

EU CODE OF CONDUCT ON RESPONSIBLE FOOD BUSINESS AND MARKETING PRACTICES

TEMPLATE FOR COMPANIES

NAME OF COMPANY: TRANSAVIA S.A. (ROMANIA)

REPORT SUBMITTED ON (25.04.2024)

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	Reduction of indirect greenhouse gas emissions from average combustion plants - NOx by 50% compared to the maximum accepted baseline value by 2030	In 2023, the reduction of NOx concentration compared to the maximum accepted reference value until 2030, on average for medium combustion installations, was 35%.		
POULTRY PRODUCER	Environmental	Aspirational objective 3: A climate neutral food chain in Europe by 2050	Zero total dust emissions from poultry processing and preserving activities and from the manufacture of meat products by 2030	In 2023, the reduction of total dust concentrations compared to 2022 was 66.7%		
POULTRY PRODUCER	Environmental	Aspirational objective 3: A climate neutral food chain in Europe by 2050	Reducing the amount of direct greenhouse gas emissions - CO2 by 431 tons through recycling of packaging waste by 2030	In 2023, they were reduced 838.05 tons of CO2 from packaging waste recycling, over 96% more than in 2021.		

POULTRY PRODUCER	Environmental	Aspirational objective 4: An optimized circular and resource-efficient food chain in Europe	Increasing the share of electricity from clean and renewable sources by 2030	In 2023, we finished the green energy project implementation with photovoltaic panels in all our facilities. Energy produced by panels in 2023 Mwh: 15 709.12. Saved CO2: 6338.12 tons		
POULTRY PRODUCER	Environmental	Aspirational objective 3: A climate neutral food chain in Europe by 2050	Minimizing the waste stream by 50% by 2030	In 2023, the amount of waste recovered was 99.4%.		
POULTRY PRODUCER	Environmental	Aspirational objective 3: A climate neutral food chain in Europe by 2050	Minimizing waste from the poultry farming stream by 50% by 2030	In 2023, the amount of recycled waste was about 22% higher than in 2022.		
POULTRY PRODUCER	Environmental	Aspirational objective 7a: Sustainable sourcing in food supply chain	Maintaining food security and safety at the highest level by achieving highest level of GFSI certifications each year (AA+, AA, A) for 75% of sites.	In 2023, highest level for BRCGS Food Safety certificated sites (75% AA+ and 25% AA) Zero non conformity for 80 % GFSI certificated sites (FSSC 22000, Global Gap).		
POULTRY PRODUCER	Environmental	Aspirational objective 2 (Prevention and reduction of food loss and waste (at consumer level, within internal operations, and across value chains))	Ensure that eco-efficiency criteria are embedded into all investment decisions (100%), increasing the utilization of highly efficient technologies across the production chain to reduce food loss.	100% of the investment decisions took into account both economic efficiency and environmental criteria. For example, the implementation of advanced cutting patterns and precision equipment in the slaughterhouse optimizes the utilization of raw materials, reducing waste. The technology used ensures one of the highest yields in the market, maximizing the use of raw materials. Consequently, it actively contributes to preventing food loss.		
POULTRY PRODUCER	Social	Aspirational objective 5: Sustained, inclusive and sustainable economic growth, employment and decent work for all	100% digitization of HR activities by 2030	The digitization of human resources is 40%. The internal application is continuously being worked on and we see continuous progress every year.	Personal data, contracts, additional documents, certificates, etc. Everything is digitalized and organized thoroughly.	

POULTRY PRODUCER	Social	Aspirational objective 5: Sustained, inclusive and sustainable economic growth, employment and decent work for all	Obtaining professional qualifications in a field other than food for 1% of staff by 2030	Project cancelled.	The legislation in force doesn't allow authorization in certain fields for professional qualification, because it doesn't agree with the occupational standard. In explanation, according to the ANC, there is no occupational standard on the basis of which authorization for the qualification of an electrician, for example, can be obtained. Also, another strong barrier is the lack of interest of employees to qualify in another field.	
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DUE TO THE ACHIEVEMENTS OF OUR INITIAL TARGETS FOR 2025 AND THE SIGNIFICANT CHANGES IN THE CONTEXT, WE HAVE REASSESSED OUR AMBITIONS AND SET NEW TARGETS FOR 2030. THESE HAVE BEEN PUBLICLY RELEASED IN OUR 2021 SUSTAINABILITY REPORT AND FOLLOWED UP IN THE 2022 REPORT. THE ABOVE ASSESSMENT CORRESPONDS TO THE PROGRESS MADE IN 2023.