



Make a Difference

Sustainability Report 2023



Cork
Supply



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Message from our President

Dear partners,

I am proud to present our 2023 Sustainability Report, that reflects our deep commitment to sustainable development and demonstrates the progress we are making in core areas for the future. It is through the support and collaboration of our partners that we continue to make significant strides in enhancing the global wine industry.

2023 was a challenging year in both the wine and spirits industries largely due to overstocking and to sales declines on both sides. I would like to highlight that as a group, our businesses fared very well. Despite the many challenges we faced, we had ongoing market share growth in Europe, which is an especially important achievement given the turbulent times the world is seeing.

Our dream is to be the most admired partner in the industry, and we are confident that through our investments in innovation, our collaborations with partners, and our unwavering dedication to sustainable development, we will be able to achieve this dream.





In the short and medium term, our strategic priorities are focused on contributing to sustainable development in ways that align with authoritative intergovernmental instruments. This alignment ensures that our efforts are both relevant and impactful on a global scale.

Over the past year, we've seen incredible progress and innovation, and I would like to highlight some achievements in particular:

- 1. Montado Regeneration Programs:** Our participation as a member of the Montado Living-Lab initiative that focuses on regenerating the pastoral agro-silvo system in Alentejo, demonstrating our commitment to environmental stewardship and sustainable forestry.
- 2. Continued investment in the Spirits Industry:** We inaugurated the new TALIS bartop unit, designed to meet LEED certification standards, with the certification process beginning in Q4 2024.

- 3. Solar Energy Investment:** We have made a significant investment in solar energy production by commissioning a solar photovoltaic system with a maximum power of 1600 kW. With this change, 35% of our electricity needs will be generated from renewable sources.
- 4. Launch of a Responsible Procurement Policy:** We launched our Responsible Procurement Policy to enhance social and environmental impact throughout our entire supply chain.
- 5. Decarbonization Efforts:** We have achieved a 32,5% reduction in overall CO₂eq emissions (SCOPE 1 and SCOPE 2), a significant step towards our goal of decarbonization.

We are acutely aware of the broader trends influencing our industry, from macroeconomic and environmental shifts to social changes, as seen in changes in the consumption of alcoholic beverages and health related habits. These trends shape our approach and reinforce the importance of our commitment to sustainable development.

There are clear challenges that lie ahead of us, but we remain optimistic and enthusiastic about the opportunities for innovation and growth. We will continue to push the boundaries of what's possible, setting new standards for quality, service, and innovation in the industry.

Thank you for your continued partnership and support. We truly believe that together we can make a difference.

Jochen Michalski
President and Founder of the Harv 81 Group



2023 Highlights

**Harv 81 Group
in the US expands
operation in
North Bay**

**Harv 81 Group
in the US -
One of the Best
Places to Work**

**Co-Founder
of Montado
Living-Lab Initiative**

**New TALIS Bartops
Unit in Portugal**

**Leadership
program**

**Launch of our
Responsible
Procurement Policy**

**Major investment
in solar energy
production**

**Participation
in 17 conferences
and roundtables**

**Decarbonization
efforts reflected
in a 32.5% Emissions
reduction in overall
CO2e emission**



2023 Highlights

New TALIS Bartops Unit in Portugal

We inaugurated the TALIS plant, a new building designed to meet the Leadership in Energy and Environmental Design (LEED) certification standards.: Building Operations and Maintenance (O+M). The LEED certification process assesses sustainability across multiple areas, including water efficiency, energy and atmosphere, materials and resources, indoor environmental quality, and pollution. The certification process is scheduled to begin in the 4th quarter of 2024.

Major investment in solar energy production

Our solar photovoltaic system, with a total installed maximum power of 1,600 kW, has been commissioned. This system has enabled us to generate 35% of our electricity needs from renewable sources.

Living lab to study the regeneration of Montado

We are proud members of the Montado Living-Lab initiative, a project dedicated to regeneration of the pastoral agro-silvo system in Alentejo. This initiative brings together key stakeholders, including farmers, multidisciplinary research teams, government institutions, and industry representatives like Cork Supply.

Launch of our Responsible Procurement Policy

Our newly established Responsible Procurement Policy underscores our dedication to sustainability and mirrors our core values of environmental stewardship and social responsibility. By prioritizing suppliers aligned with our ethos, we aim to enhance our social and environmental impact throughout the production process. <https://corksupply.com/pt/politica-de-compras-responsaveis>

Harv 81 Group in the US – One of the Best Places to Work

Harv 81 US was recognized as one of the Best Places to Work in California for the 8th consecutive time, an award by North Bay Business Journal. The process covers a set of information regarding our programs and benefits and also an internal engagement survey that must comply with a determined satisfaction rating on company culture, management and leadership efforts, benefits, salary, safety and others.

Decarbonization efforts reflected in a 32,5% Emissions reduction in overall CO₂eq emission. (SCOPE 1 and SCOPE 2 emissions).

The impact of our decarbonization initiatives is evident in the significant 32,5% decrease in overall CO₂e emissions, covering both SCOPE 1 and SCOPE 2 emissions.



2023 Highlights

Leadership program

We advanced our “Mattering” leadership program, by training key personnel to foster a strong leadership culture. As part of this initiative, we defined the core principles of individual and collective accountability.

Participation in 17 conferences and roundtables

Our strong commitment to public engagement involves sharing knowledge and promoting discussion about cork sustainable practices, forest management, and the transformation of cork into closures. We also emphasize the natural characteristics of cork in preserving wine.

Harv 81 Group in the US expands operation in North Bay warehouse

The 50% expansion of Cork Supply facility in California is designed to allow for more flexibility fulfillment of order as winemakers adjust bottling schedules and purchases of packaging based on individual brand performance in the market.





01.

Harvesting to Make a Difference



Cork Supply



**Product, Planet,
People: For the Future
of the Cork industry**





Product, planet, people: For the Future of the Cork industry

In our previous report¹, we shared our sustainability agenda for 2021-2030 focusing on Product, Planet and People, acknowledging our role in shaping the future of the cork industry.

SUSTAINABILITY REPORT 2023

¹ For further detail on our approach to the materiality assessment of sustainability topics and our stakeholder approach regarding this subject, please consult our previous report here. (<https://corksupply.com/eu/sustainability-1>)

Harvesting For the Future

PRODUCTS & INNOVATION	PLANET & OPERATIONS + SUPPLY CHAIN	PEOPLE & COMMUNITIES
<p>Maintain and enhance the beneficial environmental characteristics of cork, our raw material, in our products, by: innovating our processes (both natural and technical) and the components used in cork closures (technical); in compliance with global regulations on quality; and environment and food safety.</p> <p>Ensure efficient use of all cork materials in our cork closures.</p> <p>Promote circular economy using 100% of the raw material.</p> <div data-bbox="891 1145 1189 1295"> </div>	<p>Reduce the environmental impact of our activity through the sustainable use of resources; climate change mitigation and adaptation; energy transition; and circular economy.</p> <p>Collaborate in the preservation of cork oak forests, biodiversity, and ecosystem services.</p> <p>Promote sustainable management of our value chain.</p> <div data-bbox="1319 1070 1619 1375"> </div>	<p>Provide a rewarding and challenging workplace, ensuring healthy and safe working conditions.</p> <p>Improve skills, education, development, and value the talent and knowledge of the tasks that characterize our work.</p> <p>Contribute to the communities in which we operate by creating positive socio-economic impact through the creation of direct and indirect jobs, and a prospering local economy.</p> <p>Develop a positive and strong connection to the communities in which we operate.</p> <div data-bbox="1823 1145 1973 1295"> </div>



Product, planet, people: For the Future of the Cork industry

This strategic approach is grounded in research, innovation, quality, food safety, integrity and ethics.

Cork Supply is committed to continuing along this path and will report on our performance and events in 2023 within this document².

² This document is dedicated to Cork Supply. For more information about the companies that are within the scope of this report, please see "About the report".

WORK ON THE FUTURE OF THE CORK INDUSTRY

Promote collaboration in the cork sector with producers, suppliers and clients to strengthen efforts and synergies around the common challenges we face, such as the preservation of cork oak forests, the availability and quality of cork, and the enhancement of specialized skills in the cork industry (namely, the extraction and transformation process).



FOUNDATION

Research and innovation

Quality and food safety

Integrity and ethics



Our contribution to the 2030 Agenda for Sustainable Development

Contribution from direct activities

Ensure access to affordable, reliable, sustainable and modern energy for all

7.2 By 2030, increase substantially the share of renewable energy in the global energy mix

7.3 By 2030, increase substantially the share of renewable energy in the global energy mix

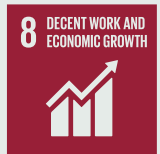


Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, with a focus on adding high-value in labor-intensive sectors

8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value

8.8 Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants and those with precarious employment



Ensure sustainable consumption and production patterns

12.2 By 2030, achieve the sustainable management and efficient use of natural resources

12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse



Take urgent action to combat climate change and its impacts

13.1 Strengthen resilience and adaptation capacity to climate-related hazards and natural disasters in all countries





Our contribution to the 2030 Agenda for Sustainable Development

Contribution from partner related activities

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university

4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship



Protect, restore and promote the sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation and halt biodiversity loss

15.3 By 2030, combat desertification, restore degraded land and soil, including land affected by desertification, drought and floods, and strive to achieve a land degradation-neutral world



For more information on SDG targets see <https://sdgs.un.org/goals>.





**Our goals
for shaping a more
sustainable world**



Our goals for shaping a more sustainable world

To Harvest for the Future and address our strategic commitments we have set 10 key goals with concrete targets.



SUSTAINABILITY REPORT 2023

Products & Innovation

Goal: Develop environmentally friendly technologies, processes, products, and packaging materials through research and development

Key Actions	Targets
Change plastic materials policy ³ : transition in packaging and Talis capsules	Achieve a reduction in 15% of plastic by 2025 Achieve a reduction in 50% of plastic by 2030
Integrate eco-design guidelines for natural cork products	Subject at least 3 new products to eco-design guidelines by 2030
Conduct regular monitoring of the Carbon Footprint for selected products every three years	Achieve a 20% reduction in carbon footprint for natural corks by 2024 (compared to 2020 baseline) Achieve a 40% reduction in carbon footprint for VINC and sparkling wine corks by 2024 (compared to 2020 baseline) Determine the carbon footprint for the wood capsule using 2024 data
Define an End-of-life strategy	Join a recycling program for end-of-life corks in the US and Europe by 2024

³ An adjustment was made to the key action and targets, focusing on reducing the use of plastic, by the best available solutions, instead of focusing only on replacing for bioplastic.



Planet & Operations & Supply Chain

Goal: Increase energy efficiency, reduce energy consumption, establish a carbon emission reduction plan, and transition to renewable energy sources

Key Actions	Targets
Implement an energy reduction plan in the technical cork plant	Achieve a 19% reduction in energy consumption in the technical cork plant by 2024 (compared to the 2019 baseline)
Implement an energy reduction plan in natural cork plant	Achieve a 5% reduction in energy consumption in the natural cork plant by 2026 (compared to the 2020 baseline)
Implement a carbon footprint reduction plan for global activity covering Scope 1 and 2 emissions	Achieve a 20% reduction in carbon footprint for natural corks by 2024 and 40% by 2030 (Sustainability-Linked Bond KPI)
	Achieve a 40% reduction in carbon footprint for VINC and sparkling wine corks by 2024 (compared to the 2022 baseline)
New Talis facility according to sustainable criteria	Obtain LEED ⁴ (O+M) certification for the new Talis building by Q2 of 2025
Implement energy and water management systems across buildings and facilities	Install energy and water management systems in three buildings/facilities by 2023
	Expand energy and water management systems to six buildings/facilities by 2025

Goal: Ensure sustainable consumption and production patterns

Key Actions	Targets
Implement waste reduction measures across all operational activities	Achieve a minimum of 90% recovery/valorization of total non-cork waste generated each year
Goal: Strengthen supply chain efforts within the supply chain to promote the integration of good practices and social and environmental criteria	
Engage with suppliers, clients, and other relevant stakeholders to promote sustainability initiatives	Implement a minimum of two sustainability-related initiatives per year
	Actively engage in sustainability related organizations
	Develop and implement Preferable Procurement Policy by 2024 ⁵

⁴ An adjustment was made to this target, from LEED certification in Construction to Operations + Maintenance due to available data.

⁵ This target replaced "Implement the Lean & Green Project within our operations by 2023", because Cork Supply has direct control over the supplier's criteria in the procurement policy than in a Lean & Green project for logistics suppliers.



People & Communities

Goal: Maintain a healthy and safe work environment

Key Actions	Targets
Develop and implement a comprehensive zero accidents strategy by the end of 2023	Achieve zero accidents goal in 2030 Reduce absenteeism related to work accidents by 50% by the end of 2025 (compared to 2021 baseline)
Develop and implement the We Care Program	Implement a minimum of 10 initiatives per year * under the We Care Program (Sustainability-Linked Bond KPI)

Goal: Promote a healthy work-life balance

Develop a system for managing the balance of work, family, and personal life	Maintain a minimum satisfaction index score of 60 points (on a scale of -100 to 100) each year
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Goal: Ensure quality education and promote learning opportunities for all employees

Key Actions	Targets
Provide sustainability training	Ensure 60% of employees receive at least two hours of sustainability training by 2022 Ensure 100% of employees receive at least two hours of sustainability training by 2023
Support college degrees - scholarship application process	Fund three scholarships per year until 2030 to support employees in pursuing college degrees

Goal: Provide skilled manual expertise and retraining opportunities

Develop training partnership with CINCORK	Offer two internships per year in skilled manual expertise starting in 2023
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Goal: Actively engage in social and environmental projects

Implement a volunteering strategy	Conduct a minimum of 200 hours of volunteer work per year, including during working hours, to support social and environmental projects
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Work on the future of the cork industry

Goal: Contribute to the preservation and sustainability of cork oak forests, biodiversity, and ecosystem services, while engaging with industry stakeholders to mobilize resources and drive collaborative efforts

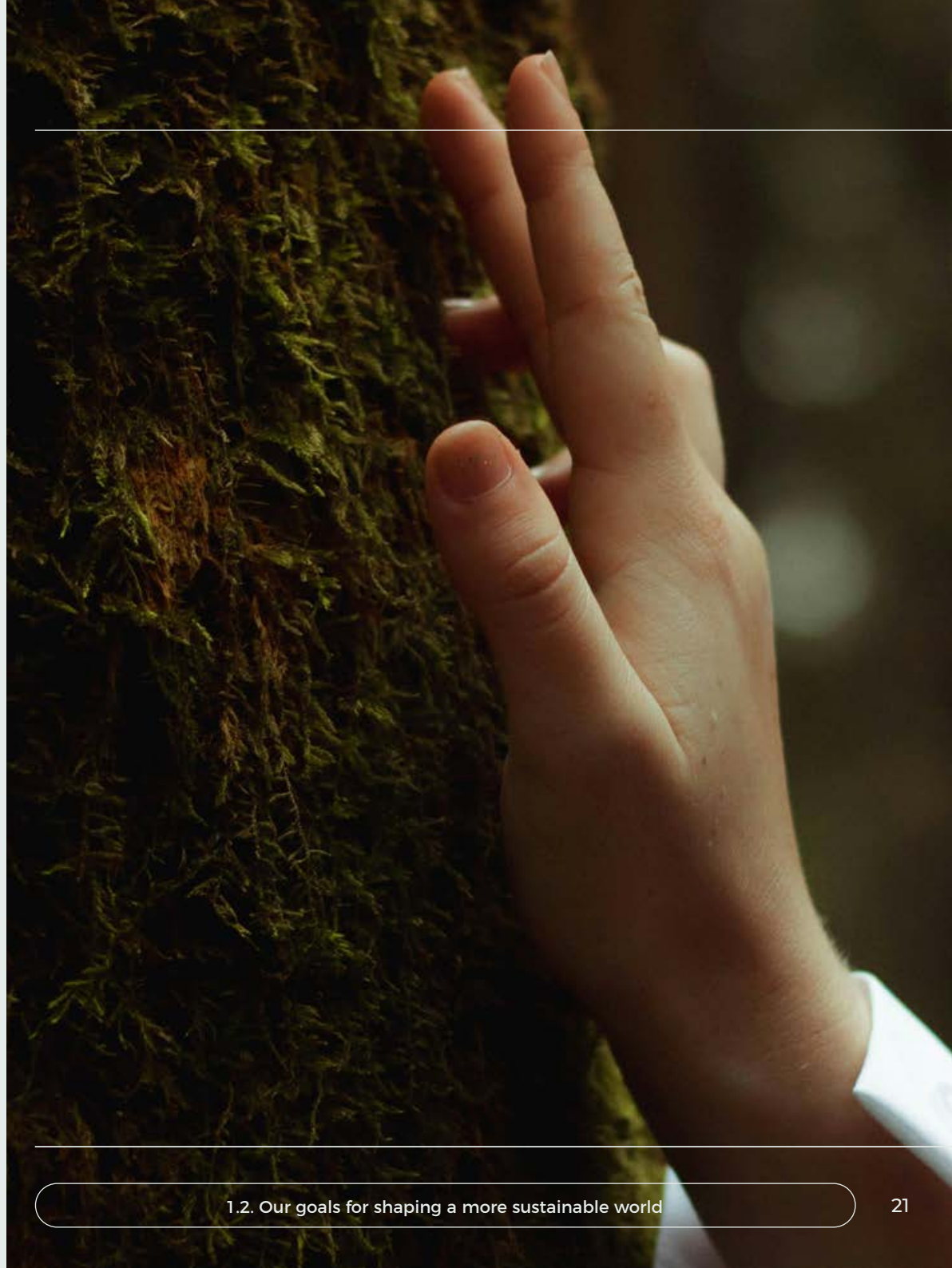
Key Actions	Targets
Actively participate in non-profit associations that collaborate with researchers, producers, and landowners to enhance preservation efforts	Actively participate in at least one non-profit association project focused on sustainability efforts for cork oak forests per year
Increase engagement and participation in industry projects related to cork oak forest preservation and actively involve other stakeholders in the industry to leverage resources and collective expertise	
Develop a stakeholder engagement strategy and collaborative initiatives, focused on material sustainability topics, setting clear goals, and defining roles that include research, practical implementation, and partnerships. Through active influence and knowledge-sharing, Cork Supply aims to foster closer relationships with clients who share our goals and seek cooperative efforts.	
Collaborate with industry stakeholders to develop collective solutions to the shared challenges.	



The sustainability team reaches all areas

The definition and implementation of the plan engage teams across the entire organization and multiple countries.

Having a dedicated team plays a vital role in validating the sustainability strategy, monitoring key performance indicators, ensuring alignment with global guidelines, and identifying emerging challenges.





Strategic Development Team Global task force



Isabel Allegro



Paulo Couto



Rui Pedro Silva
(Sustainability Diretor)



Aaron Loomis
(USA)



Ana Cristina
Lopes Cardoso



Anabela
Madureira



André Rocha



António Costa



Julia Catalén
(Argentina)



Leonor Correia



Maria de Fátima
Gonçalves



Mário
Jorge Ferreira



Mário Outeiro



Margarida Faro



Monika Michalski



Raquel Filipe



Rui Silva Carvalho
(China and South Africa)



02.

Before the Tree, Beyond the Bottle

SUSTAINABILITY REPORT 2023



Cork Supply



**Our Corks
around
the world**



Our corks around the world

Cork Supply is a member of the Harv 81 Group, experts in closures, oak, and labels, providing the best products and services to the wine, and spirits industry.

Working and playing hard to be the most admired partner in the industry.

Harv 81 Group: experts in closures, oak, and labels

With a deep commitment to quality, the Harv 81 Group supports wine and spirits producers by providing consistent and reliable solutions through Cork Supply, Tonnellerie Ô (a producer of oak barrels and oak alternatives), Studio Labels (a label design company), and Legnokaps (specializing in premium wooden capsules).

€153M
revenue

6,500
customers
worldwide

13
operations
units globally

647
employees



Group Brands

HARVEST GROUP





Our corks around the world

During 2023 we carried out an internal reflection on our purpose, on what company we are today and want to be in the future.

The result portrays the company's culture and describes who we are.

SUSTAINABILITY REPORT 2023

Building and Sharing Harv 81 Group's Purpose

DREAM

Most admired partner for the premium wine and spirits industry

SPIRIT

Work hard, Play hard

In leading by example

Customer service is dead, we believe in customer love

In always challenging the status quo to create great products and services

Curiosity and openness to change is vital to our growth

BELIEFS

In creating an exciting, safe and joyful work environment

In inspiring people to do what they love

Our existence is dependent on sustaining the trees that are the foundation of our products

In investing in focused growth, while managing the business prudently and sensibly

CHARACTER

Transformational
Innovative
Courageous

Passionate
Demanding
Caring

Resilient
Reliable
Family

FOCUS

Make a difference



Cork Supply: experts in cork stoppers

Our products:

Natural and technical cork stoppers for wines and spirits

Our commitment to perfect cork:

Over the course of four decades, we have led the way in cork production, maintaining leadership in **research, development, and innovation.**

Our operations and markets:

With five state-of-the-art facilities in Portugal, we ensure a vertically integrated process from forest to bottle. Premium-quality corkwood is carefully harvested from regions in southern Portugal and Spain, and transformed into exceptional natural cork stoppers and high-end technical corks, providing impeccable sealing solutions for some of the world's finest wines.





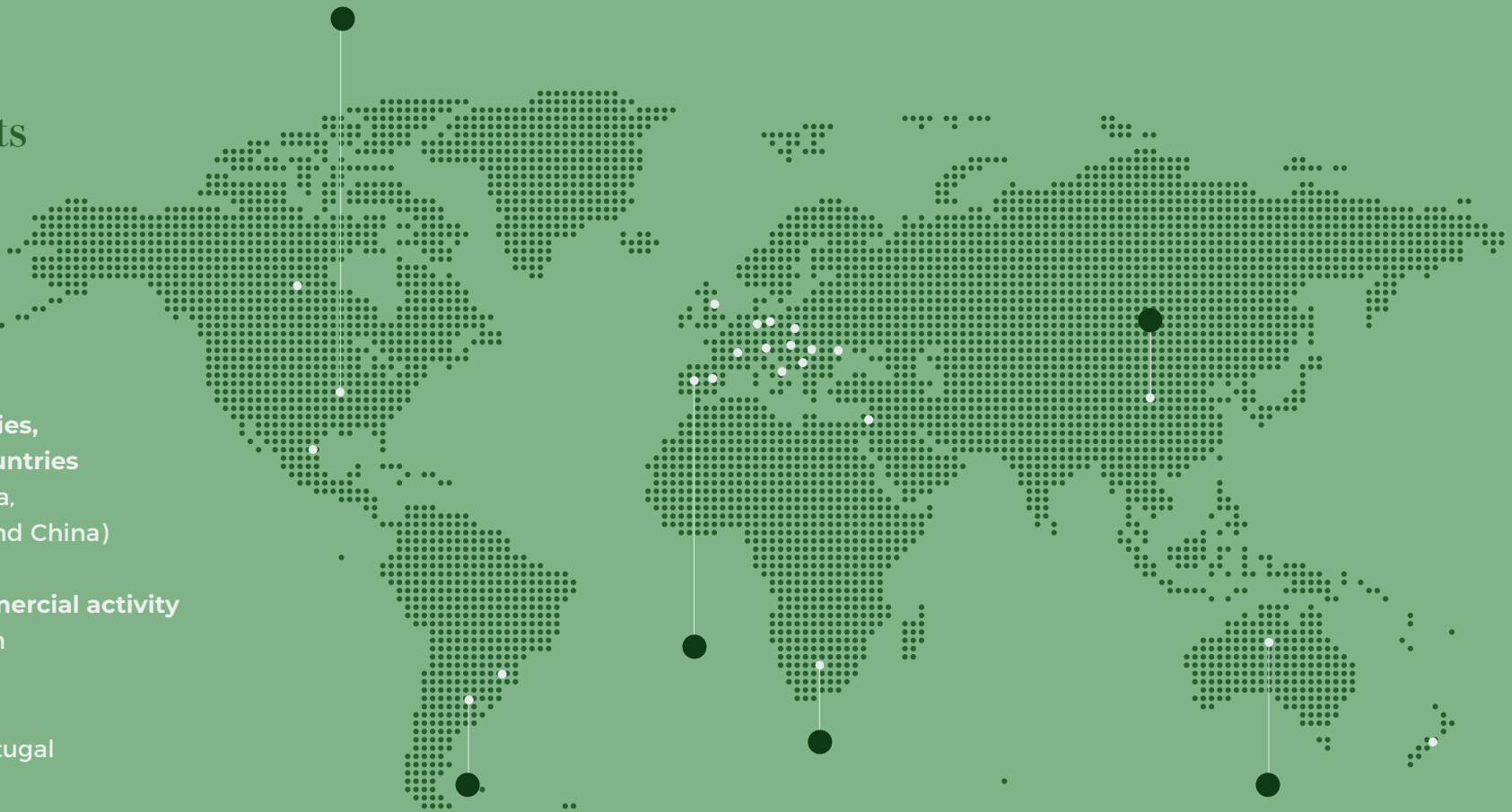


Cork Supply has operations in five continents

11 manufacturing facilities, distributed across 6 countries
(Portugal, USA, Argentina, South Africa, Australia and China)

24 countries with commercial activity
(including countries with manufacturing facilities)

2nd largest group in Portugal



● Distributers

- | | | | |
|----------|----------------|-----------|--------------|
| Portugal | Croatia | UK | South Africa |
| Spain | Romania | Canada | Australia |
| Italy | Switzerland | USA | New Zealand |
| France | Czech Republic | Argentina | China |
| Austria | Germany | Uruguay | Israel |
| Belgium | Hungary | Mexico | |

● Manufacturing units

- Portugal (5 industrial facilities)
- USA
- Argentina
- South Africa
- Australia
- China
- France

Find out more:
Explore more information
About us here:
corks Supply.com/us/about-us



From forest to bottle: This is how we work

SUSTAINABILITY REPORT 2023

2.1. Our corks around the world

2.2. Preserving the best inside

Customer satisfaction

The reason for everything we do and the very fabric of our culture

Quality assurance

Dedicated to ensuring that the quality of our products and services remains the highest in the industry.

Social responsibility

We carefully manage the impact we have on individuals, local communities, and society at large.

RD & innovation

Our passion extends well beyond cork, encompassing all our products and services.

LEAN thinking

Using the best available reliable technology, respecting people and processes, to create lasting and trusting relationships with our customers.

Sustainable cork production practices

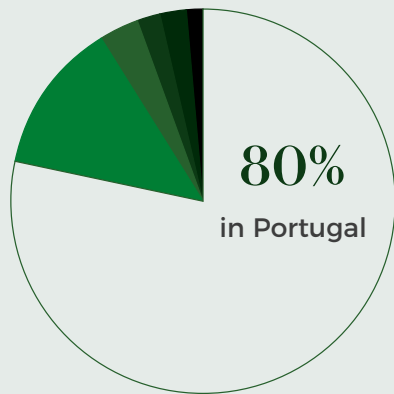
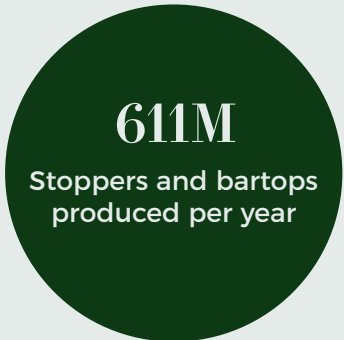
Proud of our heritage, we remain committed to sustainable stewardship of the Mediterranean forests that produce our corks.

2.3. A perfect cork is the result of dedicated hard work



Our word, trusted from the forest to the bottle

SUSTAINABILITY REPORT 2023



- **13,2%** in USA
- **2,5%** in Argentina
- **1,5%** in South Africa
- **1,5%** in Australia
- **1,3%** in China

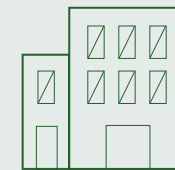
92M€
turnover



5 Patent families

39 Patents

7 Registered brands



5 Industrial units in Portugal

6 Finishing units

9 Sales offices

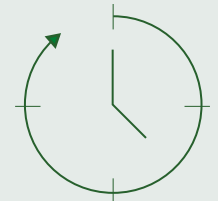


45%

female employees

61%

female employees in management



27,0
hours

of training per person



How it all happens

Sourcing



PORTUGAL AND OTHER COUNTRIES WITH CORK PRODUCTION

Quality management in the forest

While the corkwood is still on the tree and throughout the harvesting, we collaborate with our professional foresters to assure technical assistance and quality.

Cork Harvest & cork selection

Collaborating with the most skilled cork harvesters in the industry, our cork selection process guarantees the high quality of our products.

Transformation



Cork preparation & handling

Preparation unit in Montijo, Portugal

This facility prepares cork from forestry producers in its raw state and uses the most modern technology for the boiling process.

Main steps: drying, boiling

Natural cork stoppers production

Natural cork unit in São Paio de Oleiros, Portugal

This facility is dedicated to the production of natural corks which are used throughout the world.

Production capacity: 350 million stopper/year

Main steps: punching, extracting technologies (Innocork Circuit), sorting

Technical cork stoppers production

Technical cork unit in São João de Ver, Portugal

This facility is dedicated to the production of technical corks.

Production capacity: 600 million stopper/year

Main steps: granules production, disinfection (Vapex); mix of granules, binder and microspheres, agglomeration and molding, rectification, washing, sorting

Talis – Bartop Production unit

Bartop Unit in São João de Ver, Portugal

This facility is dedicated to the production of Bartops closures.

Production Capacity: 150 million bartops/year

Main Steps: Surface Treatment, Bartop Assembling, packaging and quality control



How it all happens

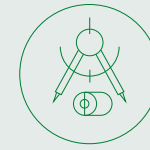
Shipping



USA, CHINA, ARGENTINA, SOUTH AFRICA, AUSTRALIA

Semi-finished product shipped to regional finishing facilities

Finishing / Sale and distribution



Finishing cork stoppers, packaging, and delivery

These facilities are dedicated to branding, surface treatment, packaging and quality control of the stoppers sent to wineries.

Finishing facility Portugal in Rio Meão, Portugal

Delivers all over Europe; Production capacity: 300 million cork stoppers/year

Finishing facility Argentina

Delivers all over South America; Production capacity: 100 million cork stoppers/ year

Finishing facility Australia

Delivers all over Australia; Production capacity: 8 million cork stoppers/ year

Finishing facility South Africa

Delivers all over South Africa; Production capacity: 5 million cork stoppers/ year

Finishing facility China

Delivers all over China; Production capacity: 13 million cork stoppers/ year

Finishing facility USA

Delivers all over North America; Production capacity: 220 million cork stoppers/ year

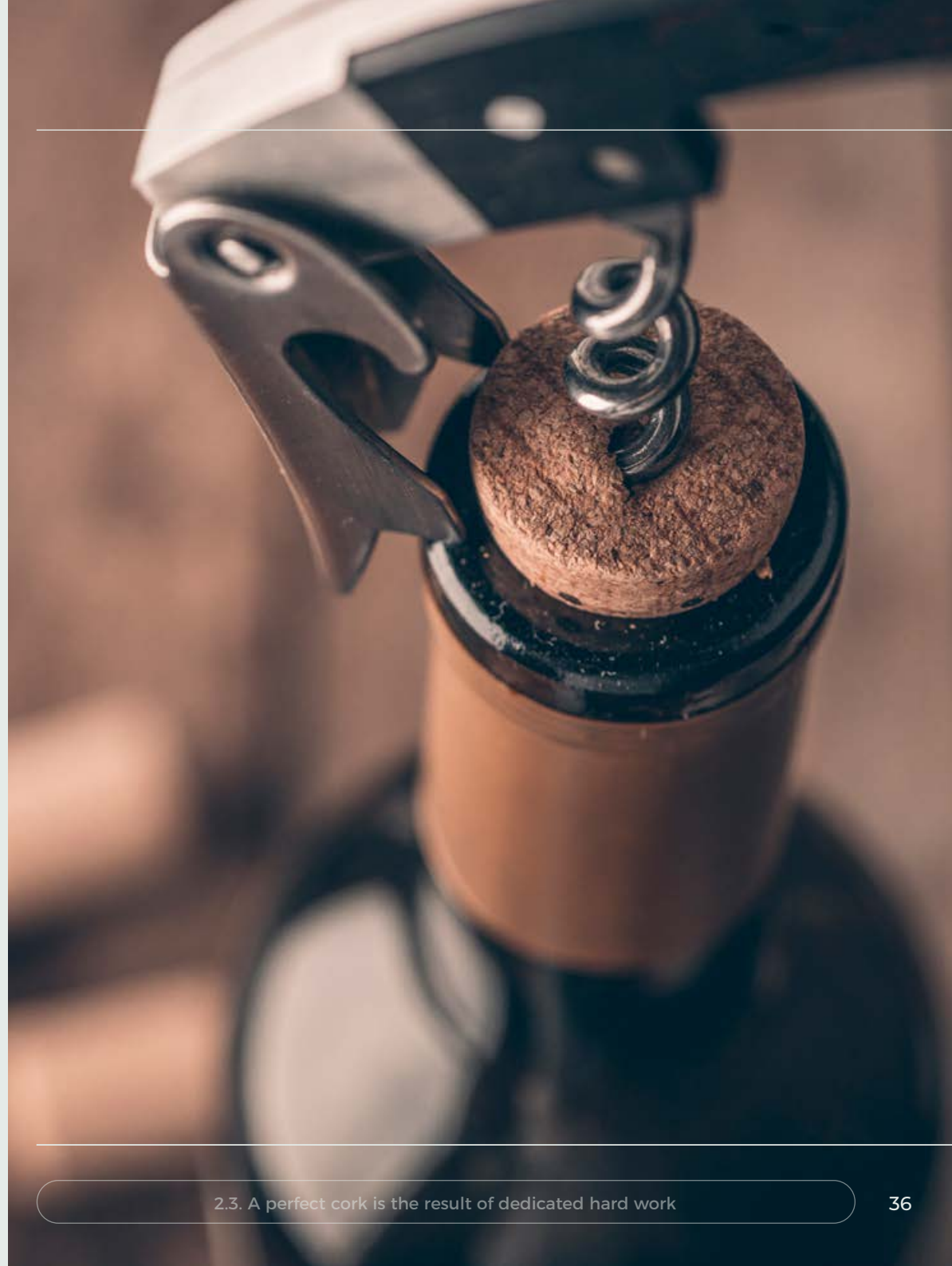
A close-up photograph of a hand using a metal cork puller to remove a cork from a wine bottle. The cork is light brown and textured, and the metal tool is silver and polished. The background is dark and blurred, focusing attention on the action. A large, white, decorative swirl graphic is overlaid on the left side of the image.

Preserving
the best inside



Preserving the best inside

Our product portfolio is designed to cater to the diverse needs of wine and spirit producers, meticulously developed to meet the highest quality standards. Each solution is crafted with utmost care to ensure the perfect match for any beverage





Our products

Find out more about Cork Supply's products at <https://corksupply.com/us>

STILL WINES



CS Natural



CS Optimum Colmatated



CS 1+1



CS MICRO 1+1



CS MICRO



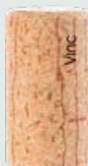
VINC NEO



VINC



VINC+



VINC Natura



VINC Reserve



DS100 Natural



DS100+ Natural

SPARKLING WINES



CS CUVÉE 0+2



CS CUVÉE MICRO



DS100 CUVÉE 0+2



VINC CUVÉE

SPIRITS



TALIS Bartops



DS100 TALIS Bartops



Bloom by TALIS

Stoppers with a premium performance subjected to state-of-the-art treatments, with the possibility of customizing the capsules for wines and spirits of choice.

OUR BRANDS



DS100 | DS100+ | VINC line - Products are individually inspected using non-destructive and non-invasive analyses with extra care in the quality control process.

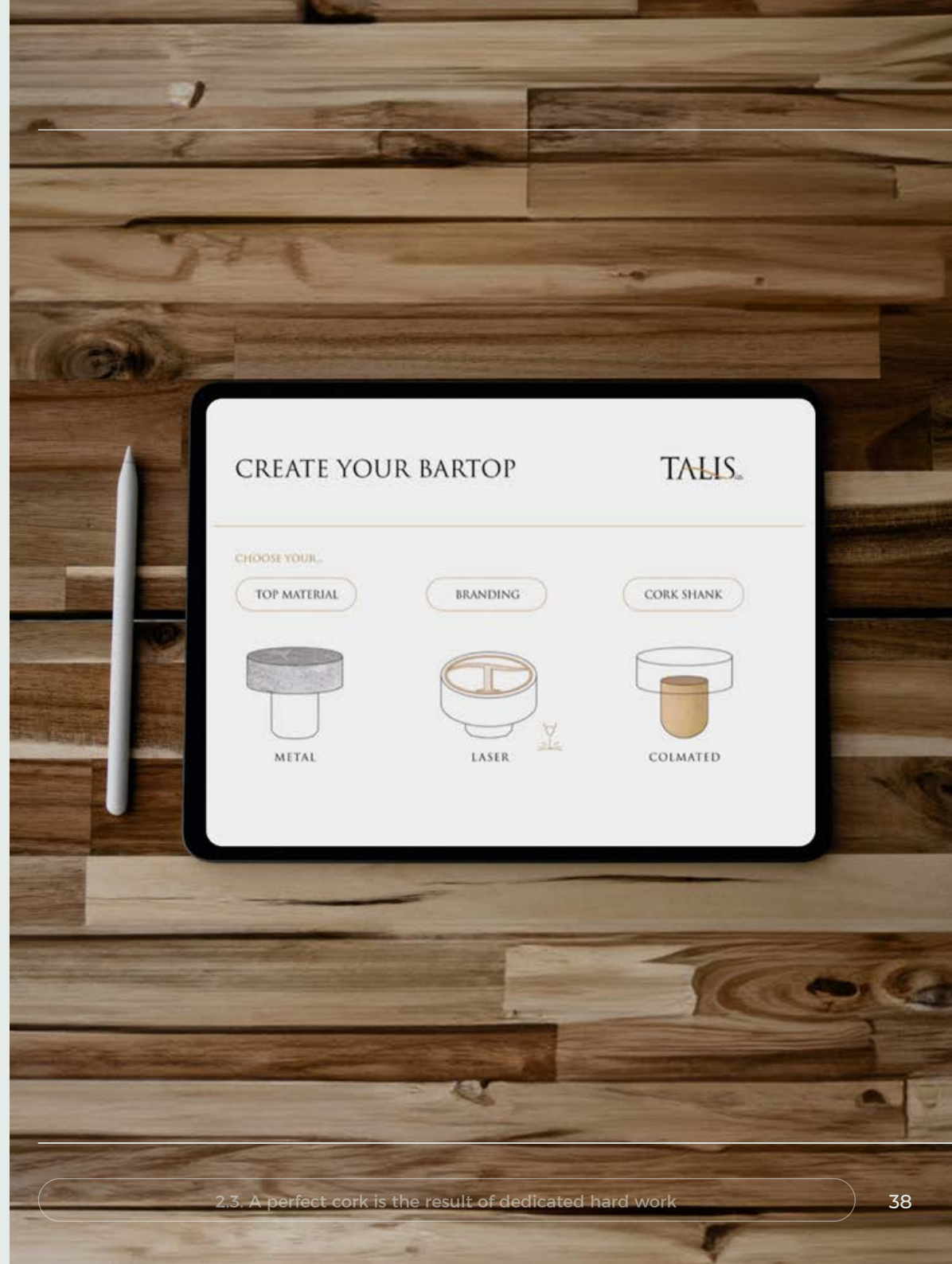


Talis Digital Catalogue

During 2023, we launched the Talis Digital Catalogue at taliscatalog.com.

This tool enables our Talis customers to explore a more interactive, educational, and creative universe.

This interactive catalog makes the transition from a paper format to a digital one, a tool to help the bartop design process, enhancing the value of cork in the world of Spirits.





**A perfect cork
is the result
of dedicated
hard work**



A perfect cork is the result of dedicated hard work

We prioritize the quality of the cork stoppers we produce and invest heavily in research and development to achieve the perfect cork. These efforts ensure our competitiveness and are consistently guided by principles of trust, client satisfaction, and sustainability.

Approximately 15% of our employees are dedicated to Quality Control and R&D activities, demonstrating a strong commitment to achieving our objectives in R&D and quality.





Quality assurance: maintaining the highest standards

To achieve the best quality, we rely on the rigorous and innovative quality management systems that we have implemented, along with quality training programs for our teams based on ISO standards. These systems and programs ensure that traceability is fully integrated into our Quality Control processes, allowing us to take preventative measures and implement continuous corrective actions with precision.

Our company is committed to excellence, sustainability, and safety through rigorous certifications that exceed industry standards. Our SYSTECODE certification, awarded at the highest level, underscores our dedication to best practices in cork transformation. Complementing this, our HACCP and FSSC 22000 certifications guarantee robust food safety measures, ensuring every cork we produce is safe for its intended use. Since 2008, FSC™ certification has reinforced our commitment to sustainable sourcing, ensuring traceability and responsible management of corkwood resources. Alongside these certifications, we implement intense quality control programs to monitor and enhance every stage of production, delivering reliable, sustainable, and superior products to our customers.

In the Forest

- Traceability of cork from the forest
- Sampling and analysis of raw materials in the forest
- Internal “Cork Library” providing information about cork characteristics from different forest regions

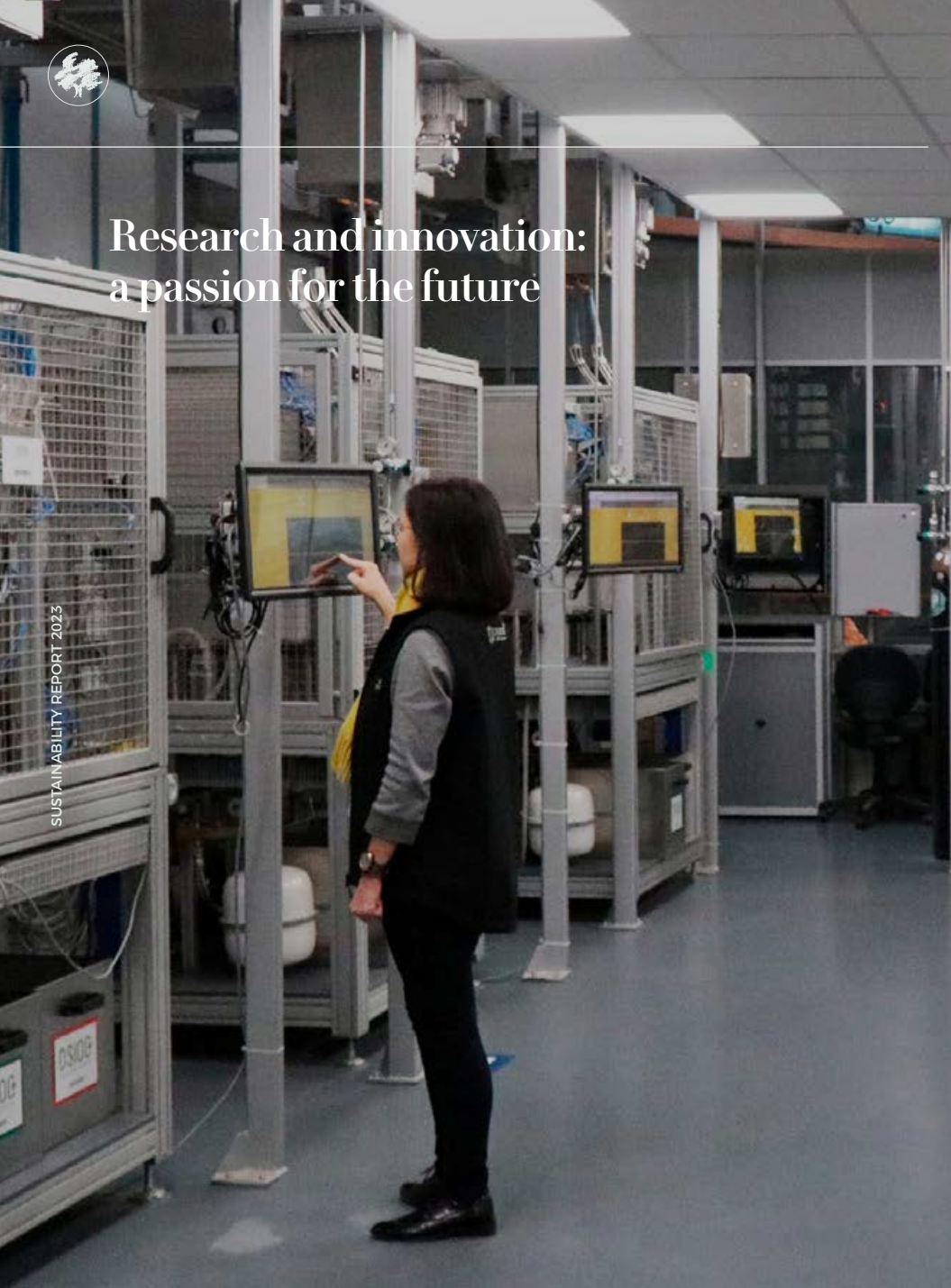
In the Shop-floor and Laboratory

- 100% of our corks (natural and technical) production undergoes TCA and off-aroma extraction processes:
 - Innocork Circuit (corksupply.com) for natural corks
 - Vapex (corksupply.com) for technical corks
 - Conducting the highest number of laboratory analyses per cork sold in the industry
 - Over five million stoppers used annually for quality control analyses
 - Internal laboratory equipped with chromatography equipment operating 24 hours per day and 7 days per week
 - More than 250,000 chromatographic analyses per year
 - Implementing a minimum of three control points in natural cork production
 - Utilizing the most advanced boiling equipment in the industry
-



Research and innovation: a passion for the future

SUSTAINABILITY REPORT 2023



Our innovation process follows a multi-stage progression and seamlessly integrates expertise from teams across our technical and natural cork production units. This collaborative approach fosters a symbiotic relationship that is crucial for translating insights into meaningful advancements. The interconnectedness of our teams is fundamental to our success, propelling us to the forefront of innovation in the cork industry.

As part of the need to constantly gather scientific and technological information, the R&D Center of Cork Supply Portugal maintains close contact with national and international research bodies.

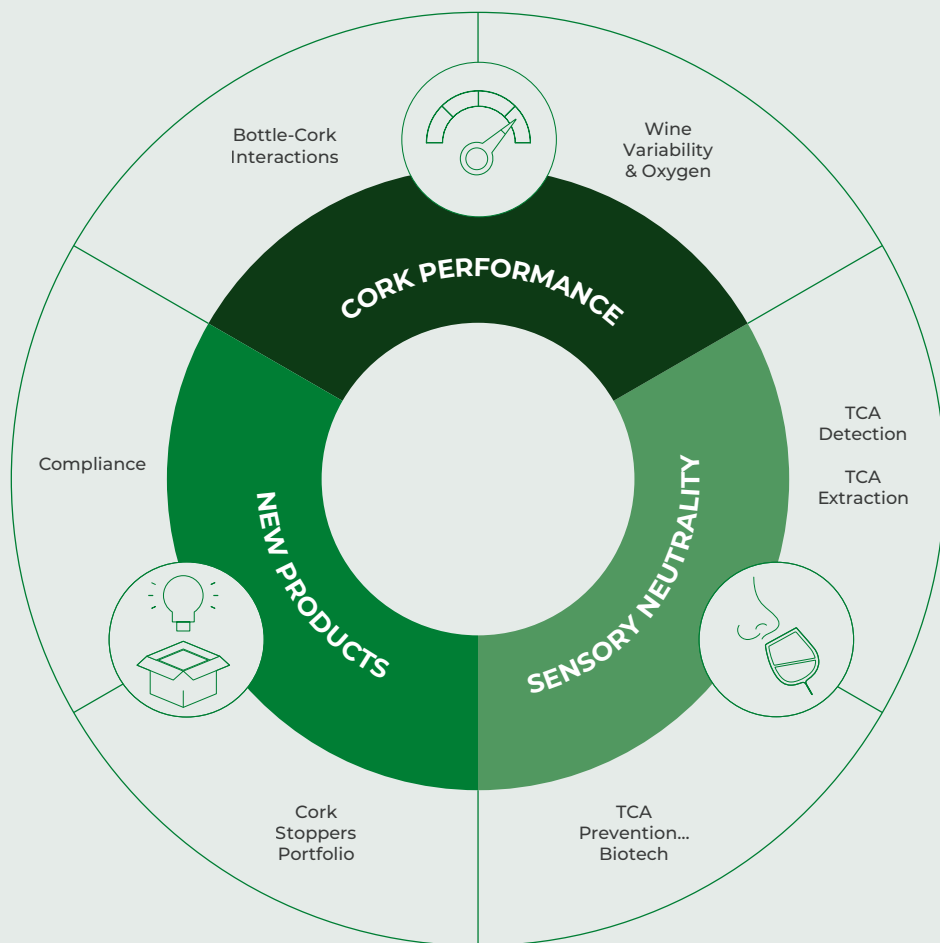
To better understand the highlights and results of our research and innovation investments, it is essential to know that our focus areas are divided into following streams: **Cork Performance, New Products, and Sensory Neutrality**. Within these areas, we undertake specific scopes of work.

Here are the main achievements from 2023.



Research and innovation: a passion for the future

SUSTAINABILITY REPORT 2023



CORK PERFORMANCE

Oxygen permeability

Development of a scientific paper titled “Modelling oxygen ingress through cork closures. Impact of test conditions” by our teams and academic partners.

NEW PRODUCTS

Portfolio expansion and by-product valorization

Release of new products in 2022:

- Bloom
- Vinc Natura

(Refer to the “Products and Innovation” section for more details)

SENSORY NEUTRALITY

Prevention, detection, and extraction of TCA¹ and other off-aromas

DS100: Non-invasive and non-destructive analyses carried out to assure the elimination of stoppers with sensory deviations, including TCA. (Available at [DS100 \(corkssupply.com\)](https://www.corkssupply.com))

DS100+: Sensory methodology that improves accuracy and throughput using highly sensitive machines. (Available at [DS100+ \(corkssupply.com\)](https://www.corkssupply.com))

¹ TCA stands for 2,4,6-trichloroanisole, a chemical compound responsible for undesired aromas and flavors commonly referred to as “corkiness” in wine or “cork taint”.



A perfect cork is the result of dedicated hard work

The results of our efforts in R&D and Quality Assessment and quality assurance in 2023 are best exemplified by our achievements in analytical capacity, bottling capacity, and active patents.

BOTTLINGS

615

Analysed bottles for OTR

412

Analysed bottles for bottle-cork studies

PATENTS

39

Patents in force

CONFERENCES, VISITS & TRAININGS

51

Communications

17 conferences & Roundtables

10 Trainings

* GC: Gas Chromatography; FTIR:Fourier-Transform Infrared Spectroscopy; OTR: Oxygen Transmission Rate



This advanced analytical capacity is invaluable to our R&D efforts, supports internal teams in troubleshooting and evaluating new materials, and is available for sharing insights with customers and partners, including in collaborative research programs.

ANALYTICAL CAPACITY

250 000

GC
analyses

GC with Triple Quadrupole, Single Quadrupole, FID, PDD, ECD:

- Detects and quantifies volatiles in cork, corkwood, wines, and other materials, ensuring product purity and consistency. 250 000 Analyses per year

FTIR:

- Analyzes solids and liquids for quality control of coatings and surface treatments; identifies chemical fingerprints for consistency assurance.

UV-Vis:

- Used for color migration analysis and wine color assessment; detects specific molecules in liquid samples post-preparation.

Viscosity:

- Measures incoming raw materials' viscosity to assess and control material quality for optimal processing conditions.



Our guiding principles of conduct

We launched our **Code of Ethics, Conduct and Social Responsibility** which outlines the guiding principles of Cork Supply's activities and establishes ethical and deontological rules for all stakeholders we work with. The Code has been communicated to all employees to ensure its understanding and adherence, through our internal communication channels (talent box, email, managers inform their teams), and through an online questionnaire on the content of the code.

This document contains the guiding principles of our conduct concerning Occupational Health and Safety, Human Rights, Labor Relations, Diversity and Inclusion. It also contains information on our commitment to our stakeholders, Clients, Suppliers, Government and Public Administration, Employees, and to Society as a whole, setting out our strategy and some of our core initiatives.





Excellence standards for process and materials

FSC™ Certification

Ensures that products come from responsibly managed forests that provide environmental, social, and economic benefits.



FSSC 22000

Certifies the food, feed, and packaging safety systems of companies in the food chain that process or manufacture animal products, perishable vegetable products, products with a long shelf life, and other food ingredients like additives, vitamins, and bio-cultures.



FSSC 22000
Foundation of Food
Safety Certification

HACCP

Is an international standard defining requirements for effective control of food safety.



HACCP
Hazard Analysis and
Critical Control Points

Systecode – International Code of Cork Stopper Practices

Is a standard for advancing continuous improvement in cork companies, enhancing the confidence of clients and consumers in the products.



- CSP2, Talis: Excellence level
- CSP1, CSP3, CSP4: Premium level

Systecode
International Code of Cork
Stopper Practices



03.

Harvesting for the Future together



Cork Supply



**Products:
the best comes
with innovation**



Products: the best comes with innovation

To deliver a perfect product with the best sustainable future, we dream, experiment, and collaborate every day.

We persist until we have new solutions, processes, and technologies that ensure excellence and minimize impact on resources.

This is innovation for Cork Supply: a core value and an integral part of everyday life for our team and our partners.

Goal: Develop environmentally friendly technologies, processes, products, and packaging materials through research and development

Targets	Status	2023 progress
Achieve reduction in 15% of plastic by 2025	●	Ongoing research into alternatives
Achieve reduction in 50% of plastic by 2030		
Subject at least 3 new products to eco-design guidelines by 2030	●	Transitioning coating products to bio sourced formulas
Achieve a 20% reduction in carbon footprint for natural corks by 2024 (compared to 2020 baseline)	●	New calculation will be performed using 2024 data
Achieve a 40% reduction in carbon footprint for VINC and sparkling wine corks by 2024 (compared to 2020 baseline)		
Join a recycling program for end-of-life corks in the US and Europe by 2024	●	Ongoing

● Achieved
● In progress
● Not achieved



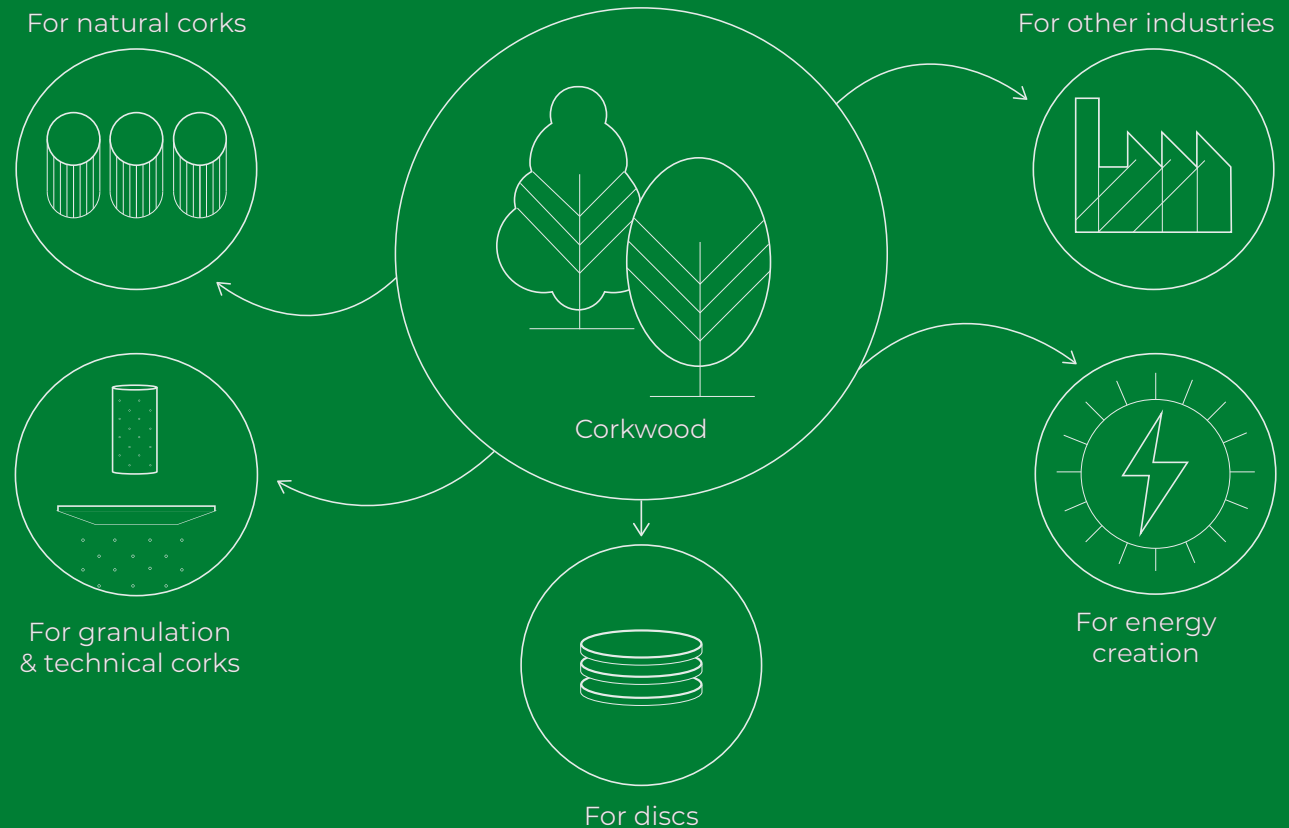
Using 100% of the cork – our circular process

Every piece of cork wood is utilized throughout our various production processes. We incorporate cork into our products and utilize cork dust as an energy source, ensuring a fully circular and sustainable approach to our operations.

SUSTAINABILITY REPORT 2023

Every piece of cork wood is used in our production processes

100% Recovery rate of all cork wood materials





Using 100% of the cork – our circular process

Our technical corks are composed of more than 75% cork by weight (w/w)



A centralized system for collecting cork dust generated during the manufacture of cork stoppers allows for its use as biomass and creates a cleaner and healthier working environment.

Overall use of by-products from the production unit of natural cork stoppers as raw material for our technical cork stoppers.



Incorporating bio-based binders in technical corks

In 2023, we introduced Vinc Natura, a new product in our line of technical corks, designed to provide closures for still wines with a shelf-life of up to five years. Developed in collaboration with our suppliers, this cork represents a significant innovation: it replaces polyurethane, a petroleum-based polymer, with a plant-based polyol. This switch increases the content of natural resources from 75-90%.

Another example of our use of bio-based polymer is our bartop capsule, Bloom, launched in 2022. Bloom is a blend of bio-based polymers and 10-20% cork granules, a by-product of our own production process. This innovative material emerged from knowledge gained in a collaborative project aimed at exploring new processes and more sustainable materials.





Improving the critical aspects of the life cycle

Our products undergo a comprehensive Life Cycle Assessment¹, which considers every stage from cork extraction to the factory gate. This assessment enables us to identify critical points and opportunities for improvement. Moreover, it helps us adopt impactful measures to reduce our environmental footprint.



	Emissions ² kg CO ₂ e /1000 corks	Carbon balance ³ kg CO ₂ e /1000 corks
Natural cork	1	-530 to -300
Technical Cork: Vinc & CS micro	13	-600 to -330
Technical Cork: Vinc Cuvée	19.4	-1200 to -650
Technical Cork: CS Cuvée 0+2	11	-1050 to -590
Natural cork shank for bartops	5	-270 to -150
Technical cork shank for bartops	11	-300 to -160

¹ Life Cycle Assessment based on the GHG Protocol for Product Life Cycle Accounting and Reporting Standard, with the support of APCER – Associação Portuguesa de Certificação.
² Refers to Emissions of pollutants & Consumption of natural resources
³ Scenario analysis with carbon sequestration in the cork oak Montado: - Carbon Sink of 7.7 to 14 ton (CO₂) / ha / year - Average: 115.39 kgCO₂ /kg cork wood



Find out more

Cork takes part of the bioeconomy

Cork is harvested from the cork oak tree (*Quercus suber*) in a sustainable way that does not harm the tree, allowing it to naturally regenerate. This process can be repeated every 9 to 12 years, with each tree having a lifespan of up to 200 years. Cork oak forests, known as *Montado*, play a crucial role in carbon sequestration, helping to mitigate climate change. These forests are rich in biodiversity, and their sustainable management enhances and protects these ecosystems. During cork processing, the transition from fossil fuels and non-renewable resources to sustainable, renewable biomass (such as cork dust) helps reduce resource supply risks. Furthermore, this process minimizes waste, as all by-products and waste are recovered and used either as products or as a source of energy.

In addition, cork has a significant impact on Portugal's economy, particularly at the local level. As the world transitions to a circular and sustainable economy, cork's role is set to expand, with innovation and research unlocking new applications. Therefore, cork is a natural resource that aligns perfectly with the principles of the bioeconomy, offering sustainable harvesting, diverse applications, and both socioeconomic and environmental benefits.

Looking forward 2024

Launch of a new technology that allows for individual analyses of 100% of natural closures in a batch to eliminate abnormal cases of oxygen ingress that cannot be detected and addressed by other physical methods. This new X100 technology is applied to the natural cork closure after being subjected to the TCA (molecule responsible for the "musty" aroma) detection technologies DS100 and DS100+, also developed by Cork Supply in the last decade. The result of this integrated process is Legacy, the most consistent natural closure on the market, individually classified, and with a bottle buy back guarantee.

[corksupply.com > Us > Products > Individually Guaranteed > Legacy Natural](#)



Planet: Driving change across the supply chain



PLANET: driving change across the supply chain

Continuous improvement in processes and practices has enabled us to actively reduce energy consumption, promote energy transition, and minimize waste. This commitment extends beyond our direct operations. We work together with our supply chain, particularly with our key raw material sources, to protect cork oak forests and enhance their management practices.





PLANET: driving change across the supply chain

● Achieved ● In progress ● Not achieved

Planet & Operations & Supply Chain

Goal: Increase energy efficiency, reduce energy consumption, establish a carbon emission reduction plan, use renewable energy sources

Targets	Status	2023 Progress
Achieve a 19% reduction in energy consumption in the technical cork plant by 2024 (compared to the 2019 baseline)	●	Complete
Achieve a 5% reduction energy consumption in the natural cork plant by 2026 (compared to the 2020 baseline)	●	Complete
Achieve a 20% reduction in carbon footprint for natural corks by 2024 and 40% by 2030 (Sustainability-Linked Bond KPI)	●	9% reduction in Natural Corks production
Achieve a 40% reduction in carbon footprint for VINC and sparkling wine corks by 2024 (compared to the 2022 baseline)	●	New calculation will be performed in 2024
Baseline 2022		
Obtain LEED (O+M) certification for the new Talis building by Q2 2025	●	LEED O+M certification will start on the Q2 of 2025
Install energy and water management systems in three buildings/facilities by 2023	●	Complete
Expand energy and water management systems to six buildings/facilities by 2025	●	In progress



PLANET: driving change across the supply chain

● Achieved ● In progress ● Not achieved

Planet, Operations & Supply Chain

Ensure sustainable consumption and production patterns

Targets	Status	2023 Progress
Achieve a minimum of 90% recovery/valorization of total non-cork waste generated each year	●	99% in 2023
Goal: Strengthen supply chain efforts for sustainable practices		
Implement a minimum of two sustainability-related initiatives per year	●	2023: 5 initiatives
Become a member of the Sustainable Wine Roundtable Initiative	●	Complete
Develop and implement Preferable Procurement Policy by 2024	●	Developed in 2024



Decarbonizing our activity: energy reduction and transition to renewable sources

We are committed to decarbonizing our activities by investing in renewable energy sources, including generating renewable electricity on-site and utilizing biomass, primarily cork dust generated during cork stopper manufacture.

As an energy-intensive company in Portugal, we regularly conduct energy audits at our two facilities with the highest consumption levels. These assessments identified critical areas for intervention, with a particular emphasis on energy efficiency, which is a top priority for Cork Supply. The audit findings are being used to develop an energy consumption rationalization plan, which is currently underway, along with energy transition measures.

Renewable electricity through self-consumption

In 2023, our photovoltaic system with a total installed maximum power of 1600 kW was phased into operation. It first powered the Natural Cork Unit, followed by the TALIS Unit, and by the end of the year, the Technical Cork Unit.

We anticipate that the photovoltaic system will sustain 35% of our electricity needs.

Biomass boilers using cork dust

The use of cork dust and other cork waste as fuel for biomass boilers significantly reduced the need to consume chips during equipment operation.

By leveraging the steam generated from biomass boilers for additional thermal processes like washing and grinding, we achieved an 87% gas reduction (equivalent to around 330,000 Nm³);

In 2023, the capacity for collecting cork dust in the grinding lines and silos increased due to the implementation of enhanced stripping capacity in the Technical Cork Units.

Approximately 43% of the energy consumption in the Technical Cork Unit is fueled by cork by-products including dust and denser particles from other processes.



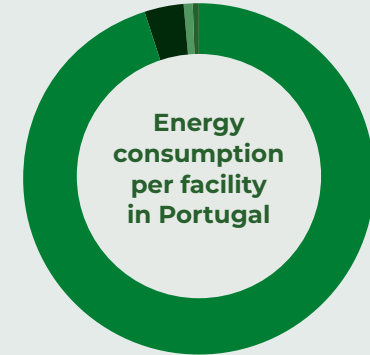
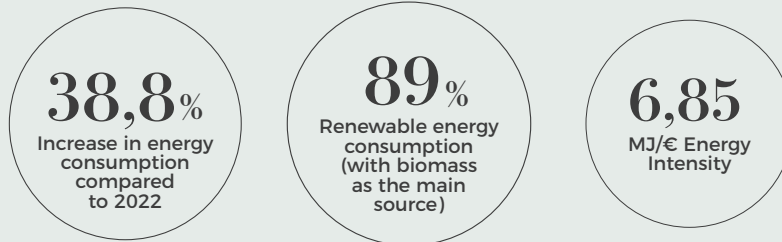
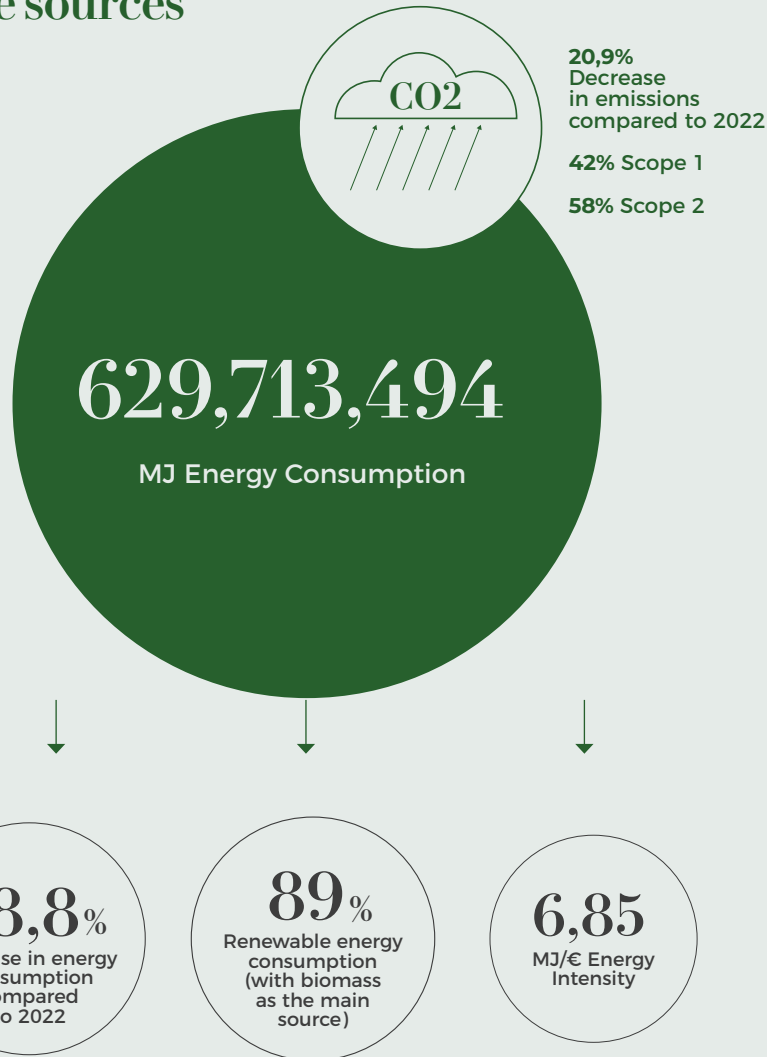
Decarbonizing our activity: energy reduction and transition to renewable sources

Energy efficiency

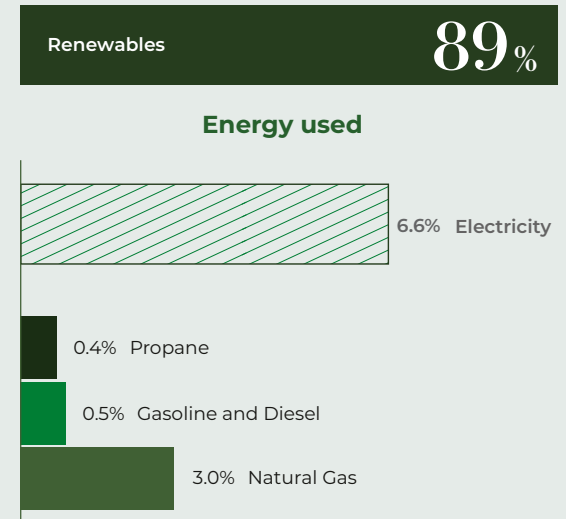
In 2023, optimization of the PureCork system process/stage time resulted in a reduction in gas consumption.

Additionally, at the Technical Cork Unit, a significant portion of the processes previously reliant on natural gas was replaced with systems depending on biomass energy.

16% reduction in gas consumption



- Technical Cork Unit + Talis (95.3%)
- Natural Cork Unit (3.6%)
- Finishing Unit (0.5%)
- Cork Wood Preparation Unit (0.7%)





Energy Monitoring system

In 2023, we implemented a comprehensive monitoring system to track electricity, water, and natural gas consumption, with operations scheduled to commence in 2024. This system will provide valuable insights into usage patterns, offering detailed data on energy and water consumption. Such information will facilitate the identification of areas where efficiency can be improved.



A standout feature of this endeavor is Talis' dedication to the environment. The entire roof of the building is outfitted with photovoltaic panels, generating a remarkable 250 kW of clean, renewable energy, contributing to 44% of the building's energy consumption. This investment in solar power not only reduces carbon footprint but also showcases Talis' leadership in adopting sustainable practices.

Furthermore, the building is designed to meet LEED certification standards, a testament to its commitment to sustainable construction and operation practices. Beyond its environmentally conscious operation, Talis' new building offers a spacious, modern environment to drive innovation and collaboration. With cutting-edge technology and inspiring design, this space is crafted to foster creativity and facilitate the production of groundbreaking solutions.

Talis' new building represents not only a milestone in its production capacity but also a steadfast commitment to a more sustainable and prosperous future.

New TALIS Bartops Unit

Talis proudly unveils its new building, a testament to excellence in technology and sustainability. Boasting an impressive installed capacity of 150 million bartops per year and spanning 2000 m², this plant stands as a beacon of efficiency and innovation.



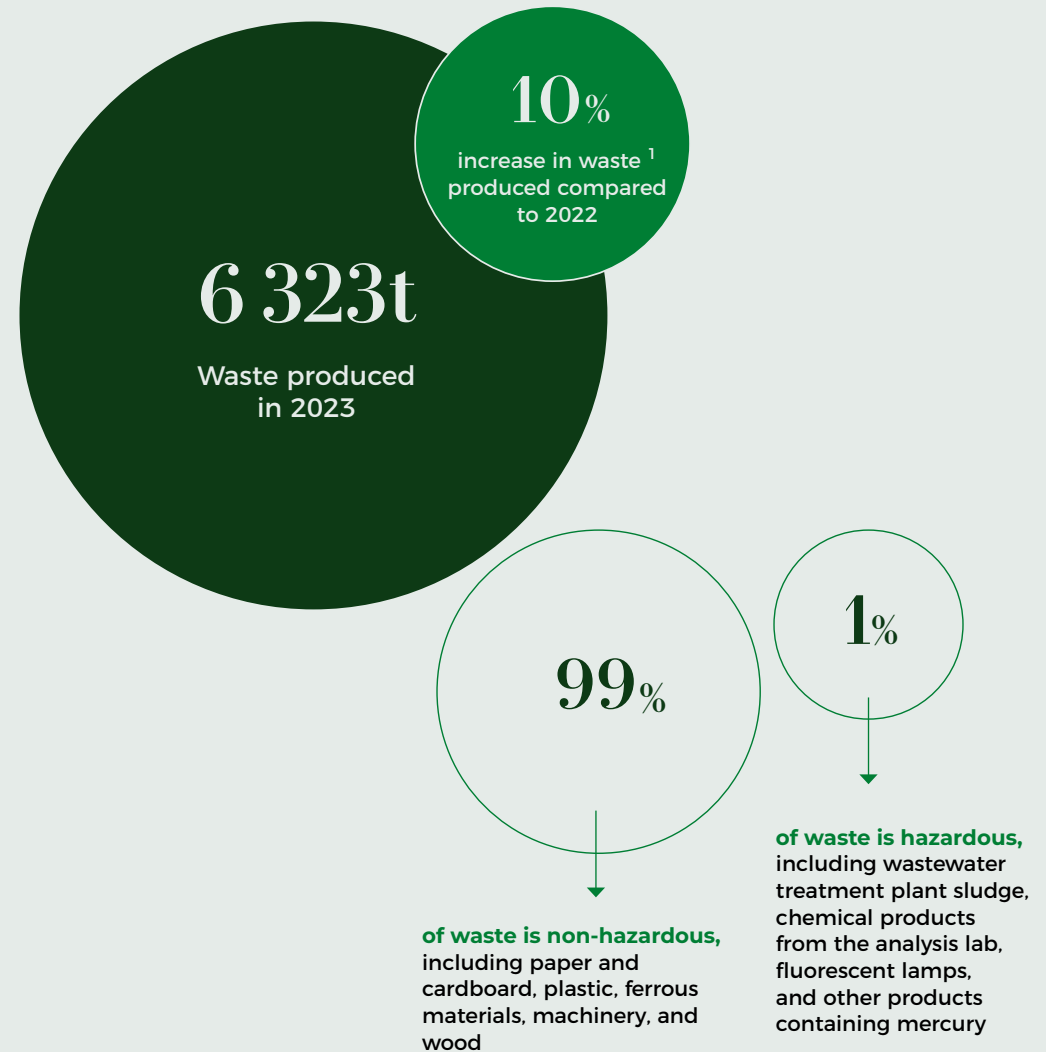
Looking forward 2024

In 2024, the USA team initiated the process for a rooftop solar system, aiming to cover 90% of its electricity needs. With the entire building available for installation, there is flexibility to accommodate any necessary increases in capacity.

SUSTAINABILITY REPORT 2023

Reusing and reducing waste

Our continuous efforts on process efficiency contribute significantly to waste reduction, with just 1% categorized as hazardous waste. For the disposal of the industrial and hazardous waste produced in our operations, we engage certified companies for waste management and employ the best available practices.



¹ Related to cork production increase.



Plastic waste reduction is key

In our Technical Cork Unit, efforts to reorganize the waste park, conduct LEAN reviews of flows, and raise employee awareness have significantly improved efficiency in sorting wood, plastics and cardboard waste.

Additionally, in the Finishing Unit, continuous improvement of workflows in 2023 led to a reduction in plastic waste by using reusable big bags for transport and for moving product between units and workstations.

Initiating the Eco Box in the USA

For high-volume customers in the USA, we introduced the Eco Box in distribution a reusable and returnable alternative to our standard box. With a capacity of 30,000 corks per box, the Eco Box significantly reduces the need for 5,000-cork boxes, eliminating approximately 4,000 within the first year. Additionally, adopting Eco Boxes eliminates the use of shrink wrap, providing ergonomic benefits for both our teams and customers by reducing overhead lifting and bending.



Ensuring best practices in our supply chain

Harv 81 Group Responsible Procurement Policy

The Responsible Procurement Policy of the Harv 81 Group took effect on 1 September 2023, and applies to all companies within the group. These guidelines govern the supplier selection process, with implementation monitored by the sustainability and procurement departments.

We prioritize suppliers whose values align with ours, seeking partners with a positive social and environmental impact, as we believe in leading by example and respecting the communities where we operate.

Our commitment extends to improving our social and environmental impact throughout the production process, from the forest to the bottle. We actively engaging in collaborations within the cork sector, working with producers, suppliers, and clients to address common challenges and foster synergies.



The policy will undergo annual review to ensure continuous alignment with our sustainability agenda and adaptability to changing supply circumstances. We welcome feedback from all stakeholders within the Harv 81 Group to enhance collaboration and integrate sustainability practices in our supply chain.

Suppliers screening for optimal collaboration

The Responsible Procurement Policy includes a crucial requirement for screening suppliers to ensure their practices align with our purpose and beliefs. Our focus is to have all our suppliers acknowledge these values and guidelines, and in the future implement a screening process, that will enable us to follow our supplier's efforts for improvement of their practices. For Cork Supply this process is vital for maximizing the positive impacts of our products while minimizing negative ones.

Potential suppliers are required to complete an assessment based on the principles and criteria defined in our Policy. Their responses are evaluated quantitatively to gauge their level of corporate social and environmental responsibility, with preference to suppliers with higher scores.



Ensuring best practices in our supply chain

Working with cork suppliers to support the future of the forests

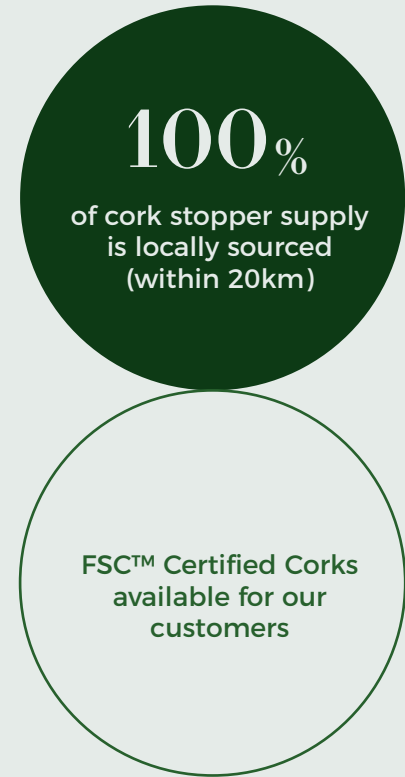
Cork Supply has developed a corkwood evaluation program that has been refined over the years. This program facilitates knowledge sharing with the various estates that we work with, enabling us to predict the evolution and capabilities of the forest. Additionally, our team of forest engineers provides guidance to cork oak forest owners on best management practices, soil conservation, and measures to prevent biodiversity loss while promoting essential ecosystem services.

Our team of specialists collaborates with forest owners throughout the year to ensure the adoption of the best forest management practices. An important measure is the analysis of corkwood quality prior to extraction.

This strategic data collection allows us to map cork appellations and monitor forest productivity over time.

In 2021, 5.4% of the cork sourced by Cork Supply had FSC™ certification, and that number rose to 7% in 2022 and was maintained in 2023, due to the lack of FSC™ Certified cork wood availability in the market.

In addition to our own production, we also purchase cork stoppers from other producers, particularly small and medium-sized enterprises (SMEs). We recognize the significant challenges these producers currently face due to the economic crisis, but we are committed to encouraging their engagement and promoting the adoption of good practices within the industry.



Furthermore, when engaging with external suppliers who provide various products required for our transformation process, we gather information about their practices to encourage dialogue on more efficient and responsible alternatives.

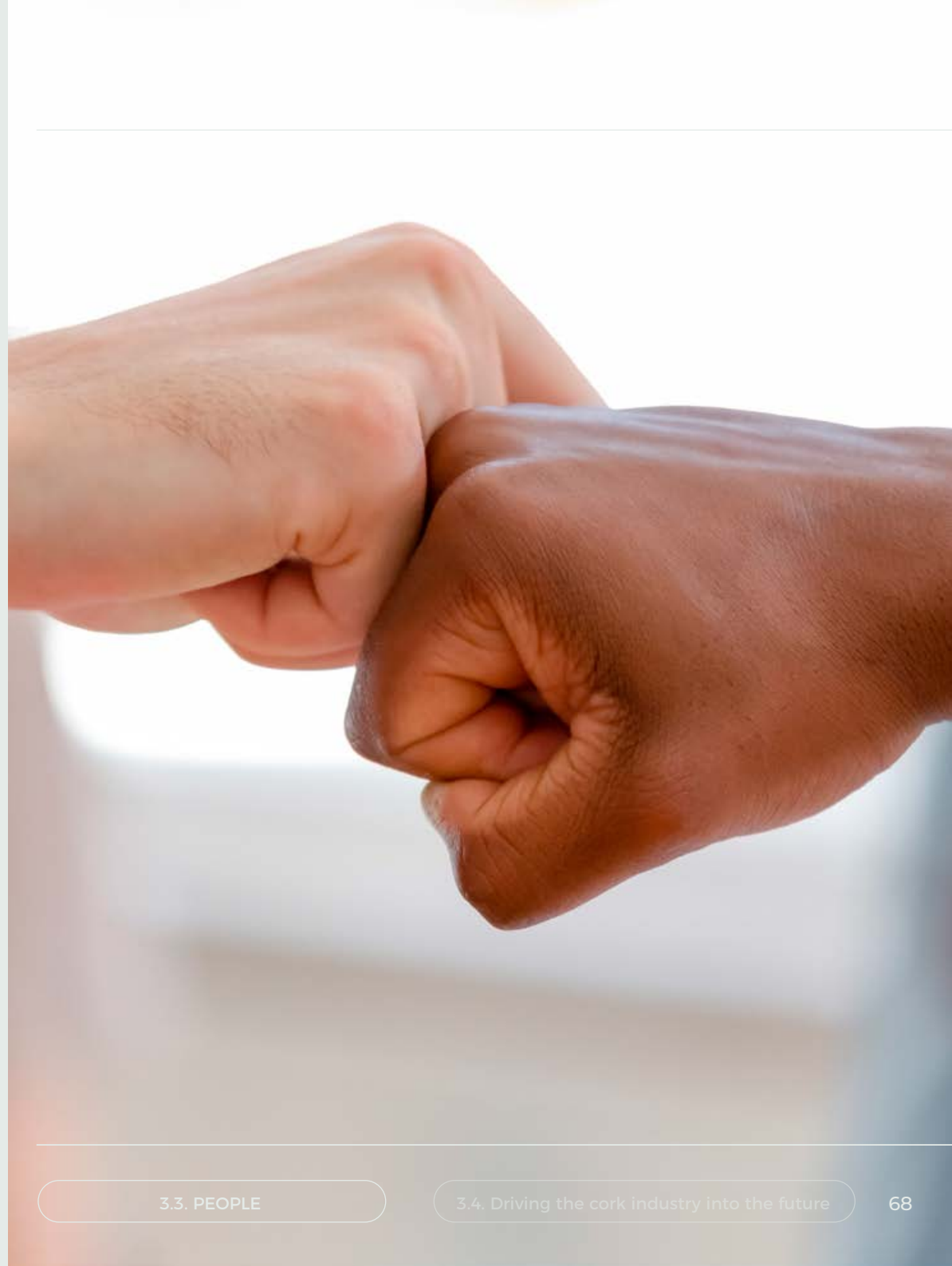


**People:
Together
on a common
mission**



PEOPLE: together on a common mission

We remain focused on providing equitable access to opportunities for our employees, embracing a people-centric leadership approach where every individual “matters”. Nurturing People and Communities is foundational to our culture, fostering a supportive and secure work environment where individual growth and well-being are paramount. As agents of change, we actively cultivate relationships within the community to create impactful connections and contribute positively to social and economic realms.





PEOPLE: together on a common mission

SUSTAINABILITY REPORT 2023

Goal: Maintain a healthy and safe work environment

Targets	Status	Progress 2023
Achieve zero accidents goal by 2030		Zero accidents policy developed and implemented by 1st quarter 2024.
Reduce absenteeism related work accidents by 50% by the end of 2025 compared to the 2021 baseline		7,86%
Implement a minimum of 10 initiatives per year * under the We Care Program		10 Initiatives
Sustainability-Linked Bond KPI		

Goal: Promote a good balance between work and personal life

Maintain a minimum satisfaction index score of 60 points each year on a scale of -100 to 100		65 points in 2023
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Achieved In progress Not achieved

Goal: Ensure quality education and promote learning opportunities for all employees

Targets	Status	Progress 2023
Ensure 100% of employees receive at least two hours of sustainability training by 2023		1% The training on Sustainability was performed in the beginning of 2024
Fund three scholarships per year until 2030 to support employees pursuing college degrees		0 scholarships funded in 2023

Goal: Provide skilled manual expertise and reconversion possibilities

Offer two internships per year in skilled manual expertise starting in 2023		5 internships in 2023
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Goal: Actively engage in social and environmental projects

Conduct a minimum of 200 hours of volunteer work per year to support social and environmental projects		Launched in December 2023
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Our Well-being strategy in practice

Our commitment to supporting our employees to thrive extends across all dimensions of physical, emotional, financial, and social wellbeing. Through our WE CARE program, we offer a range of initiatives aimed at enhancing our employees' overall wellbeing and quality of life, fostering a positive work environment.

In 2023, we set a target of implementing a minimum of eight activities under our WE CARE program. We exceeded this goal by successfully carrying out a total of 10 initiatives, achieving our Sustainability Linked Bond goal.





We Care in 2023

“Introduction to Meditation” “Body-mind-spirit relation”
“Introduction to ayurvedic medicine”



“Food Allergens”



“How to prepare a healthy brunch”



“How to optimize personal finances”



The WE CARE Month of October, we provide our employees with the opportunity to participate in various initiatives each week:

- Workshop on Food Allergens
- How to Prepare a Healthy Brunch
- Body-Mind-Spirit Connection
- Introduction to Ayurveda Medicine

During the year we had an average participation of 50 people.



Measuring our engagement

In 2023, we conducted an employee satisfaction survey to assess the perceptions that employees have of the organization and understand employee engagement and satisfaction levels. The results show that the engagement rate is 65 (on a scale from -100 to 100) and 86.5% of employees participated

Harv 81 Group in the US One of the Best Companies to Work

Harv 81 Group in the US was recognized as one of the Best Places to Work in California for the 8th consecutive time, an award by North Bay Business Journal. The process covers a set of information regarding our programs and benefits and also an internal engagement survey that must comply with a determined satisfaction rating on company culture, management and leadership efforts, benefits, salary, safety and others.

Additionally, in 2023, for the first time, Harv 81 Group in the US won Best Places to Work with HRD (Human Resources Development) in California





Investing in our employees' development

At Cork Supply, we prioritize continuous learning and development for our employees, starting from day one. In 2023, we significantly expanded our training opportunities, enabling employees to acquire essential skills during onboarding and further develop core skills and job-specific expertise.

SUSTAINABILITY REPORT 2023

In 2023, our training initiatives prioritized health and safety, as well as leadership skills, followed by training offered through our onboarding program via the Talent Box platform.

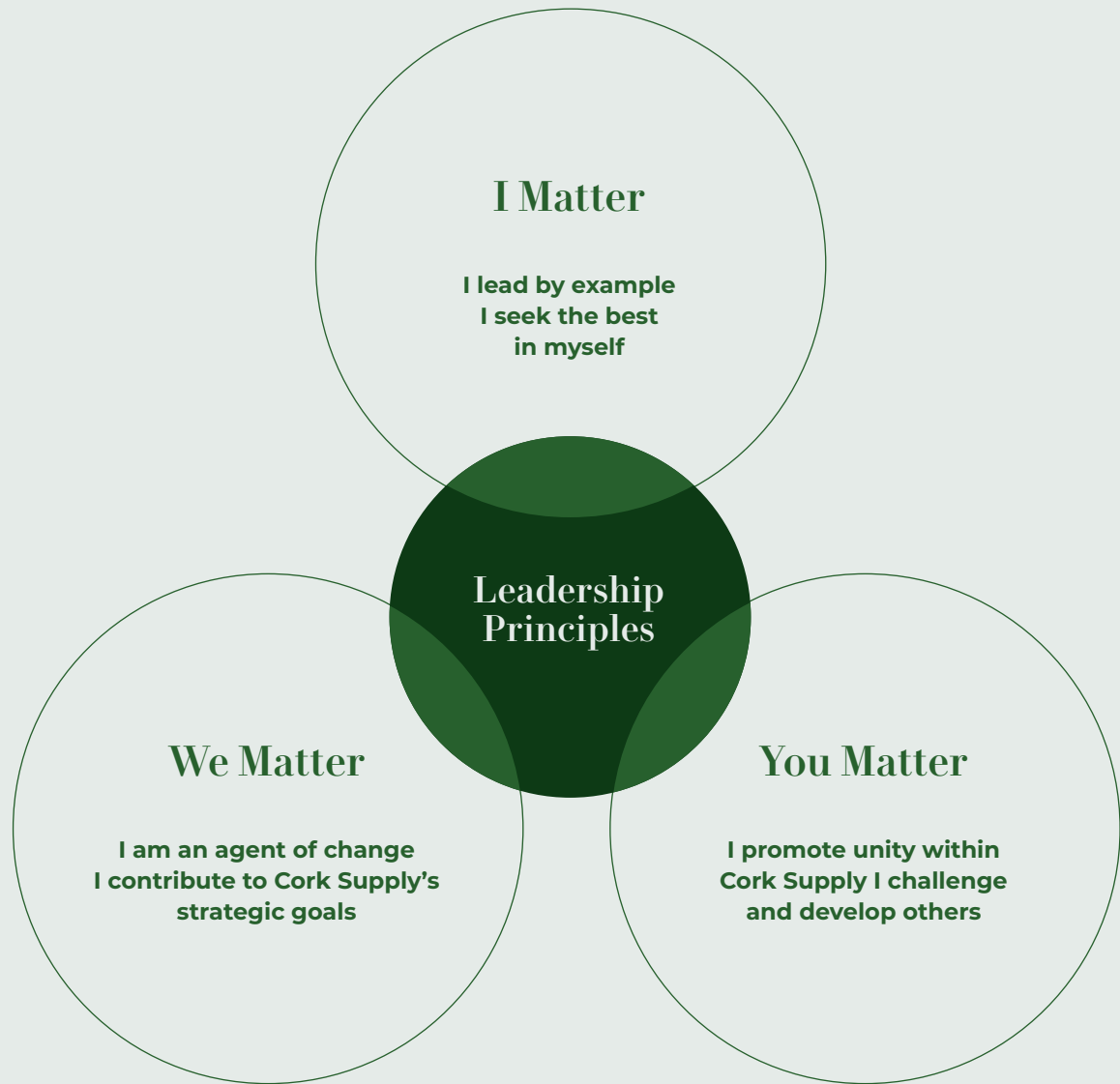




Cultivating good leadership

Since its launch in 2022, Cork Supply’s “Mattering” leadership development program in Portugal, has been instrumental in fostering a robust leadership culture within the company. Our training initiatives target Board, Directors, Managers, Supervisors, and Supervisor Assistants, and 50 people have had access to 25 hours of training in leadership (I Matter).

The program is built upon three foundational pillars: “I Matter”, “You Matter”, and “We Matter”, which serve as the basis for our Leadership Principles. These principles emphasize individual accountability and collective efforts to shape a sustainable and dynamic organizational future.





Re-learning the essentials

Reboarding for refreshed learning

In 2023, we introduced the “Reboarding” program, which allowed current employees to participate in onboarding alongside new hires. This initiative aimed to foster a collaborative environment, promoting the exchange of knowledge and revitalization of expertise between seasoned staff and newcomers. By engaging in reboarding, our employees contribute to a culture of continuous learning and integration, ensuring a dynamic and knowledgeable workforce.

Corks & Jobs Campaign

As part of our commitment to fostering an informed and collaborative working environment, we launched the Corks & Jobs campaign in 2023. This awareness initiative showcases the diverse range of distinctive job roles within the company, some of the most characteristic functions, harvester, picker, quality control, etc., through short films that are shown on Talent Box and Cork.tv, internal communication tools.

Talent Management program in Argentina

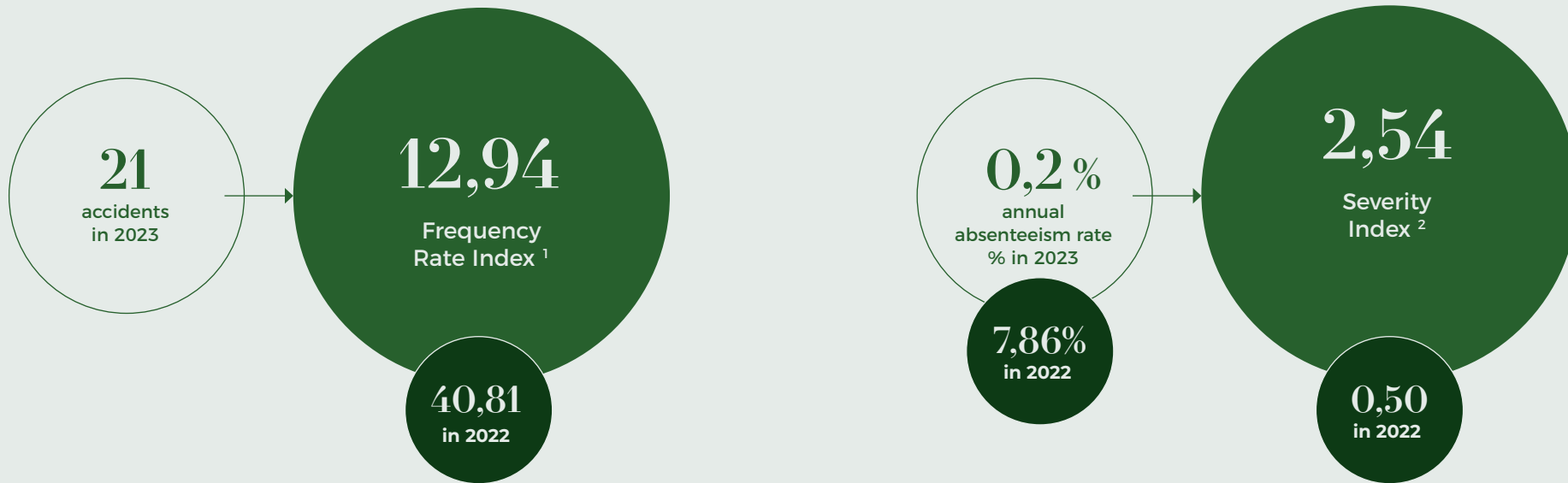
In Argentina, Cork Supply introduced the Talent Management program designed to develop and enhance the individual and organizational capabilities of our employees by identifying opportunities for improvement. This competency model outlines expected behaviors across different managerial levels, emphasizing results orientation, leadership, teamwork, and client orientation. Additionally, our potential management section categorizes employee potential into high, medium, and expected levels, with the goal of fostering career development and preparing for organizational succession needs. In 2023, we revised the methodology of the program, implementing the following steps:

- Preparation stage: involves training and reflection on performance and expectations;
- Self-evaluation and evaluation by team leaders: measures the development of competencies based on job responsibilities;
- Calibration: evaluations are aligned and equalized to ensure objectivity and fairness;
- Timely and effective feedback: discussions are held on the performance outcomes and goals are set for future improvements.
- Final stage: setting achievable and challenging targets for the upcoming period.



Strengthening a preventive culture for health and safety

SUSTAINABILITY REPORT 2023



¹ Evaluation of the frequency rate Index according to ILO (International Labour Organization):
If < 20 Good | 20 - 50 Acceptable | 50 - 80 Insufficient | > 80 Bad

² (Evaluation according to ILO: If < 0,5 Good | 0,5 - 1 Acceptable | 1 - 2 Insufficient | > 2 Bad)



Promoting self-protection and emergency response

Throughout 2023, Cork Supply implemented robust measures to enhance self-protection and emergency response across all factories. The following key initiatives were implemented:

Comprehensive training programs for emergency response teams, covering firefighting techniques, first aid procedures, and evacuation protocols.

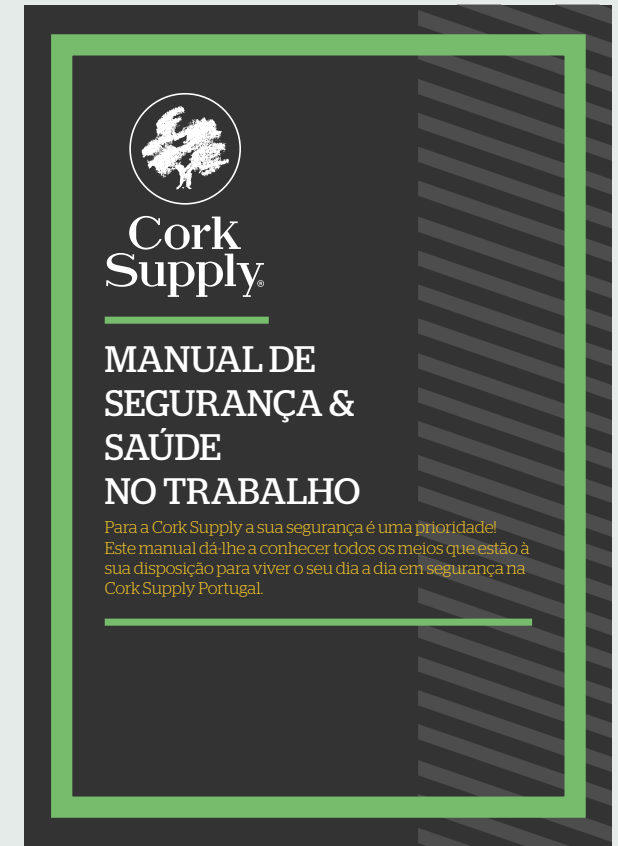
Acquisition of protective gear for all members of the Fire Brigades stationed within each facility.

Installation and activation of fire detection systems, establishment of armed fire networks, deployment of smoke extraction mechanisms, and improvement of thermal comfort conditions in production zones.



Health & Safety Manual

In 2023, we introduced a new Health & Safety manual designed to guide employees in promoting a safe workplace and being aware of all available resources to mitigate accidents or hazards.





Going “Beyond Us” for local development

Cork Supply remains dedicated to civic duty and social responsibility, fostering an environment that values community engagement. Following the launch of our Volunteer and Social Responsibility Program, Beyond Us, in 2022, we actively encourage our employees to participate in volunteer activities during working hours at an institution of their choice, for up to four hours per year.

SUSTAINABILITY REPORT 2023

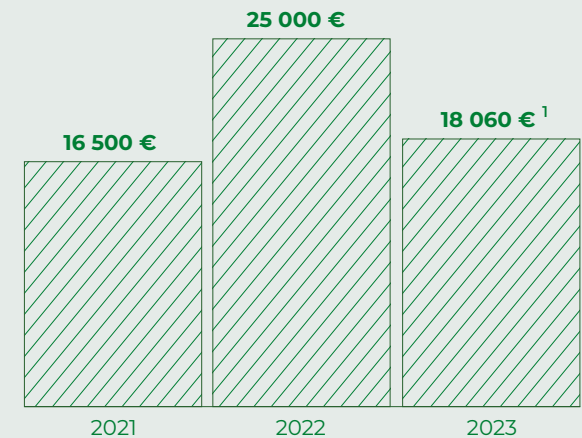




Going “Beyond Us” for local development

Organizations supported

- Bombeiros Voluntários de Lourosa
- Associação Abrigo para a Vida
- Associação Bagos d’Ouro
- Associação Padre Amadeu Pinto SJ
- Bombeiros Arrifana
- BUS
- Casa do Castelo - Nomeiodonada
- Centro Social Paroquial Cristo Rei
- Centro Solidariedade Cristã Maranatha
- Fábri Igreja Paroquial São Martinho Porto
- Liga dos Amigos do Hospital Sto António
- Masspo
- Residência Velinhos Irmãzinhas Pobres
- Terra dos Sonhos
- CAPITI - Associação Portuguesa para o Desenvolvimento Infantil
- Enlazados program of Mendoza government
- Empujar Foundation in Mendoza
- Adopt a Drain - City of Benicia
- Highland Elementary School in Vallejo - California
- Solano County Food Bank



¹ The increase in donations in 2022 compared to 2021 is attributed to contributions made in response to the Russian - Ukraine war. In 2023, donations returned to a more typical level.



Going “Beyond Us” for local development

SUSTAINABILITY REPORT 2023

Donation of TCA-rejected corks in the USA

When cork closures are found to be contaminated with TCA (2,4,6-trichloroanisole), they are promptly segregated into a designated area to prevent mixing with unaffected corks.

Rather than discarding these TCA-contaminated corks, we have chosen a more sustainable approach. We donate these unwanted corks to Saint Francis High School in Sacramento and RAFT (Resource Area for Teaching) in San Jose, where they are repurposed for arts and crafts projects.

Once the designated TCA bin is full, we compact the corks into bales, which are then ready for pickup by a representative from the respective school.

Collaboration with CAPITI association in Portugal

In 2023, we sponsored a child on the autism spectrum through the CAPITI Association, a nonprofit organization dedicated to supporting children and adolescents with mental health challenges. This sponsorship enables us to follow CAPITI’s work throughout the year and track the child’s progress and development.

Fundación Empujar in Argentina

Cork Supply supports Fundación Empujar – Empresas Unidas por Jóvenes de Argentina, a network of companies dedicated to creating employment opportunities for young people. This initiative bridges civil society with corporate entities to facilitate the entry of young individuals into the formal labor market, enabling their social ascent and empowerment.

In this program, we engage with a Cork Supply mentor and groups of 30 young people in 4 sessions of 1.5 hours each, to assist them in assembling a simulated work project tailored to Cork Supply, involving company presentation, process description, and project development discussions.

Fundación Leer in Argentina

Fundación Leer develops programs to promote literacy and encourage reading in children and young people. Cork Supply supports this organization with the aim of assisting the communities near its facility, its employees, and their families, through books donations, and



Looking forward 2024

WE CARE: Employees will benefit from free online psychology appointments and workplace massages.

Talent Box: Our comprehensive training process will transition to our internal platform, ensuring accessibility for all employees, including those without a corporate email address.

New Development Program for Technicians and Administrative Officers, with a particular focus on sales team development in Europe.





Driving the Cork industry into the Future

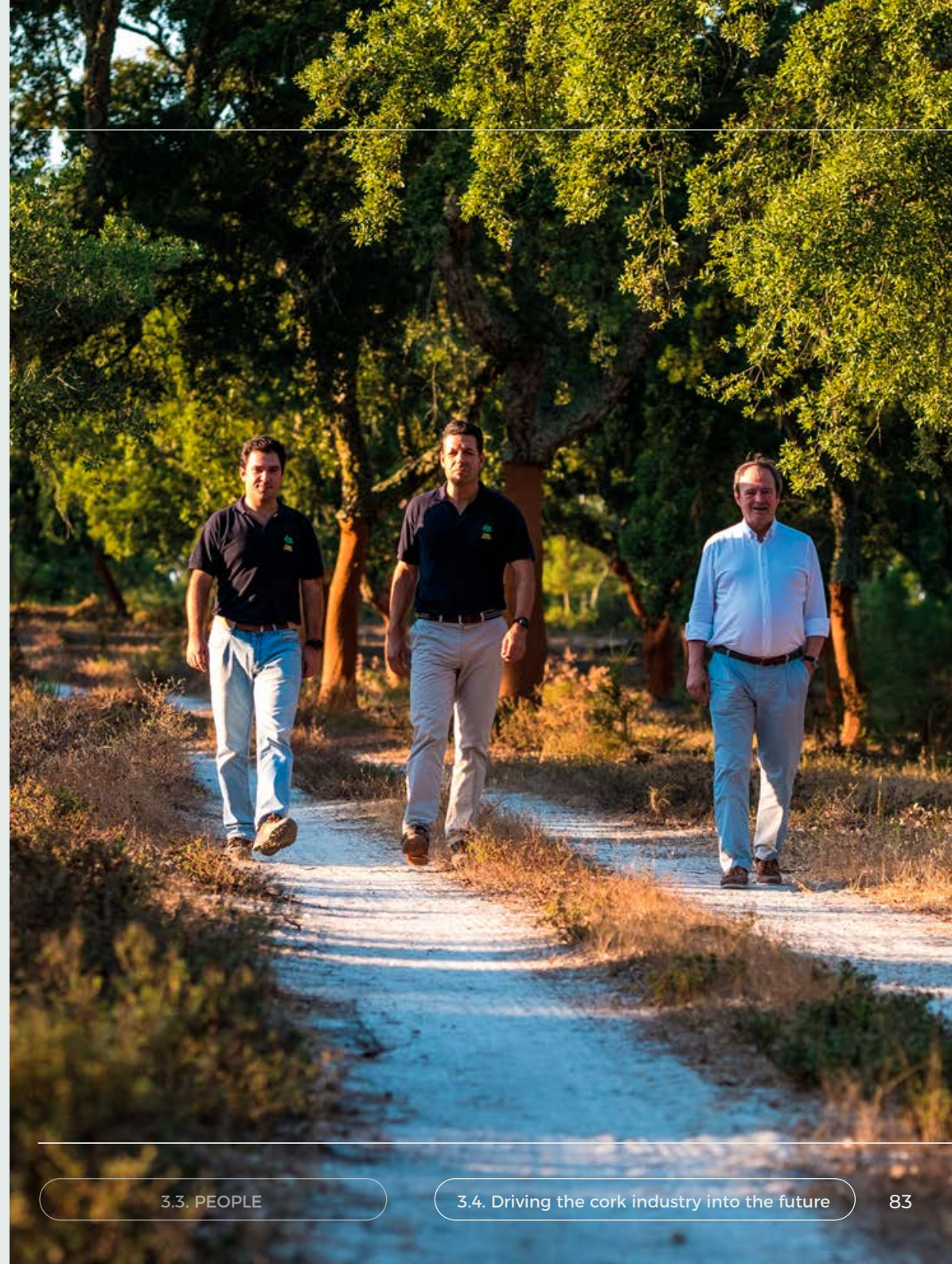




Driving the cork industry into the future

Creating real long-term sustainable change in our sector requires more than incremental steps. It demands that businesses work together, addressing common topics within their global value chains and envisioning the positive impacts they can make on addressing the world's interconnected challenges.

As a leading company in the cork industry, we understand the importance of looking beyond the mere availability and quality transformation of cork. We must contribute to ensuring that the preservation of cork oak forests, which is paramount not only for the future of cork but also the entire ecosystem they support. This recognition drives our vision and extensive efforts to promote collaboration throughout the value chain, grounded in science, data, and expertise sharing. Our goal is to set an example of what a sustainable transition must look like, safeguarding the future of cork and its ecological significance.





Other goals that we are working on:

- Increasing engagement and participation in industry projects, actively involving other stakeholders in the cork industry
- Developing a stakeholder engagement strategy and collaborative initiatives centered around our material sustainability topics. This involved setting clear goal, and defining roles that encompass research, practical implementation, and partnerships.
- Defining Cork Supply's role and participation in the industry by considering the shared challenges.

Goal: Contribute to the preservation and sustainability of cork oak forests, biodiversity, and ecosystem services, while engaging with industry stakeholders to mobilize resources and drive collaborative efforts

Actively participate in at least one non-profit association project focused on sustainability efforts for cork oak forests per year



Cork Supply is one of the founders of the Consortium for the regeneration of the Montado pastoral agro-silvo system

Achieved
 In progress
 Not achieved

Find out more

On cork oak forests

It takes around 25 years for a cork oak tree to be harvested for the first time. However, it is only from the third harvest onwards, when the tree reaches the age of 43 years, that the cork attains the desired high standard of quality. From that time on, cork is harvested every nine years. The quality of the cork is determined by the age and health of the trees.

Cork oak forests are not only valuable for their cork production but also as ecosystems. These forests exhibit a very high level of biodiversity and serve as important carbon sinks, capturing and storing carbon dioxide. Additionally, they act as a natural barrier against fires, help regulate the hydrological cycle, and protect the soil from erosion, thereby reducing the risk of desertification. Given that Portugal is responsible for approximately 50% of the world's cork processing, implementing appropriate management practices and promoting the establishment of new forests is crucial.

corksupply.com/us/corkfacts



Our commitment to the sustainability of the Montado ecosystem

We are proud participants in the Montado Living-Lab initiative, dedicated to regenerating the Montado ecosystem in Alentejo and managing soil health.

The Montado region serves as a crucial source of high-quality food, fiber, and various ecosystem services. It plays a vital role in carbon sequestration, water storage, soil erosion prevention, fire protection, biodiversity conservation, and habitat for pollinators. Economically, the Montado is instrumental in preventing rural migration to urban areas and significantly contributes to the Portuguese economy through cork exports.

To address negative soil impacts stemming from tree cover loss and soil degradation, intelligent land management is essential. Initiatives like the Montado Living-Lab foster enduring partnerships built on trust and transparency. These collaborations bring together key stakeholders, including farmers, multidisciplinary research teams, government institutions, and industry representatives like Cork Supply.

Our involvement in these partnerships aligns with national efforts to safeguard oak trees, promote carbon sequestration through forest restoration, and implement innovative farming techniques. It supports environmental goals consistent with our sustainability agenda and principles. Our participation in initiatives such as HorizonEurope2030, specifically Mission SOILS and Grazing4Soils, underscores our commitment to the sustainability of the Montado ecosystem and its role in broader efforts toward regenerative agriculture.

38 partners including:

21 producers involved in forestry and livestock management

8 producers, local development associations, and public administration entities

6 research institutions

3 companies directly linked to the Montado System, including Cork Supply

Montado Living Lab goals:

Improve soil health

Restore tree cover

Create more resilient business models for farmers and industries

Sharing knowledge

We are also committed to knowledge sharing and industry engagement, which is demonstrated by our extensive communication efforts. In 2023 alone, we issued 51 communications, participated in 17 conferences and roundtables, and conducted 10 training sessions

51 communications

17 conferences and roundtables

3 presentations

10 trainings sessions in cork knowledge



Participation in roundtables

- **“Forested Landscapes in the Post-2020 Global Biodiversity Framework: mitigation options towards implementation of the SDGs” – IUFRO 2023 Roundtable**

Cork Supply contributed significantly to discussions on forested landscapes and their role in the post-2020 Global Biodiversity Framework. The focus was on the relevance of Agro-Silvo-Pastoral (ASP) systems for the economy.

- **“What will sustainable wine look like in 2030? Across the whole value chain” – ProWein Sustainable Wine Roundtable**

Discussions highlighted the imperative to address global warming and advocate for economic and social transformation in alignment with the Paris Agreement.

- **UvaMOX Roundtable**

Cork Supply participated in this detailed discussions on wine bottle closures, particularly emphasizing the impact of closure types on wine preservation and oxygen management.

Participation in international conferences

We pride ourselves on our active participation and contribution to international conferences, where our experts shared insights on topics ranging from the initial oxygen release of cork closures to the impact of bottleneck shape on cork stopper functionality.

- July 2023, Oeno-Macrowine, Mariana Machado: “Estimating the initial oxygen release (IOR) of cork closures”
- September 2023, 4th International Conference on Cork Sciences and Applications Conference, Ana Cristina Lopes Cardoso “Contribution to the characterization of Cork’s use”
- September 2023, Cork Sciences and Applications Conference, Sofia Matos: “Impact of bottleneck shape on cork stoppers functional parameters”
- October 2023, Spirits strategy and innovation conference, Ana Cristina Lopes Cardoso: Conscious Luxury.

Corknology, dedicated to sharing our expertise

In 2023, we launched an online platform designed to share our expertise in cork-related knowledge, scientific advancements, technical innovation, and sustainability practices that are shaping the future of the cork industry. Corknology also serves as a hub for disseminating information about our major projects, collaborations and other news.

Find out more

Explore our different sections: **Corklab, Ecocork, Corkbuzz and Corkfacts**, where we have some of the most frequently asked questions on cork and cork stoppers. <https://corksupply.com/us/corknology>



We actively participate in leading business communities

International

Portugal



The Porto Protocol

portoprotocol.com

Sustainable Wine Roundtable

swroundtable.org

Signatory of the Charter of Principles from BCSD

bcsdportugal.org/wp-content/uploads/2022/11/Charter-of-Principles_BCSDPortugal_ENG.pdf

EPSA – Structure for the Promotion of Environmental Sustainability – Dynamic Structure from APQ (Portuguese Quality Association)

apq.pt/estruturas-dinamizadoras

Global wine community dedicated to knowledge sharing as a response to climate change. The group developed an open platform with a dynamic database of resources and workable solutions.

Global multistakeholder coalition encompassing the entire value chain of the wine industry. The roundtable aims to promote sustainable development across the global wine industry for the benefit of all stakeholders.

Cork Supply is a signatory of the Charter of Principles from BCSD Portugal (Business Council for Sustainable Development). This council is a global business network comprising over 180 leading companies in Portugal dedicated to supporting businesses on their sustainability journey.

Network that encourages debate and reflection among businesses on environmental sustainability methodologies and practices. It hosts various activities including meetings, debates, workshops, and seminars.



A conversation on how Cork Supply Makes a Difference

SUSTAINABILITY REPORT 2023



Isabel Allegro
CEO Europe and South America



Rui Pedro Silva
Sustainability Director



Peter Hladun
CEO North America



Isabel Allegro
CEO Europe and South America

“ **What were the most significant challenges for Cork Supply during 2023?**

In 2023, we faced several significant challenges, including:

- 1. Economic Crisis Impact on SMEs:** The economic crisis posed considerable challenges for the small and medium-sized enterprises (SMEs) we collaborate with, particularly those involved in producing cork stoppers. This situation required Cork Supply to commit to fostering engagement and promoting best practices within the industry.
- 2. Energy and Resource Management:** Cork Supply undertook substantial efforts to improve energy efficiency and transition to renewable energy sources. This included the implementation of a photovoltaic system expected to meet 35% of the company’s electricity needs and leveraging biomass boilers fueled by cork dust. Additionally, comprehensive monitoring systems for electricity, water, and natural gas consumption were set to start in 2024.

3. Sustainable Supply Chain Practices: Ensuring sustainable practices across the supply chain was another challenge. We introduced the Responsible Procurement Policy, which required screening suppliers to align with our values and sustainability goals. This policy aimed to maximize the positive impacts of our products while minimizing negative ones.

4. Plastic Waste Reduction: Efforts to reduce plastic waste were emphasized, particularly within the Technical Cork and Finishing Units. This included reorganizing waste management processes and introducing reusable big bags for transportation.

5. Operational Efficiency: We continued to focus on operational efficiency, reducing energy consumption, and promoting circular economy principles. This involved maintaining high recovery rates for non-cork waste and achieving significant reductions in CO2 emissions through various decarbonization initiatives. These challenges were part of our broader commitment to sustainability and operational excellence, as detailed in our 2023 Sustainability Report.



“ How does Cork Supply's 3P Sustainability Agenda enable business prosperity?

Cork Supply's 3P Agenda (Product, Planet, People) enables business prosperity through a multifaceted approach that integrates sustainability deeply into our operations and strategies. Here's how each element of the 3P Agenda contributes to business prosperity:

PRODUCT:

- **Innovation and Quality:** At Cork Supply, we prioritize the development of environmentally friendly technologies, processes, and products. A prime example of our commitment to sustainability and innovation is the development of Vinc Natura, which eliminates the need for synthetic materials, by utilizing a 100% plant-based polyol as an alternative to the traditional polyurethane-based glue. These efforts enhance the appeal and marketability of our products, ensuring that we stay ahead in the market.

- **Efficiency and Circular Economy:** We are dedicated to the efficient use of all cork materials, promoting a circular economy by utilizing 100% of our raw materials. This approach not only reduces waste but also lowers production costs and improves resource management, contributing to our overall business efficiency and sustainability.

PLANET:

- **Sustainable Practices:** We have implemented significant measures to reduce our environmental impact. This includes transitioning to renewable energy sources, such as installing a solar photovoltaic system expected to meet 35% of our electricity needs, and utilizing biomass boilers fueled by cork dust.
- **Carbon Footprint Reduction:** Our decarbonization efforts are evident, with a 32.5% reduction in CO2 emissions in 2023. We are committed to achieving further reductions by 2024 and 2030, reinforcing our

reputation as an environmentally responsible company.

PEOPLE:

- **Employee and Community Engagement:** We foster a supportive and secure work environment, emphasizing healthy and safe working conditions. Our focus on skill development and education enhances employee satisfaction and productivity.
- **Community Contributions:** We actively engage with local communities supporting local economies, but also building strong community relationships and enhancing our corporate social responsibility.

By aligning our business strategies with sustainable practices and community engagement, Cork Supply ensures long-term business prosperity while making a positive impact on the environment and society. This holistic approach helps us meet regulatory requirements, improve our brand image, and secure customer loyalty, all of which are crucial for sustained business growth and success.



Rui Pedro Silva
Sustainability Director

“

What were the most significant achievements during 2023?

In 2023, Cork Supply made notable strides in sustainability and operational efficiency. One of the most significant achievements was the commissioning of a solar photovoltaic system with an installed capacity of 1600 kW, which began operating in stages. Initially powering the Natural Cork Unit, it expanded to the TALIS Unit and, by the end of the year, included the Technical Cork Unit. This system is projected to meet 35% of the company's electricity needs, significantly reducing reliance on non-renewable energy sources .

Additionally, the company achieved a remarkable 32.5% reduction in overall CO2eq emissions. This reduction reflects Cork Supply's commitment to decarbonization through renewable energy investments and energy efficiency improvements.

Other achievements include the launch of a Code of Ethics Conduct and Social Responsibility, the establishment of a Responsible Procurement Policy, and participation in 17 conferences and roundtables, underscoring Cork Supply's dedication to ethical practices and industry leadership .



“ **How does the company collaborate with clients, partners or social organizations to enhance its sustainability efforts?** ”

Cork Supply collaborates extensively with clients, partners, and social organizations to enhance its sustainability efforts. One prominent initiative is the Montado Living-Lab, aimed at the regeneration of the pastoral agro-silvo system in Alentejo, Portugal. This collaborative project involves farmers, research teams, government institutions, and industry representatives working together to improve the management and preservation of cork oak forests, which are crucial for biodiversity and carbon sequestration. Additionally, Cork Supply engages with various industry stakeholders to promote sustainable practices across the supply chain, ensuring that environmental and social considerations are integrated into business operations.

The company also supports social organizations such as Fundación Empujar and Fundación Leer, which focus on creating employment opportunities and promoting literacy, respectively. These partnerships demonstrate Cork Supply’s commitment to social responsibility and community engagement, reflecting a holistic approach to sustainability that goes beyond environmental stewardship to include social well-being and ethical governance.





Peter Hladun
CEO North America

“ **How are employees encouraged to participate in and contribute to the company’s sustainability initiatives?** ”

At our Cork Supply unit in the US, sustainability is a shared mission embedded in our values and culture. We encourage and empower our employees to participate in our sustainability initiatives. We prioritize educating our workforce about sustainability through regular training programs, workshops, and seminars. Our leadership team is committed to sustainability, embedding it into our Purpose and ensuring it becomes a fundamental part of our corporate culture. We have a sustainability committee that promotes volunteerism and peer engagement, driving our initiatives forward.

Our workplace features recycling programs and promotes energy conservation measures, such as our solar project and initiatives to turn off lights and equipment when not in use, reducing

our environmental footprint. We keep our employees informed and involved with regular updates and reports on our sustainability progress. Transparency is key to building trust, and we are open about both our successes and challenges. Our commitment to sustainability extends beyond our company. We organize volunteer opportunities related to environmental conservation and community service.

We encourage employees to adopt sustainable practices at home by providing tips and resources that highlight personal benefits, such as health improvements and cost savings. By integrating sustainability into their daily lives, our employees contribute to a larger positive impact on the environment. At Harv 81 USA, sustainability is a collective effort driven by the dedication and passion of our employees. Together, we are making a difference and paving the way for a more sustainable future.



“ **How do you see the company’s sustainability strategy evolving in the future?** ”

In the US our sustainability strategy is dynamic and evolves with our environment, society, and business needs. Looking ahead, I see several key areas for growth. Sustainability will be more closely aligned with our core business strategy, integrating metrics into our KPIs and strategic initiatives. We will invest in smart technologies to improve energy efficiency, reduce waste, and lower our carbon footprint, developing new sustainable products and services. Expanding our use of renewable energy sources with solar power, we aim to significantly reduce reliance on fossil fuels, targeting 100% renewable energy operations soon.

Enhancing sustainability across our supply chain involves setting higher standards, promoting responsible sourcing, and collaborating for innovative solutions to reduce our ecological footprint. We commit to regularly updating our practices, setting ambitious targets, and empowering employees through training and development to lead in sustainability. We will maintain high standards of transparency and accountability, openly reporting progress to build trust and drive greater internal accountability.

In summary, in the US, our sustainability strategy will continue to grow ambitiously, innovate continuously, and lead by example, creating a more sustainable and prosperous future for all.





Global Reporting Initiative content index





GRI Universal Standards 2021

GRI 2 – General Disclosures 2021

The organization and its reporting practices

2-1. Organizational Details

Cork Supply Australia Pty Ltd; Headquarters:1/491-499 South Road Adelaide, Australia Meridional, Australia 5010

Cork Supply Argentina SA.;Headquarters: Luján de Cuyo, MENDOZA, 5507 Argentina

Cork Supply China;Headquarters: Tianjin, People's Republic Of China

Cork Supply Portugal companies: Cork Supply Portugal SA, Cork Supply Portugal 3 Lda, Cork Supply Portugal 4 SA; Headquarters: Avenida Engenheiro António Azevedo Coutinho, N° 140 2750-644 Cascais, Portugal

Cork Supply Spain SL: Calle Miguel Villanueva 11 26001, Logroño, Spain

Cork Supply France S.à.r.l.: 1 Rue Pablo Neruda, 33140 Villenave-d'Ornon, France

Cork Suply Italy SRL: Via Desderi , 15/E, Asti, AT, Italy

Cork Supply South Africa Pty Ltd; Headquarters: Simonsberg Business Park, Klapmuts, 7625, South Africa

Harv81 US Holding Inc; Headquarters: 531 Stone Road, Benicia, California, United States of America

2-2. Entities included in the organization's sustainability reporting

See "About the Report"

2-3. Reporting period, frequency and contact point

See "About the Report"

2-4. Restatements of information

No restatements

2-5. External assurance

This report did not have external assurance

Activities and workers

2-6. Activities, value chain, and other business relationships

See "Introducing Cork Supply" / "Our world, trusted from tree to bottle"



2-7. Employees

Cork Supply Portugal, Cork Supply Spain, Cork Supply France, Cork Supply Italy	2022	2023
Total number of employees	354	368
Breakdown by gender		
Men	193	208
Women	161	160
Total number of permanent employees	314	320
Breakdown by gender		
Men	171	178
Women	143	142
Total number of temporary employees	26	30
Breakdown by gender		
Men	17	21
Women	9	9
Total number of non-guaranteed hours employees	14	18
Breakdown by gender		
Men	5	9
Women	9	9
Total number of full-time employees	339	349
Breakdown by gender		
Men	187	198
Women	152	151



2-7. Employees

Cork Supply Portugal, Cork Supply Spain, Cork Supply France, Cork Supply Italy	2022	2023
Total number of part-time employees	15	19
Breakdown by gender		
Men	6	10
Women	9	9
Cork Supply Argentina		
Total number of employees	11	15
Breakdown by gender		
Men	10	13
Women	1	2
Total number of permanent employees	9	11
Breakdown by gender		
Men	8	9
Women	1	2
Total number of temporary employees	2	4
Breakdown by gender		
Men	2	4
Women	0	0
Total number of non-guaranteed hours employees	0	0

Note: Information of full-time and part time employees was not available, but measures are being taken to report this information and it is expected to be available in the next reporting exercise.



2-7. Employees

Cork Supply Australia	2022	2023
Total number of employees	14	10

Note: Measures are being taken to report breakdowns and it is expected to be available in the next reporting exercise.

Cork Supply China	2022	2023
Total number of employees	6	6

Note: Measures are being taken to report breakdowns and it is expected to be available in the next reporting exercise.

Cork Supply South Africa	2022	2023
Total number of employees	10	10

Breakdown by gender

Men	4	4
Women	6	6

Total number of permanent employees	10	10
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Breakdown by gender

Men	4	4
Women	6	6

Total number of temporary employees	0	0
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Breakdown by gender

Men	0	0
Women	0	0



2-7. Employees

Cork Supply South Africa	2022	2023
Total number of non-guaranteed hours employees	0	0
Breakdown by gender		
Men	0	0
Women	0	0
Total number of full-time employees	9	9
Breakdown by gender		
Men	4	4
Women	5	5
Total number of part-time employees	1	1
Breakdown by gender		
Men	0	0
Women	1	1
Harv81 US (United States of America)		
	2022	2023
Total number of employees	60	60
Breakdown by gender		
Men	28	31
Women	32	29
Note: Measures are being taken to report breakdowns and it is expected to be available in the next reporting exercise.		

2-8. Workers who are not employees

This information is not available. Measures are being taken to collect this information and it is expected to be available in the next reporting exercise.



Governance

	<p>See “Strategy shows the way” / “Managing the sustainability from the top”</p> <p>Considering the importance of establishing a robust sustainability governance framework, for assessing impacts, risks and opportunities, in 2021, we created the Strategic Development Team for Sustainability. This dedicated team plays a vital role in validating the sustainability strategy, monitoring key performance indicators, ensuring alignment of the strategy with global guidelines, and in identifying emerging challenges.</p> <p>Our strategic development team is based in Portugal and, in alignment with the President and Founder of Cork Supply, defines the overall strategy and objectives for sustainability within the company. These guidelines are then shared with our teams in the other countries.</p>
2-9. Governance structure and composition	
2-10. Nomination and selection of the highest governance body	<p>The highest Governance Bodies are nominated and selected based on competencies relevant to the position and to the organization, and also based on a trust relationship, as Cork Supply is a family-owned company.</p>
2-11. Chair of the highest governance body	<p>The chair of the highest governance body (President and Founder of Cork Supply) is not the senior executive in the organization (there are designated CEOs for the different companies).</p>
2-12. Role of the highest governance body in overseeing the management of impacts	<p>Our strategic development team is based in Portugal and, in alignment with the President and Founder of Cork Supply (highest governance body), defines the overall strategy and objectives for sustainability within the company.</p>
2-13. Delegation of responsibility for managing impacts	<p>The highest Governance Body delegated responsibility for the management of the organization's impacts on the Strategic Development Team for Sustainability. See the composition of the Team: “Strategy shows the way” / “Managing the sustainability from the top”</p>
2-14. Role of the highest governance body in sustainability reporting	<p>Our strategic development team is based in Portugal and, in alignment with the President and Founder of Cork Supply, defines the overall strategy and objectives for sustainability within the company, namely through a materiality process, and reviews and approves the reported information.</p>
2-15. Conflicts of interest	<p>The Code of Ethics and Conduct, establishes mechanisms for dealing with conflicts of interest and it will be published in 2023.</p>
2-16. Communication of critical concerns	<p>Critical concerns are communicated to the highest governance body through regular meetings of the Strategic Development Team for Sustainability.</p>
2-17. Collective knowledge of the highest governance body	<p>Information concerning sustainability topics, is communicated to the President directly by the CEO and the CFO (the highest governance bodies locally [PT]), or by the Sustainability Director.</p>
2-18. Evaluation of the performance of the highest governance body	<p>There is no formal process for evaluating the performance of the highest governance body. The present report, however, assesses the performance and the impact of the company, which informs decision-making at the highest level in the organization.</p>



2-19. Remuneration policies	There is no formal policies for determining the remuneration of the highest governance body and senior executives.						
2-20. Process to determine remuneration	There is no formal process to determine remuneration						
2-21. Annual total compensation ratio	<p>Ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees in 2022 (excluding the highest-paid individual)</p> <table border="1" data-bbox="1052 454 2116 646"> <tr> <td data-bbox="1052 454 1881 518">Cork Supply Portugal, Cork Supply Spain, Cork Supply France, Cork Suply Italy</td> <td data-bbox="1881 454 2116 518">8,92</td> </tr> <tr> <td data-bbox="1052 518 1881 582">Cork Supply Argentina</td> <td data-bbox="1881 518 2116 582">1.55</td> </tr> <tr> <td data-bbox="1052 582 1881 646">Harv81 US (United States of America)</td> <td data-bbox="1881 582 2116 646">0.13</td> </tr> </table>	Cork Supply Portugal, Cork Supply Spain, Cork Supply France, Cork Suply Italy	8,92	Cork Supply Argentina	1.55	Harv81 US (United States of America)	0.13
Cork Supply Portugal, Cork Supply Spain, Cork Supply France, Cork Suply Italy	8,92						
Cork Supply Argentina	1.55						
Harv81 US (United States of America)	0.13						
<p>Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.</p>							
<p>Strategy, policies and practices</p>							
2-22. Statement on sustainable development strategy	See "Message from the president"						
2-23. Policy commitments	The Code of Ethics and Conduct, which will describe our commitments for responsible business conduct, is published in 2023						
2-24. Embedding policy commitments	The application of the Code of Ethics and Conduct will take place in 2023.						
2-25. Processes to remediate negative impacts	There is a process for receiving complaints, formalized by the certification FSSC22000.						
2-26. Mechanisms for seeking advice and raising concerns	The Code of Ethics and Conduct, that will be published in 2023, has a contact point for individuals to seek advice or raise concerns.						
2-27. Compliance with laws and regulations	<table border="1" data-bbox="1052 1117 2116 1311"> <tr> <td colspan="2" data-bbox="1052 1117 2116 1204">Total number of significant instances of non-compliance with laws and regulations during the reporting period</td> </tr> <tr> <td data-bbox="1052 1204 1948 1260">Instances for which fines were incurred</td> <td data-bbox="1948 1204 2116 1260">1</td> </tr> <tr> <td data-bbox="1052 1260 1948 1311">Instances for which non-monetary sanctions were incurred</td> <td data-bbox="1948 1260 2116 1311">0</td> </tr> </table>	Total number of significant instances of non-compliance with laws and regulations during the reporting period		Instances for which fines were incurred	1	Instances for which non-monetary sanctions were incurred	0
Total number of significant instances of non-compliance with laws and regulations during the reporting period							
Instances for which fines were incurred	1						
Instances for which non-monetary sanctions were incurred	0						



2-27. Compliance with laws and regulations

Report the total number and the monetary value of fines for instances of non-compliance with laws and regulations that were paid during the reporting period	
Fines for instances of non-compliance with laws and regulations that occurred in the current reporting period	
Number of fines	1
Monetary value	38 €
Fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods	
Number of fines	3
Monetary value	1,077 €
Describe the significant instances of non-compliance	Delay on tax declaration

2-28. Membership of associations

Portugal – APCOR; Porto Protocol; Sustainable Wine Roundtable; Ctcor

Stakeholder engagement

2-29. Approach to stakeholder engagement

See “SETTING priorities for a common tomorrow”/ “Challenges and impacts are top-of-mind”

2-30. Collective bargaining agreements

Percentage of total employees covered by collective bargaining agreements (Portugal); 48%

GRI Universal Standards 2021

GRI 3: Material Topics 2021

3-1. Process to determine material topics

See “SETTING priorities for a common tomorrow”/ “Priorities direct our focus”

3-2. List of material topics

See “SETTING priorities for a common tomorrow”/ “Priorities direct our focus”



GRI Topic Standards

GRI 200 – Economic Disclosures

GRI 201 – Economic performance 2016

GRI 3: Material Topics 2021

3-3. Management of material topics

The value generated and distributed, by our activity, to employees, suppliers and other stakeholders has a positive impact in local employment, economic activity, and local communities. A thriving Cork Supply generates employment opportunities and enhanced economic well-being for individuals and families.

See "INTRODUCING Cork Supply" / "Key numbers and highlights "

201-1. Direct economic value generated and distributed

Cork Supply Argentina	2022	2023
Direct economic value generated (€)	3,457,313	4,701,549
Revenues	3,457,313	4,701,549
Direct economic value distributed (€)	1,896,218	1,661,565
Operating costs	720,771	1,150,438
Employee wages and benefits	180,999	285,264
Payments to providers of capital	-	-
Payments to government by country	94,374	100,135
Financial Institutions (loan interests)	867,121	125,728
Community investments	32,953	-
Economic value retained (€)	1,561,095	3,039,984



201-1-. Direct economic value generated and distributed

Cork Supply Australia	2022	2023
Direct economic value generated (€)	3,958,196	3,706,882
Revenues	3,958,196	3,706,882
Direct economic value distributed (€)	1,036,670	1,005,256
Operating costs	534,042	521,477
Employee wages and benefits	502,628	483,779
Payments to providers of capital	-	-
Payments to government by country	-	-
Financial Institutions (loan interests)	-	-
Community investments	-	-
Economic value retained (€)	2 921 525	2 701 626
Cork Supply China	2022	2023
Direct economic value generated (€)		
Revenues	12,576,230	12,942,303
Direct economic value distributed (€)	1,788,213	2,089,328
Operating costs	223,370	273,448
Employee wages and benefits	1,564,843	1,815,880
Payments to providers of capital	-	-
Payments to government by country	-	-
Financial Institutions (loan interests)	-	-
Community investments	-	-
Economic value retained (€)	10,788,017	10,852,975



201-1-. Direct economic value generated and distributed

Cork Supply Portugal	2022	2023
Direct economic value generated (€)	94,750,477	91,970,361
Revenues	94,750,477	91,970,361
Direct economic value distributed (€)	32,459,072	35,025,424
Operating costs	16,077,385	15,984,316
Employee wages and benefits	13,532,511	15,475,151
Payments to providers of capital	1,500,000	-
Payments to government by country	-	-
Financial Institutions (loan interests)	1,302,562	3,516,294
Community investments	46,613	49,663
Economic value retained (€)	62,291,404	56,944,937
Cork Supply South Africa	2022	2023
Direct economic value generated (€)	906,851	830,312
Revenues	906,851	830,312
Direct economic value distributed (€)	221,286	246,401
Operating costs	100,152	118,159
Employee wages and benefits	116,572	123,867
Payments to providers of capital	-	-
Payments to government by country	-	-
Financial Institutions (loan interests)	-	-
Community investments	4,561	4,375
Economic value retained (€)	685,565	583,910



201-1. Direct economic value generated and distributed

Harv81 US (United States of America)	2022	2023
Direct economic value generated (€)	62,722,200	67,033,058.9
Revenues	62,722,200	67,033,058.9
Direct economic value distributed (€)		
Operating costs	7,579,582	7,804,920
Employee wages and benefits	6,367,168	6,655,217
Payments to providers of capital	973,718	935,600
Payments to government by country - United States	1,011,884	1,980,894
Payments to government by country - Canada	60,020	65,627
Financial Institutions (loan interests)	5,677,448	2,574,359
Community investments	25,640	23,116
Economic value retained (€)	41,026,736	46,993,324

GRI 202 - Market presence 2016

GRI 3: Material Topics 2021

3-3. Management of material topics

See "INTRODUCING Cork Supply" / "Our world, trusted from tree to bottle"

202-1. Ratios of standard entry level wage by gender compared to local minimum wage

Cork Supply Argentina	2022	2023
Male	0.67	0.67
Female	0.67	0.67
Minimum wage being used (€)	1,500	2,250



202-1. Ratios of standard entry level wage by gender compared to local minimum wage

Cork Supply Portugal	2022	2023
Male	1	1
Female	1	1
Minimum wage being used (€)	810	843

Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.

GRI 203: Indirect Economic Impacts 2016

GRI 3: Material Topics 2021

3-3 Management of material topics

Cork Supply activity stimulates the regional and national economy, is committed to provide the conditions for professional internships and give local employment opportunities.

See "Harvesting for the future together" / Working for the future of the cork industry"

Cork Supply production units in Portugal are located in an industrial area, meaning that its settlement did not affect significantly the local development.

On the other hand, our activity contributes to the number of jobs offered locally and to the preservation of the cork culture, found in the region. It is also contributing for local social institutions, through donations to selected institution.

The economic impact of these actions, however, has not been quantified nor officially accessed.

203-2. Significant indirect economic impacts

Economic impacts of improving social conditions	We contributed to improving social conditions, by donating <u>18,060€</u> (13,480€ in 2021) to local institutions (support of the elderly, children, life-supporting institutions, educational institutions and local recreative associations). The economic impact of these institutions' development has not been accessed or quantified.
Enhanced skills and knowledge in a professional community or in a geographic location	Cork Supply works as preserver of cork culture, a traditional Portuguese activity. This is done mostly through a partnership with Cincork, in which Cork Supply is committed to provide the conditions for professional internships (partly financed by Cork Supply), in which the internee's integration in the company, is expected.
Number of jobs supported in the supply or distribution chain	The organic growth of Cork Supply leads directly and indirectly to increased consumption of raw materials, distribution, and logistical activities in our value chain. This, however, is not accessed officially.



203-2 . Significant indirect economic impacts

Economic impacts from a change in operation

Continuous improvement since 2012, through LEAN manufacturing, by increasing efficiency in all areas, through the removal of operational waste. The economic impact of these changes, however, has not been accessed.

Importance of indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and political agendas

Cork Supply represents direct competition to other major producers of cork stoppers. This might have pushed innovation in the sector, that would not have occurred otherwise (but this has not been quantified, nor officially quantified).

Cork Supply might have influenced the national agenda, as cork is a crucial national product. But that did not happen as direct influence of Cork Supply, but from the sector.

Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.

GRI 204: Procurement practices 2016

GRI 3: Material Topics 2021

3-3 Management of material topics

Cork Supply seeks to develop practices to foster local development by hiring suppliers and service providers in the areas where we are located, in order to foster local social and economic development.

The responsible procurement policy development is under way. It is expected to be published in 2024.

See "HARVESTING for the future TOGETHER" / "Cultivating responsible environmental practices in our operations and supply chain" / "Ensuring best practices in our supply chain"

204-1. Proportion of spending on local suppliers

100% (suppliers of raw material and cork stoppers)

Topic specific disclosures

GRI 300 – Environmental disclosures

GRI 301 Materials 2016

GRI 3: Material Topics 2021

3-3 Management of material topics

The raw material that Cork Supply uses to manufacture its final product are carefully chosen and embraced by international standards and certifications that guarantee their quality.

See "INTRODUCING Cork Supply" / "Our products are gifted by nature" / "In search of the perfect cork"



301-1. Materials used by weight or volume

Cork Supply Argentina	2022	2023
Total amount of materials used (t)	0.22	0.27
Non-renewable		
Raw materials (t)	0.05	0.07
Associated process materials (t)	0.03	0.04
Semi-manufactured goods or parts (t)	0.02	0.02
Materials for packaging purposes (t)	0	0
Total non-renewable materials used (t)	0.10	0.13
Renewable		
Raw materials (t)	0.07	0.08
Associated process materials (t)	0	0
Semi-manufactured goods or parts (t)	0.01	0.01
Materials for packaging purposes (t)	0.04	0.05
Total renewable materials used (t)	0.12	0.14
Cork Supply Portugal		
	2022	2023
Total amount of materials used (t)	5,194.18	4,941.76
Non-renewable		
Raw materials (t)	0.00	0.00
Associated process materials (t)	674.42	799.48
Materials for packaging purposes (t)	40.28	58.73



301-1. Materials used by weight or volume

Cork Supply Portugal	2022	2023
Total non renewable materials used (t)	714.70	858.21
Renewable		
Raw materials (t)	4,322.70	3,887.88
Associated process materials (t)	0	0
Semi-manufactured goods or parts (t)	0	0
Materials for packaging purposes (t)	156.79	195.68
Total renewable materials used (t)	4,479.48	4,083.55
Harv81 US (United States of America)	2022	2023
Total amount of materials used (t)	729.47	606.05
Non-renewable		
Raw materials (t)	0	0
Associated process materials (t)	0	0
Materials for packaging purposes (t)	9.10	7.60
Total non renewable materials used (t)	9.10	7.60
Renewable		
Raw materials (t)	0	0
Associated process materials (t)	0	0
Semi-manufactured goods or parts (t)	660.43	548.67
Materials for packaging purposes (t)	59.95	49.79
Total renewable materials used (t)	720.38	598.45

Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.



GRI 302 – Energy 2016

GRI 3: Material Topics 2021

3-3 Management of material topics

See “HARVESTING for the future TOGETHER” / “3.3.Cultivating responsible environmental practices in our operations and supply chain”

Our transformation facilities, which are the operations that have the most significant impact in in terms of energy consumption, are based in Portugal.

302-1. Energy consumption within the organization

Cork Supply Argentina	2022	2023
Total energy consumption within the organization (MJ)	0.013	0.016
Total fuel consumption within the organization from non-renewable sources (MJ)	0.01	0.01
Gasoline	0.01	0.01
Total electricity (MJ)	0.0047	0.0040
Electricity consumption	0.0047	0.0040

Cork Supply Australia	2022	2023
Total energy consumption within the organization (MJ)	2,116.80	2,408.40
Total fuel consumption within the organization from renewable sources (MJ)	423.36	481.68
Solar source	423.36	481.68
Total electricity (MJ)	1,693.72	1,926.72
Electricity consumption	1,693.72	1,926.72



302-1. Energy consumption within the organization

Cork Supply Portugal	2022	2023
Total energy consumption within the organization (MJ)	416,519,483.70	826,535,274.50
Total fuel consumption within the organization from non-renewable sources (MJ)	87,447,398.70	78,592,326.50
Diesel from fleet or other vehicles	2,664,764.00	2,476,358.00
Gasoline	425,997.00	615,416.00
Propane	41,088,684.10	36,680,146.90
Natural Gas	43,267,953.60	38,820,405.60
Total fuel consumption within the organization from renewable sources (MJ)	0.00	370,656,000.00
Biomass source	0.00	370,656,000.00
Total electricity consumption (MJ)	329,072,085.00	377,286,948.00
Electricity consumption	329,072,085.00	377,286,948.00
Cork Supply South Africa		
Total energy consumption within the organization (MJ)	0.06	0.26
Total fuel consumption within the organization from non-renewable sources (MJ)	0	0.20
Diesel from fleet or other vehicles	0	0.18
Gasoline	0	0.03
Total electricity (MJ)	0.06	0.05
Electricity consumption	0.06	0.05



	Harv81 US (United States of America)	2022	2023
302-1. Energy consumption within the organization	Total energy consumption within the organization (MJ)	6.28	7.35
	Total fuel consumption within the organization from non-renewable sources (MJ)	1.37	2.09
	Natural gas	1.37	2.09
	Total electricity (MJ)	4.91	5.25
	Electricity consumption	4.91	5.25
302-3. Energy intensity		2022	2023
	Cork Supply Portugal (MJ/€)	5.49	8.72

GRI 303 – Water and effluents 2018

GRI 3: Material Topics 2021
3-3 Management of material topics

See “HARVESTING for the future TOGETHER” / “3.3.Cultivating responsible environmental practices in our operations and supply chain”

303-1. Interactions with water as a shared resource

Cork Supply Portugal

Water is supplied to CSP1 and CSP4 through a combination of our own collection (water extraction hole) and a private supplier (INDAQUA). CSP2 relies exclusively on third-party supply and CSP3 relies exclusively on water collection from the company’s water extraction hole. The disposal/ treatment of wastewater also results from the combination of external and local treatment. In CSP1 and CSP4 the first phase of treatment takes place in-house, and the second phase is taken care of by the municipality. For the case of CSP2 all wastewater is treated by the municipality. In CSP3, the complete treatment of the water is done in-house, in a residual water treatment station.

Water related impacts were not assessed.

Note: Our transformation facilities, which are the operations that have the most significant impact in in terms of water use, are based in Portugal.

303-2. Management of water discharge-related impacts

Cork Supply Portugal

Minimum standards for quality of effluent discharge are nationally defined by Directive 152/97 (<https://files.dre.pt/1s/1997/06/139a00/29592967.pdf>)



	Cork Supply Portugal	2022	2023
303-3. Water withdrawal	Total water withdrawal from all areas (m³)	19,475	32,655
	Total water withdrawal from all areas without water stress (m³)	0	0
	Total water withdrawal from all areas with water stress	19,475	32,655
	Groundwater (m³)	12,049	22,840
	Freshwater (≤1,000 mg/L Total Dissolved Solids)	12,049	22,840
	Other water (>1,000 mg/L Total Dissolved Solids)	0	0
	Third-party water (m³)	7,426	9,815
	Groundwater	7,426	9,815
	Freshwater (≤1,000 mg/L Total Dissolved Solids)	7,426	9,815
	Other water (>1,000 mg/L Total Dissolved Solids)	0	0
Note: Portugal was considered in water stress in the year 2022. The origin of water from third-party supplier is unclear, it was considered groundwater.			
303-4. Water discharge	Total water discharge to all areas by destination (m³)	12,049	22,840
	Third-party water (Volume sent for use to other organizations)	12,049	22,840
	Note: CSP1 has a wastewater treatment plant for the first phase of treatment. It is then disposed to the municipal water network, which manages the process until the end. The remaining facilities resort to the municipal network for disposal.		
303-5. Water consumption	Total water consumption from all areas (m³)	7,426	9,815
	Total water consumption from all areas with water stress (m³)	7,426	9,815
	Note: Our transformation facilities, which are the operations that have the most significant impact in terms of water use, are based in Portugal.		



GRI 304 – Biodiversity 2016

<p>GRI 3: Material Topics 2021 3-3 Management of material topics</p>	<p>See “HARVESTING for the future TOGETHER” / “3.3.Cultivating responsible environmental practices in our operations and supply chain” / “Preserving cork oak forests”</p>
<p>304-1. Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas</p>	<p>The operations in the several countries reported in the scope of this report are not in or adjacent to protected areas or areas of high biodiversity value.</p>
<p>304-2. Significant impacts of activities, products and services on biodiversity</p>	<p>See “HARVESTING for the future TOGETHER” / “3.4.Working for the future of the cork industry”</p>

GRI 305 Emissions 2016

<p>GRI 3: Material Topics 2021 3-3 Management of material topics</p>	<p>See “HARVESTING for the future TOGETHER” / “3.3.Cultivating responsible environmental practices in our operations and supply chain”</p>									
<p>305-1. Direct (Scope 1) GHG emissions</p>	<table border="1"> <thead> <tr> <th>Cork Supply Portugal</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Gross direct (Scope 1) GHG emissions (t CO₂e)</td> <td>2,731</td> <td>2,467</td> </tr> </tbody> </table>	Cork Supply Portugal	2022	2023	Gross direct (Scope 1) GHG emissions (t CO ₂ e)	2,731	2,467			
	Cork Supply Portugal	2022	2023							
Gross direct (Scope 1) GHG emissions (t CO ₂ e)	2,731	2,467								
<p>Standard used to calculate GHG emissions: GHG protocol Emission factors used: Agência Portuguesa do Ambiente xxx/96-sigla (apambiente.pt) Consolidation approach for emissions: Operational control GHG emissions were calculated for the operation in Portugal, the most significant in terms of energy consumption.</p>										
<p>305-2. Energy indirect (Scope 2) GHG emissions</p>	<table border="1"> <thead> <tr> <th>Cork Supply Portugal</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Gross indirect (Scope 2) GHG emissions (t CO₂e) Location -based</td> <td>1,380</td> <td>1,583</td> </tr> <tr> <td>Gross indirect (Scope 2) GHG emissions (t CO₂e) Location -based Market-based</td> <td>1,740</td> <td>2,652</td> </tr> </tbody> </table>	Cork Supply Portugal	2022	2023	Gross indirect (Scope 2) GHG emissions (t CO ₂ e) Location -based	1,380	1,583	Gross indirect (Scope 2) GHG emissions (t CO ₂ e) Location -based Market-based	1,740	2,652
	Cork Supply Portugal	2022	2023							
Gross indirect (Scope 2) GHG emissions (t CO ₂ e) Location -based	1,380	1,583								
Gross indirect (Scope 2) GHG emissions (t CO ₂ e) Location -based Market-based	1,740	2,652								
<p>Standard used to calculate GHG emissions: GHG protocol Emission factors used: • Location based: Agência Portuguesa do Ambiente (FE_GEE_Eletricidade_2024_final.pdf) • Market-based: electricity supplier Consolidation approach for emissions: Operational control The increase of emission in 2022, market-based, was due to a change in the electricity supplier. GHG emissions were calculated for the operation in Portugal, the most significant in terms of energy consumption.</p>										



305-3. Other indirect (Scope 3) GHG emissions	GHG emission for Scope 3 were not calculated.		
305-4. GHG emissions intensity	Cork Supply Portugal	2022	2023
GHG emissions intensity ratio for the organization (t CO ₂ e/€)		5.4 E-05	4.3 E-05
GRI 306 – Waste 2020			
GRI 3: Material Topics 2021 3-3 Management of material topics	See “HARVESTING for the future TOGETHER” / “3.3.Cultivating responsible environmental practices in our operations and supply chain”		
306-1. Waste generation and significant waste-related impacts	<p>Our transformation facilities, which are the operations that have the most significant impact in in terms of waste production, are based in Portugal.</p> <p>In terms of waste, the operations generate mainly packaging related waste. Because cork stoppers are treated as food product it is subject to strict packaging control.</p> <p>Renewable products (such as waste from the production of natural corks) is internally diverted from disposal, through reuse of waste as a raw material, and by onsite incineration (for energy production). Solutions for packaging are being studied, but no mitigation measures have been implemented yet</p>		
306-2. Management of significant waste related impacts	<p>Our transformation facilities, which are the operations that have the most significant impact in in terms of waste production, are based in Portugal.</p> <p>Regarding the prevention of waste generation through circularity measures, at our operations the waste wood from the production of natural corks feeds the production of technical corks and bartops and the waste products of technical corks (agglomerated) are used for the biomass boiler.</p> <p>Other categories of waste are managed through a third party: municipal entity responsible for waste collection. This entity is not controlled by Cork Supply, but by APA, the national agency managing environmental issues: https://siaia.apambiente.pt/AIADOC/AIA1236/listagem%20operadores201932211114.pdf</p> <p>This organization registers information on waste disposal, and remaining data is retrieved from internal registry of purchases.</p>		
306-3 . Waste generated	Cork Supply Portugal	2022	2023
Total weight of waste generated (t)		8,207	5,709



Our transformation facilities, which are the operations that have the most significant impact in in terms of waste production, are based in Portugal.

306-4. Waste diverted from disposal

Cork Supply Portugal	2022	2023
Total weight of waste diverted from disposal (t)	2,044	2,361
Total weight of hazardous waste diverted from disposal by recovery operations (t)	2	0
Recycling	0.20	0
Offsite	0.20	0
Total weight of non-hazardous waste diverted from disposal by recovery operations (t)	2,042	2,361
Recycling	2,042	2,361
Onsite	2,000	2,298
Offsite	42	63

Granulate lost in the production of natural cork stoppers is internally recycled, because it feeds the production of technical corks (the waste of the first is the raw material of the second). Secondly, the waste from the production of technical cork stoppers, feeds the internal system of energy production (incineration).

306-5. Waste directed to disposal

Our transformation facilities, which are the operations that have the most significant impact in in terms of waste production, are based in Portugal

Cork Supply Portugal	2022	2023
Total weight of waste directed to disposal by waste composition (t)	3,152	3,348
Total weight of hazardous waste directed to disposal by recovery operation	53	41
Other disposal operations		
Offsite	53.00	40.50



306-5 . Waste directed to disposal

Cork Supply Portugal	2022	2023
Total weight of non-hazardous waste directed to disposal by recovery operation (t)	3,099	3,308
Incineration (with energy recovery)		
Onsite	3,009	3,200
Landfilling		
Offsite	72	70
Other disposal operations		
Offsite	18	38

GRI Topic Standards

GRI 400 – Social disclosures

GRI 401 – Employment 2016

GRI 3: Material Topics 2021

3-3 Management of material topics

See “HARVESTING for the future TOGETHER” / “Nurturing people & communities”



401-1. New employee hires and employee turnover

Cork Supply Argentina	2022	2023
Total employees hired	9	11
Employees hired by age range	9	11
< 30	0	2
>= 30 e <50	7	7
>= 50	2	2
Employees hired by gender	9	11
Men	8	9
Women	1	2
Rate of new hires by age group		
< 30	0%	13,3%
>= 30 e <50	63,6%	46,7%
>= 50	18,2%	13,3%
Rate of new hirings by gender		
Men	72,7%	60,0%
Women	9,1%	13,3%
Total employee turnover by age	0	1
< 30	0	0
>= 30 e <50	0	1
>= 50	0	0



401-1. New employee hires and employee turnover

Cork Supply Argentina	2022	2023
Total employee turnover by gender	0	1
Men	0	1
Women	0	0
Rate of employee turnover by age		
< 30	0%	0%
>= 30 e <50	0%	6,7%
>= 50	0%	0%
Rate of employee turnover by gender		
Men	0%	6,7%
Women	0%	0%
Cork Supply Portugal	2022	2023
Total employees hired	18	39
Employees hired by age range	18	39
< 30	8	12
>= 30 e <50	8	22
>= 50	2	5
Employees hired by gender	18	39
Men	15	28
Women	3	11



401-1. New employee hires and employee turnover

Rate of new hires by age group		
< 30	2,3%	3,3%
>= 30 e <50	2,3%	6,0%
>= 50	0,6%	1,4%
Rate of new hirings by gender		
Men	4,2%	7,6%
Women	0,8%	3,0%
Total employee turnover by age		
< 30	2	5
>= 30 e <50	7	13
>= 50	3	11
Total employee turnover by gender		
Men	7	17
Women	5	12
Rate of employee turnover by age		
< 30	0,6%	1,4%
>= 30 e <50	2,0%	3,5%
>= 50	0,8%	3,0%
Rate of employee turnover by gender		
Men	2,0%	4,6%
Women	1,4%	3,3%



401-1. New employee hires and employee turnover

Cork Supply South Africa	2022	2023
Total employees hired	0	1
Employees hired by age range	0	1
< 30	0	0
>= 30 e <50	0	1
>= 50	0	0
Employees hired by gender	0	1
Men	0	1
Women	0	0
Rate of new hires by age group		
< 30	0%	0%
>= 30 e <50	0%	10,0%
>= 50	0%	0%
Rate of new hirings by gender		
Men	0,0%	10,0%
Women	0,0%	0,0%
Total employee turnover by age	0	1
< 30	0	0
>= 30 e <50	0	1
>= 50	0	0



401-1. New employee hires and employee turnover

Cork Supply South Africa	2022	2023
Total employee turnover by gender	0	1
Men	0	1
Women	0	0
Rate of employee turnover by age		
< 30	0%	0%
>= 30 e <50	0%	10%
>= 50	0%	0%
Rate of employee turnover by gender		
Men	0%	10%
Women	0%	0%

Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.

401-2. Benefits provided to full-time employees that are not provided to temporary or part-time employees

Cost of living adjustments that match inflation rates of the country; Bonuses or profit-sharing; Disability coverage or accident insurance; Life insurance; Private dental insurance; Private supplemental health insurance; Subsidized meals. This information regards as "significant locations" the manufacturing facilities (Portugal).

GRI 403 – Occupational health and safety 2018

GRI 3: Material Topics 2021

3-3 Management of material topics

See "HARVESTING for the future TOGETHER" / "Nurturing people & communities" / "Strengthening a preventive culture for health and safety"



403-1. Occupational health and safety management system

Cork Supply Portugal has a health and safety management system that deals with risk management and prevention, and health promotion. A dedicated Health and Safety team has the responsibility over these topics. The health and safety management system follows the OSHAS Standard guidelines.

All employees benefit from the public healthcare service, but only the full-time permanent employees benefit from the supplementary benefits provided by Cork Supply: disability coverage or accident insurance, life insurance, private dental insurance and private supplemental health insurance. However, Cork Supply also incentivizes (all) workers to participate in health and wellness activities.

Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.

403-2. Hazard identification, risk assessment and incident investigation

The health & safety team visits the different manufacturing units every week to investigate (potential) hazards. All potential hazardous situations are investigated as if an accident had occurred, in order to minimize the reported risk, and to protect workers. The worker who reported the risk participates in the investigation.

The onboarding process includes a session on health and safety issues, and a handbook compiling important measures. The staff is encouraged to report potential hazardous situations, as a team is allocated specifically to manage health & security issues. For the case of potential hazards, the employee can ask for a risk assessment, which follows the same procedure as a hazardous situation.

Besides benefiting from regular safety and health trainings, Cork Supply employees have daily briefings, in which potential hazards are identified and managed. Also, when new materials or equipment are purchased or new processes are implemented, training is provided to workers.

Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.

403-3. Occupational Health Services

The occupational health services' functions contribute to the identification and elimination of hazards and minimization of risks, by a medical doctor weekly visit to the facilities, performing health check-ups when necessary. All employees are subject to a health inspection, when hired. Regarding hazard and risk minimization, internal procedures have been implemented and these are communicated to all employees during their onboarding, on daily briefing, and whenever it's necessary (acquisition of new equipment, for example).

Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.

403-4. Worker participation, consultation and communication on occupational health and safety

Health and safety issues are communicated to the workers during daily briefings. Workers are encouraged to participate in hazard identification processes. Once a risk is identified, they are asked to participate in the investigation.

The health and security team is responsible for all safety issues of the different manufacturing units. They report directly to the highest governance body, even though all managers receive their communication. Workers are encouraged to participate, as an inclusive assessment provides more realistic results, and therefore, their participation is highly valued.

Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.



<p>403-5. Training of workers in occupational health and safety</p>	<p>During the onboarding process, all employees (despite their level of responsibility or department) receive specific training on safety issues. Additionally, a “security and health” handbook is provided to all new employees. Training on specific hazards/ activities is provided on an as-need-basis.</p> <p>Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.</p>																		
<p>403-6. Promotion of worker health</p>	<p>Full-time permanent employees benefit from supplementary benefits: disability coverage or accident insurance, life insurance, private dental insurance and private supplemental health insurance. Also, Cork Supply encourages (all) workers to participate in health and wellness activities. The WeCare Program includes nutrition counseling and partnerships with gyms.</p> <p>The WeCare Program is an internal initiative, aiming to improve the health of Cork Supply workers, by providing information and activities on the four pillars of WeCare: mind, body, sleep and nutrition.</p> <p>Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.</p>																		
<p>403-7. Prevention and mitigation of occupational health and safety impacts directly linked to business relationships</p>	<p>At the beginning of every shift, a briefing with front-line workers is held to share new information or discuss the work for the day</p> <p>Results of hazard analyses or routine activities are documented. Potential hazards are identified, analyzed, and managed when new materials or equipment are purchased, or new processes are implemented.</p> <p>Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.</p>																		
<p>403-8. Workers covered by an occupational health and safety management system</p>	<p>100% of Cork Supply Portugal (and employees in other countries in Europe) are covered by an occupational health and Safety management system.</p> <p>(Information on workers who are not employees is not available)</p> <p>Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.</p>																		
<p>403-9. Work-related injuries</p>	<table border="1"> <thead> <tr> <th data-bbox="1052 1029 1825 1086">Cork Supply Portugal</th> <th data-bbox="1825 1029 1948 1086">2022</th> <th data-bbox="1948 1029 2116 1086">2023</th> </tr> </thead> <tbody> <tr> <td data-bbox="1052 1086 1825 1144">Rate of fatalities resulting from work-related injury</td> <td data-bbox="1825 1086 1948 1144">0</td> <td data-bbox="1948 1086 2116 1144">0</td> </tr> <tr> <td data-bbox="1052 1144 1825 1224">Number of high-consequence work-related injuries (excluding fatalities)</td> <td data-bbox="1825 1144 1948 1224">0</td> <td data-bbox="1948 1144 2116 1224">0</td> </tr> <tr> <td data-bbox="1052 1224 1825 1303">Rate of high-consequence work-related injuries resulting from work-related injury</td> <td data-bbox="1825 1224 1948 1303">0</td> <td data-bbox="1948 1224 2116 1303">0</td> </tr> <tr> <td data-bbox="1052 1303 1825 1361">Number of fatalities resulting from work-related injury</td> <td data-bbox="1825 1303 1948 1361">0</td> <td data-bbox="1948 1303 2116 1361">0</td> </tr> <tr> <td data-bbox="1052 1361 1825 1414">Number of recordable work-related injuries</td> <td data-bbox="1825 1361 1948 1414">18</td> <td data-bbox="1948 1361 2116 1414">24</td> </tr> </tbody> </table>	Cork Supply Portugal	2022	2023	Rate of fatalities resulting from work-related injury	0	0	Number of high-consequence work-related injuries (excluding fatalities)	0	0	Rate of high-consequence work-related injuries resulting from work-related injury	0	0	Number of fatalities resulting from work-related injury	0	0	Number of recordable work-related injuries	18	24
Cork Supply Portugal	2022	2023																	
Rate of fatalities resulting from work-related injury	0	0																	
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Number of fatalities resulting from work-related injury	0	0																	
Number of recordable work-related injuries	18	24																	



403-9. Work-related injuries

Cork Supply Portugal	2022	2023
Rate of recordable work-related injuries	6.02	8.02
Rates were calculated based on (hours worked)	200,000	200,000
Number of hours worked	598,400	616,000

Information on workers who are not employees is not available.

Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.

403-10. Work-related ill health

Measures are being taken to collect this information and it is expected to be available in the next reporting exercises.

GRI 404 - Training and education 2016

GRI 3: Material Topics 2021 |

3-3 Management of material topics

See "HARVESTING for the future TOGETHER" / "Nurturing people & communities" / "Promoting ongoing learning" and "Unlocking the potential of our leaders"

404-1. Average hours of training per year per employee

Cork Supply Portugal	2022	2023
Average hours of employee training by gender		
Men	21	28
Women		
Average hours of employee training by category		
Executive board and directors	40	36
Managers & supervisors	57	61
Technicians (IC1 & IC2) and Assistant Supervisors	24	29
Team Leaders	21	29
Team Members	10	19

Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.



<p>404-2. Programs for upgrading employee skills and transition assistance programs</p>	<p>Cork Supply Portugal offers ongoing training on core responsibilities (safety; leadership; etc) and facilitates access to non-career-specific life-skill training (e.g. financial literacy, English as a Second Language). Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.</p>					
	<table border="1"> <thead> <tr> <th>Cork Supply Portugal</th> <th>2022</th> <th>2023</th> </tr> </thead> </table>			Cork Supply Portugal	2022	2023
Cork Supply Portugal	2022	2023				
	<table border="1"> <tr> <td>Percentage of employees receiving regular performance and career development reviews</td> <td>100%</td> <td>100%</td> </tr> </table>			Percentage of employees receiving regular performance and career development reviews	100%	100%
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	<table border="1"> <tr> <td>Men</td> <td>100%</td> <td>100%</td> </tr> </table>			Men	100%	100%
Men	100%	100%				
	<table border="1"> <tr> <td>Women</td> <td>100%</td> <td>100%</td> </tr> </table>			Women	100%	100%
Women	100%	100%				
<p>404-3. Percentage of employees receiving regular performance and career development reviews</p>	<p>Percentage of employees receiving regular performance and career development appraisals by category</p>					
	<table border="1"> <tr> <td>Executive board and directors</td> <td>100%</td> <td>100%</td> </tr> </table>			Executive board and directors	100%	100%
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	<table border="1"> <tr> <td>Managers & supervisors</td> <td>100%</td> <td>100%</td> </tr> </table>			Managers & supervisors	100%	100%
Managers & supervisors	100%	100%				
	<table border="1"> <tr> <td>Technicians (IC1 & IC2) and Assistant Supervisors</td> <td>100%</td> <td>100%</td> </tr> </table>			Technicians (IC1 & IC2) and Assistant Supervisors	100%	100%
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	<table border="1"> <tr> <td>Team Leaders</td> <td>100%</td> <td>100%</td> </tr> </table>			Team Leaders	100%	100%
Team Leaders	100%	100%				
	<table border="1"> <tr> <td>Team Members</td> <td>100%</td> <td>100%</td> </tr> </table>			Team Members	100%	100%
Team Members	100%	100%				
	<p>Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises</p>					

GRI 405 – Diversity and equal opportunity 2016

<p>GRI 3: Material Topics 2021 3-3 Management of material topics</p>	<p>Cork Supply promotes Diversity & Inclusion in the workplace, through a no discrimination policy and promoting equal opportunities for everyone.</p>					
	<table border="1"> <thead> <tr> <th>Cork Supply Portugal</th> <th>2022</th> <th>2023</th> </tr> </thead> </table>			Cork Supply Portugal	2022	2023
Cork Supply Portugal	2022	2023				
<p>405-1. Diversity of governance bodies and employees</p>	<p>Percentage of individuals within the organization's governance bodies</p>					
	<p>Gender</p>					
	<table border="1"> <tr> <td>Men</td> <td>66,7%</td> <td>66,7%</td> </tr> </table>			Men	66,7%	66,7%
Men	66,7%	66,7%				
	<table border="1"> <tr> <td>Women</td> <td>33,3%</td> <td>33,3%</td> </tr> </table>			Women	33,3%	33,3%
Women	33,3%	33,3%				



405-1 Diversity of governance bodies and employees

Cork Supply Portugal	2022	2023
Age Group		
< 30	0,0%	0,0%
>= 30 e <50	66,7%	33,3%
>= 50	33,3%	66,7%
Percentage of employees per employee category		
Executive board and directors		
Gender		
Men	30,4%	28,0%
Women	69,6%	72,0%
Age Group		
< 30	0,0%	0,0%
>= 30 e <50	52,2%	44,0%
>= 50	47,8%	56,0%
Managers & supervisors		
Gender		
Men	42,3%	40,6%
Women	57,7%	59,4%
Age Group		
< 30	7,7%	9,4%
>= 30 e <50	80,8%	81,3%
>= 50	11,5%	9,4%



405-1 Diversity of governance bodies and employees

Cork Supply Portugal	2022	2023
Technicians (IC1 e IC2) and assistant supervisor		
Gender		
Men	65,9%	65,6%
Women	34,1%	34,4%
Age Group		
< 30	13,6%	13,3%
>= 30 e <50	78,4%	77,8%
>= 50	8,0%	8,9%
Team leaders		
Gender		
Men	42,9%	40,7%
Women	57,1%	59,3%
Age Group		
< 30	3,6%	0,0%
>= 30 e <50	75,0%	74,1%
>= 50	21,4%	25,9%
Team members		
Gender		
Men	36,6%	34,7%
Women	63,4%	65,3%



405-1 Diversity of governance bodies and employees

Cork Supply Portugal	2022	2023
Age Group		
< 30	18,3%	19,9%
>= 30 e <50	50,3%	50,6%
>= 50	31,4%	29,5%

Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.

405-2 – Ratio of the basic salary and remuneration of women to men

Cork Supply Portugal	2022	2023
Ratio of the basic salary of women to men by category		
Executive board and directors	1,06	1,00
Managers & supervisors	1,03	1,12
Technicians (IC1 & IC2) and Assistant Supervisors	0,79	0,73
Team Leaders	0,88	0,86
Team Members	0,91	0,90
Ratio of remuneration of women to men by category		
Executive board and directors	1,03	1,01
Managers & supervisors	1,03	1,12
Technicians (IC1 & IC2) and Assistant Supervisors	0,71	0,68
Team Leaders	0,85	0,84
Team Members	0,87	0,86

Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.



GRI 416 – Customer health and safety 2016

GRI 3: Material Topics 2021 |

3-3 Management of material topics

See “1.INTRODUCING Cork Supply” / “1.3.Our products are gifted by nature “ / “The highest excellence standards recognized”

Cork Supply is certified HACCP - Hazard Analysis and Critical Control Points, an international standard defining the requirements for effective control of food safety.

416-1. Assessment of the health and safety impacts of product and service categories

100% of the products are assessed for health and safety impacts.

Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.

416-2. Incidents of non-compliance concerning the health and safety impacts of products and services

Cork Supply Portugal	2022	2023
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services	319	416
...with regulations resulting in a fine or penalty	0	0
...with regulations resulting in a warning	0	0
...with voluntary codes	319	416

Note: Measures are being taken to collect this information for the remaining companies and it is expected to be available in the next reporting exercises.





About the report

The 2023 Sustainability Report published by Harv 81 Group for Cork Supply Europe (Portugal, Spain, France, Italy), Argentina, Australia, China, USA, and South Africa, referred in this report as Cork Supply, provides a comprehensive overview of our commitment to sustainable development. The information shared has been developed in alignment with the Global Reporting Initiative (GRI) and reflects our approach, progress, and performance on our most material topics (identified in collaboration with key stakeholders) and is structured according to our sustainability strategy.

Cork Supply reports in accordance with the GRI Standards for the period from 1 January to 31 December 2023. The GRI Content Index available [here](#) is an integral part of this document.

The content of this report considers the GRI Reporting principles and the roadmap presented links our action to the United Nations (UN) Sustainable Development Goals (SDG) and targets.

Companies included in this report: Cork Supply Portugal SA, Cork Supply Portugal 3 Lda, Cork Supply Portugal 4 SA, Cork Supply Spain SL, Cork Supply France S.à.r.l., Cork Supply Italy SRL, Harv81 US Holding Inc, Cork Supply Australia Pty Ltd, Cork Supply South Africa Pty Ltd, Cork Supply China, Cork Supply Argentina SA. Our manufacturing facilities, which are the operations that have the most significant impact on our business, are based in Portugal.

TITLE: Cork Supply 2023 – Harvesting the future together

PROPERTY: Cork Supply

DEPARTMENT: Sustainability

CONSULTANTS: Sair da Casca – Sustainable Development Consultants

ART DIRECTION AND PRODUCTION: BLUG

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Sustainability Report 2023

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