

EU CODE OF CONDUCT ON RESPONSIBLE FOOD BUSINESS AND MARKETING PRACTICES

TEMPLATE FOR COMPANIES
TRANSAVIA SA (ROMANIA)
REPORT SUBMITTED ON (29.04.2022)

Type of business/ sector <i>(E.g. retail, dairy)</i>	Sustainability dimension <i>(E.g. environmental, social)</i>	Code aspirational objective <i>(1-7)</i>	Individual commitments with baseline	Progress on KPIs and goals (qualitative and/or quantitative)	Additional information (optional) <i>(E.g. partnerships, geographical coverage, sharing best practices, links with other COM initiatives, with other reporting initiatives)</i>	Comments (optional) <i>(E.g. enablers, ideas on how to improve)</i>
POULTRY PRODUCER	Environmental	Aspirational objective 3: A climate neutral food chain in Europe by 2050	Implementation of the environmental management system in compliance with the SR EN ISO 14001:2015 requirements by 2025	Development of the 100% Environmental Management System (EMS) and its implementation. Assuming the Environmental Policy and the Environmental Management Program. Building EMS through the 8 Operating Procedures and 12 System Procedures.	Elaboration of the 100% Environmental Management System (EMS) and its implementation. Assuming the Environmental Policy and the Environmental Management Program. Building EMS through the 8 Operating Procedures and 12 System Procedures.	

POULTRY PRODUCER	Environmental	Aspirational objective 3: A climate neutral food chain in Europe by 2050	Identifying alternative solutions, where appropriate, and reducing greenhouse gas emissions (2025 vs 2019)	Start the design of the photovoltaic systems project (2021).	Implementation phase: 2022+.	
POULTRY PRODUCER	Environmental	Aspirational objective 3: A climate neutral food chain in Europe by 2050	Maintaining the compliance with the environmental protection legal requirements	Compliance with legal requirements, regulatory acts in terms of environmental protection, without the application of fines by the authorities (zero fines).	In 2021, there were 27 environmental and water management inspections.	
POULTRY PRODUCER	Environmental	Aspirational objective 4: An optimized circular and resource-efficient food chain in Europe	Improving waste management (2025 vs 2019)	99.72% of waste was recovered through recovery operations R3, R10, R12 and was eliminated about 0,28% through the elimination operation D15.	9 audits performed on waste minimization, for the activity of raising poultry,	
POULTRY PRODUCER	Environmental	Aspirational objective 3: A climate neutral food chain in Europe by 2050	Improving waste water management (2025 vs 2019)	Maintaining the end parameters according to the legal provisions and the water management authorization. In 2021, about 96% of the dry substance (DU).-managed farmland was spread over the DU 42.3%.	Improving the management of sludge generated by sewage treatment plants by using it as a fertilizer in agriculture.	
POULTRY PRODUCER	Environmental	Aspirational objective 3: A climate neutral food chain in Europe by 2050	Reducing energy consumption by replacing outdoor lighting fixtures from 250W and 150W to 90W and replacing the existing lighting system with LED fixtures of 9W (2025 vs 2019)	Reducing energy consumption by replacing outdoor lighting fixtures from 250W and 150W to 90W – 75%. Replacing the existing lighting system with LED fixtures of 9W – 100%.		

POULTRY PRODUCER	Environmental	Aspirational objective 7a: Sustainable sourcing in food supply chain	Sourcing raw material in sustainable production certified areas, without negative impact on the environment (2025 vs 2019)	Increase the amount of the RTRS credits number by 15% per year to support supply chains without deforestation in responsible soybean production. Based year 2020. Outcome 2021: Increased by 22 %.		
POULTRY PRODUCER	Social	Aspirational objective 5: Sustained, inclusive and sustainable economic growth, employment and decent work for all	Maintaining staff retention (2025 vs 2019)	Staff retention still in progress. Employees' fluctuation has been increasing since 2019 up to 28.74%. So, from 2019 till to 2021 the staff fluctuation increased by 9.32%.	Pandemic situation impacted overall the employees' fluctuation. Efforts behind retention with additional benefits in place: company's products, meal tickets, free paid days, help remuneration in exceptional cases, gifts on holidays.	
POULTRY PRODUCER	Environmental	Aspirational objective 2 (Prevention and reduction of food loss and waste (at consumer level, within internal operations, and across value chains))	Use of innovative packaging (2025 vs 2019)	Double the amount vs 2020 of the new and innovative Skin-Pack packaging that allows the meat to be packed under vacuum by full adherence of the superior film to the product.	The Skin-Pack packaging has positive implications for reducing the carbon footprint. This is due both to the increase of the shelf life and to the reduction of food waste, by doubling the shelf life of products compared to the shelf life of conventionally packaged products. This type of packaging also has a positive impact on environmental protection, the products packaged in this system saving space and allowing to increase the efficiency of transport	

POULTRY PRODUCER	Environmental	Aspirational objective 3: A climate neutral food chain in Europe by 2050	Continuous modernization and re-technologization for sustainable productions (2025 vs 2019)	The design and the technologies used in the newly built farms contribute significantly to reducing food waste in the value chain, reducing water consumption by about 60% per year, dry bedding by about 23%, and power consumption (the LED technology used ensure the optimally illumination of 1000sqm of birdhouse with only 0.84KW / h). The implemented BAT standard reduces by approx. 50%, the amount of manure and animal tissue (compared to the amount generated by the breeding of poultry in an intensive system).	New broiler farm build from scratch in 2021, equipped with the most advanced technology of the moment that controls the optimal conditions for ventilation, feeding, watering, cooling and humidification, and heating. Microclimate conditions are strictly controlled by sensors (temperature, humidity, and noxious).	
POULTRY PRODUCER	Social	Aspirational objective 5: Sustained, inclusive and sustainable economic growth, employment and decent work for all	Establishing a work practice center and sustaining professional activities dedicated to young mechanics, engineers and electricians (2025 vs 2019)	The process of establishing a work practice center for young technical employees had its difficulties due to low interest. The company trained 4 electricians from different production sites and after some time remained only 1 whom is currently working in the company.	Because of the low interest in the work practice center, the company chose to introduce every knowledge possible straight on the technological flux to the young technical graduates. Also, the organization receives students from schools with technological subjects for their mandatory internships at the end of each semester.	
POULTRY PRODUCER	Social	Aspirational objective 5: Sustained, inclusive and sustainable	Expansion of the employee transportation fleet (2025 vs 2019)	An additional county was added to the daily route for the workers from Blaj to Oiejdea (30 km) in Alba so as		

		economic growth, employment and decent work for all		to give access or equal chance to a higher number of workers in finding a secure job. Also, an additional bus was bought for the main route from Alba Iulia to Oiejdea (15 km) and also a minibus for the additional route, Măureni-Șoșdea in Caraș-Severin (100km).		
POULTRY PRODUCER	Environmental		Expansion of the cargo fleet, supported by economical and efficient freight run planning (2025 vs 2019).	Reduced CO2 emissions due to superior pollution norms for the new cars in the fleet, less kilometers traveled, lower fuel consumption, and consequently.	All the new acquired cars were Euro 6. New designed deliveries, changing from store level delivery to logistics platforms. New routes designed to reduce number of weekly deliveries.	