

SUSTAINABILITY PERFORMANCE TABLE

Environmental performance¹

	Unit	2017	2018
Greenhouse gas (GHG) emissions			
Direct GHG emissions (scope 1) ²	tonnes CO ₂ e	13,170	19,304
Indirect GHG emissions (scope 2)	tonnes CO ₂ e	14,955	5,217
Total GHG emissions intensity	tonnes CO ₂ e/tonnes of product produced	0.56	0.44
Waste generated			
General waste	tonnes	679 ³	3,506
Rest milk	tonnes	7,907	9,517
Rest powder	tonnes	246	866
Hazardous waste ⁴	tonnes	5	6
Waste recycled			
General waste	tonnes	571 ³	2,762
Rest milk	tonnes	7,907	9,517
Rest powder	tonnes	246	866
Energy consumption			
Electricity purchased	kWh	21,981,709	27,284,394
Natural gas consumption	m ³	7,491,289	11,297,029
Total energy consumption	Gigajoules (GJ)	322,612	456,045
Total energy consumption intensity	GJ/tonnes of product produced	6.53	7.85

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	Unit	2017	2018
Water consumption			
Municipal water supply	m ³	442,455 ⁵	475,033
Groundwater	m ³	189,950	306,732
Total water consumption	m ³	632,405 ⁵	781,765 ⁶
Total water consumption intensity	m ³ /tonnes of product produced	12.81 ⁵	13.45
Major packaging materials used			
Paper and Wood	tonnes	2,875	3,772
Tin Metal	tonnes	6,735	9,563
Plastic	tonnes	816 ⁵	1,819
Glass	tonnes	46 ⁵	87



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Social performance

	Unit	2017	2018
Employee profile			
Total workforce	no. of people	3,060	3,817
Total workforce by employment type			
Permanent (full time)	no. of people	2,828	3,509
Permanent (part time)	no. of people	69	125
Temporary	no. of people	163	183
Total workforce by gender			
Male	no. of people	1,706	1,935
Female	no. of people	1,354	1,882
Total workforce by age group			
30 or under	no. of people	1,446	1,770
31 – 40	no. of people	1,161	1,506
41 – 50	no. of people	302	358
Above 50	no. of people	151	183
Total workforce by geographic region			
The PRC	no. of people	2,373	2,984
The Netherlands	no. of people	526	673
Australia	no. of people	161	160

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	Unit	2017	2018
Employee turnover			
Employee turnover rate	%	35.82	35.29
Employee turnover rate by gender			
Male	%	38.22	36.27
Female	%	33.27	34.27
Employee turnover rate by age group			
30 or under	%	N/A	36.78
31 – 40	%	N/A	40.41
41 – 50	%	N/A	19.31
Above 50	%	N/A	11.83
Employee turnover rate by geographic region			
The PRC	%	38.07	40.25
The Netherlands	%	10.84	10.08
Australia	%	26.67	47.88
Occupational health and safety			
Lost days	Days	144	129
Lost day rate	Lost day per 200,000 work hours	5.00 ⁵	3.58
Work-related fatalities	Number	0	0

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Development and training⁷			
Percentage of employees trained	%	66 ^{5,8}	55
The percentage of employees trained by gender			
Male	%	N/A	55
Female	%	N/A	54
The percentage of employees trained by employee category			
Top management	%	N/A	95
Middle management	%	N/A	60
Other office staff	%	N/A	58
Operational staff	%	N/A	50
Average training hours per employees by gender			
Male	hours	46 ^{5,9}	54
Female	hours	51 ^{5,9}	51
Average training hours per employees by employee category			
Top management	hours	102 ^{5,9}	50
Middle management	hours	116 ^{5,9}	111
Other office staff	hours	57 ^{5,9}	29
Operational staff	hours	5 ^{5,9}	12

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Supply chain management			
Number of suppliers for infant formula business by geographic location			
The Netherlands	number	56	53
The PRC	number	46	28
Australia	number	13	6
Other regions	number	30	31
Number of suppliers for nutritional business by geographic location			
Australia	number	124	59
The PRC	number	16	4
Other regions	number	2	1
Community investment			
Total amount of cash donations	RMB	2,047,000	2,174,000

- ¹ Two new factories in the Netherlands were commissioned in the beginning of 2018 and the Group's overall production volume has grown during the reporting year, contributing to an increase in emission and use of resources
- ² 472 and 944 tonnes of CO₂ were offset in 2017 and 2018 respectively
- ³ General waste generation and recycling of Ausnutria China were excluded from 2017 data
- ⁴ Hazardous waste is defined according to local standards by operating locations, and includes waste machine oil, laboratory chemical waste and other industrial waste
- ⁵ The data has been adjusted to reflect actual situation
- ⁶ New machineries were installed in one of the production facilities and required a large amount of water to prepare for operation, causing an increase in the total water consumption
- ⁷ Ausnutria China only records trainings delivered by Ausnutria University
- ⁸ The percentage of employee trained was an estimation based on the number of training courses offered to employees
- ⁹ The figure excludes trainings delivered for employees based in the Netherlands

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