

We source more sustainable energy and increase energy efficiency.

Waste Generation

We reduce the amount of waste produced at the company's site and improve recycling.

Use of Natural Resources

We optimise the use of natural resources.



ENVIRONMENT

Preserving and maintaining ecosystems.

Greenhouse Gas Emissions

We reduce greenhouse gas emissions from our business operations.

Biodiversity

We increase biodiversity at the company site and in the supply chains.

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The Cocoa Tree

Habitat: Tropical regions with a warm and humid climate around the equator up to an altitude of around 600m

Height: 10 - 15m, on plantations 2 - 4m

Cocoa fruits are initially green and turn yellow, yellow-red and red-brown depending on the variety

Cocoa fruits grow directly on the trunk and are 15 - 25 cm long

Cocoa fruit contains 25 - 50 cocoa beans (60 beans per classic 100g milk chocolate)

Cocoa Supply Chain



Risks for Human Rights & Environment

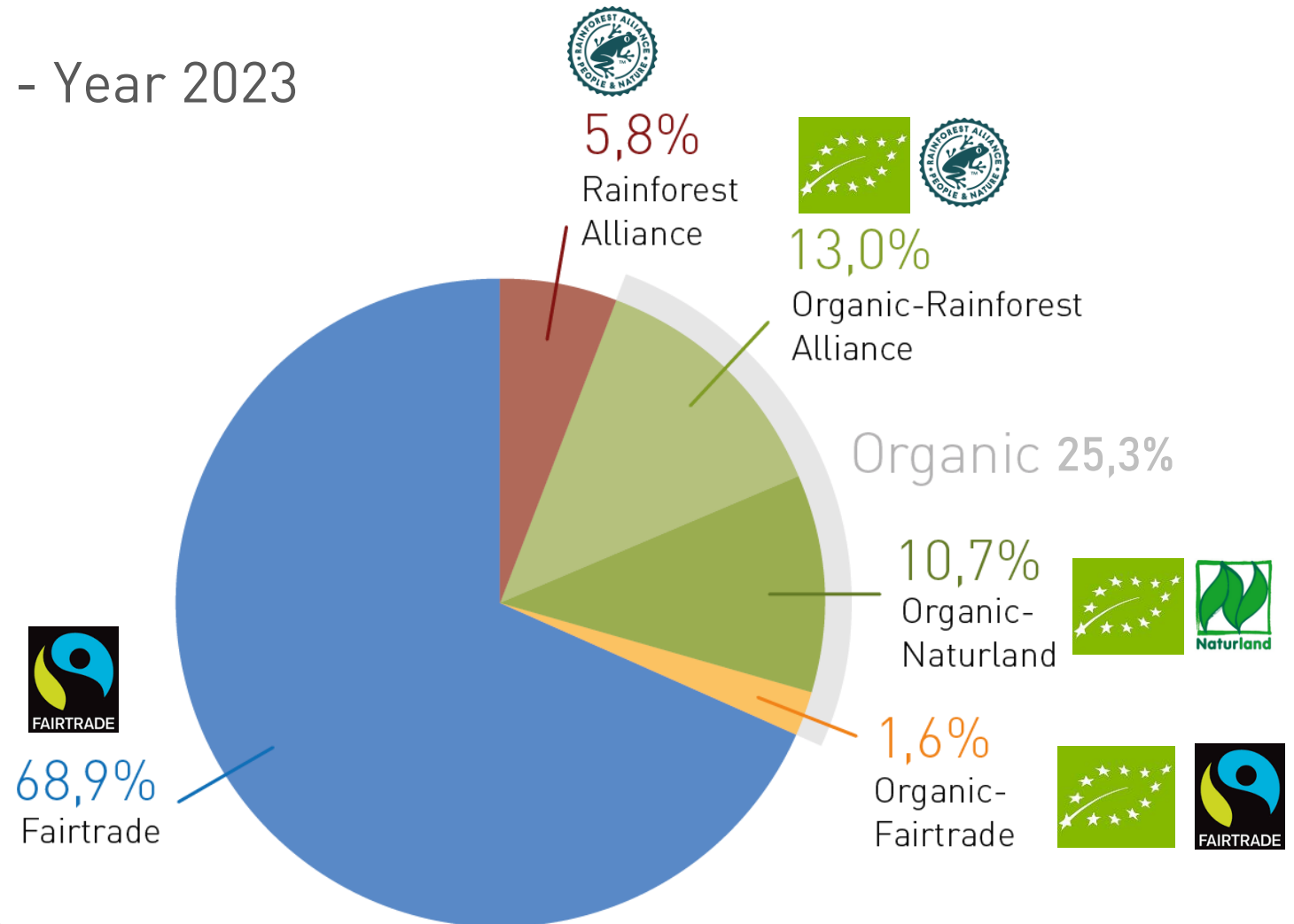
- Lack of Living Income
- Child labour
- Use of pesticides
- Deforestation

How does Weinrich adress these Risks?

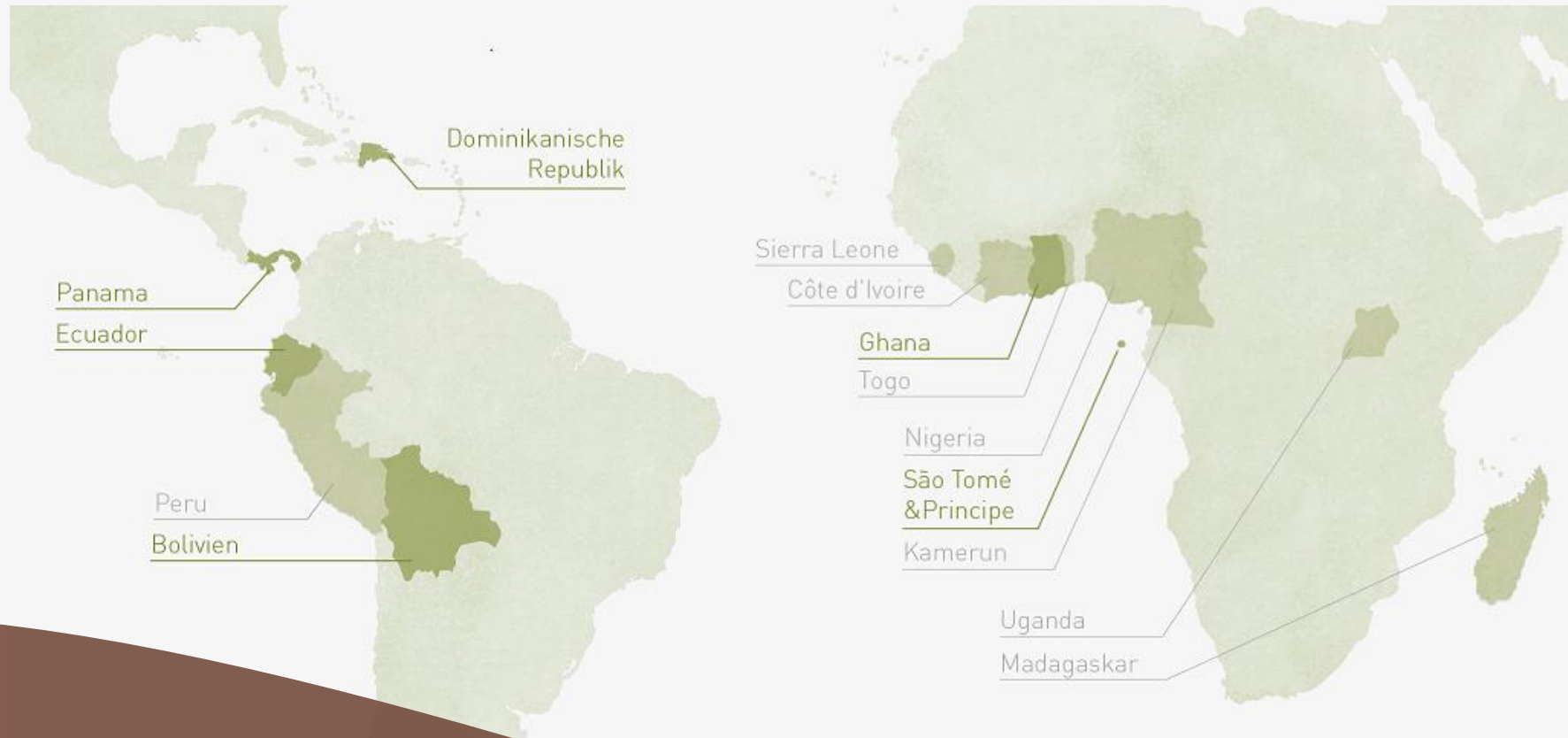
1. Certifications
2. Transparency
3. Projects
4. Human Rights Due Diligence



Transparent Supply Chain – Certifications of our Cocoa – Year 2023



Transparent Supply Chain - Origins of our Cocoa (2022)



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Sustainability Management



Our Raw Material Projects

Sustainable Organic Cocoa Project

Country: Dominican Republic, East

Duration: 2020 –2024

Participants: 200 Organic Cocoa Producers

Responsible: Foundation Fuparoca, Rizek, Weinrich, EcoFinia

Goals: Improved living conditions for farmers and their families and a transparent supply chain

1. Capacity Building (Good Agricultural Practices, Shade management, pest control, soil protection, financial management)
2. Productivity Increase (Renovation & Rehabilitation of farms)
3. Increase of Income (economic diversification and Premiums)
4. Biodiversity Increase (GEP, trees)
5. Access to clean drinking water



Our Raw Material Projects

Labour Rights

Country: Ghana

Responsible: Cocoa Cooperative Kuapa Kokoo, Weinrich, Divine

Duration: Pilot phase 2015, ongoing project since 2017

Goal: Establishment of regulated working arrangements between farm owners and farm workers (written contracts, sensitisation workshops in communities, formation of LR committees and trainings in conflict resolution)

Signed Contracts until Dec.2024: 3614 (means, 7228 farmers signed contracts with their tenants)

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Our Raw Material Projects

Adult Literacy

Country: Ghana

Duration: Pilot phase in 2014 and 2016, ongoing since 2019

Responsible: Cocoa cooperative Kuapa Kokoo, Non-Formal Education Division (NFED), Weinrich, Divine

Goal: Empowerment of cocoa producers (especially women) through literacy and basic numeracy skills

People reached until Dec.2024: 1638





Our Raw Material Projects



Human Rights Due Diligence

Setting measurable Goals & Working continuously on Compliance

Transparency: Communicating Goals and Status publicly

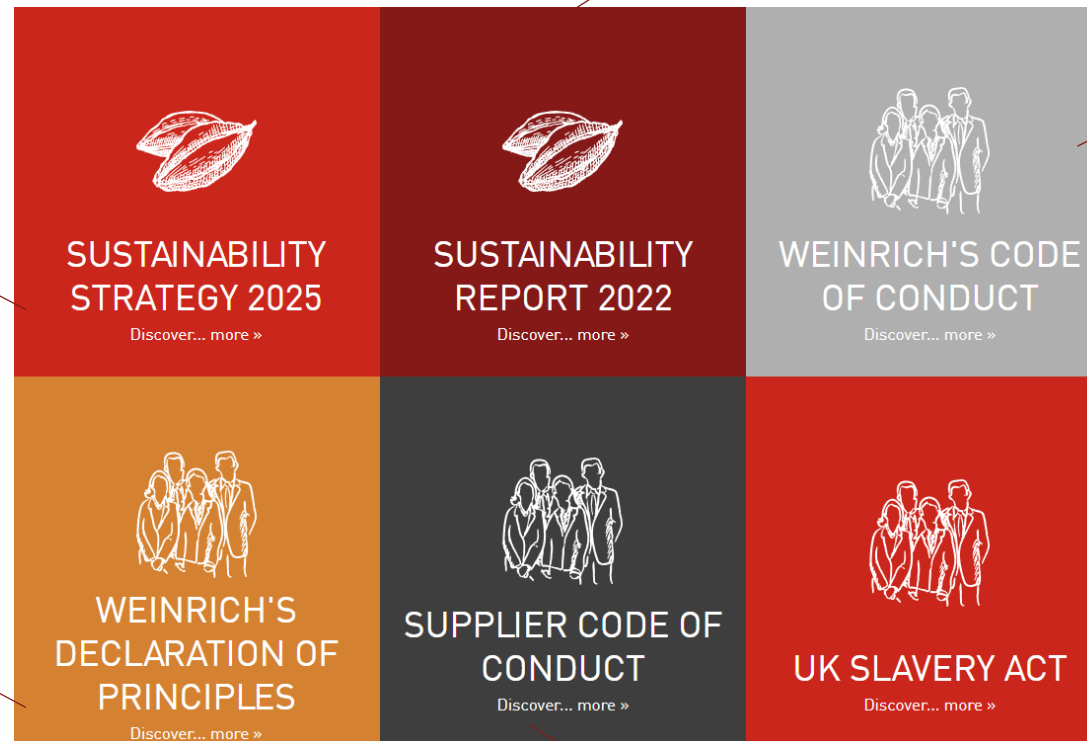
Compliance Management and Whistle Blowing System

Communication to Suppliers and Business Partners

Explanation of Risk Management regarding Modern Slavery and Human Trafficking

Furthermore: Full Compliance with EU-Deforestation Directive (EUDR) and Establishment of Compliance with Corporate Social Due Diligence Directive (CSDDD)

Purchasing Requirements & Signature of Suppliers



Sustainability Strategy 2025 For Example...



Packaging

- **Reduction** of packaging material volume
 - high potential and success in transport packaging; Challenges in end-consumer packaging due to combination of food safety requirements, appropriate material and machinery
- Use of mono-material/Use of **recyclable and biodegradable** packaging
 - Challenges in machinery and new EU-directives

Sustainability Strategy 2025 For Example...



Internal procurement

Internal procurement is performed solely in accordance with Weinrich's purchasing standards.

The aim behind Weinrich's new Internal Procurement Guidelines is to ensure that all day-to-day office supplies are purchased in the most socially and ecologically compatible way possible. The Guidelines set out five crucial purchasing criteria:

- Consideration of verified sustainability seals
- Regionality
- Durability and reparability
- Recycled or recyclable products (avoidance of composite materials)
- Avoidance of monopolistic online marketplaces; using alternative platforms

Sustainability Strategy 2025 For Example...



ENVIRONMENT

Preserving and maintaining ecosystems.

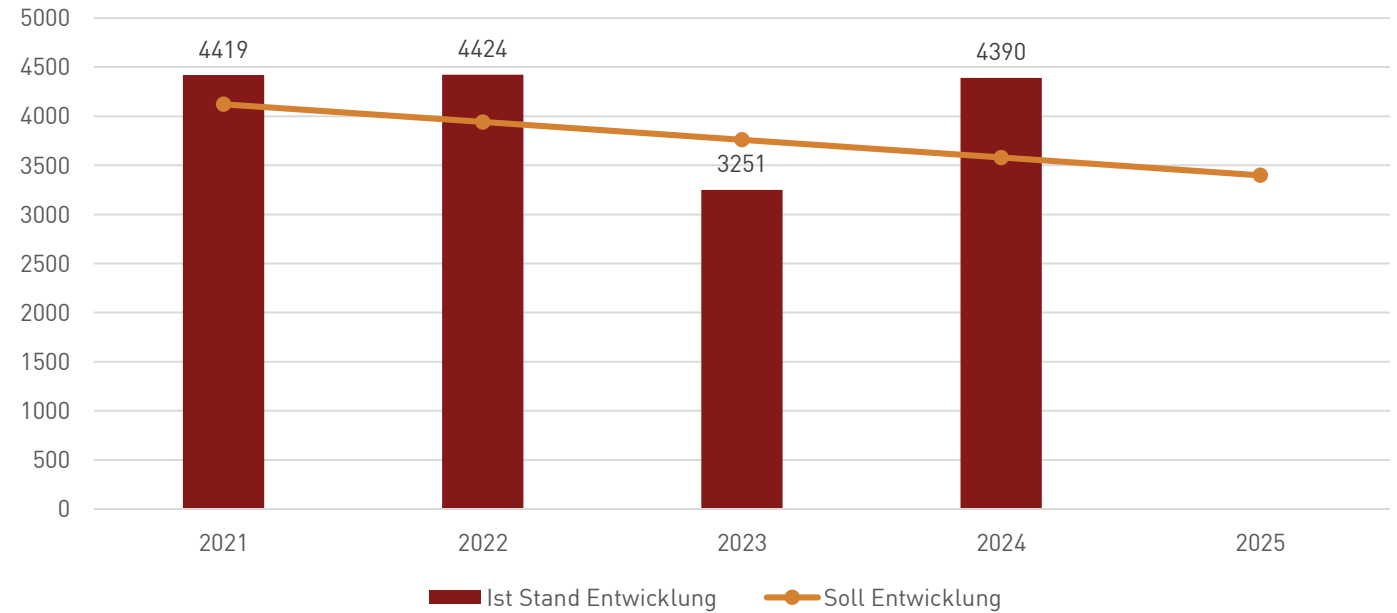
Greenhouse Gas Emissions

We reduce greenhouse gas emissions from our business operations.

Biodiversity

We increase biodiversity at the company site and in the supply chains.

CO2e Entwicklung Weinrich gesamt in t



Reasons for increase in 2024:

- The escape of technical gases from the refrigeration system
- Good results in 2023: combined heat and power plant was not working, that led us to buy more CO2-neutral electricity
- Biggest potential to reduce GHG emissions: repairing leaks of technical gases

Sustainability Strategy 2025 For Example...



ENVIRONMENT

Preserving and maintaining ecosystems.

Greenhouse Gas Emissions

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Questions & Discussion

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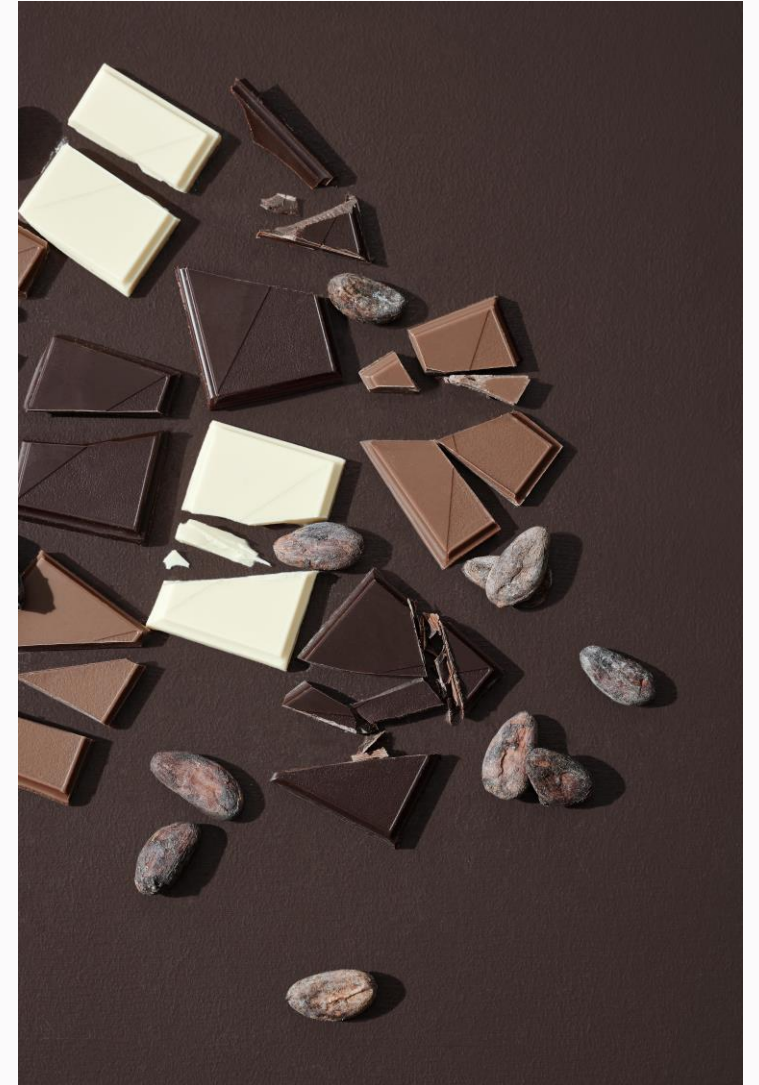


European Green Deal & Resulting Regulations

“The European Green Deal, approved in 2020, is a set of policy initiatives by the European Commission with the overarching aim of making the European Union (EU) climate neutral in 2050.

The plan is to review each existing law on its climate merits, and also introduce **new legislation on the circular economy, building renovation, biodiversity, farming and innovation.**”

(Wikipedia March 2025)



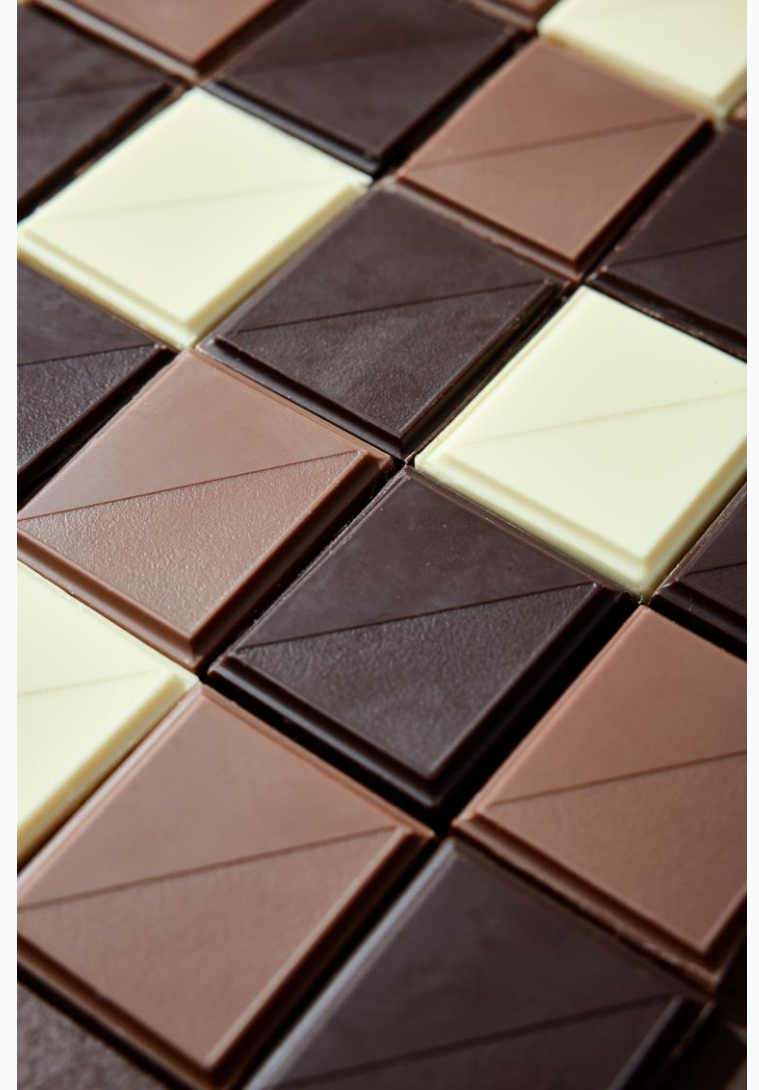
European Green Deal & Resulting Regulations

Berichtspflichtspflicht		Soziales	
EU Taxonomie	In Kraft RL 2022	Lieferkettensorgfaltspflichtengesetz	In Kraft RL 01/23
Corporate Sustainability Reporting	RL 01/23	Corporate Sustainability Due Diligence	RL 06/24
Umweltökologie		Kennzeichnungspflicht	
Deforestation and Forest Degradation	In Kraft VO 06/23	Green Claims	In Kraft VO 03/24
Single Used Plastic	RL 07/19	Sustainable Food Systems	VO 2025
Eco-Design	VO 05/24	Empowering Consumers for Green Transition	RL 03/24
Packaging & Packaging Waste	VO 10/24	Food Labelling	VO 2025
Food Waste	RL 2025	Animal Welfare	VO 2026
Right to Repair	RL 06/24		
Nature Restoration	VO 08/24		
		Umsetzung	In Vorbereitung
		Offen	
+ Regulation on Forced Labour Ban			



1. Supply Chain Act (Germany)

- The Act on Corporate Due Diligence Obligations in Supply Chains (Gesetz über die unternehmerischen Sorgfaltspflichten in Lieferketten) came into force on 1 January 2023. The law regulates the responsibility of German enterprises to respect human rights in global supply chains.
- Companies must....
 - Identify, assess, and prioritize the risks in their supply chains
 - Publish a policy statement and take measures to prevent or minimize violations of human rights and damages to the environment.
 - Establish channels for complaints from people in the supply chains and a regular documentation and reporting on supply chain management
- The law initially applies to companies with at least 3,000 employees starting in January 2023, and from 2024 to companies with at least 1,000 employees in Germany.

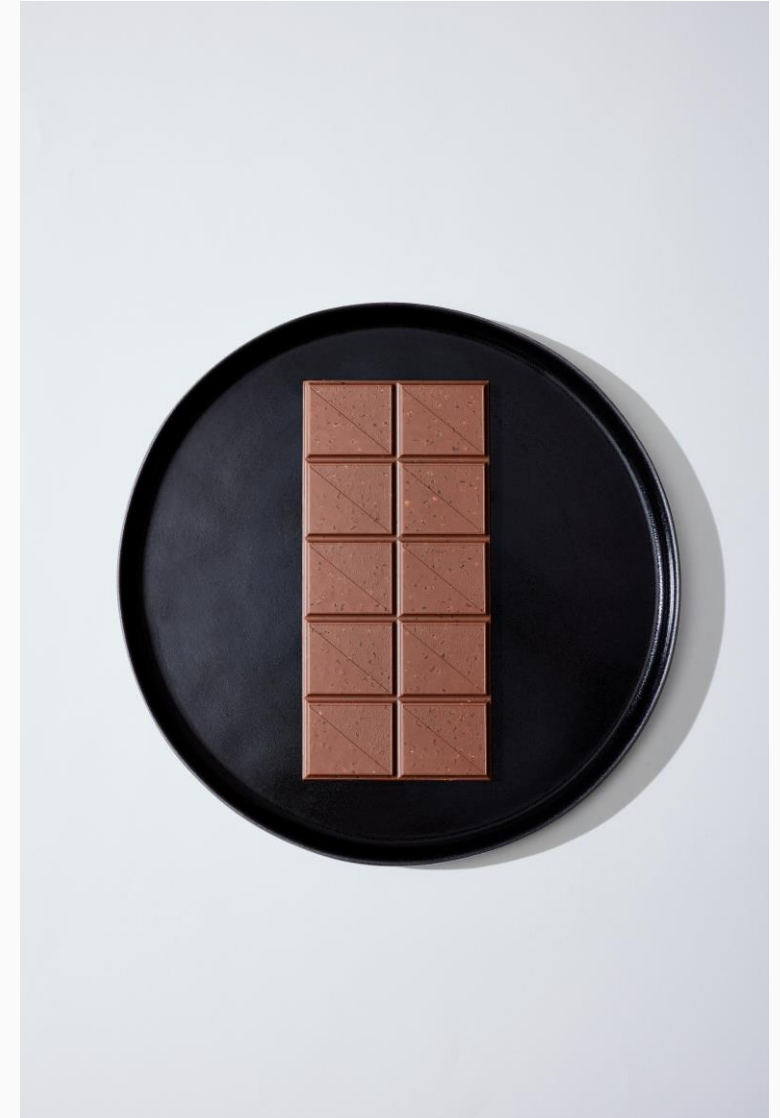


2. CSDDD (Corporate Sustainable Due Diligence Directive, EU)

- In year 2024, the Directive on corporate sustainability due diligence entered into force. The aim of this Directive is to foster sustainable and responsible corporate behaviour in companies' operations and across their global value chains. The new rules will ensure that companies in scope identify and address adverse human rights and environmental impacts of their actions inside and outside Europe.
- + Climate Strategy + Zivilrechtliche Haftung
- >1000 employees and >EUR 450 million turnover worldwide.

3. Regulation on Forced Labour Ban

- Parliament has given its final approval to a new regulation enabling the EU to prohibit the sale, import, and export of goods made using forced labour.
- Member state authorities and the European Commission will be able to investigate suspicious goods, supply chains, and manufacturers. If a product is deemed to have been made using forced labour, it will no longer be possible to sell it on the EU market (including online) and shipments will be intercepted at the EU's borders.



4. Deforestation and Forest Degradation Regulation (EUDR)

- Entered into force in **2023**
- The main driver of deforestation is the expansion of agricultural land linked to the production of commodities like cattle, wood, **cocoa**, soy, palm oil, coffee, rubber, and some of their derived products, such as leather, **chocolate**, tyres, or furniture.
- As a major economy and consumer of these commodities linked to deforestation and forest degradation, the EU is partly responsible for this problem and it wants to lead the way to solving it.
- Under the Regulation, any operator or trader who places these commodities on the EU market, or exports from it, must be able to **prove that the products do not originate from recently deforested land or have contributed to forest degradation.**

5. Single-Use Plastics Directive

- Goal: prevent and reduce the impact on the environment of certain plastic products and to promote a transition to a circular economy.
- number of different measures on single-use plastics products (market restrictions, consumption reductions, marking requirements, mandatory recycled content and separate collections and clean-up litter costs. Some of these measures apply to single-use plastic packaging, such as certain types of food and beverage containers.
- Effects on us: Register use of end consumer plastic packaging and fees



6. Packaging and Packaging Waste Regulation

- EU regulation that focuses on the entire life cycle of packaging of all materials: (prevention of) placing on the market, increasing the proportion of recycled materials, promoting reusability, design requirements and waste management.
- The regulation aims to minimize the negative impact of packaging on the environment. In order to reduce their ecological footprint, manufacturers and distributors of packaging in the member states of the EU are to be obliged to reduce their resource consumption and packaging waste and to promote the circular economy.
- The PPWR entered into force on **11 February 2025** and its general date of application is 18 months after that.

7. Green Claims Directive

- extensive regulations on the requirements for permissible environmental claims.
- The aim is to prevent greenwashing so that consumers can trust information about the environmental impact of products in future.
- The aim is to ensure that consumers in the EU consciously choose more sustainable products in future and thus actively contribute to environmental protection.
- In **March 2024**, the EU Parliament adopted the draft directive, which is now entering the trilogue phase. The Green Claims Directive is expected to **come into force in 2027**.



8. Empowering Consumers for the Green Transition

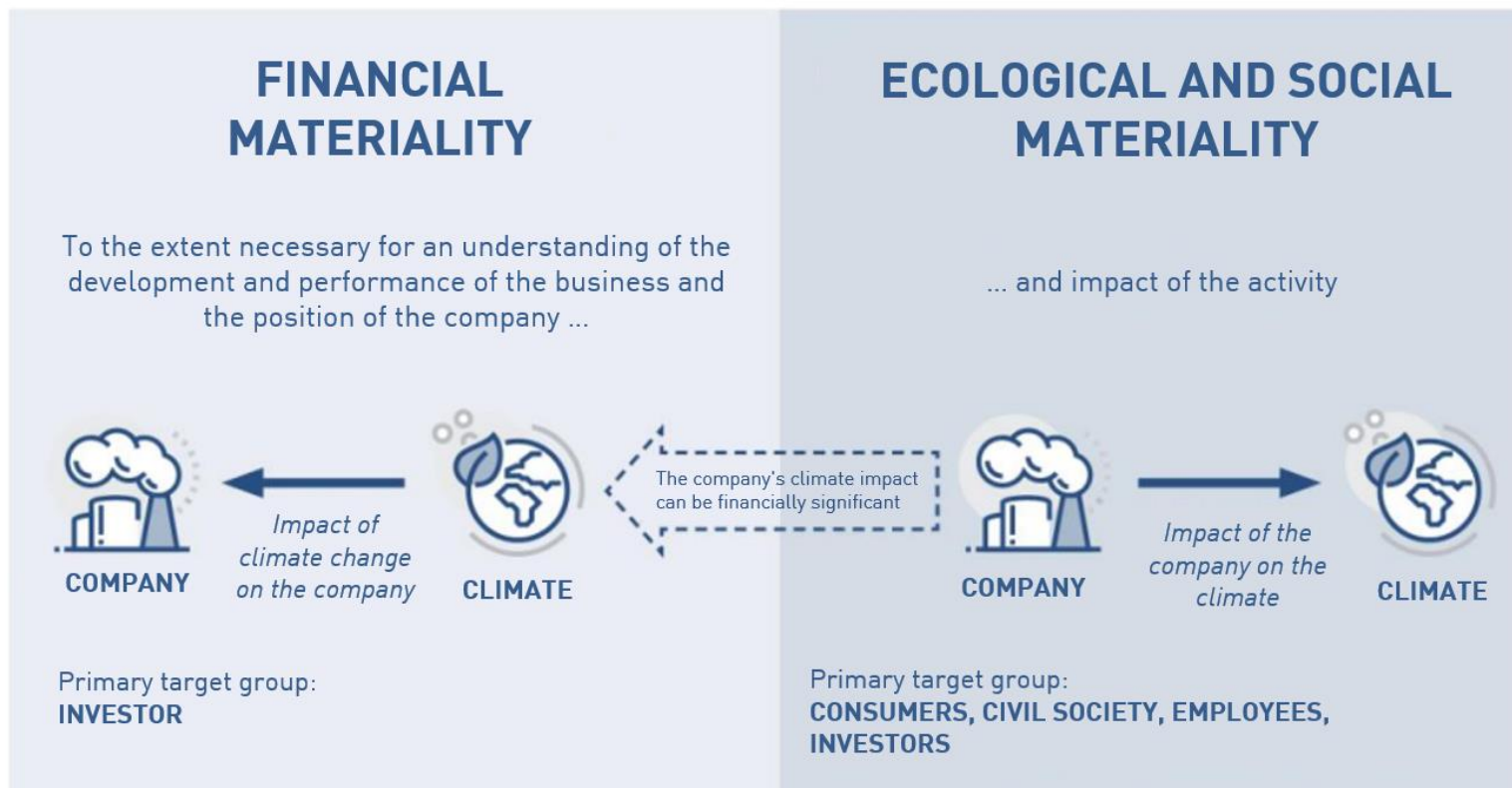
- Entered into force in **March 2024**.
- Before buying a product, consumers will receive better and more harmonised information on its durability and reparability. Consumers will also be better informed about their legal guarantee rights.
- Vague environmental claims will be forbidden: companies will no longer be able to declare that they are 'green' or 'environmentally friendly' if they cannot demonstrate that they are.
- Forbidden to display unreliable voluntary sustainability logos.
- Unfair commercial practices linked to early obsolescence will be prohibited, such as false claims about the sustainability of an asset.



9. Corporate Sustainability Reporting Directive (CSRD)

- EU law requires companies above a certain size to disclose information on what they see as the risks and opportunities arising from social and environmental issues, and on the impact of their activities on people and the environment.
- helps investors, civil society organizations, consumers and other stakeholders to evaluate the sustainability performance of companies, as part of the European Green Deal.
- The first companies subject to the CSRD have to apply the new rules for the first time in the 2024 financial year, for reports published in 2025.





ESRS Double Materiality Analysis

Cross-industry standards				Industry-specific and SME standards (from mid 2024)
Cross-Cutting Standards	Environment	Social	Corporate governance	
ESRS 1 Requirements	ESRS E1 Climate change	ESRS S1 Own employees	ESRS G1 Business Conduct	
ESRS 1 General Information	ESRS E2 Environmental pollution	ESRS S2 Employees in the supply chain		
	ESRS E3 Water- & marine resources	ESRS S3 Affected communities		
	ESRS E4 Biodiversity & ecosystems	ESRS S4 Consumer & end user		
	ESRS E4 Resources & circular economy			

CSRD: Task Description and Group Formation

- Build two groups: one group on social topics, one on environmental topics
 1. Chose the three, in your opinion, most relevant sub-topics and present why you chose them
 2. Test one sub-sub-topic and present afterwards either the results and/or present what you discussed most about or where you had challenges



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Lunch Break 12:30 -13:30



CSRD: Task Description and Group Formation

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 3. <https://preprod.osapiens.cloud/portal/loginForm.html?login=radeljic%40weinrich-schokolade.de>
 - Password: HNEEGCM2025!



Chose the three most relevant sub-topics and present why you chose them

▼  Umwelt

▼ E1 Climate Change

▼ E1.1 Climate change adaptation

☒ E1001 Physical climate risks, e.g. extreme weather events, sea level rise, temperature extremes etc.

☐ F1002 Opening new business fields due to climate-resilient business model and product portfolio supporting climate change adaption

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Thank
You.

