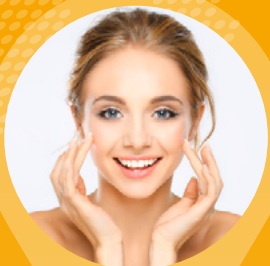


GELITA



# GELITA

SUSTAINABILITY REPORT 2019



## CONTENT

### 03 EDITORIAL

### 04 SUSTAINABILITY

Taking responsibility for people and the environment

### 06 GLOBAL PRESENCE

Our locations

### 07 INTERVIEW

"We are strongly committed to clean wastewater"

### 10 INNOVATIONS

Fit for the markets of the future

### 11 SUSTAINABLE CYCLE

From nature to nature

### 12 EFFICIENT PRODUCTION

State-of-the-art dryer

### 13 NEW TECHNOLOGY IN BRAZIL

Removing nitrogen anoxically

### 14 LOWER EMISSIONS IN STIDSVIG

Sludge remains in a closed system

### 15 TWO PROJECTS IN CHINA

Water treatment at a new level

### 16 NEW CONTROL SYSTEM

Significant reduction in solid waste

### 17 PROGRESS IN MANY WAYS

Environmental performance

### 18 SURVEYS AS A SUCCESS FACTOR

Promoting exchange and participation

### 19 EMPLOYEES

Headcount development

### 20 SOCIAL COMMITMENT

Support, help, donate



If you see this arrow on the following pages, please click it for more information.





## EDITORIAL

# Dear readers,

2019 was also a very successful year for GELITA. In particular, we succeeded in increasing production volumes while achieving measurable improvements in sustainability. The aim of this sustainability report is to inform you about these developments. It shows that we take responsibility for the environment, our employees, customers and suppliers very seriously. In the past year, we have increased in-house resources for sustainability and improved our global network collaboration. In addition, our GO-Best operational excellence program is helping to ensure sustainable production.

We faced particular challenges in 2019 with the outbreak of African swine fever (ASF) and with the completion of the clean-up work after the 2018 fire at our site in New Zealand. Following the devastating fire, we not only had to dispose raw materials and finished goods as well as operating and auxiliary materials, but were also forced to dismantle the majority of the production buildings. We took great care in carrying out these measures to avoid disturbing the surrounding residents and to cause as little inconvenience as possible. A new production plant for special gelatine is scheduled to come on stream in the first

half of 2020. This will enable us to preserve jobs at this site and build up a promising future.

GELITA's stated mission is "Improving quality of life". Every day we create innovative products from natural raw materials that improve health and wellbeing. Our innovations drive our growth. The best example is the world's first vegan gelling agent in sheet form, which enjoyed outstanding market acceptance in 2019. In the future, too, we aim to maintain a high level of innovation in the area of sustainability, particularly through our new "Biotechnology" initiative.

In the course of finalizing this sustainability report, it has become clear that the coronavirus will trigger an epidemic of global proportions with drastic consequences for society and the economy. Despite this additional challenge, we intend to stay on our successful path in 2020 and continue our progress towards ever more sustainable operations.

A handwritten signature in black ink, appearing to read 'Konert'.

Dr. Franz Josef Konert  
CEO GELITA AG

# Taking responsibility for people and the environment

In an era characterized by extreme ecological challenges, we strive daily to keep the environmental impact of our business activities as low as possible in order to leave a world worth living in for future generations. This includes significantly reducing our energy consumption and CO<sub>2</sub> emissions, using water resources responsibly, and avoiding unnecessary waste. As a globally active company, we develop solutions at all levels to meet our special responsibility.


## Innovative production processes

We see our investments in a modern technical infrastructure and the development of innovative production processes as essential steps towards making our production processes as environmentally friendly and safe as possible worldwide. Accordingly, after years of conversion and expansion, we inaugurated our plant in Pingyang (China) in 2019. This gelatine production facility is today the most modern in the industry in China, and in some areas also sets

standards within the whole company. We also successfully commissioned new, energy-efficient plant technology in Sweden, the USA and Germany last year. In addition, work on expanding our spray tower capacities is continuing with the goal of reducing energy consumption and the environmental impact of transportation.

## Verified sustainability

In light of the growing environmental awareness in society, certificates such as ISO 14001 and ISO 50001 are also becoming increasingly important to our customers. Nearly all GELITA locations worldwide are certified in accordance with ISO 14001. In addition, an energy management system complying with ISO 50001 has been introduced at all German locations. Furthermore, all our production facilities are certified according to ISO 9001 (quality management) and FSSC 22000 (food safety). Our plant in Memmingen has GMP+ certification (product safety for animal feed).



Michael Van Elsacker is a member of the GELITA AG Executive Board and is responsible for Operations as COO.





### **Commitment to animal welfare**

When it comes to sustainability, it is not only important how production is carried out, but also how the required raw materials are obtained. GELITA manufactures products from animal raw materials and is therefore committed to a sustainable meat industry. We have been active supporters of the "Initiative Tierwohl" in Germany since 2018, through which agriculture, the meat industry and food retailers commit to more animal-friendly meat production. We are also involved in this issue at European association level. Since, unlike the meat industry, we as processors of animal by-products cannot rely on the segmentation of the supply (e. g. in the form of premium products with particularly high animal welfare requirements), we seek to achieve further development of the legal requirements and thus to strengthen the acceptance of livestock farming.

### **Progress in work safety**

The safety and well-being of our employees is our highest priority. It is important to us to create a healthy, attractive working environment with diverse development opportunities. In 2019, we made particularly good advances in the area of work safety – for example, through incremental improvements in day-to-day work,

regular training courses, and increased safety awareness.


As a global player, we work together with people from a variety of cultures. Empathy and trust are therefore among our most important values. GELITA is committed to the standards of the International Labour Organization (ILO) and the Ethical Trading Initiative (ETI) Base Codes. All our sites are also registered with the SEDEX (Supplier Ethical Data Exchange) collaboration platform.

We place high demands on our suppliers and sales partners. These are summarized in a "Code of conduct". As a company committed to sustainability, compliance also plays an important role for us. This is why we are continuously enhancing our global compliance system. In 2019, we established a whistleblower system. Employees can use it to report serious violations of rules and laws confidentially and around the clock.

For us, sustainability means securing the future of people and our planet. As a part of the GELITA Group strategy, it is integrated into our work processes and is also crucial for the long-term success of our company.

GELITA has its roots and headquarters in Germany, but is active as a global company on every continent except Antarctica. With our more than 21 production sites and sales offices, we are represented in the world's most important markets.

2,584   
EMPLOYEES

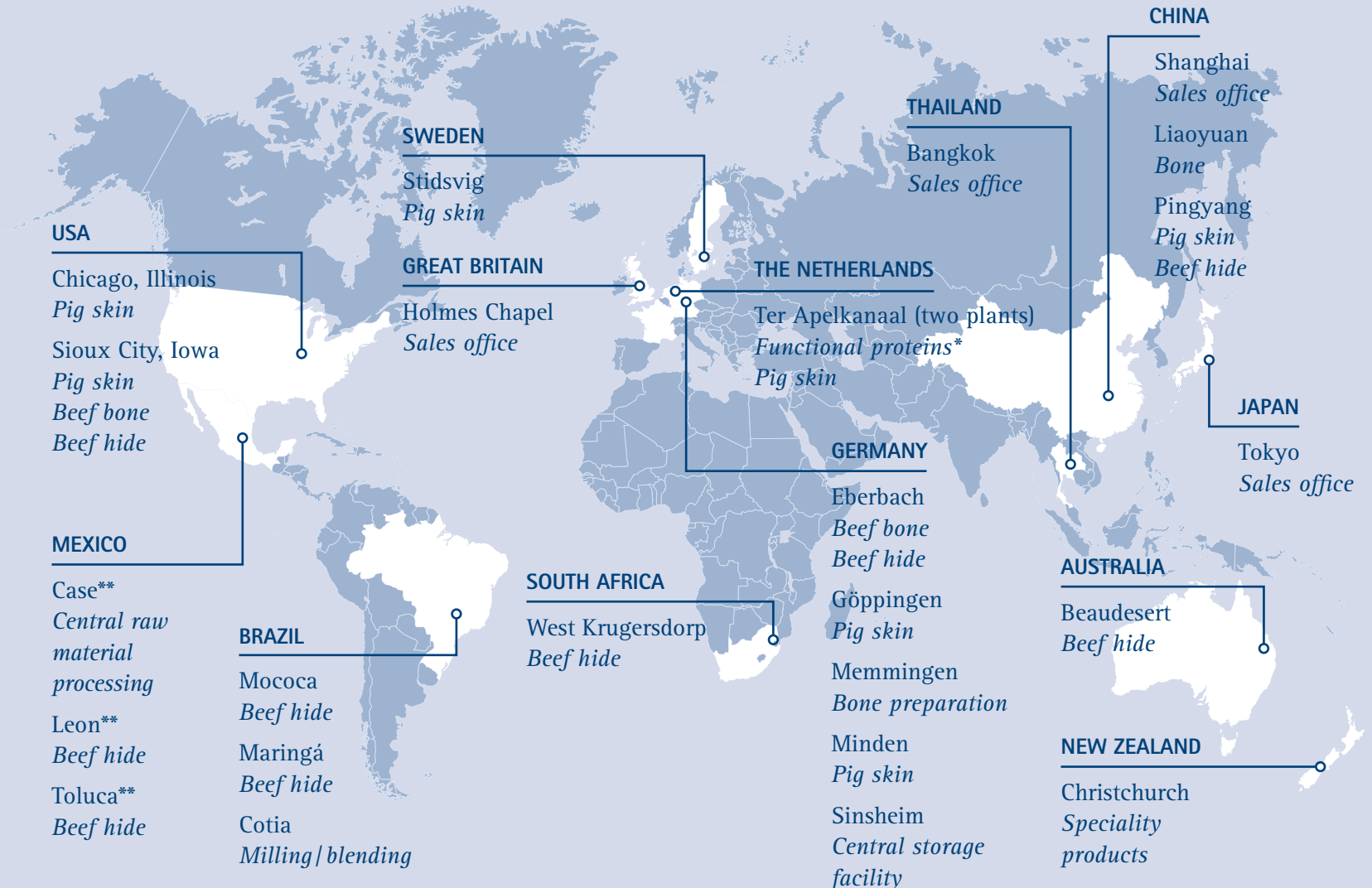
22%   
MARKET SHARE

749   
MILLION EUROS TURNOVER

36   
MILLION EUROS INVESTMENT  
IN OUR LOCATIONS

## GLOBAL PRESENCE

# Our locations



\* JV minority share, \*\* JV majority share



## INTERVIEW

# "We are strongly committed to clean wastewater"

Interview with Samuel Najafi, Global Coordinator of Environment, Energy and Corporate Social Responsibility, Jan Smet, Global Technology Advisor, and Andreas Spiegel, Head of Energy and Environment at the Eberbach headquarters

### What role do sustainability issues play for GELITA?

**Samuel Najafi:** The issue is of strategic importance for GELITA. Our goal is to reduce the ecological footprint of our production, for example by cutting water and energy consumption, CO<sub>2</sub> emissions and waste. The development of our environmental performance indicators shows that we are on the right track. However, our successes do not mean we are complacent but rather that we are working hard to achieve further improvements.

### Which topic is particularly in focus?

**Najafi:** One of the greatest global challenges is access to clean water. This is why we are strongly committed to clean wastewater and invest systematically in our effluent treatment

plants. The operation of such plants typically consumes a lot of energy. We are therefore proud that in Eberbach, for example, we have succeeded in improving both the quality and energy efficiency of the wastewater treatment process through the use of new technologies.

### What concrete steps have you taken in this respect?

**Andreas Spiegel:** We began with the installation of the flotation process for wastewater degreasing at the Eberbach plant in 2013, and subsequently completely overhauled the aeration of the biological purification system. Our aeration system now operates with finer bubbles and is therefore much more energy efficient. We have increased this effect even further with new, energy-saving compressors for generating





the pressurized air. As a result of these measures, we have not only been able to improve the performance of the wastewater treatment plant, but also reduce wastewater treatment energy consumption in absolute and relative terms, despite the continuous increase in production at the Eberbach plant.

**What projects are currently pending in the wastewater treatment plant?**

**Spiegel:** In 2020, the drainage technology for the gelatine lime sludge, which is a by-product of the wastewater treatment plant and used in agriculture, will be completely modernized. We are switching from liquid to solid recycling, which reduces the water content and thus the weight of the sludge. This enables us to reduce transport costs and consequently cut CO<sub>2</sub> emissions.

**How significant is wastewater treatment in GELITA's sustainability concept in Eberbach?**

**Spiegel:** We do our utmost to clean our wastewater so sustainably that we not only avoid harming the environment, but actually improve

it. Our goal is to make our treated wastewater as clean as it can possibly be. As a result, the water we discharge is sometimes even cleaner than the water we take from the environment.

**How do other GELITA locations benefit from this experience?**

**Najafi:** We plan to start with a Competence Center for Wastewater in the second quarter of 2020. It will serve to promote close international networking on this topic and the transfer of knowledge, technologies and standards relating to wastewater treatment. In addition, the Competence Center will act as a central contact point for all plants with regard to any wastewater-related questions and activities.

**What role does the global perspective play for GELITA in sustainability?**

**Jan Smet:** The global perspective is very important for GELITA. As an internationally active company, we have a corresponding responsibility with regard to environmental aspects. This is why the improvements that we achieve in



selected production facilities are gradually also being implemented at our international locations. For this purpose, we first audit the local situation, then successively analyze the necessary structures and finally define corrective measures to achieve improvements.

### How does GELITA ensure more sustainable water treatment across all sites?

**Smet:** One good example of this is the systematic division of our overall wastewater treatment process into individual sub-processes. This allows us to define best practices, progressively improve each of these sub-processes and implement them at our sites. In doing so, we always observe country-specific regulations. This process enables us to continuously optimize our wastewater treatment plants.

#### Samuel Najafi

has headed the Environment, Energy and Corporate Social Responsibility department at GELITA since 2019. In this role, he coordinates all the company's sustainability activities worldwide. The expert for biological processes in wastewater treatment also manages GELITA's central wastewater competence center.



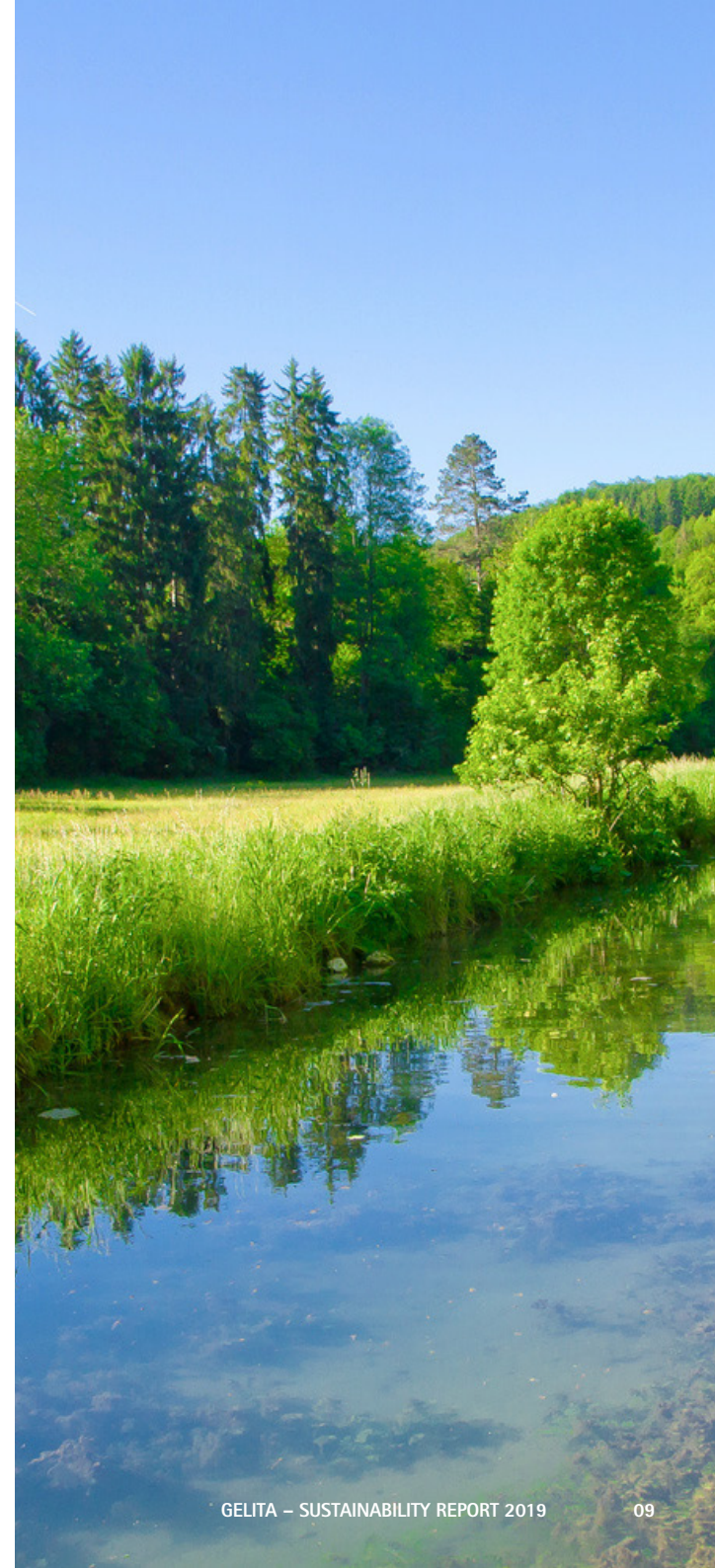
#### Jan Smet

is active as Global Technology Advisor at GELITA. He supports teams at the local level, among other things in the optimization of and investments in technical equipment. In this position he benefits from his decades of experience in the gelatine industry, including wastewater treatment.



#### Andreas Spiegel

is the Head of Energy and Environment at the GELITA plant in Eberbach. With the support of a team of some 20 people, the wastewater treatment plant expert is responsible, among other things, for water and effluent treatment, the external and internal power supply of the site as well as various large-scale and in-plant projects.





## OUR BUSINESS UNITS



### GELATINE

- Food
- Pharma
- Photo
- Technical



### COLLAGEN PEPTIDES

- Health & Nutrition
- Medical



### FAT, PROTEINS & MINERALS

- Food
- Pet Food
- Technical

## DRIVING INNOVATIONS

# Fit for the markets of the future

An ever-increasing number of people want to follow a vegetarian or vegan diet, and are partially or completely avoiding products of animal origin. To meet the needs of this group, we invest continuously in research and development and constantly evaluate new technologies and business models. The successes achieved last year confirm our innovation strategy, and the products we have recently developed make a valuable contribution to a vegan lifestyle.

### A vegan world first

GELITA was the first gelling agent manufacturer in the world to launch an alternative product in sheet form that contains no animal ingredients. The innovation is based on the plant-based gelling agent agar, which was previously only available as a powder or as a mixture with other gelling agents. Using a new process, GELITA succeeded in producing agar in a standardized sheet form similar to leaf gelatine. This format has many advantages in food preparation because, among other things, it simplifies dosing in recipes. Moreover, classic leaf gelatine can sometimes reach its limits when it is used in warm or hot regions. The advantage that gelatine melts at body temperature can become a disadvantage in

hot regions. Food prepared there must be eaten quickly. Agar has a higher melting point, so food remains stable for longer even when it is hot.

### Biotechnologically produced collagen

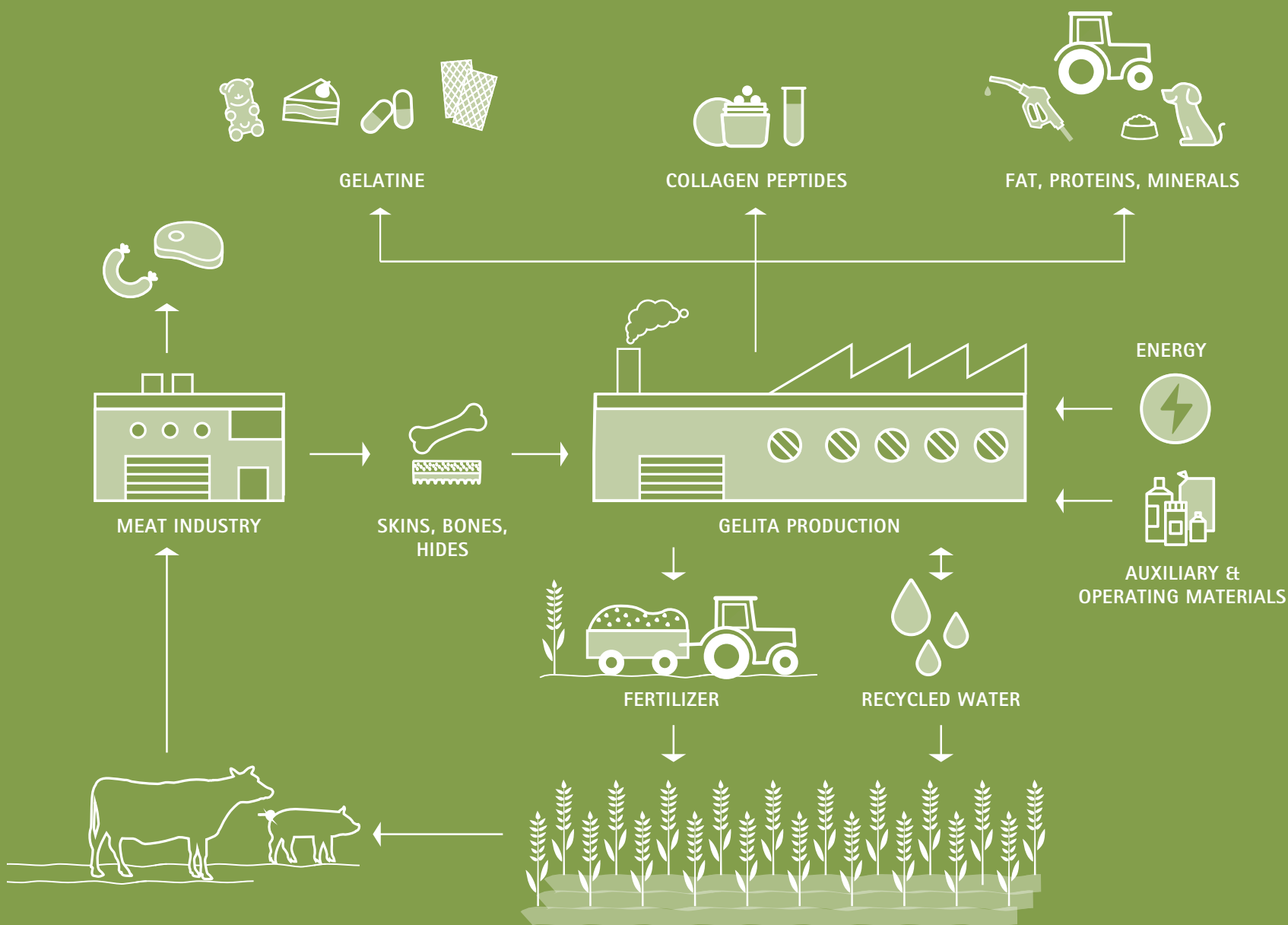
Among other things, collagen proteins promote taut skin, strong muscles and healthy joints. GELITA collagen peptides, used as ingredients in nutritional supplements and ready-to-drink beverages or as end products, are enjoying double-digit growth worldwide. In order to be able to offer animal-free collagen in the future, GELITA and the bio-design start-up Geltor signed a letter of intent to develop, produce and market the first edible, biotechnologically produced collagen proteins. Expanding its portfolio will consolidate GELITA's position as industry leader and meet market demand. The marketing launch is planned for the end of 2020.



Learn more about  
GELITA innovations  
in our picture gallery.



# From nature to nature



Gelatine, collagen and collagen peptides are natural products. In order to produce our natural, high-quality products, we need healthy animals, clean air, clear water and unpolluted flora. GELITA produces new products from by-products of the meat industry, which are in turn further processed by our customers. Our modern manufacturing processes make it possible to almost entirely recycle the raw materials used. In the interests of sustainable recycling management, we are constantly on the lookout for new applications for our by-products. The minerals produced in gelatine production, for example, serve as phosphate suppliers for fertilizers. These can then be used to grow animal feed.



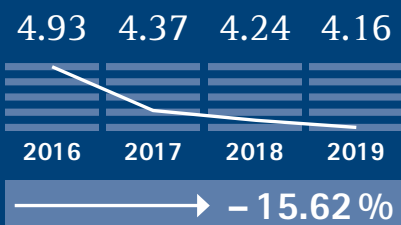
Move your mouse over the graphic for more information.



## ENERGY CONSUMPTION

Making our use of energy ever more efficient and reducing unnecessary energy consumption – these are two crucial factors on the path to sustainable production. GELITA pursues this objective throughout all its processes and succeeded in reducing the energy required to manufacture one ton of product by an average of over 15 % between 2016 and 2019.

ENERGY (MWh per ton of product)



## EFFICIENT PRODUCTION

# State-of-the-art dryer

An ultra-modern belt dryer for gelatine has been in operation at GELITA's Göppingen plant since 2019, representing the state of the art in terms of hygiene and efficiency. At over 37 meters, it is almost as long as a handball court, but just under five meters wide and up to over five meters high. Its stainless steel conveyor belt is over 70 meters in length and the air intake can reach up to 100,000 cubic meters per hour.

### Efficiency and stainless steel

The drying process will also in future be based on the supply of dried air. The new conveyor belt consists of perforated plates arranged in a row. In contrast to the previous model, the twelve new fans are all frequency controlled. In combination with more heavily insulated walls, this makes the dryer significantly more energy efficient. The new unit requires about 3 % less electrical energy and 3 % less gas for the generation of steam, with correspondingly lower emissions. To comply with hygiene requirements, the new dryer is made entirely of stainless steel and can be wet cleaned.

### Improved operation

Thanks to the new belt dryer, the long-term production volume in Göppingen is secured at a high level. In addition, it will be possible to control the operation of the dryer more precisely, and work and operational safety are improved. The newly installed metal detection system has made production even more reliable.



- ▶ Production volume secured
- ▶ Energy savings despite better performance
- ▶ Increased operational reliability

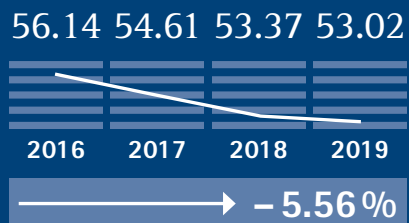




## WATER MANAGEMENT

Clean drinking water is a precious commodity. Responsible companies like GELITA treat the resource with great care and accept their responsibility, for example by implementing specific recycling processes and an efficient wastewater treatment system. Between 2016 and 2019, GELITA reduced the amount of fresh water used per kilogram of manufactured product by over 5 %.

FRESH WATER INPUT (l per kg product)



## NEW TECHNOLOGY IN BRAZIL

# Removing nitrogen anoxically

At the Maringá site in Brazil, GELITA is using a new technology for wastewater treatment. In future, biological nitrogen removal will be performed with the Anammox process. Anammox stands for anaerobic ammonium oxidation and requires reduced amounts of oxygen, which makes the process considerably more energy efficient.

### One-step process

The Anammox wastewater reactor has a volume of 2,000 cubic meters. All the partial reactions of the Anammox process take place in it simultaneously. This method requires considerably less energy than the traditional process. The Anammox reactor contains granular biomass with microorganisms. When the purified wastewater leaves the reactor, it passes through a biomass retention system. This separates the granular biomass while retaining the biomass required for the reaction in the reactor. The high biomass content produces high conversion rates, thus allowing a small reactor volume. In addition, 90 % less sludge is produced in comparison to conventional technology.

### Favorable climate

The warm, temperate climate at the Maringá site with annual average temperatures of almost 18 °C has a positive effect on the micro-organism's performance and is a prerequisite for the plant's efficient operation. The Anammox reactor reduces energy requirements by 60 % compared to conventional plants.



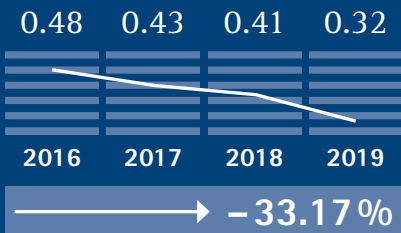
- ▶ Innovative wastewater treatment
- ▶ High energy savings
- ▶ Greatly reduced sludge production



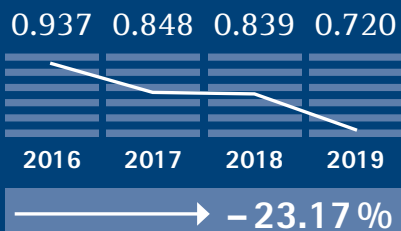
## AIR EMISSIONS

In 2019 GELITA succeeded in reducing its air emissions even more than in previous years. Between 2016 and 2019, the company reduced carbon monoxide (CO) emissions by 33 % and nitrogen oxide (NO<sub>x</sub>) emissions by 23 % per ton of manufactured product.

CO (kg per ton of product)



NO<sub>x</sub> (kg per ton of product)



## LOWER EMISSIONS IN STIDSVIG

# Sludge remains in a closed system

GELITA's site in Stidsvig, Sweden, has significantly improved its handling of sludge in the wastewater treatment plant. The aim of the project was to reduce the unpleasant odors caused by air emissions in particular. As a first step, manholes were sealed. In addition, the building was extended to enable the entire process to be carried out inside instead of outside in future. Furthermore, a new pump was installed to drain the grease pit.

### Straight to the truck

At the heart of the innovative solution is a newly installed pump station for sludge treatment, which pumps the sludge directly to the truck. In addition, the plant now blows air back into the tanks in a closed system rather than discharging 15,000 cubic meters of exhaust air per hour to the outside.

### Emissions approaching zero

As a result of the new installation, hydrogen sulfide emissions have been reduced by 80–100 %. In addition, emissions of volatile organic compounds (VOCs) have been cut by 50 %.



- ▶ Sludge treatment within the building
- ▶ Transfer by pump to the truck
- ▶ 80 % lower hydrogen sulfide emissions

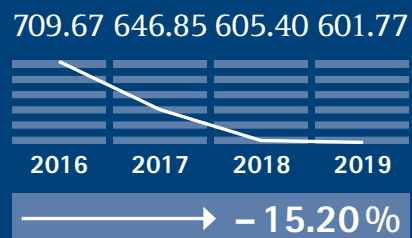




## CO<sub>2</sub> EMISSIONS

Reducing carbon dioxide (CO<sub>2</sub>) emissions, which are released when fossil fuels are burned, is a decisive factor in climate protection. As well as switching to energy from renewable sources, it is also important to increase the efficiency of energy use and achieve savings. With this approach, GELITA succeeded in reducing CO<sub>2</sub> emissions per ton of product by more than 15% between 2016 and 2019.

CO<sub>2</sub> EMISSIONS (kg per t product)



## TWO PROJECTS IN CHINA

# Water treatment at a new level

GELITA's Liaoyuan site in China is modernizing its wastewater treatment plant to meet higher standards. The aim is to meet the stricter limit values of national level II for wastewater. This measure will improve the water quality of the Dongliao River.

The most important part of the project is the construction of a 5,000 cubic meter anoxic-oxic (AO) system for biological wastewater treatment. The facility is also building a new settling tank with a volume of 1,000 cubic meters. The existing discharge specification complies with national standard III; due to the modernization the quality of the discharge water will reach national standard II.

### Recycling with success

In 2019, the GELITA site in Pingyang achieved significant savings in fresh water with a successful recycling project, and at the same time reduced the burden on the plant's wastewater treatment plant. In a reorganized process, the washing water is reused several times. The consumption of fresh water was reduced by 16,800 cubic meter in the second half of 2019.



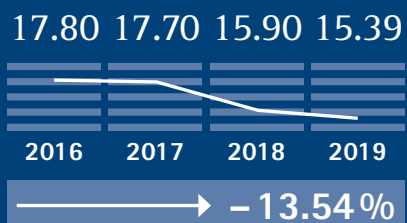
- ▶ Modern wastewater treatment
- ▶ Strict limit values achieved
- ▶ New processes implemented



## WASTE MANAGEMENT

Many natural resources are finite – without extensive protection, access to raw materials and production are at risk. The economical and expedient use of raw and source materials is therefore essential for sustainable work. Between 2016 and 2019, GELITA succeeded in reducing the amount of waste in relation to production by over 13 %.

WASTE (kg per ton produced)



## NEW CONTROL SYSTEM

# Significant reduction in solid waste

GELITA Chicago has upgraded its chemical system in the production area of fats, proteins and minerals. The aim of the project is to greatly reduce the quantity of solid waste. This reduction is to be achieved by dispensing with lime additives in wastewater treatment and using a lye system instead. This technology prevents the flocculation of solids and the initial turbidity in the wastewater. The improved quality of the outgoing water reduces the effort required for further purification in the downstream municipal wastewater treatment plant.

### Four dosing pumps

The wastewater treatment process modernization concerns the control system for the addition of chemicals. Four small dosing pumps were added here, which improves the control precision during low load periods. In addition, one of the two polymers was replaced by a more effective cationic polymer as a flocculant.

### Lime eliminated in the process

These changes make it possible to completely dispense with the addition of lime to the wastewater system. As a consequence, about 25 tons of lime per month are saved. The amount of solid waste generated is cut by about 50 %, resulting in some 600 tons less solid waste per year and lower disposal costs.



- ▶ Lye system instead of lime addition
- ▶ 600 tons less solid waste
- ▶ Municipal wastewater treatment plant relieved



# Environmental performance

KEY PERFORMANCE INDICATOR	2016	2017	2018	2019	2019 vs. 2016 in %
Energy input (MWh/t product)	4.93	4.37	4.24	4.16	– 15.62 ▼
Fresh water input (l/kg product)*	56.14	54.61	53.37	53.02	– 5.56 ▼
Waste water treated (l/kg product)**	51.84	50.12	49.33	51.14	– 1.35 ▼
Water balance (l/t product)	4.30	4.49	4.04	1.88	– 56.28 ▼
Waste for disposal (kg/t product)	17.80	17.70	15.90	15.39	– 13.54 ▼
Hazardous waste (kg/t product)***	0.39	0.21	0.26	0.28	– 28.21 ▼
Air emissions (kg/t product)****					
CO <sub>2</sub>	709.67	646.85	605.40	601.77	– 15.20 ▼
SO <sub>2</sub>	0.95	0.84	1.04	0.98	3.12 ▲
NO <sub>x</sub>	0.937	0.848	0.839	0.720	– 23.17 ▼
CO	0.48	0.43	0.41	0.32	– 33.17 ▼
CH <sub>4</sub>	0.031	0.029	0.029	0.030	– 2.87 ▼
N <sub>2</sub> O	0.0104	0.0078	0.0065	0.0079	– 23.80 ▼
Total production (t)*****	273,440	335,880	345,685	354,823	29.76 ▲

\* This value does not include rainwater.

\*\* Due to intensified efforts to continuously improve our wastewater treatments, the amount of treated wastewater increased.

\*\*\* The finalization of the cleanup in 2019 of the plant in New Zealand after the fire in 2018 led to slightly higher hazardous waste compared to the prior year.

\*\*\*\* The emission values are based on the GRI scope 1 standard. The values stated do not include emissions generated by biogenic energy sources (e.g. biogas, wood). The values for SO<sub>2</sub>, NO<sub>x</sub>, CO, CH<sub>4</sub>, and N<sub>2</sub>O were calculated using emission factors of the German Federal Environment Agency (UBA), in particular the Pro-Bas database. As a result of a slight increase in coal usage in Pingyang, the level of SO<sub>2</sub> increased.

\*\*\*\*\* Not all plants were reported in 2016 and 2017.

We use meaningful key figures to continuously measure our sustainable production performance. They not only document the progress made, but also help us to identify opportunities for improvement and derive suitable measures. Since 2018, the environmental performance indicators have taken all our plants and total production volumes into account. They are consolidated annually throughout the Group and evaluated centrally.

## Strengthening positive development

In 2019, with an increase in production volume, we achieved a positive development in terms of sustainability for all values related to a specific production volume. Energy consumption and CO<sub>2</sub> emissions fell. We also succeeded in cutting other air emissions, in some cases significantly. The key figures also confirm our reductions in water consumption and wastewater volumes as

well as in waste volumes. The development over the documented period testifies to the success of our measures. Investments in modern, energy-efficient plants, environmentally optimized processes, an increased awareness of sustainable practices throughout the Group and a continuous exchange within the company and with external influence groups will further reinforce this positive development in many areas.



## EMPLOYEES

The health of all employees is a top priority for GELITA. To ensure this, we continuously optimize our work and production processes. Reducing the number and severity of work-related accidents remains our top priority.

**INJURY RATE** (work-related accidents per million working hours)

9.99 11.43 8.94 6.67



→ -33.23 %

**SEVERITY RATE**

21.35 13.78 20.47 21.57



→ +1.03 %

## SURVEYS AS A SUCCESS FACTOR

# Promoting exchange and participation

Values such as Trust, Courage, Commitment and Care characterize our corporate culture. They form the basis for our dealings with one another and are the yardstick for our actions. Our values and our management model enable us to accommodate individual and cultural differences while at the same time living a common culture across all locations.

### Further developing our corporate culture

The task of GELITA's cultural team is to continuously develop the corporate culture at the company. The team focuses on the needs of the roughly 2,500 employees and translates our values into everyday work and processes. A survey launched in 2019 is intended to provide information about the current culture. Its results will yield corresponding measures, which we will regularly review.

### Involving employees in finding solutions

In 2019, GELITA surveyed employees throughout the company for the third time already. The results confirm: Overall employee satisfaction is high. Most staff members are proud of their company and demonstrate this through a great willingness to perform. We are proud of this high level of employee satisfaction, and use the survey results to identify potential for improvement at the same time. Concrete fields of action are defined on the basis of the feedback. In a series of workshops, the employees devised measures for their respective departments. The implementation will be completed by the end of 2020.



- ▶ Surveys help initiate change processes
- ▶ Corporate culture as a continuous process
- ▶ High overall employee satisfaction





## EMPLOYEES

In 2019, GELITA had an average of 2,526 employees worldwide. As of December 31, 2019, there were 2,584 employees.\*

The main reasons for the increase compared to the previous year are a higher number of new employees in the head office and a corresponding increase in expertise, for example in biotechnology. The new collagen peptide production facility in Sioux City, USA, and the commissioning of the functional protein production facility in Stidsvig, Sweden, also led to new hires.

\* The average headcount represents the average number of employees (excluding trainees) in the period from 1 January to 31 December 2019. The reporting date headcount states the number of employees on 31 December 2019.

## EMPLOYEES

# Headcount development

	2016	2017	2018	2019
<b>AVERAGE HEADCOUNT</b>	2,141**	2,497	2,492	2,526
Europe	1,038	1,048	1,062	1,085
Brazil	352	352	352	343
North America	544	556	564	580
Oceania & Africa	207	211	177	180
China	–	330	337	339
<b>EMPLOYEES ON THIRD-PARTY CONTRACTS</b>	40	69	63	64
Europe	26	33	33	40
Brazil	13	4	8	11
North America	0	0	17	6
Oceania & Africa	1	6	6	7
China	–	26	0	0
<b>TOTAL NUMBER OF NEW HIRES</b>				
Europe	81	51	75	69
Brazil	47	21	39	43
North America	43	63	55	55
Oceania & Africa	22	26	25	29
China	–	72	42	25
<b>NEW EMPLOYEE HIRE RATE</b>				
Europe	7.8 %	4.9 %	7.1 %	6.4 %
Brazil	13.4 %	6.0 %	11.1 %	12.5 %
North America	7.9 %	11.3 %	9.8 %	9.5 %
Oceania & Africa	10.6 %	12.3 %	14.1 %	16.1 %
China	–	21.8 %	12.5 %	7.4 %
<b>TOTAL NUMBER OF EMPLOYEES LEAVING</b>				
Europe	44	44	43	52
Brazil	14	26	39	40
North America	51	57	46	55
Oceania & Africa	18	34	55	25
China	–	83	46	46
<b>TURNOVER RATE</b>				
Europe	4.2 %	4.2 %	4.0 %	4.8 %
Brazil	4.0 %	7.4 %	11.1 %	11.7 %
North America	9.4 %	10.3 %	8.2 %	9.5 %
Oceania & Africa	8.7 %	16.1 %	31.1 %	13.9 %
China	–	25.2 %	13.6 %	13.6 %

\*\* In 2016 China was not included.

## SOCIAL COMMITMENT

# Support, help, donate

Our social commitment reflects our company's values. For us, "Care" also means supporting people and ensuring their well-being wherever we are active economically. We provide neighborhood assistance as required in the immediate vicinity of our sites. We assist people in their everyday lives or in emergencies with cash and product donations, and support selected institutions. GELITA teams on all continents are involved in projects to promote social cooperation and are quickly on the spot when the local situation demands it. In addition, GELITA is also involved in the education of young people and is active as a sponsor in recreational and professional sports. The focus here is on children's and youth sports. In 2019, GELITA supported more than 100 projects and initiatives world-wide. We have supported many of them for several years already.

### For children's health

Reducing child and youth mortality is the goal of the Brazilian research institute Pelé Pequeno Príncipe. Thanks to numerous studies, the institute has been able to make a significant contribution to understanding childhood diseases and their treatment. GELITA in Brazil provided financial support for the institute's work.



### Christmas without hunger

A richly laid table at Christmas – in many places in the world this cannot be taken for granted. Which is why GELITA employees in all three Brazilian plants donated food to social institutions in their neighborhood before Christmas. A total of 1,149 kilograms of food was provided for a Christmas without hunger.







## Trail running for all

The GELITA Trail Marathon is considered to be one of the most attractive and challenging marathons in Germany because of its breathtaking scenery and demanding route. Since the first event in 2013, more than 5,000 runners have taken part. In October 2019, the seventh race inspired professional and amateur athletes with a new 50-kilometer classification. But the GELITA Trail Marathon Heidelberg is not only aimed at trail aces. With team events and shorter distances, runners can gain their first experience in trail running. Thanks to the sports-related accompanying program, spectators also get active and have the opportunity to share the excitement with the athletes in a live stream.



## Donation for the New Year

On the occasion of the Chinese New Year, the Pingyang plant provided financial support to old and sick people living in the vicinity of the plant. Managing Director Shuliang Shi personally visited ten households and handed over the donations.



## Promoting women in sport

Sports like football and rugby have become an integral part of Australians' everyday life. Girls and women are also successful in such team sports. The success of the U17 girls team of the Jimboomba Redbacks Australian Football League and the women's team of the Beaudesert Kingfishers Rugby League Club was also given a boost in 2019 by the sponsorship of GELITA Australia.

## "Siouxlanders" collect garbage

A team of employees from the Sioux City plant volunteered their support for a clean city as part of the annual Earth Week. At the so-called "Sioux City Litter Dash", more than 1,000 local citizens collected over a ton of trash in just one afternoon.







## Football cup for the professionals of tomorrow

The GELITA U12 Cup is the place to experience top-class youth football and a real passion for the game. The indoor competition is one of the most popular youth tournaments in Germany. In 2019, youth teams from the major German Bundesliga clubs met for the third time – including prominent names like FC Bayern Munich and TSG 1899 Hoffenheim.



## Sun protection for children

In Memmingen, the plant management, works council and employees of GELITA presented the neighboring day care center for children with an attractive and useful gift: the little ones are able to play well protected in summer under their new sunshades.

## Help for victims of terrorism

In March 2019, 51 people lost their lives in the attack on two mosques in Christchurch, New Zealand. Among the victims were close friends of GELITA employee Danny Jaqub. Although the Muslim community conducted a major fundraising campaign, it was foreseeable that it would take a long time for the money to reach the families concerned. To provide rapid assistance, the company management and local employees organized a barbecue. The proceeds were doubled by GELITA headquarters in Eberbach. As a result, Danny Jaqub was able to pass on a check for \$5,000 to each of the three families.



## Blankets for the needy

Temperatures in Toluca, Mexico, can drop to almost double-digit minus figures in winter – a danger for the homeless and other needy people. To protect those affected, employees in Mexico collected blankets. For every blanket donated, GELITA added another one, so that thanks to the initiative, a total of 350 blankets and warming winter clothing could be handed over.





# GELITA

**Published by:**

GELITA AG

Uferstraße 7, 69412 Eberbach, Germany

[www.gelita.com](http://www.gelita.com)

**Date of publication:**

May 2020

**Design and text by:**

Publik. Agentur für Kommunikation GmbH

Rheinuferstraße 9, 67061 Ludwigshafen, Germany

[www.agentur-publik.de](http://www.agentur-publik.de)

**Copyright:**

All contributions are protected by copyright and may not be reprinted. Any utilization – even in part – is only permitted with the prior written consent of the publisher.

**Photos:**

GELITA (p. 1, 3–5, 9, 12–16, 18, 20–22); Adobe Stock: AVTG (p. 2), darknightsky (p. 7), eyetronic (p. 17), gamjai (p. 1), Nadine Haase (p. 1), Stockr (p. 8), vencav (p. 23); fotolia: Halfpoint (p. 1), nexusseven (p. 1), shefkate (p. 1), Schlierner (p. 1), Jürgen Fälchle (p. 9); iStock-photo: JazzIRT (p. 1); m3 (p. 21)



For more information visit us at  
[www.gelita.com](http://www.gelita.com)  
or follow us on your favorite social media sites

