

Sustainability Management and Indicators 2016



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

Version 2/17/2017



Lantmännen is an agricultural cooperative and Northern Europe's leader in agriculture, machinery, bioenergy and food products. Owned by 25,000 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 create value from farmland resources to make farming thrive. Some of our best-known food brands are AXA, Bonjour, Kungsörnen, GoGreen, Gooh! FINN CRISP and Schulstad.

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 complement to Lantmännen's Annual Report including Sustainability Report and contains management of our key sustainability issues, key figures and other performance indicators. Learn more about how we work on each issue at lantmannen.se/ansvar

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

About the Report

The report refers to the year 2016, unless otherwise specified, and is issued annually. It covers the Lantmännen Group, including the Sectors. Associates and joint ventures are not included. However, the report's content describes our work on sustainability throughout the value chain, from field to fork. This includes everything from cultivation, raw materials purchasing and processing to sales and consumption of the products we offer.

Global Reporting Initiative (GRI)

Lantmännen has reported according to the GRI guidelines for several years, including the Food Processing sector supplement. For the 2016 report, we use GRI G4, Core level. Learn more about GRI at www.globalreporting.org

Global Compact

In 2009, Lantmännen signed the Global Compact, the UN initiative for responsible business, thereby commit-

ting to implement the Global Compact's ten principles into our 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. The GRI index includes cross-references to the Global Compact principles, which provide a description of how we work on the principles. Learn more about Global Compact and COP at www.unglobalcompact.org

Agenda 2030

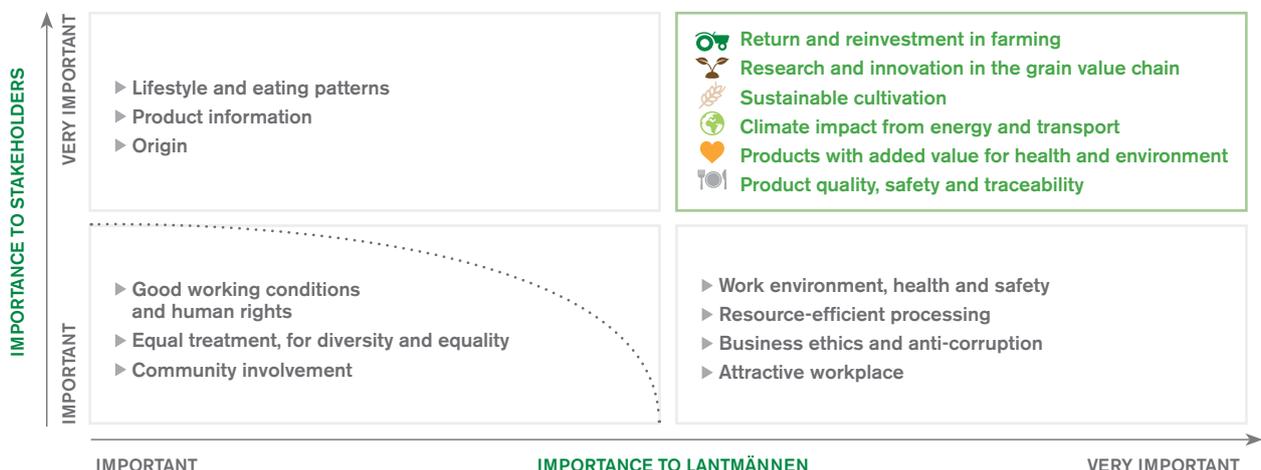
In 2016, Lantmännen analyzed what the UN's Agenda 2030 Sustainable Development Goals mean to our responsibility and our role, and to what extent the relevant goals are embraced in our existing work. Five of the goals are directly linked to Lantmännen's mission and business: Goal 2 Zero hunger; goal 7 Affordable and clean energy; goal 12 Responsible consumption and production; goal 13 Climate Action; and goal 15 Life on land.

Materiality analysis – selection of aspects and indicators

The report contains information and data on topics prioritized by Lantmännen's stakeholders and reflects the most significant areas in terms of the impact of our operations and contributions to sustainable development.

Materiality analysis

An overview of the results is set out below, and more information about the analysis can be found on pages 26-27 of Lantmännen's Annual Report including Sustainability Report. The issues that are most important for us to work with, monitor and communicate are above the dotted curve.



The prioritization has been done in different stages. Based on Lantmännen's strategies, work and knowledge of the impacts of operations, business intelligence and market trends, and the results of dialogue conducted with stakeholders, we have identified sustainability topics that will be prioritized in a process with experts from different parts of the business and ratified in the Group's CSR committee.

Information and data in this Appendix

In this appendix, aspects, GRI indicators or Lantmännen specific indicators are described with outcomes/results and comments. 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 in the GRI index.

Detailed information on definitions, boundaries and calculation methods for each issue can be found under "Reporting principles".

Contact information for questions about the Sustainability Report

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Lantmännen's key issues with related and material GRI aspects

We have based our GRI reporting on our key issues and matched them with GRI aspects. For certain issues, we have developed our own metrics. The overview below shows how our key issues are related to GRI aspects, and therefore the aspects and indicators under which we report results.

As a result of the 2016 review, we no longer report full indicators from the GRI indicator protocols for Water, Transport, Training and Skills development, and Non-discrimination. We have chosen to describe our work on these issues, together with data used to monitor the work, within the management of their related aspects.

LANTMÄNNEN'S KEY ISSUES	GRI ASPECTS
Return and reinvestment in farming:	Economic performance.
Research and innovation in the grain value chain:	Materials. Energy.
Sustainable cultivation:	Materials. Emissions into the air. Environmental compliance.
Climate impact from energy and transport:	Materials. Energy. Emissions into the air. Environmental compliance.
Products with added value for health and environment:	Customer health and safety. Healthy and affordable food. Emissions into the air. Product and service labeling.
Product quality, safety and traceability:	Product and service labeling. Risk assessment. Human rights. Procurement practices. Compliance incl. product responsibility.
Work environment, health and safety:	Occupational health and safety. Compliance incl. product responsibility. Diversity and equal opportunity.
Resource-efficient production:	Materials. Energy. Emissions into the air.
Business ethics and anti-corruption:	Anti-corruption. Compliance incl. product responsibility and environment. Procurement practices.
Attractive workplace:	Occupational health and safety. Diversity and equal opportunity.
Lifestyle and eating patterns:	Healthy and affordable food. Product and service labeling. Customer health and safety.
Product quality:	Procurement practices. Product and service labeling. Compliance incl. product responsibility and environment. Customer health and safety.
Origin:	Procurement practices. Customer health and safety. Product and service labeling. Compliance incl. product responsibility and environment.

Economic

Economic performance

Management approach

Return and re-investment in agriculture is one of Lantmännen's most important issues in our mission to make farming thrive. Lantmännen's financial objectives and policies govern the work. Sustainability-related risks and their management are included in the overall risk analysis. Learn more in Lantmännen's 2016 Annual Report including Sustainability Report, pages 148-151.

Direct economic value generated and distributed (EG4-EC1)

Economic value created by Lantmännen for various stakeholders

MSEK	2016	2015	2014	2013	2012
Products and services sold	37,244	35,660	32,666	33,802	36,526
Employees (payroll expenses)	5,578	5,169	4,741	4,938	5,322
Owners (dividend)	207 ¹	193	178	171	168
Owners (refund and final price adjustment)	232	188	135	129	120
Suppliers (goods and services purchased)	29,493	28,874	26,645	27,392	30,265
State (taxes paid)	183	156	117	104	117

¹ Board's proposal.

More information about economic value generated can be found in the financial part of Lantmännen's 2016 Annual Report including Sustainability Report.

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

Lantmännen's 2016 Annual Report including Sustainability Report describes climate-related risks and opportunities in the following sections: "Our responsibility from field to fork" and "Sustainable business development", pages 23, 28-30, and "Risk facts, pages 148-151.

Sourcing

Management approach

Lantmännen's brand promise is to take responsibility from field to fork, and our suppliers are a crucial link in our value chain. The choice of supplier is governed by our sourcing policy and purchasing process, and we set out clear requirements in our Supplier Code of Conduct, which is signed as part of the contractual process. To ensure compliance with the requirements, we monitor suppliers' performance through risk-based assessment, which may be followed by self-assessment and/or third party audits. Since our supplier audit work began, 32 audits have been conducted, 3 in 2016. The aim is to increase the number of audits in the future.

For some suppliers, for example in food or categories such as palm oil or chemicals, there are additional requirements, which are monitored and reported on the basis of Lantmännen's specific commitments and objectives.

Percentage of purchased volume from suppliers compliant with organization's sourcing policy (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. Targets and monitoring include all Lantmännen's sourcing of goods and services, both direct (inputs) and indirect.

Objective:

1. All suppliers have SCoC in their contract.
2. All suppliers with an annual purchase volume¹ over MSEK 1 are followed up with self-assessment and/or audit.

¹ In 2016, accounted for about 93 percent of Lantmännen's total purchase volume (in SEK)

Outcome:

	2016	2015	2014
Proportion of purchase volume (SEK) from approved suppliers	83 %	80 %	76 %

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

Lantmännen reports the indicator for two of our raw materials: soy as an ingredient in feed and palm oil as an ingredient in food. For these, we use RTRS and ProTerra certification, KRAV and RSPO as standards for responsible production.

Soy as an ingredient in feed: Proportion of RTRS*, ProTerra or KRAV certification

Definition: (Purchased certified soy, tonnes/total purchased soy, tonnes) • 100 = % certified soy.

* RTRS = Round Table on Responsible Soy.

Objective 100 %

Outcome:

	2016	2015	2014	2013	2012
	100 %	100 %	60 %	50 %	37 %

Comments: Lantmännen continues its efforts to take responsibility for the soy it imports as an important feed raw material. Since 2015, and in line with the Soy Dialogue sector agreement for sustainable soy, we only buy soy that is certified under RTRS or ProTerra, or organically produced according to KRAV. The total volume of purchased soya was 119,600 tonnes in 2016.

Learn more about our work on the soy issue at lantmannen.com/ansvar

Learn more about the Round Table on Responsible Soy at www.responsiblesoy.org

Learn more about ProTerra at www.proterrafoundation.org

Palm oil as an ingredient in food: 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:

	2016	2015	2014	2013	2012
Purchased volumes of palm oil as an ingredient in food, tonnes	9,900	6,800	6,700	7,900	7,000
Proportion of RSPO-certified	100 %	100 %	100 %	100 %	100 %
- of which RSPO Book & Claim*	9 %	17 %	100 %	100 %	100 %
- of which RSPO Mass Balance	-	12 %	-	-	-
- of which RSPO Segregated**	91 %	71 %	-	-	-

* Palm oil covered by RSPO certificates

** Physically traceable RSPO-certified palm oil

Purchased volumes of oil palm by-products

	2016	2015	2014	2013	2012
Palm kernel expeller as an ingredient in feed, tonnes	14,750	15,700	9,650	18,200	16,900

Comments: Our palm oil strategy is to ensure responsibly produced palm oil for the volumes we use in our food products. We achieve this by only purchasing RSPO-certified palm oil, which we have been doing since 2011. For 2016, the target was a full transition to physically traceable certified palm oil, according to the higher certification level RSPO Segregated. The outcome was 91 percent. We also work to accelerate the market's transition together with industry colleagues and stakeholders.

For palm kernel expeller, a by-product of oil palm used in feed production and other areas, the market for certified raw materials is so far not as well developed. 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

Anti-corruption

Management approach

Corruption affects people, the environment, organizations, companies and countries in a serious way. Lantmännen rejects all forms of corruption, bribery, money laundering and illegal competition. Business ethics is included as an area in Lantmännen's Code of Conduct and there are also special policies and a business ethics compliance program. This includes annual comprehensive risk assessments based on available and independent international risk indexes. The analysis is reported to Management and the Board. The 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. Lantmännen adapts risk management to the assessed risk exposure.

Risk management and control is described in more detail on pages 148-151 of the 2016 Annual Report including Sustainability Report.

All Lantmännen employees must undergo e-learning in the Code of Conduct. Training in Lantmännen's Group-wide anti-corruption policy is held regularly, with a focus on key employees and particularly vulnerable positions and countries. Lantmännen's Supplier Code of Conduct is communicated to all suppliers and included in all contracts. A risk assessment is conducted for new potential counterparties, and those considered to represent a higher risk undergo a screening/due diligence process.

A whistleblowing procedure is in place, which gives all employees a safe and simple way of reporting malpractice or anything that is contrary to the law or Lantmännen's Code of Conduct, guidelines or policies. Employees in Lantmännen's businesses can anonymously, and in their own language, report observations and concerns in a web-based system.

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

Outcome: 72 percent (41 percent in 2015) of Lantmännen's employees have completed training in Lantmännen's Code of Conduct.

An updated version of the Code was introduced in fall 2015. The outcome refers to the percentage of employees trained in the new version.

Number and percentage of employees having received training in the Code of Conduct

Region	Number of employees trained	Employees trained, %
Nordic	5,096	78 %
Rest of Europe	2,142	63 %
Other countries	64	47 %
Total	7,302	72 %

In 2016, a comprehensive training program (e-learning) in anti-corruption and competition law was implemented for key personnel and employees in particularly vulnerable positions. All persons identified in the target group completed the training during the year, apart from a small number of people working in units outside the Group's common e-learning system, who were therefore given an extension until Q1 2017.

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

Outcome: Systematic follow-up of compliance with the anti-corruption policy is conducted annually by getting the companies to answer questions on issues such as the occurrence of corruption incidents. All 59 companies answered the questions in 2016.

No incidents of corruption were reported.

Environmental

Management approach

Lantmännen is active in the grain value chain and is dependent on natural resources and well-functioning ecosystems. At the same time, we have an impact on the environment on which we are dependent. The majority of the environmental impact is in the cultivation stage. We engage in systematic efforts to continuously improve operations and reduce our environmental impact. Our measures are based on the precautionary principle and life cycle thinking. Energy consumption, emissions into the air, soil and water, impacts from transport, impacts on land and biodiversity, also through our purchasing in the supply chain, are issues that are particularly important.

Our Code of Conduct clarifies our approach, special policies and guidelines, while goals and strategies govern the focus of work, and we monitor performance through sustainability reporting. There are Group-wide targets for climate and organic business. As our transportation of goods has a major environmental impact, we are working closely with carriers and customers to improve the efficiency of freight transport and move to more environmentally friendly fuels.

Materials

Materials used by weight or volume (G4-EN1fp)

Lantmännen reports the use of our most important raw materials: soy as an ingredient in feed and palm oil as an ingredient in food.

Outcome:

Grain concept (*Thousand tonnes, weighed grain from Lantmännen's farmers, including pulses and oilseeds*)

	2016	2015	2014	2013	2012
Total volume of weighed grain	2,400	2,700*	2,500	1,800	1,950
Grain grown according to Climate & Nature	70	55	14	-	-
Organic grain	98	91	71	57	58
Grain grown according to Natur +	132	-	-	-	-

* The figure of 2,900 in the 2015 report was incorrect as it also included other grain flows (imports and trade).

For soy and palm oil, see Sourcing above.

Comments: The 2016 Swedish grain harvest was lower than the record year of 2015, but higher than the five-year average and of good quality. Lantmännen's continued commitment to the Climate & Nature

cultivation method resulted in an increase from 55 thousand to about 70 thousand tonnes. Organic volumes also increased from the previous year.

More information on our grain can be found at lantmannenlantbruk.se

Energy

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

The indicator includes all Lantmännen's production facilities.

Outcome:

	2016		2015		2009 ¹	
	TJ	GWh	TJ	GWh	TJ	GWh
Non-renewable fuels	1,289	358	1,240	345	1,366	379
Oil	115	32	120	33	498	138
Natural gas	1,066	296	988	275	745	207
LPG	108	30	132	37	111	31
Town gas	0	0	0	0	11	3
Renewable fuels	714	198	691	192	2,201	611
Indirect energy	4,120	1,144	3,805	1,057	4,079	1,133
District heating	2,249	625	2,000	556	1,937	538
Electricity	1,870	520	1,805	501	2,142	595
Sold electricity and heating	390	108	n.a.	n.a.	n.a.	n.a.
Total net energy	6,123	1,701	5 738	1,594	7,646	2,124

Certified renewable electricity **1,390 386**

Certified renewable district heating **1,486 413**

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

Energy consumption in 2016 by energy type (2015 in brackets)



Comments: With energy efficiency, phasing out of fuel oil and prioritization of renewable fuels, we reduce the climate impacts of our facilities. Carbon dioxide emissions from energy consumption have been reduced by 48 percent since 2009.

Water

Water withdrawal

Outcome:

	2016 m ³ /year	2015 m ³ /year
Municipal water supply	904,079	1,031,024
Groundwater from own source	46,572	27,572
Surface water from own source	0	0
Unspecified	1,243,165	623,306
Total water withdrawal	2,193,816	1,681,902

Comments: Collection of data is not yet complete for this indicator. The high figure for “Unspecified” is due to incomplete data. However, the assessment is that the majority of this category is from the municipal water supply. The increase in the total volume is partly due to increased facilities and production during the year, and partly due to increased reporting from the previous year.

In addition to water consumption monitoring, all facilities undergo regular risk screening for impacts on water supplies using WBSCD’s Water Tool.

Four of Lantmännen’s facilities have been identified as 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)

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)

Lantmännen reports this as

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

Objective: To reduce carbon dioxide emissions from the Group’s own operations (energy and transport) by 40 percent between 2009 and 2020, calculated as tonnes of CO₂ per MSEK value added.

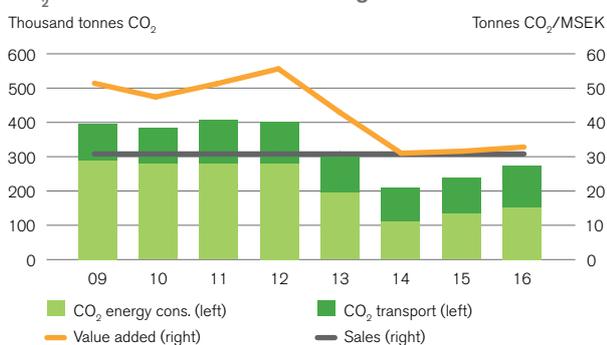
¹ Value added = EBITDA plus employee benefits expense



Outcome: CO₂ emissions in relation to value added and net sales

	2016	2015	2014	2013	2012	2011	2010	2009
CO ₂ energy consumption (thousand tonnes)	152	133	113	194	280	279	279	289
CO ₂ transport (thousand tonnes)	121	106	103	106	120	130	106	106
Tonnes CO ₂ /MSEK value added	32,8	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	30,8
Tonnes CO ₂ /MSEK net sales	11,3	6,7	6,6	8,9	11,0	10,8	10,7	11,3

CO₂ emissions – outcome and target levels



Objective: –40 % Achieved

Comments: Overall CO₂ emissions have decreased by just under 40 percent in both absolute and relative figures since 2009, and the target was achieved in 2014. 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, which produced a major effect in 2015. The absolute figures are significantly affected by changes such as acquisitions and divestments.

Emissions increased slightly in 2016 as a result of acquisitions and increased activity in Finland and Eastern Europe. Emissions also increased slightly in relative terms. Continuing conversion from fossil fuels and a transition to green electricity in Finland and other places is expected to reduce emissions for 2017. Compared with the base year 2009, emissions in relation to value added have fallen by 36 percent.

Lantmännen began the process of developing a new climate strategy during the year. Phasing out the remaining fossil fuel oil, introducing renewable electricity at all facilities and continuing energy efficiency are important parts of the work ahead.

Products and services

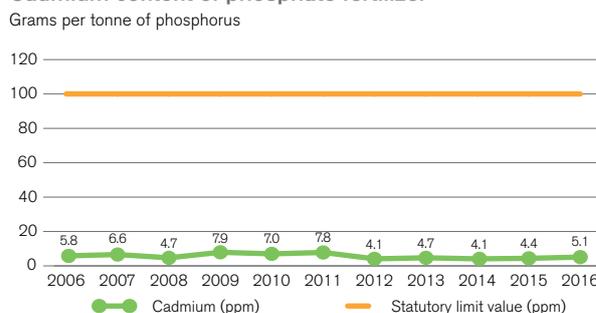
Set out below are some Lantmännen-specific key figures regarding our products, with a link to the environmental impact in the cultivation stage:

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 tons of phosphorus (in fertilizer).

Outcome: 5.1 grams of cadmium per ton of phosphorus in fertilizer in 2016.

Cadmium content of phosphate fertilizer



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. The slight increase in 2016 was due to a change in demand for various products and a slightly higher average value of large-volume products.

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

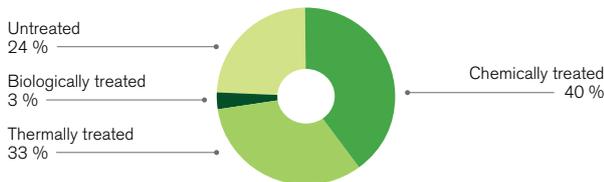
Definition: (Biologically treated + thermally treated + untreated grain seed, tonnes)/total grain seed produced, tonnes

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 (Cedemon 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 total proportion of non-chemical treatment, i.e. untreated, thermally and biologically treated seed, was 60 (51) percent.

Seed treatment (calculated as percentage of volume in tonnes)



Comments: The volume and proportion of non-chemically treated seed has increased considerably, with ThermoSeed treated seed accounting for the majority. Since fall 2014, Lantmännen has two ThermoSeed facilities, one in Skara and in Eslöv.

Proportion of organic seed

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

Outcome:

	2016	2015	2014	2013	2012
Proportion, %	11.7 %	9.6 %	9.2 %	8.1 %	7.6 %

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 seed-borne 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:

	2016	2015	2014
Organic feed, %	9.4 %	7.8 %	6.8 %

Comments: The proportion of organic feed has continued to increase.



Compliance

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

Significant fines are fines, which due to their amount or the nature of the non-compliance are likely to significantly affect the Group's finances or reputation.

Outcome: No significant fines or non-monetary sanctions in 2016 (0).

Labor Practices and Decent Work

Occupational health and safety

Management approach

Lantmännen prioritizes a safe and healthy work environment and works systematically to continuously identify and address risks and improve the work environment. We consider a proactive health program as a crucial factor to sustainable performance and profitable operations.

Our health and safety work is based on national legislation in the countries where we operate, but in many cases the standard is higher as a result of our internal policies and instructions to ensure safe workplaces. We also invest in wellness activities. Our work on health and safety shall be characterized by close collaboration between management, employees, the safety organization, occupational health and other partners. Regular monitoring of work environment programs has been in progress since 2009 at all our operations. This includes about 50 loss prevention on-site inspections conducted annually at Lantmännen's production facilities, with the primary focus on financial risks, but also a focus on work environment. Health and safety training is provided continuously in all operations.

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

Reporting and outcome:

Sick leave, Group total and per Sector

Sick leave (% of normal working hours)

%	2016	2015	2014	2013	2012
Group, total	4.8	4.0	3.8	3.7	3.8
Agriculture Sector	3.3	3.1	2.8	3.1	2.3
Machinery Sector	3.4	3.5	3.1	3.2	3.1
Food Sector	5.7	4.7 ¹	4.6	4.5	4.6
Energy Sector	2.2	2.2	1.9	2.5	2.3
Lantmännen Real Estate	0.9	4.5	1.5	0.4	0.3

¹ Boundary: 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)

%	2016	2015	2014	2013	2012
Women	6.1	4.9	4.9	4.7	4.7
Men	4.2	3.6	3.3	3.4	3.5
Total	4.8	4.0	3.8	3.7	3.8

Comments: Women continue to have a higher percentage than men and have increased from 4.9 percent to 6.1 percent. Sick leave for men has increased from 3.6 percent to 4.2 percent. This means that total sick leave is now up to 4.8 percent, and the increase is mainly attributable to certain parts of the Food Sector.

Accidents and Incidents

Accidents and Incidents

	2016	2015	2014	2013	2012
Number of fatalities due to work-related injuries	0	0	0	0	0
Number of accidents ¹	239	202	228	262	327
Injury rate ²	14.5	15.2	16.8	17.6	20.2
Number of reported incidents ³	3 072	1 686	2 900	2 488	1 555
Number of reported risk observations ⁴	4 181	2 034	-	-	-
Number of incidents per accident (lost-time)	12.9	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 Number of accidents per million working hours (actual hours worked).

³ Unintended event that could have resulted in ill health or an accident.

⁴ Identified risk that could have resulted in ill health or an accident.

Comments: Lantmännen's injury rate continues its downward trend and has fallen to 14.5 (15.2). In 2016, the number of reported lost-time accidents increased by about 18 percent compared with 2015, but this was due to Lantmännen having a higher number of employees (about 24 percent more hours worked). Falls are the most common type of accident. The results show an overall a positive trend and should also be seen in the context of the year's work on the global roll-out of a system for reporting accidents, incidents and risk observations (IA system), as well as training, risk assessments and an effective work environment network/process team.

Lantmännen's target is at least 10 reported incidents per accident. In 2016, the number of reported incidents increased by 82 percent, with 12.9 reported incidents per accident, which means that the target has been achieved. The Food Sector was responsible for the main increase in incident reporting. The most common causes of incidents are deficiencies in equipment, apparatus, machinery, products, materials or maintenance and servicing.

The number of reported risk observations doubled. The increase occurred in all Sectors but mainly in Food.

The main reason for the increased incident and risk observation reporting was Lantmännen's implementation of a uniform reporting system (IA) in 2016, which makes it easy for any employee to report health and safety risks, incidents and accidents. The system has resulted in a significant increase in awareness of the risks that exist in our workplaces. The system also helps to ensure that each manager with health and safety responsibilities investigates and analyzes each reported risk. In this way, the system contributes to increased awareness and provides a simple reporting facility.

Diversity and equal opportunity

Management approach

Lantmännen's Code of Conduct clarifies our attitude concerning equal treatment: We actively promote equality and diversity. We do not accept discrimination, intimidation, oppression or harassment in any form. This is also made clear in the Supplier Code of Conduct. All managers have a responsibility to implement the Code's principles. All employees have a responsibility to comply with the Code and have training in it. All suppliers must sign the Supplier Code of Conduct, see Sourcing.

Lantmännen works on long-term initiatives to improve equality in recruitment and career development. There is zero tolerance for all forms of discrimination. Since 2015, our employee survey has included a question about whether employees have experienced discrimination in the organization, and if so in what way. This is to identify areas for improvement and enable proactive work. Any deviations are also followed up in the form of reported cases through the whistleblowing and HR functions.

It is important for employees to understand their role and develop their skills. All employees receive regular evaluation and monitoring of their performance and career development through performance appraisals with their managers at least once a year. This applies to all employees in the Group and is followed up in the Insight employee survey. The survey conducted in 2015 shows that 73 percent (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.

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)

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 32, 98, 144-147, and the Sector descriptions.

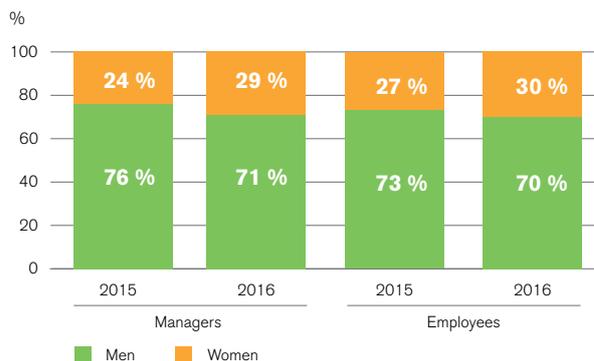
Outcome:

Gender distribution, Group Board and Group Management

	Women	Men	Women, %
Group Board	2	10*	17 %
Group Management	3	7	30 %

* including 3 employee representatives.

Gender distribution



Human rights

Management approach

Lantmännen has a significant responsibility for human rights as a player in all stages of the grain value chain. Human rights are affected directly and indirectly through land use, environmental impacts, in production and in the marketing and use of our products. We are also active in countries where there is a risk of human rights violations. We support and respect internationally proclaimed human rights. Lantmännen signed the Global Compact in 2009 and actively supports the ten principles for responsible business. We work actively to ensure that our employees are treated fairly, equally and with respect. We expect our suppliers and business partners to act in the same way towards their employees and the people affected by operations. This is made clear in the Code of Conduct, which includes work environment and social conditions, including freedom of association, working hours, salaries, forced labor, child labor, discrimination and oppression. All employees are required to be trained in the Code of Conduct, which includes exercises that reflect potential dilemmas and situations. The Supplier Code of Conduct also covers these areas and all suppliers must sign it. Compliance with the codes is monitored in several different ways,

including employee surveys, the whistleblowing function and supplier audits.

For food, there are special requirements on food safety in production and separate Criteria for Responsibly Produced Food. They include origin, safety, high-risk countries and materials, and ingredients and nutrition. We follow rules and good practice in the marketing of our products.

We conduct overall risk assessments for all the Group's operations based on available and independent international risk indexes for the area. 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 we do not have any indications of problems or breaches of the Code of Conduct in terms of human rights. For acquisitions, areas such as human rights, corruption and other financial crimes are part of the due diligence process.

Lantmännen does not report results in the human rights area with GRI indicators but works to ensure that processes are in place to prevent and detect violations of human rights.



Society and Product Responsibility

Management approach

Lantmännen must always comply with the legal requirements and regulations in our countries of operation. We may decide to define higher standards for our own business than those required by local laws when we consider this to be appropriate. Lantmännen also has a business ethics compliance program and legislative compliance is monitored.

Lantmännen's products and services must be safe for users and consumers and follow international standards on food and animal feed, in order to protect our customers and consumers. Our responsibility is based on the precautionary principle. We work systematically to continuously improve our products and services and to develop and offer sustainable solutions to customers and partners. Our research and development activities must ensure a level of knowledge and skills that enables us to be competitive.

For food, there are special requirements on food safety in production and separate Criteria for Responsibly Produced Food. They include origin, safety, high-risk countries and materials, and ingredients and nutrition. All products must be traceable in accordance with applicable regulatory requirements and industry standards. In the event of faults, we recall products that present a risk to the user or consumer. Product deviations and complaints are identified through several customer service and customer contact channels and are dealt with according to the processes of each business areas. For products that are critical to our customers' operations, delivery contingency plans shall be drawn up and be in place. In the Swedish market, we prioritize produce from the owners' farms.

We follow rules and good practice in the marketing of our products.

Customer and consumer health and safety

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

Reporting: All 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.

Product and service labeling

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

Reporting: All Lantmännen's product information and 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 ingredients. Added value in the form of health-promoting or environmental benefits is communicated only when these benefits are well documented and scientifically proven.

Information about the nutritional content and ingredients can be found on all Lantmännen's food and feed products. Information about the origin of the ingredients can be found on some of the products. Information about packaging recycling and sorting can be found on all consumer packaging.

Healthy and affordable food

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 products and ranges, and by spreading knowledge and inspiration. The focus is on foods that promote good health and wellbeing.

We conduct leading-edge* research in areas such as the health effects of eating habits, carbohydrates and fiber. Our involvement throughout the value chain also gives us unique scope for tracing the raw material to its origin, 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 during the year:

- ▶ Swedish beans and bean pasta
- ▶ Friendlier wheat – with a lower carbon footprint
- ▶ Products with 100% oats, good for gluten intolerance

More information can be found at lantmannen.se/ansvar

* *Lantmännen invests large amounts in research and development. Health and food is a priority area. Learn more about different areas of research and projects at www.lantmannen.com/en/about-lantmannen/*

Compliance including product responsibility

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

Significant fines are penalties, which due to their amount or the nature of the non-compliance are likely to significantly affect the Group's finances or reputation.

Outcome: No significant fines or sanctions were imposed on Lantmännen in 2016 (0).

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

Outcome: Lantmännen was not fined any significant amounts in 2016 (0).



Reporting principles

Data collection

Data collection is primarily conducted through LUPP, Lantmännen's proprietary reporting system. LUPP covers all Lantmännen's facilities and collects environmental and energy data, production data such as volumes, certifications and other information about the business ethics compliance program and working conditions. Data on monitoring compliance with the Supplier Code of Conduct comes from Supplier Contract Management (SCM), a proprietary system for managing purchase contracts. HR-related data comes from the SSC HR system. Work-related accidents, injuries and incidents are reported in the IA work environment reporting system, a web-based system provided by AFA Försäkring, although Lantbruk uses a separate reporting system. The number of employees having undergone various e-learning courses is taken directly from the E-campus e-learning platform. Data on legislative compliance is collected from the business through LUPP and from the Legal Affairs and HR departments.

Facility

Production facilities in the Agriculture, Food and Energy Sectors, and heating business in Lantmännen Real Estate.

Work-related accidents, incidents and sick leave

Work-related accidents are defined as accidents that result in at least one day's absence after the accident occurred (travel accidents to and from work are not included).

Injury rate is defined as the number of accidents per million actual hours worked. Accident reporting covers 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.

Incidents are defined as unintended events that could have resulted in ill health or an accident. Incident reporting cover the total workforce in each Sector and country. Risk observations are defined as identified risks that could have resulted in ill health or an accident.

Sick leave is days on which employees are absent from work due to illness as a percentage of normal working hours.

Certificates, certification

Certificates and certification relate to third-party certification that guarantees a certain sustainability performance, such as renewable energy, RSPO for palm oil and KRAV for organic produce.

Energy

Energy consumption encompasses Lantmännen's production facilities, but does not include energy consumption in Lantmännen Real Estate's externally leased premises, the Machinery Sector's workshops and Lantmännen's office properties and district cooling (only cooling for the office in Stockholm). Energy consumption for the non-included units has been calculated and comes to significantly less than 10 percent of total consumption.

Compliance

Describes legal compliance and compliance related to laws, international declarations, conventions or agreements, regional and local legislation and regulations in environmental and socio-economic areas. Non-compliance with the law is an infringement that incurs administrative or legal penalties such as sanctions, injunctions and/or significant fines. Significant fines are penalties, which due to their amount or the nature of the non-compliance are likely to significantly affect the Group's finances or reputation.

Supplier

The reporting includes suppliers with an annual purchase volume (goods and services, both direct, as inputs, and indirect) of MSEK >1. Suppliers with a volume of MSEK >1 must meet the Supplier Code of Conduct in their contracts and have an approved self-assessment and/or audit. However, the indicator FP1 is based on the entire purchase volume from suppliers.

An approved supplier is defined as a supplier that has the Supplier Code of Conduct in its contract and has an approved self-assessment and/or audit.

Equal treatment

The definition of equal treatment and discrimination is based on Lantmännen's Code of Conduct, and the number of incidents of discrimination refers to cases reported to HR, the whistleblowing function, the immediate supervisor or a judicial body, which are considered to be infringements.

Employees

Employees refers to persons employed at Lantmännen. Consultants and temps are included in the reporting to varying degrees. See the scope for each indicator. Most of Lantmännen's employees are permanent employees.

Material

Lantmännen reports on the use of our most important raw materials: grain, soy and palm oil, all defined as renewable materials. Packaging materials are not reported.

Reported volumes of grain refer to weighed grain, including pulses (legumes), to the Agriculture Sector. Other grain flows, e.g. from trading or imports, are not included and constitute about 10 percent of the traded grain volume.

The volumes of soy refer to use in feed production, not use in food, where the share is insignificant, about 1.5 percent of the total soy volume.

The volumes of palm oil refer to use in feed and food production. Palm kernel expeller, the residue from pressed palm kernels, used for animal feed production, is not included in the measurable goals and indicators for certified palm oil.

Human rights

Human rights refers to internationally declared human rights such as the UN's Universal Declaration of Human Rights and the ILO Conventions. Lantmännen describes the risk of violation of human rights under Management approach in the human rights section.

Water

Reporting of water covers the entire Group, but there are deficiencies in the quality of the data, both in number of reporting units and specification of water sources. However, the assessment is that the majority of the unspecified water sources category is from the municipal water supply. Water is used for ethanol production processes, in the bakery operations as an ingredient and for cleaning. Total water withdrawal is reported and a risk analysis for operations in areas of water scarcity.

Emissions into the air

Lantmännen reports direct emissions of carbon dioxide from heating and its own vehicles in accordance with WBCSD GHG Protocol Scope 1, and indirect emissions from use of electricity and purchased transportation, Scope 2. Emissions from electricity consumption do not include Lantmännen Real Estate's externally leased premises, the Machinery Sector's workshops and Lantmännen's office buildings and district cooling. Emissions for the non-included units have been calculated and account for no more than 10 percent of total emissions.

In addition to carbon dioxide, the operations give rise to other greenhouse gas emissions from, e.g., use of natural gas and other combustion in production, and refrigerants. We do not monitor and report these emissions.

Reporting is in tonnes of CO₂, and emissions from transport are not based on equivalents, as no other greenhouse gases are included. Emission factors are taken from the Haga Initiative, based on IEAS. Emissions from transport are based on a standard calculation, which in turn is based on spending data. Key figures for CO₂ emissions are reported as tonnes per MSEK net sales. Value added is EBITDA plus impairment. Emissions are reported in tonnes, not equivalents.

GRI Index

Lantmännen has been reporting according to the Global Reporting Initiative guidelines for several years, including the sector-specific GRI Food Processing Sector Supplement. For the 2016 report, we use GRI G4, Core level. More about GRI at www.globalreporting.org

The following cross-reference index indicates the general disclosures and selected GRI indicators that are included in Lantmännen's Sustainability Report for 2016, and where the information is reported. For some indicators, the reporting and/or comments are submitted directly in the index table. The index also contains references to the UN Global Compact principles as Lantmännen's Sustainability Report represents our Communication on Progress to the UN Global Compact.

The references point to three different information sources:

- Lantmännen's 2016 Annual and Sustainability Report (page reference). Available as a printed edition and a downloadable PDF at www.lantmannen.com/en/about-lantmannen/. Referred to below as "Annual Report".
- Appendix Sustainability Management and Indicators, referred to below as "Appendix" and available as a PDF at www.lantmannen.com/en/about-lantmannen/
- The section of our website that describes the work on responsibility and sustainable development: www.lantmannen.com/en/responsibility

DISCLOSURE	DESCRIPTION	REFERENCE/COMMENTS	UN GLOBAL COMPACT
General disclosures			
Strategy and analysis			
G4-1	Statement from Chairman and President & CEO	Annual Report pages 12-15	CEO commitment
Organization profile			
G4-3	Name of organization	<i>Lantmännen economic association</i>	
G4-4	Primary brands, products and/or services	Annual Report pages 5-7	
G4-5	Location of headquarters	<i>Stockholm</i>	
G4-6	Countries where the organization operates	Annual Report page 98	
G4-7	Nature of ownership and legal form	Appendix, inside cover	
G4-8	Markets served	Annual Report pages 3, 5-7 for each Sector and business, and 97	
G4-9	Scale of the organization	Annual Report pages 2, 98	
G4-10	Description of workforce	Annual Report pages 32, 98 Appendix "Reporting policies", page 15	
G4-11	Percentage of employees covered by collective bargaining agreements	<i>There are several different collective agreements for manual and non-manual workers within Lantmännen. In Sweden, 100 percent of the employees are covered by collective agreements, while for the entire Group, the figure is at least 70 percent.</i>	Principle 3
G4-12	Description of the organization's supply chain	www.lantmannen.com/en/responsibility	
G4-13	Significant organizational changes during the reporting period	Annual Report pages 20, 120	
G4-14	Explanation of whether and how the precautionary approach or principle is addressed by the organization	Annual Report pages 66-67, 148-150 www.lantmannen.com/en/responsibility , see the Code of Conduct <i>For chemical-related issues, the precautionary principle is applied in the context of Lantmännen's internal systematic environmental and health and safety work.</i>	Principle 7
G4-15	Externally developed economic, social or environmental charters, principles or other initiatives to which the organization subscribes or which it endorses	Annual Report pages 31, 158 www.lantmannen.com/en/responsibility	Principle 8
G4-16	Memberships of associations (such as industry associations)	www.lantmannen.com/en/responsibility	Principle 8

DISCLOSURE	DESCRIPTION	REFERENCE/COMMENTS	UN GLOBAL COMPACT
Identified material aspects and boundaries			
G4-17	Entities included in the organization's consolidated financial statements and whether any of these entities is not included in non-financial reporting.	Annual Report page 127 Appendix page 1	
G4-18	Process for defining the report content	Annual Report page 27 Appendix pages 1-2	
G4-19	Identified material aspects	Appendix pages 1-2, 19-21 www.lantmannen.com/en/about-lantmannen/	
G4-20	Aspect boundaries for each material aspect within the organization	Appendix pages 19-21 www.lantmannen.com/en/responsibility	
G4-21	Aspect boundaries for each material aspect outside the organization	Appendix pages 19-21 www.lantmannen.com/en/responsibility	
G4-22	The effect of any restatements of information provided in previous reports, and the reasons for such restatements	Appendix pages 1-2	
G4-23	Significant changes from previous reporting periods in the scope and aspect boundaries	Appendix pages 1-2, 15-16	
Stakeholder engagement			
G4-24	List of stakeholder groups engaged by the organization	Annual Report pages 26, 31 www.lantmannen.com/en/responsibility	Principle 8
G4-25	Identification and selection of stakeholders	Annual Report pages 31 www.lantmannen.com/en/responsibility	
G4-26	Stakeholder engagement	Annual Report pages 26, 31 www.lantmannen.com/en/responsibility <i>No special specific stakeholder dialogue has been conducted for the sustainability report</i>	
G4-27	Key topics for stakeholder groups	Annual Report pages 21 Appendix page 1 www.lantmannen.com/en/responsibility	
Report profile			
G4-28	Reporting period	2016	
G4-29	Date of most recent report	February 2016	
G4-30	Reporting cycle	Annual	
G4-31	Contact point for questions regarding the report or its contents	Claes Johansson Director Sustainable Development claes.johansson@lantmannen.se	
G4-32	GRI Content Index for the chosen application level	See this index	
G4-33	Policy and current practice with regard to seeking external assurance for the report	The sustainability report has not been reviewed by external assurance	
Governance			
G4-34	Governance structure of the organization	Annual Report pages 5, 16, 142, 144-147	
Ethics and integrity			
G4-56	The organization's values, principles and code of conduct	Annual Report pages 26, 66-67 www.lantmannen.com/en/responsibility See Code of Conduct	Principles 1-10

DISCLOSURE	DESCRIPTION	OMISSION AND REASON	BOUNDARIES/ REFERENCE/COMMENTS	UN GLOBAL COMPACT
Specific disclosures (management approach and indicators per area)				
Economic performance			Covers Lantmännen's own business, also includes the impact on suppliers, customers, owners and society	Principles 7-9
G4-DMA	Management approach		Appendix page 3 Annual Report pages 17-18, 24	
G4-EC1	Direct economic value generated and distributed		Annual Report pages 63, 71-72 Appendix page 3, www.lantmannen.com/en/about-lantmannen/	
G4-EC2	Financial implications and other risks and opportunities for the organization due to climate change	Quantification of impacts and risks; data not available	Annual Report pages 23, 27-30, 148-151	
Sourcing			Covers Lantmännen's own operations and suppliers	Principles 1-10
G4-DMA	Management approach		Appendix page 3 Annual Report pages 26-27, 66-67, 150 www.lantmannen.com/en/responsibility	
G4-FP1	Percentage of purchased volume from suppliers compliant with organization's sourcing policy		Annual Report page 66 Appendix page 3 www.lantmannen.com/en/responsibility	
G4-FP2	Percentage of purchased volume verified as being in accordance with internationally recognized responsible production standards		Appendix page 4 www.lantmannen.com/en/responsibility	
Anti-corruption			Covers Lantmännen's own operations and suppliers and other business partners	Principles 10
G4-DMA	Management approach		Appendix page 5 Annual Report pages 66-67, 149	
G4-SO4	Communication and training on anti-corruption policies and procedures	Not reported by employment type as this is not registered and the training is compulsory. Not reported for business partners, as they sign the SCoC and this is reported under FP1.	Appendix page 5 All Board members are involved and trained in the Code of Conduct and anti-corruption policies.	
G4-SO5	Confirmed incidents of corruption and actions taken		Appendix page 5	
Materials			Covers Lantmännen's own operations	Principles 7-9
G4-DMA	Management approach		Annual Report page 25 Appendix pages 3, 6 www.lantmannen.com/en/responsibility	
G4-EN1	Materials used by weight or volume	Packaging materials are not reported; data not available	Appendix pages 3, 6 www.lantmannen.com/en/responsibility	

DISCLOSURE	DESCRIPTION	OMISSION AND REASON	BOUNDARIES/ REFERENCE/COMMENTS	UN GLOBAL COMPACT
Energy			Covers Lantmännen's own operations	Principles 7-9
G4-DMA	Management approach		Appendix page 6 Annual Report page 25 www.lantmannen.com/en/responsibility	
G4-EN3	Energy consumption within the organization	Deviation for cooling and energy from Real Estate's externally leased premises, Machinery's workshops and our offices. Data not available.	Appendix page 6 www.lantmannen.com/en/responsibility	
Emissions into the air			Covers Lantmännen's own operations and suppliers	Principles 7-9
G4-DMA	Management approach		Appendix pages 6-8 Annual Report pages 25, 30 www.lantmannen.com/en/responsibility see section on Climate	
G4-EN15	Direct greenhouse gas emissions (Scope 1)	Deviation for greenhouse gases other than carbon dioxide; data not available. Emissions are reported in tonnes, not equivalents.	Annual Report page 25 Appendix pages 7-8 www.lantmannen.com/en/responsibility	
G4-EN16	Indirect greenhouse gas emissions (Scope 2)	Deviation for cooling and energy emissions from Real Estate's externally leased premises, Machinery's workshops and our offices. Incomplete data. Emissions are reported in tonnes, not equivalents.	Annual Report page 25 Appendix pages 7-8 www.lantmannen.com/en/responsibility	
G4-EN18	Greenhouse gas emissions intensity (ratio of GHG emissions to production volume/value)	See above. Description of efficiency measures, see Reporting Principles in Appendix	Annual Report page 25 Appendix pages 7-8 www.lantmannen.com/en/responsibility	Principles 8
Environmental compliance			Covers Lantmännen's own operations	Principles 7-9
G4-DMA	Management approach		Appendix page 9 Annual Report pages 66-68 www.lantmannen.com/en/responsibility	
G4-EN29	Monetary value of significant fines and number of non-monetary sanctions for non-compliance with environmental laws and regulations		Appendix page 9	
Occupational health and safety			Covers Lantmännen's own operations	Principles 1-2
G4-DMA	Management approach		Appendix page 10-11 Annual Report pages 32-33, 66, 68 www.lantmannen.com/en/responsibility	
G4-LA6	Occupational injuries and accidents, absenteeism	Deviation for key figure for lost days; data not available.	Appendix page 10 Annual Report pages 32-33	

DISCLOSURE	DESCRIPTION	OMISSION AND REASON	BOUNDARIES/ REFERENCE/COMMENTS	UN GLOBAL COMPACT
Diversity and equal opportunity.			Covers Lantmännen's own operations	Principles 1-2, 6
G4-DMA	Management approach		Appendix page 11 Annual Report pages 25, 68 www.lantmannen.com/en/responsibility	
G4-LA12	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership and other indicators of diversity	Deviation for breakdown according to age group; data not available, and deviation for minority group membership and other indicators of diversity; illegal to register these	Annual Report pages 32, 98, 144-147 Appendix page 11 www.lantmannen.com/en/responsibility	
Human rights risk assessment			Covers Lantmännen's own operations and suppliers, customers and consumers	Principles 1-6
G4-DMA	Management approach No GRI indicator		Appendix page 12 www.lantmannen.com/en/responsibility	
Customer health and safety			overs Lantmännen's own operations, customers and consumers	Principles 1-2, 10
G4-DMA	Management approach		Appendix page 13 Annual Report page 150 www.lantmannen.com/en/responsibility	
G4-FP5	Percentage of production volume manufactured in sites certified according to food safety standards	Volume not reported; data not available. Percentage of sites is reported.	Appendix page 13	
Healthy and affordable food				
G4-DMA	Management approach		Appendix page 14 Annual Report pages 28-29 www.lantmannen.com/en/responsibility	
Product and service labeling			Covers Lantmännen's own operations	Principles 1-6
G4-DMA	Management approach		Appendix page 13 Annual Report page 150 www.lantmannen.com/en/responsibility	
G4-PR3	Type of product information required and percentage of products subject to such information requirements		Appendix page 13	
Compliance including product responsibility			Covers Lantmännen's own operations	Principles 1-10
G4-DMA	Management approach		Appendix page 13 Annual Report pages 66-68	
G4-SO8	Monetary value of significant fines and number of non-monetary sanctions for non-compliance with laws and regulations		Appendix page 14	
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services		Appendix page 14	

Together we take responsibility from field to fork

Lantmännen has chosen to support We Effect.

We Effect is a development cooperation organization that acts and works with a long-term approach in order to effect change.

Help to self-help is We Effect's guiding principle.