

Sustainability Indicators

2015



**Appendix to Lantmännen's
Annual Report including
Sustainability Report**

Version 2016-02-23


Lantmännen



Lantmännen is an agricultural cooperative and Northern Europe's leader in agriculture, machinery, bioenergy and food products. Owned by 27,000 Swedish farmers, we have 10,000 employees, operations in over 20 countries and an annual turnover of SEK 37 billion. With grain as our basis, we refine farmland resources to create thriving farming. Some of our best-known food brands are AXA, Kungsörnen, GoGreen, Schulstad, Gooh, Finn Crisp and Bonjour. Our company is founded on knowledge and values built up through generations of owners. Having research, development and operations throughout the value chain means that we can take responsibility together – from field to fork.

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Introduction

This appendix is a supplement to Lantmännen's Annual Report including Sustainability Report and contains the key figures and other performance indicators that describe Lantmännen's responsibility and performance from a sustainability perspective. Learn more about how we work on each of the questions and their governance at lantmannen.se/en/responsibility

The appendix follows the structure of the Global Reporting Initiative (GRI) guidelines (G4), and includes some Lantmännen-specific indicators and key figures.

Materiality analysis – selection of aspects and indicators

In 2014, Lantmännen carried out a materiality analysis aimed at identifying priority issues and areas for reporting. The analysis was conducted in an internal process with specialists and key personnel from different parts of the organization. An overview of the results is set out below, and more information about the analysis can be found on pages 24-25 of Lantmännen's 2015 Annual Report including Sustainability Report.

Based on the analysis, we have chosen to report indicators for the following GRI elements:

Economic

Economic performance
Procurement practices

Environment

Materials
Energy
Water
Emissions
Compliance
Transport

Labor practices and decent work

Occupational health and safety
Training and education
Diversity and equal opportunity

Human rights

Non-discrimination
Risk assessment

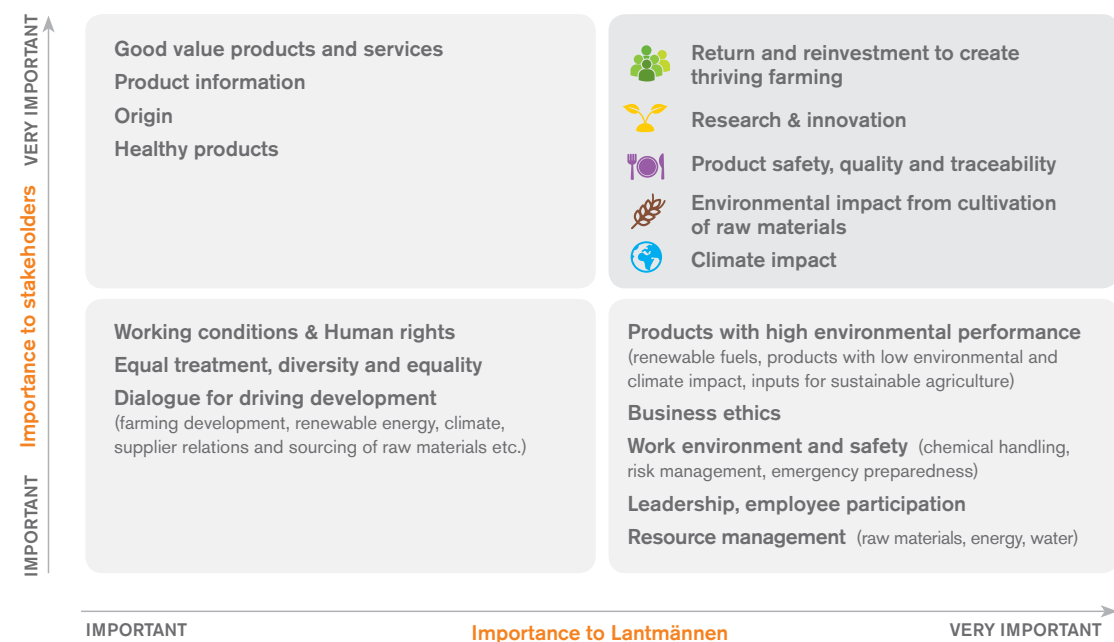
Society

Anti-corruption

Product responsibility

Customer health and safety
Labeling
Compliance

Materiality analysis





Global Reporting Initiative (GRI)

Lantmännen has been applying the GRI guidelines for several years, including the Food Processing sector supplement. For the 2015 report, we use GRI's new G4 guidelines, core level, for the second time. Learn more about GRI at www.globalreporting.org

Global Compact

In 2009, Lantmännen signed the Global Compact, the UN initiative for responsible business, thereby committing itself to implement ten principles into its operations. The Global Compact also requires annual disclosure of progress and performance in the form of a COP (Communication on Progress). Lantmännen's Annual Report including Sustainability Report, together with information on our website, is structured in such a way as to meet these requirements. Learn more about Global Compact and COP at www.unglobalcompact.org

The indicators in this appendix

This appendix describes the name, definition and outcome/result of each indicator, with applicable comments on special assumptions, and known deficiencies in the calculations or explanations. If an indicator has not been fully reported in accordance with GRI, and the omitted/missing information is considered relevant and significant to Lantmännen, this is indicated and explained.

The indicators are divided into the following areas: Sourcing (SOU), Economic (EC), Environmental (EN), Labor Practices and Decent Work (LA), Human Rights (HR), Society (SO) and Product Responsibility (PR). Indicators specific to the food sector are marked FP (Food Processing).

Visit our website: lantmannen.se/en/responsibility for more information about our work in the area of responsibility or to download the full Annual Report including Sustainability Report. You will also find a full GRI index there.

Contact information for questions about the Sustainability Report

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Economic

Economic performance

Direct economic value generated and distributed (G4-EC1)

Definition according to GRI: G4-EC1

Reporting:

Economic value created by Lantmännen for various stakeholders

MSEK	2015	2014	2013	2012
Products and services sold	35,660	32,666	33,802	36,526
Employees (payroll expenses)	5,169	4,741	4,938	5,322
Owners (dividend)	193 ¹	178	171	168
Owners (refund and final price adjustment)	189	135	129	120
Suppliers (goods and services purchased)	28,874	26,645	27,392	30,265
State (taxes paid)	156	117	104	117

¹ According to the Board's proposal for 2015.

More information about the economic value generated is described in the financial part of Lantmännen's Annual Report and Sustainability Report 2015.

Financial implications and other risks and opportunities for the organization due to climate change (G4-EC2)

Definition according to GRI: G4-EC2

Reporting: The Annual Report including Sustainability Report 2015 describes climate-related risks and opportunities in the following sections: Our responsibility from field to fork, pages 24-25, Sustainable business development, pages 26-27, and Risk facts, pages 146-149.



Sourcing

Percentage of purchased volume from suppliers compliant with organization's sourcing policy (G4-FP1)

Definition according to GRI: G4-FP1

Lantmännen defines "compliant" as the supplier having the Supplier Code of Conduct (SCoC) in its contract and having an approved self-assessment and/or audit.

Objective:

1. All suppliers have SCoC in their contract.
2. All suppliers (annual purchase volume over MSEK ¹) are followed up with self-assessment and/or audit.

¹ In 2015, these suppliers accounted for 95% of Lantmännen's total purchase volume (in SEK)

Outcome:

	2015	2014
Proportion of purchasing volume from approved suppliers	80 %	76 %

Targets and monitoring include all Lantmännen's sourcing of goods and services, both direct (inputs) and indirect. The proportion of approved suppliers increased between 2014 and 2015.

Conducted audits based on Supplier Code of Conduct

Definition: Number of audits conducted according to the procedure for supplier audits.

Result: 29 conducted audits since 2010.

Comments: Lantmännen works systematically on monitoring suppliers against the code of conduct by means of independent third-party audits. Priority supplier and purchasing categories are those for which high risk and/or significant improvement potential has been identified, and where we have a good opportunity to exert an influence, or those that are business critical for some other reason.

The audits conducted so far have been system audits focusing on traceability/origin and how suppliers ensure compliance with our requirements along the supply chain.

This is because there are trading houses that supply us with several different food products from many different sub-suppliers. All non-conformances found during audits must be corrected and closed by the supplier within one year.

A review of both the supplier code of conduct and supplier audit procedures is now being conducted. The aim is to increase the number of audits in the future.

Percentage of purchased volume verified as being in accordance with internationally recognized responsible production standards (G4-FP2)

Definition according to GRI: G4-FP2

Lantmännen reports the indicator for two of our commodities, soy and palm oil. For these, we use RTRS and ProTerra and RSPO as standards for responsible production

Soy: Proportion of RTRS*- and ProTerra-certified soy as ingredient in feed

Definition: (Purchased RTRS and ProTerra certificates for soy, tonnes/total purchased soy, tonnes) * 100 = % RTRS soy.

* RTRS = Round Table on Responsible Soy.

Objective: 100 % by 2015

Outcome:

	2015	2014	2013	2012
Proportion of RTRS and ProTerra certificates	100 %	60 %	50 %	37 %

Comments: Lantmännen is continuing efforts to take responsibility for the soy it imports as an important feed raw material, and the target of 100 % certified soy was achieved in 2015. The target is shared by large parts of the Swedish food sector and food trade under the Soy Dialogue sector agreement. In this way, the sector takes collective responsibility for an important sustainability issue. The Soy Dialogue defines responsible soy as certified according to ProTerra or RTRS.

Our work in the area of soy is described further at lantmannen.se/soja

For more information about Round Table on Responsible Soy, www.responsiblesoy.org

For more information about, see www.proterrafoundation.org

Palm oil: Proportion of RSPO*-certified palm oil

Definition: (Purchased volumes of RSPO-certified palm oil, tonnes/total purchased palm oil, tonnes) • 100 = % RSPO-certified palm oil.

* RSPO = Round Table on Sustainable Palm Oil.

Outcome:

	2015	2014	2013	2012
Purchased volumes of palm oil as an ingredient in food, tonnes	6,800	6,700	7,900	7,000
Proportion of RSPO-certified	100 %	100 %	100 %	100 %
- of which RSPO Book & Claim	17 %	100 %	100 %	100 %
- of which RSPO Mass Balance	12 %	-	-	-
- of which RSPO Segregated	71 %	-	-	-

Purchased volumes of oil palm by-products (palm kernel expeller) as ingredient in feed, tonnes	15,700	9,650	18,200	16,900
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Comments: Our palm oil strategy is to ensure responsibly produced palm oil for the volumes we use in our food products. We do this by only purchasing RSPO-certified palm oil since 2011. We also work to speed up the transition on the market together with industry colleagues and stakeholders.

We are now taking further steps. The target for 2015-2016 is to buy traceable palm oil certified according to RSPO Segregated for 100 % of the volumes in our food products. In 2015 we achieved 71 %.

For palm kernel expells, an oil palm by-product used in feed production and other areas, the market for certified raw materials is, so far, not as developed as for the actual palm oil. Lantmännen engages in dialogue with other industry players to ensure responsible management of this flow.

For more information about the Roundtable on Sustainable Palm Oil, visit www.rspo.org and for certificate trading, see www.greenpalm.org

Environmental

Materials

Materials used (G4-EN1fp)

Definition according to GRI: G4-EN1

Lantmännen reports on the use of our significant raw materials: grain, soy and palm oil. Reported grain volumes are based on the Agriculture Sector's weighed grain.

Outcome:

	2015	2014	2013	2012
Total volume of weighed grain, thousand tonnes	2,900	2,500	1,800	1,950
Of which grain cultivated according to Climate & Nature, thousand tonnes	55	27	-	-
Organic grain, thousand tonnes	91	71	57	58

For soy and palm oil see Sourcing above.

Comments: The record harvest in 2015 also resulted in record volumes of weighed grain. 2014, the harvest for the first time included grain grown according to Lantmännen's new Climate & Nature cultivation concept, which produces grain with a lower climate impact. The volumes increased from 27 thousand to 55 thousand tonnes in 2015.

Weighed organic grain also increased, from 71 thousand to 91 thousand tonnes.

The increase comes from generally high crop levels and higher yield levels in organic farming. More information on our grain concepts can be found at lantmannenlantbruk.se



Energy

Energy consumption within the organization (divided into renewable and non-renewable energy sources) (G4-EN3)

Definition according to GRI: G4-EN3

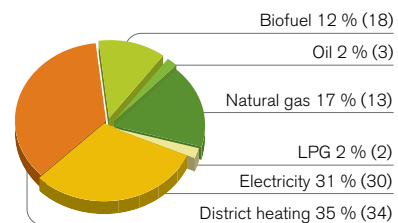
The indicator includes all of Lantmännen's production facilities. Real estate operations and machinery workshops are not covered. Collection of environmental and energy data is on an annual basis. The reference document for the calculations is the Greenhouse Gas Protocol.

Outcome:

	2015		2014		2009 ¹	
	TJ	GWh	TJ	GWh	TJ	GWh
Non-renewable fuels	1,240	345	922	256	1,366	379
Oil	120	33	139	39	498	138
Natural gas	988	275	696	193	745	207
LPG	132	37	87	24	111	31
Town gas	0	0	0	0	11	3
Renewable fuels	691	192	942	262	2,201	611
Indirect energy cons.	3,805	1,057	3,379	939	4,079	1,133
District heating	2,000	556	1,801	500	1,937	538
Electricity	1,805	501	1,578	438	2,142	595
Sold electricity and heating	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Total net energy consumption	5,738	1,594	5,244	1,457	7,646	2,124

¹ 2009 is the base year for Lantmännen's climate target.

Energy consumption in 2015, by energy type (2014 in brackets)



Comments: The increased consumption of natural gas is mainly attributable to the Vaasan acquisition. Vaasan's bakery operations in Finland and the Baltic region use natural gas as the primary heating source.

The decline in the proportion of biomass is mainly due to the fact that two heating plants reported in the 2014 figures are no longer included in the consolidated financial statements following the establishment of Agroenergi Neova Pellets AB.

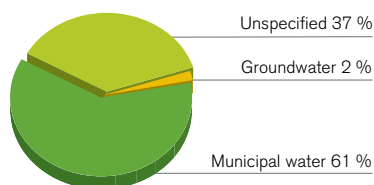
Water

Total water withdrawal by source (G4-EN8)

Definition according to GRI: G4-EN8

Outcome:

	2015 m ³ /year
Municipal water supply	1,031,024
Groundwater from own source	27,572
Surface water from own source	0
Unspecified	623,306
Total water withdrawal	1,681,902



Comments: Collection of data is not yet complete for this indicator. The high figures for “Unspecified” are due to incomplete data. However, the assessment is that the majority of this category is from the municipal water supply.

Water sources significantly affected by withdrawal of water (G4-EN9)

Definition according to GRI: G4-EN9

Outcome and comments: Lantmännen has conducted risk screening for impacts on water supplies at all of its facilities using WBSCD’s Water Tool.

Four facilities are located in high-risk areas with regard to water consumption – one seed plant and one workshop in Sweden, and two bakeries in the UK.

Emissions into the air

Direct greenhouse gas emissions Scope 1 (G4-EN15) and Energy indirect greenhouse gas emissions Scope 2 (G4-EN16)

Definition according to GRI: G4-EN15 and G4-EN16

Lantmännen reports direct emissions of carbon dioxide from heating and its own vehicles, and indirect emissions from use of electricity and purchased transportation.

Outcome: See table under G4-EN18 below.

Greenhouse gas emissions intensity: Carbon dioxide emissions in relation to value added and sales (G4-EN18)

Definition according to GRI: G4-EN18

Lantmännen reports this as

- CO₂ emissions, total, tonnes per MSEK value added¹
- CO₂ emissions, tonnes per MSEK net sales

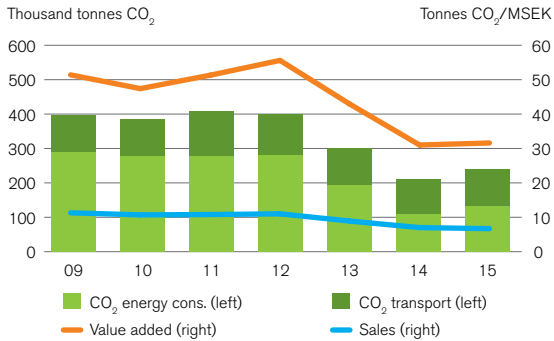
Objective: To reduce carbon dioxide emissions by 40 % in relation to sales and value added between 2009 and 2020.

Outcome:

	2015	2014	2013	2012	2011	2010	2009
CO ₂ energy consumption (thousand tonnes)	133	113	194	280	279	279	289
CO ₂ transport (thousand tonnes)	106	103	106	120	130	106	106
tonnes CO ₂ /MSEK value added	31.6	30.1	42.9	55.6	51.3	47.4	51.4
2020 target	30.8	30.8	30.8	30.8	30.8	30.8	30.8
tonnes of CO ₂ /MSEK net sales	6.7	6.6	8.9	11.0	10.8	10.7	11.3
2020 target	6.8	6.8	6.8	6.8	6.8	6.8	6.8

¹ Value added = EBITDA plus employee benefits expense.

CO₂ emissions – outcome and target levels



Comments: Overall CO₂ emissions have fallen by over 40 % in both absolute and relative figures since 2009. Several years of focused work on increased energy efficiency and phasing-out of fossil fuels (heating oil) have contributed to the result. In 2014, it was decided to purchase origin-labeled renewable electricity for the entire Scandinavian operations. This had a significant effect on Lantmännen’s carbon footprint, with a reduction equivalent to 50,000 tonnes or 19 %.

However, a significant proportion of the CO₂ reduction in recent years has had extraordinary causes. The number of Group companies and production facilities has declined as a result of sales or mergers, which has reduced total energy consumption and therefore also the reported emissions.

Emissions slightly increased in 2015 as a result of the Vaasan acquisition in spring. The effect of this will not have a full impact on the key figures until 2016. Even though the 2020 climate target is almost reached, it is still relevant to work towards the target. Lantmännen also has the ambition and potential to further reduce the climate impact through efficiency and reduced use of fossil fuels, particularly in the area of transport.

Products and services

Set out below are some Lantmännen-specific key figures regarding our products, with a link to the environmental impact in the cultivation stage:

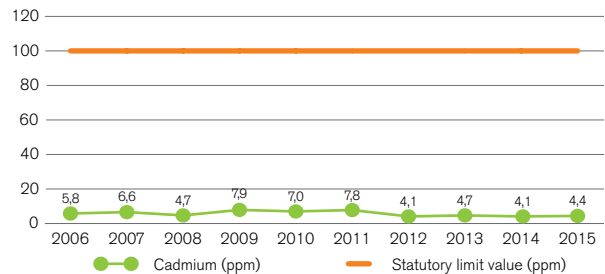
Cadmium in phosphate fertilizer

Definition: X ppm Cd in phosphorus = grams/tonne phosphorus (in fertilizer) = \sum (tonnes of phosphorus purchased • cadmium content, grams/tonne)/total tonnes of phosphorus (in fertilizer).

Outcome: 4.4 grams of cadmium per tonne of phosphorus in fertilizer in 2015.

Cadmium

Grams per tonne of phosphorus



Comments: Cadmium content in mineral fertilizers remains low, well under the statutory limit value of 100 mg Cd/kg phosphorus. It is important to ensure minimal cadmium input to Swedish arable land.

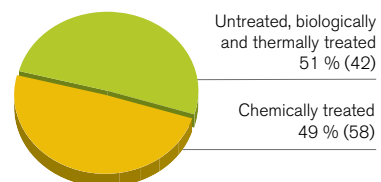
Seed treatment (proportion of biologically treated, thermally treated and untreated seed, and chemically treated seed)

Definition: (Biologically treated + thermally treated + untreated grain seed, tonnes)/total grain seed produced, tonnes

As an alternative to chemical seed treatment, the seed can be biologically or thermally (heat) treated, to achieve increased resistance to pests. Biological treatment uses natural microorganisms (Cedomon and Cerall), while thermal treatment is method-based (ThermoSeed)

Objective: To continue developing biological and thermal seed treatment in order to reduce use of chemical treatment.

Outcome: The proportion of non-chemical treatment, i.e. untreated, thermally and biologically treated seed, was 51% in 2015 (42% in 2014).



Comments: The volume and proportion of ThermoSeed treated seed has risen as a result of increased capacity. Since autumn 2014, Lantmännen has two facilities running, one in Skara and one in Eslöv, and both have been used during all of the year 2015.

Proportion of organic seed

Definition: Sales of organic seed, tonnes/total sales of seed, tonnes • 100 = % organic seed

Outcome:

	2015	2014	2013	2012	2011	2010
Proportion	9.6 %	9.2 %	8.1 %	7.6 %	7.3 %	6.5 %

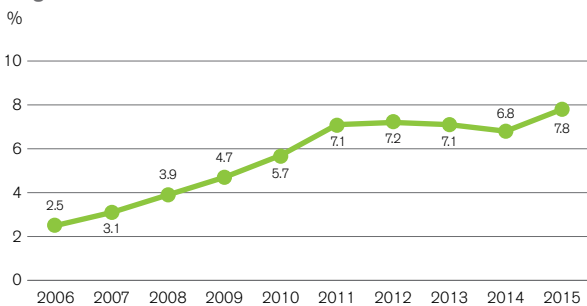
Comments: Sales of organic seed are increasing, partly driven by increased consumer demand for organic products. Lantmännen also has a variety portfolio customized for organic farming and its cultivation conditions. As sole supplier, we are also able to effectively eradicate seedborne infection with the ThermoSeed technology, which is approved for organic farming.

Proportion of organic animal feed

Definition: (Sales of organic feed, tonnes/total sales of feed, tonnes) • 100 = % organic feed.

Outcome: 7.8 % in 2015 (6.8 % in 014).

Organic feed



Comments: Lantmännen continues to have a high market share of organic feed. As in conventional production, the proportion of concentrate has increased, partly as a result of the good grain harvest, which is why the volume trend is not reflected in the market trend.

Compliance

Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations (G4-EN29)

Definition according to GRI: G4-EN29

Outcome: No significant fines or non-monetary sanctions in 2015

Transport

Significant environmental impacts of transporting products and other goods, and transporting members of the workforce (G4-EN30)

Definition according to GRI: G4-EN30

Lantmännen reports on purchased transport of goods; business travel is not reported.

Outcome and comments: Lantmännen's different business areas are working closely with carriers and customers to improve the efficiency of freight transport and move to environmentally friendly fuels. The trend towards centralization with fewer plants means increased transport, which is a challenge from an environmental perspective.

For CO₂ emissions from transport (per thousand tonnes), see the outcome under the indicator "Carbon dioxide emissions in relation to value added and sales" above.

As the work on transport is primarily conducted locally in different parts of the business, complete data is not available. Reported transport emissions at the Group level are partly based on extrapolation and flat rates.



Labor Practices and Decent Work

Occupational health and safety

Extent and type of occupational injuries, accidents and sickness absence (G4-LA6)

Definition according to GRI: G4-LA6

Reporting and outcome:

Sick leave, Group total per Sector

Reporting boundaries: Vaasan, which was acquired by Lantmännen in spring 2015 and is now integrated into Lantmännen Unibake and Lantmännen Cerealia, is not included in the reported data for 2015.

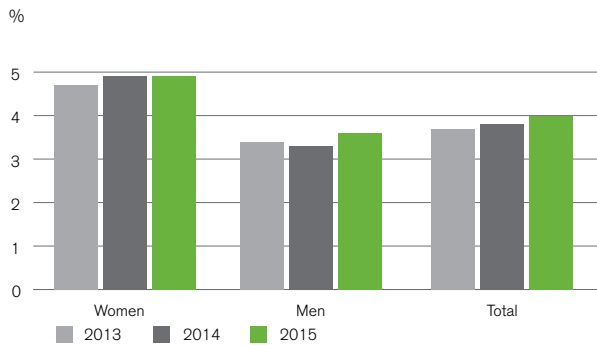
Sick leave (% of normal working hours)

%	2015	2014	2013	2012
Group, total	4.0	3.8	3.7	3.8
Agriculture Sector	3.1	2.8	3.1	2.3
Machinery Sector	3.5	3.1	3.2	3.1
Food Sector	4.7	4.6	4.5	4.6
Energy Sector	2.2	1.9	2.5	2.3
Lantmännen Real Estate	4.5	1.5	0.4	0.3

Sick leave (% of normal working hours)

%	2015	2014	2013	2012
Women	4.9	4.9	4.7	4.7
Men	3.6	3.3	3.4	3.5
Total	4.0	3.8	3.7	3.8

Sick leave¹



¹ Excluding Vaasan

Comments: Lantmännen's sick leave increased to 4.0 % in 2015 from 3.8 % in 2014. Women have a higher percentage of sick leave than men, remaining at the 2014 levels. Sick leave among male employees increased from 3.3 % in 2014 to 3.6 % in 2015.

Accidents and Incidents

Boundaries: Vaasan, which was acquired by Lantmännen in spring 2015 and is now integrated into Lantmännen Unibake and Lantmännen Cerealia, is not included in the reported data for 2015.

Target group accidents: The total workforce in each Sector and country, and independent contractors working at the workplace whose organization is responsible for the overall working environment and safety.

Target group incidents: The total workforce in each Sector and country.

Accidents and Incidents

	2015	2014	2013	2012
Number of fatalities due to work-related injuries	0	0	0	0
Number of accidents ¹	202	228	262	327
Injury rate ²	15.2	16.8	17.6	20.2
Number of reported incidents ³	1,686	2,900	2,488	1,555
Number of reported risk observations	2,034	-	-	-
Number of incidents per accident (lost-time)	8.3	12.7	9.5	4.8

¹ Work-related accident resulting in at least one day's absence after the accident occurred. Travel accidents (to and from work) are not included.

² Injury rate is defined as the number of accidents per million working hours (actual hours worked).

³ Incidents are defined as unintended events that could have resulted in ill health or an accident.

Comments: The number of reported lost-time accidents continued to decline in 2015, and was 11 % lower than in 2014. Falls are the most common type of accident. The results show a positive trend and should also be seen in the context of the year's initiatives in training and risk assessment, and a well-functioning work environment network/process team. Lantmännen's injury rate is now 15.2 (16.8), which can be compared with Swedish industry statistics, where, for example, the 'Food, beverages and tobacco' category has an injury rate of 27 (2012).

Lantmännen's target is at least 10 reported incidents per accident. The number of reported incidents has fallen, as Lantmännen reported incidents and risk observations together in 2014.

However, the number of reported incidents is unevenly distributed in the operations. It is generally the case that where there is a strong focus on risk

observations, incident reporting and systematic work environment initiatives, there is also a strong focus on improvements. The most common incident category is Lantmännen's type 2 category – an incident assumed to be caused by equipment, apparatus, machinery, a product, materials or maintenance.

Health screening

Employees in Lantmännen's Swedish operations are offered to take part in regular health screening in the form of a survey on lifestyle and how they perceive their physical health and wellbeing. The health screening results provide a basis for developing Lantmännen's strategic and targeted health and work environment initiatives. Employees can also use the results as a basis for their personal health and wellbeing goals.

All employees in the Swedish operations are offered to do the survey at least once during a period of three years. There are no health screening survey results for 2015, as Lantmännen is changing to a different survey model in 2015/2016.

Various health-related activities are implemented at organization level and individual level to allow employees to maintain and improve their health.

Skills development

Percentage of employees receiving regular performance and career development reviews (G4-LA11)

Definition according to GRI: G4-LA11

All managers at Lantmännen are required to have a performance appraisal with their employees at least once a year. This applies to all employees in the Group and is followed up in the Insight employee survey.

Outcome: The survey conducted in 2015 shows that 73 % (2013: 76 %) of employees have had performance appraisals. Although most of them are satisfied with the quality of the appraisal, this will continue to be a priority area for development.

Diversity and equal opportunity

Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership and other indicators of diversity (G4-LA12)

Definition according to GRI: G4-LA12

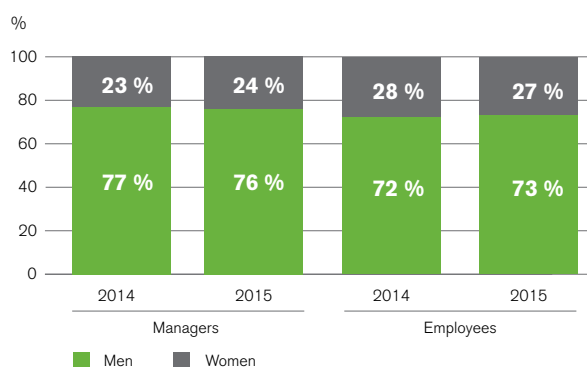
Lantmännen reports on gender distribution in the Board of Directors and Group Management, and among managers and employees. For more information, see the Annual Report including Sustainability Report, pages 30-31 and 96, and the Sector descriptions.

Lantmännen does not report distribution based on minority group membership and other indicators of diversity.

Outcome: Gender distribution, Group Board and Group Management

	Women	Men	Women, %
Group Board	2	10	17 %
Group Management	2	8	20 %

Gender distribution



Human Rights

Training and education

Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained (G4-HR2)

Definition according to GRI: G4-HR2

Lantmännen reports the percentage of employees who have completed e-training in the Code of Conduct. Our Code of Conduct contains general guidelines on corporate responsibility. Work environment and social conditions, including freedom of association, working hours, salaries, forced labor, child labor, discrimination and oppression, are included as one of five areas. All employees must undergo training in the Code of Conduct. E-training is available in eleven languages and includes exercises that reflect potential dilemmas and situations.

Objective: All new employees at Lantmännen are required to undertake e-training in our Code of Conduct within three months of their appointment.

Outcome: 41 % of employees have completed training in Lantmännen's Code of Conduct (78 % in 2014).

Comments: An updated version of the code of conduct e-training was launched in the fall of 2015. The reported outcome (41%) is the share of employees who have participated in the updated e-training.

Non-discrimination

Total number of incidents of discrimination and corrective actions taken (G4-HR3)

Definition according to GRI: G4-HR3

Outcome: No cases of discrimination were reported.

Comments: From 2015, our employee survey question has a question about whether employees have experienced discrimination in the organization, and if so in what way. This is aimed at more proactively identifying possible areas of improvement.

Risk assessment

Total number and percentage of operations that have been subject to human rights reviews or impact assessments (G4-HR9)

Definition according to GRI: G4-HR9

Lantmännen conducts overall risk assessments for all of the Group's operations. Risk assessment is based on available and independent international risk indexes for the area (see references* below) and is updated annually. Based on these independent international risk indexes, Russia, Ukraine and Latvia have been identified as high-risk countries in terms of human rights. Some of Lantmännen's food business is in these countries, but there are no indications of problems or breaches of the code of conduct in terms of human rights.

Regular monitoring of work environment programs has been in progress since 2009 at all operations. Just over 50 loss prevention on-site inspections are conducted annually at Lantmännen's production facilities, with the primary focus on financial risks, although there is also a focus on work environment.

2014 saw the start of the implementation of a web-based whistleblowing tool and this was completed during 2015. Lantmännen now has a whistleblowing function in place in all countries and operations. This gives employees an anonymous and safe way of reporting circumstances in our operations that are contrary to laws, regulations and the guidelines in our code of conduct. This gives employees an anonymous and safe way of reporting circumstances in the operations that are contrary to laws, regulations and the guidelines in our code of conduct.

* References

Global Freedom of Association Score, Freedom house. These scores in turn are determined by the sum of the scores for three subindicators:

- 1) Freedom of assembly, demonstration and open public discussion;
- 2) Freedom for nongovernmental organizations;
- 3) The right of trade unions to exist independent of the state and the existence of effective collective bargaining.

www.freedomhouse.org/report-types/freedom-world

Maplecroft, Child labour Index. An index guided by relevant ILO conventions on child labour to enable companies to identify and evaluate risks relating to child labour within their supply chains, operations and distribution networks. Maplecroft also recognises the vulnerability of 15-18 year olds whose work is illegal under international law if it is hazardous to health and well-being and captures this within this index if the datasets are available.

maplecroft.com/about/news/child-labour-index.html

The countries are categorized based on different aspects such as the Human Rights Risk Index, Human Rights Complicity Risk Index, Human Security Risk Index, Labour Rights and Protection and Risk Index Civil Liberties Risk Index. The assignment has since been compared with the Transparency International index of country risk for corruption and a country categorization from FTSE4Good IBEX Index www.ftse.com concerning the risk of human rights.

Society

Anti-corruption

Total number and percentage of operations assessed for risks related to corruption (G4-SO3)

Definition according to GRI: G4-SO3

Business ethics is included as an area of Lantmännen's Code of Conduct. We conduct annual comprehensive risk assessments based on available and independent international risk indexes.

Reporting: A special Group-wide risk analysis relating to anti-corruption and competition law in Lantmännen's operations has been conducted during the year.

The results of the analysis have been reported to Group Management and the Group Board. The overall risk analysis shows that the majority of Lantmännen's businesses operate in industries and countries with a relatively low risk of corruption. However, there is risk exposure, particularly in the agriculture and food businesses, through direct operations in high and medium-risk countries (e.g. Russia, Ukraine and the Baltic region) and through counterparties operating in high and medium-risk countries. There are some risks associated with competition law, as several of Lantmännen's businesses operate in markets that involve contact with competitors.

Risk management and control is described in more detail on pages 146-149 of the 2015 Annual Report including Sustainability Report.

Reference

Transparency international worldwide corruption perceptions ranking of countries.

www.transparency.org/research/cpi/overview

Communication and training on anticorruption policies and procedures (G4-SO4)

Definition according to GRI: G4-SO4

Outcome: 41 % (78 % in 2014) of employees have completed training in Lantmännen's Code of Conduct. An updated version of the training was launched in fall 2015. The outcome relates to employees who have been trained in the new version.

The Code contains general guidelines on corporate responsibility. Business ethics, including anti-corruption, is included as one of five areas.

Training in Lantmännen's Group-wide anti-corruption

policy is also held regularly, with a focus on key employees and particularly vulnerable positions and countries.

In 2015, 69 % (57 % in 2014) of Group companies indicated that they have "identified and trained such employees that are in need of training in order to prevent corruption".

Lantmännen's supplier code of conduct is communicated to all suppliers and included in all contracts.

To strengthen work on management and monitoring of business ethics risks, the Group Board adopted a Business Ethics Compliance program during the year.

Confirmed incidents of corruption and actions taken (G4-SO5)

Definition according to GRI: G4-SO5

Outcome: Systematic monitoring of compliance with the anti-corruption policy is conducted annually by requesting the companies to answer a number of questions. 55 out of 56 surveyed companies answered questions in 2015. No incidents were reported.

Lantmännen has a global whistleblower function to which Group employees can anonymously report malpractice, irregularities, deviations from the code of conduct, suspected corruption, etc. There is regular monitoring of the type of incidents reported to the function. Isolated cases of corruption have been reported in 2015. These have been handled within the framework of the operational business.

Compliance

Monetary value of significant fines and number of non-monetary sanctions for non-compliance with laws and regulations (G4-SO8)

Definition according to GRI: G4-SO8

Resultat: Lantmännen was not fined any significant amounts in 2015.

Healthy and good value food

Programs and activities to promote a healthy lifestyle (FP4)

Definition according to GRI: FP4

Reporting: Lantmännen's green sprout on the packaging is a guarantee of good food. We want to contribute to more sustainable food consumption by developing its products and range, and by spreading knowledge and inspiration.

The focus is on foods that promote good health and wellbeing.

We conduct cutting-edge research in areas such as the health effects of eating habits, carbohydrates and fiber. Our involvement throughout the chain also gives us unique scope for traceability, which means that consumers receive enhanced product information and particularly pure and quality-assured food – for medicinal use, for example.

We also contribute to increased knowledge and consumer awareness by disseminating information about nutrition, health and the environment in different ways.

Some examples of the results of our work to date:

- Gooh – Ready-made dishes that lead the way
- 100 % Pure oats
- Axa Sports Club
- Inspiration campaigns for consumers – Leftovers Dating, the Pizza Model, Food Waste Campaign and more

More information can be found at lantmannen.se/ansvar

** Lantmännen invests large amounts on research and development. Health and food is a priority area. Learn more about different areas of research and projects at www.lantmannen.se/omlantmannen*

Product Responsibility

Customer and consumer health and safety

Percentage of production volume manufactured in sites certified according to food safety standards (FP5)

Definition according to GRI: FP5

Outcome: All (100 %) of Lantmännen's food production facilities are certified according to international standards for food safety, such as ISO 22000 or BRC, and are audited by an independent third party.

Type of product information required and percentage of products subject to such information requirements (G4-PR3)

Definition according to GRI: G4-PR3

Reporting: Information about the nutritional content and ingredients can be found on all of Lantmännen's food and feed products. Information about the origin of the ingredients can be found on some of the products. Climate declarations have been produced for several food products. Information about packaging recycling and sorting can be found on all consumer packaging.

Product information

Policies and practices on communication to consumers about ingredients and nutritional information beyond legal requirements (FP8)

Definition according to GRI: FP8

Reporting: All of Lantmännen's product marketing must be correct and in compliance with existing legal frameworks and other guidelines. The governing documents are Lantmännen's Nutrition Policy and Guidelines for additives and certain ingredients. Added value in the form of health-promoting or environmental benefits is communicated only when these benefits are well documented and scientifically proven.

Compliance

Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services (G4-PR9)

Definition according to GRI: G4-PR9

Outcome: Lantmännen was not fined any significant amounts in 2015.

Good food from Lantmännen

The green sprout emblem on our packaging guarantees responsibly produced food. Food that we make an effort to provide in a sustainable manner, from field to fork.

Read more about good food on lantmannen.se/en

Follow us on facebook.com/jordtillbord and twitter.com/lantmannen

For job vacancies, see lantmannen.se/jobb or facebook.com/lantmannencareer

