

EU CODE OF CONDUCT ON RESPONSIBLE FOOD BUSINESS AND MARKETING PRACTICES

TEMPLATE FOR COMPANIES

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

REPORT SUBMITTED ON (24.04.2023)

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	57% achieved. Implemented for outlets in 4 out of 7 counties.		
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)	660 tonnes CO2 was reduced from packaging waste recycling, about 55% more than in 2021.		

POULTRY PRODUCER	Environmental	Aspirational objective 3: A climate neutral food chain in Europe by 2050	Maintaining the compliance with the environmental protection legal requirements	100%	A total of 39 environmental and water management inspections were carried out by the authorities. No fines were applied. Other controls to verify compliance from the point of view of the Environment pr. 14. Zero non-compliances were found.	
POULTRY PRODUCER	Environmental	Aspirational objective 4: An optimized circular and resource-efficient food chain in Europe	Improving waste management (2025 vs 2019)	100%	We have realized and deployed: - 11 waste prevention and reduction programs; - 8 waste audits.	
POULTRY PRODUCER	Environmental	Aspirational objective 3: A climate neutral food chain in Europe by 2050	Improving waste water management (2025 vs 2019)	100%	We have realized and deployed: - A total of 2 water minimization audits/studies; - Effluent quality monitoring at 6 own treatment plants; - Approximately 87% of the sludge generated was used in agriculture as fertilizer.	
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)	100% implemented.	Additionally, in 2022 we started the biggest green energy in the Romanian food industry. By 2023 we will produce up to 100% of our energy needs out of photovoltaic panels and high-efficiency co-generation stations.	

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)	Vertically integrated business taking care of the biodiversity in our vegetal farms.	Paying attention to the soy supplies areas, but no credits acquisition in 2022 due to changes in partners' policy	
POULTRY PRODUCER	Social	Aspirational objective 5: Sustained, inclusive and sustainable economic growth, employment and decent work for all	Maintaining staff retention (2025 vs 2019)	In 2022 our fluctuation rate decreased to approximately 22%.	Since the end of 2021 we offered them a new benefit which consists of an increase in loyalty by percent.	
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)	Work in progress for a new production line.	The new line, equipped with the most advanced technology of the moment that controls the optimal conditions for forming, frying, cooking and freezing, will start working on 2023	

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 objective was achieved. The work practice center was fully functional for several months, but due to the low grade of interest we had to close it.	The company continues to support high schools and universities with a technical profile by training students during the internship or mandatory practice stages and by supporting them with various aids where needed.
POULTRY PRODUCER	Social	Aspirational objective 5: Sustained, inclusive and sustainable economic growth, employment and decent work for all	Expansion of the employee transportation fleet (2025 vs 2019)	This objective is achieved thanks to the acquisitions of buses and minibuses from 2021 and 2022.	In the previous year 2 buses were replaced with new ones in order to ensure a higher grade of safety for our employees. Also, an additional minibus was purchased for the Alba-Mihalț route which gives us the opportunity to transport 16 employees.
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.	New designed deliveries, changing from store level delivery to logistics platforms. New routes designed to reduce number of weekly deliveries.