



Sustainability FAQ

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Sustainability goals

What are Royal Unibrew's sustainability goals?



See page 25 of the annual report for a presentation of our overarching goals.

In Royal Unibrew's annual report, all initiatives and status are reported once a year. Our annual report details our targets, initiatives, and status.

Procurement and Value Chain

How do you ensure responsibility in sourcing raw materials?

Our supplier management is risk-based and grounded in a due diligence process that includes commercial, environmental, social, food safety, and governance criteria.

We always thoroughly assess our suppliers and conduct audits when necessary. Over 80% of our raw materials come from Northern European countries, which are not considered high-risk in terms of social or environmental factors. For the remaining raw materials, we are developing a screening program and have the possibility to conduct audits for suppliers without their own sustainability program.

What is the production chain of Royal Unibrew products?

The detailed production process varies depending on the type of product but follows the same overall process.

Royal Unibrew's Operating model



In general, we source ingredients locally, within the same country where production takes place. However, some raw materials, like citrus juices, must be imported.

Since we produce food, full ingredient traceability is required. To trace specific raw materials, we need detailed product information.

Do you audit your subcontractors and suppliers?

We conduct audits when deemed necessary - typically for new suppliers, during contract renegotiations, or if irregularities are suspected. These audits are usually performed by our own quality team.

We are in close dialogue with our main suppliers and have a long-term partnership with many of them.

How do you consider human rights in your procurement practices?

As a signatory of the UN Global Compact, we are committed to thorough due diligence and support and respect for the protection of human rights. The ten principles of UN global Compact are also reflected in our Supplier Code of Conduct which also requires all our business partners to respect human rights.

We have a whistleblower system, accessible from our company website's homepage.

Production

How much water does Royal Unibrew use per liter of beverage?

On average, Royal Unibrew uses 3.2 hectoliters of water per hectoliter of product. This average includes all RU production sites and all product types. Water is used in the product itself, as well as for cleaning and as a lubricant for conveyor belts.

Our goal is to reduce water use to a maximum of 2.5 hl/hl per site by 2030.

If you have precise numbers, these can be used – otherwise use the group numbers reflected in the text that has been reported in the annual report.

How does Royal Unibrew protect the environment?

All production sites are regulated by permits. We have many initiatives to protect the environment and lower our emissions as well as our carbon footprint.

Most of our production sites are certified according to the environmental management system ISO14001 and 82% of our production volume is covered by this certification.

How does Royal Unibrew manage energy consumption?

We have ambitious environmental and climate targets that are an integrated part of our management system and processes. Our overall targets are approved by SBTi, and we are committed to a 60% absolute reduction on CO2 in 2030 including Scope 3.

We are committed to reach net-zero greenhouse gas emissions by 2040. This commitment implies reducing absolute Scope 1, 2 and 3 emissions 90% by 2040 compared to 2019 that is our base year.

We monitor and report our energy consumption monthly and have action plans in place for reduction of our Scope 3 emissions. Read more on Royal Unibrew 2024 annual report p. 90.

What are Royal Unibrew hygiene guidelines?

99.9% of Royal Unibrew's produced volume is produced according to certified food safety and quality management systems. 99.9% of our products are certified under GFSI standards, including FSSC 22000, IFS, and BRC.

Greenhouse gas emissions

How much does transport contribute to the total emissions of beverages?

Inbound and outbound distribution contributes to an average of 17% of the total carbon footprint throughout the lifecycle of our products.

What are the emissions of different beverage packages?

Beverage packaging emissions are dependent on the type of material the packaging consists of, and the percentage of recycled content included within the material itself. As both characteristics influence the results, it is difficult to assign a general value to a packaging container itself, but some principles can be established.

For primary packaging, it is normally the case that the larger the packaging container the less emissions will be generated per liter of beverage, as less material is used for containing more liquid. When considering the type of material, weight and size of the packaging unit, non-returnable glass bottles have the highest CO2e impact, followed by PET, cans and returnable glass bottles.

How does Royal Unibrew calculate its emissions?

We calculate both direct and indirect emissions, following the indications of the GHG Protocol. For Scope 1 and 2 emissions, we consider all fuels and energy purchases. We collect and clean data monthly and apply the correspondent emission factors to obtain carbon equivalent emissions. If the site possesses its own vehicles for employee use and product distribution, we collect the amount of fuel consumed and distance travelled and apply correspondent emission factors to calculate its contribution to Scope 1 emissions as well.

What is the category-specific emissions for Royal Unibrew beverages?

Emissions differ depending on the raw materials used for the beverage production, as well as the packaging formats selected, and the transportation methods used. In general, sugar is one of the main contributors to the carbon footprint of a category, so soft drinks or RTDs containing sugar are normally the highest emitters. On the other hand, when products are non-alcoholic or contain lower sugar levels, they emit less, as raw materials contribute less to the general footprint.

We can provide category-specific emissions but unfortunately not product-specific emissions yet. This will be possible in the future as we obtain more granular data and specific emission factors.

How does Royal Unibrew calculate emissions from transporting beverages to customers?

In line with best practices, we adhere to the ISO 14083:2023 standard, which provides a comprehensive standard for quantifying and reporting emissions in the transport sector. Following this standard, we calculate the emissions based on fuel consumption and we allocate emissions based on the transport service provided, utilizing the tonne/kilometers methodology. This approach ensures that emissions are fairly attributed to the corresponding transportation activities.

Where can I find data on Royal Unibrew products, production, and deliveries for my company's Science Based Targets report?

See the RU Annual Report.

Employees

How many people work at Royal Unibrew, and how are they supported?

Employee statistics are available on page 131 of the RU annual report, broken down by country, gender, and contract type.

In total Royal Unibrew group employ 4240 (2024 headcount). All employees (100%) are covered by health and safety systems, including procedures for identifying and mitigating hazards—physical, chemical, biological, ergonomic, and psychological.

This includes training, monitoring, incident investigation, and legal compliance.

We foster open dialogue, promote a culture of feedback, and engage employees through formal and informal channels, including performance reviews, employee councils, and day-to-day manager interactions.

How is safety handled at Royal Unibrew?

We prioritize a strong safety culture with a goal of zero lost-time incidents. We have an overall KPI committing to 100% safety culture in 2030. In 2024, we conducted behavior-based safety campaigns across several markets and have an even stronger focus on this in 2025.

We have also focused on safety communication and incident prevention, including near misses and safety observations.

All sites have mandatory hazard identification and risk assessment procedures, and safety evaluations are conducted at least every three years, covering all relevant health aspects.

Three Royal Unibrew sites are ISO 45001 certified.

Read more in the RU 2024 annual report, p. 125.

Certifications and Reporting

What certifications do Royal Unibrew hold?

All sites have certified management systems for food safety. Several production sites have management systems for occupational health and the environment, specifically ISO 45001 and ISO 14001.

How can I obtain data for my own reporting?

Depending on the data type, you can contact the relevant production site directly with your specific questions or Royal Unibrew Group Sustainability.

How is Royal Unibrew responsibility evaluated externally?

During ISO certification, all processes and documentation are reviewed and assessed and furthermore we are evaluated by Morningstar Sustainalytics and rated low-risk and among the best in the category.

Our annual report – that is made according to the Corporate Sustainability Reporting Directive (CSRD) - has been reviewed and approved by our external accounting firm.

Legislation and Directives

How is Royal Unibrew preparing for the new EU Packaging Regulation (PPWR)?

Transitioning from virgin to reuse/recycled material is integrated into our objectives on 100% circular packaging in 2030.

Royal Unibrew continues our actions towards circularity of our packaging material respecting that packaging material serves a critical role of protecting the beverages. Food safety requirements for primary packaging are stringent, as it is vital to protect the products, avoid food waste and ultimately to protect consumer health. Therefore, our approach to circularity is founded on the primary purpose of packaging materials' ability to protect the product.

We primarily use materials which can easily be separated, sorted, recycled or reused. In addition, we are reviewing the assortment of materials to further reduce complexity.

Most of the markets where we operate already have mature deposit return systems (DRS), supporting post-consumer recycling of primary packaging and closed loops for food-grade materials. Additionally, the reuse and refilling of packaging (glass bottles, crates, kegs, pallets) is well-established. We are closely monitoring the legislative process and are well-prepared in most of our markets. Read more in the RU Annual Report, page 113.

How is Royal Unibrew preparing for the EU Deforestation Regulation (EUDR)?

We are closely following the legislative process and having dialogue with our suppliers, but currently, EUDR is not expected to have a significant impact on Royal Unibrew business.

How does CSRD affect Royal Unibrew?

The Corporate Sustainability Reporting Directive (CSRD) promotes transparent and comparable sustainability reporting.

Royal Unibrew reports according to CSRD standards, covering all production sites. Read more in our sustainability reporting section. [Annual Reports | Royal Unibrew A/S](#)

How does CSDDD affect Royal Unibrew?

The Corporate Sustainability Due Diligence Directive (CSDDD) requires companies to take responsibility for their entire value chain and address any human rights or environmental issues. The implementation of CSDDD has been postponed by the EU commission, and revisions are still pending. While we are waiting for the revised Directive we are working towards greater transparency in our supply chains for raw materials that originate from risk-countries.