

Date updated response

Portal question	Question SIS / TS 2: 2021	Answers and any references	No change since the last own declaration incl. traceability to edition
<p>PORTAL QUESTION A Describe the organization's basic conditions, business model and work with due diligence and which part of the organization is covered by the self-declaration</p> <p>4.2 The organization's conditions and strategy in terms of social responsibility</p>	<p>Possible summary of portal question A</p> <p>Question 1: Which parts of the organization, organizational units or groups of people are covered by the self-declaration and why have any delimitations been made?</p> <p>Question 2: What areas of activity (processes), what size, number of employees and geographical location does the organization have?</p> <p>Question 3: What other certifications or tools / guidelines in sustainable development does the organization use?</p>	<p>This self-declaration involves all business and operations in Sproud International AB. Sproud legal structure includes Sproud International AB based in Malmö, Sweden, and its three subsidiaries: Sproud Ltd. based in London, UK Sproud Inc. based in United States Sproud North America Ltd. Based in Vancouver, Canada.</p> <p>Sproud is a plant-based dairy company. Our main areas of operations are sales, marketing, R&D, quality and operations, logistics coordination, and finance. Sproud's head office is located in Malmö, Sweden and a second office in London, UK. Employees: 12 [2022-12-31] Revenue: 36 Msek [2022-12-31]</p> <p>Sproud International AB is certified with: IP Food Processing. Contract manufacturers producing for Sproud are certified with: BRC or FSSC 22000. All Sproud's products are certified: SugarWise. Sproud's Iced Coffee are certified: Fairtrade. All Sproud products are non-GMO. Certified non-GMO in North America. Certification agency: NSF International. Sproud verifies the climate footprint of our 1L products (Sproud Barista, Unsweetened, Original, Chocolate, Vanilla) in Sweden, United Kingdom and Poland. Verification agency/climate footprint tool: Carbon Cloud. Sustainability tools (structure and document Sproud's Sustainability work): Future Proof. FTI: Producer responsibility of recycling all produced/used packaging material. GS1, Validoo & ProSYNC: Global standard for product data and transparency in supply chain.</p>	

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	<p>Question 4: Describe value chain, with supply chain including geographical spread and number of levels, customer groups and subcontractors.</p>	<p>Sproud International AB is a growth company focusing on creating and selling plant-based dairy alternatives. Sproud partners with contract manufacturers to deliver innovative and sustainable food products. Sproud's supply chain includes ingredient suppliers, contract manufacturers, distribution centres, retail and food services customers, consumers, and ultimately, end-of-life and recycling of packaging material. Sproud reaches about 30 markets worldwide with its main markets in Sweden and United Kingdom.</p> <p>Sproud collaborates with contract manufacturers located in Sweden, Canada, and UK. Sproud works with five main suppliers for their products and ingredients, all of whom are required to adhere to Sproud's Code of Conduct. To minimize climate footprint and ensure high quality and freshness, Sproud sources its ingredients as close to production sites and consumers as possible. Therefore, ingredients are primarily sourced in Sweden and Europe for production in Europe, and in Canada for Canadian production.</p> <p>Sproud's main customer groups and sub-customers are: retailers, distributors, food service, independent coffee shops and consumers. Sproud's value chain includes five main components: Research and Development, Procurement and Sourcing, Company Operations, Marketing and Sales, and Customer and Consumer Services.</p>	

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	<p>Question 5: Describe how the organization secures its work according to the seven principles according to SS-EN ISO 26000: 2021, for example for which routines and work steps the principles are important. Comment on all the principles and state which ones have been identified as important. The principles are accountability, transparency, ethical conduct, respect for the interests of stakeholders, respect for the rule of law, respect for international standards of conduct and respect for human rights.</p>	<p>Sproud is committed to upholding principles of social responsibility both within the company and with its suppliers and partners. Sproud recognizes its impact on society, the economy, and the environment and works to achieve set goals, visions, company bylaws, and corporate culture to ensure its responsibility. Sproud states its work according to the seven principles mainly in the company Code of Conduct where it clearly describes the requirements for Sproud employees as well as its suppliers, sub-contractors, customers, and partners. The Code of Conduct describes Sproud's policies and view on responsibility for ethics, the environment, social and economic issues in a long-term perspective. Additionally, the company's code of conduct clearly describes how procedures, supervision, and follow-up are conducted to ensure compliance with the rule of law principle and the code of conduct itself. Sproud is committed to upholding principles of social responsibility by: Accountability, Sproud International AB understand the impact of its decisions and activities on the society and environment it operates in, even though its current position of power and influence is relatively small being a smaller impact company. If incidents occur (such as product complaints), the organisation quickly take action to map, document and follow up to reduce or eliminate consequences, and proactively prevent similar events from happening in the future. Transparency is a core company value at Sproud, including open and honest communication with stakeholders, customers, consumers, employees and society regarding its decisions and activities. The company discloses its vision, mission, and actions on websites and social media platforms to enable transparent information sharing. Examples of how Sproud demonstrates its commitment to social and economic responsibility is by having a whistle-blower policy and reporting function on the website, and certifying products, including ingredients from ethical-risk areas, with Fairtrade. Sproud demonstrates its commitment to environmental responsibility by having their products reviewed by Carbon Cloud to verify the products' actual climate footprint. Ethical behaviour: The values of Sproud are centred around the company mission to make the tastiest, healthiest, most sustainable plant based dairy products on the planet. This while promoting values and goals that support the creation of a sustainable society at the local and global level. The organization's core values and principles are outlined in a Code of Conduct and employee handbook, which is regularly updated and shared with employees to encourage the inclusion of all individual perspectives, leading to increased engagement, respect, and adherence to the code. The code of conduct is gradually being rolled out to suppliers in conjunction with contract signing over a set time to become a mandatory document. Sproud aims to have all main suppliers sign the code of conduct during 2023 and all partners sign by the end of 2024. Respect for Stakeholders' Interests: Sproud addresses the stakeholders' main interests by centering its efforts on protecting local and global nature (including animals) and reducing the impact of climate change, as well as promoting the well-being and health of society and individuals. The company has high ambitions and a strong focus on sustainable development. Considering and respecting stakeholders' interests is an integral part of the organization's decision-making, whether they have a formal role in governing the company. Sproud Code of Conduct and company policies clearly states the organisations respect for the principles of the rule of law, respect for international standards of conduct and respect for human rights.</p>	

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	Question 6: Which stakeholders for social, economic and environmental sustainability have the organization identified?	The identified stakeholders for social, economic and environmental sustainability are: Sproud upstream and downstream supply chain partners, consumers, employees, financial stakeholders, authorities, competitors, universities and research institutes.	
	Question 7: How does the organization identify and assess which stakeholders are prioritized and which are relevant? (See SS-EN ISO 26000: 2021, 5.3.2.)	Sproud employees has conducted a stakeholder analysis in which the prioritized and most relevant stakeholders that impact or are impacted by the company, were identified. These stakeholders have been plotted into a matrix, where the most significant stakeholders are those who both affect the company and have a high level of interest in the company	
	Question 8: Which stakeholders are prioritized?	Sproud has identified the following stakeholders as most essential: The planet (nature), employees, owners, suppliers and manufacturers, customers – Sproud ambassadors, consumers, distributors and retailers, and sustainability partners.	
	Question 9: What consideration is given to the stakeholder groups that may have difficulty making themselves heard and may therefore need to be covered by special consideration?	Sproud has identified the Planet as its most significant stakeholder at the heart of the company vision. Sproud has become a strong advocate for reducing the climate footprint not only for its own products but also influencing the bigger food system, actively promoting a plant-based diet and a climate-friendly lifestyle.	

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	<p>Question 10: Describe the organization's analysis of what social responsibility means to it in terms of relevance, significance and influence. (See SS-EN ISO 26000: 2021, 7.3, 7.7 and 7.8.)</p>	<p>Sproud's sustainability program has been developed by the employees, management, board and external sustainability partners. Goals and targets are selected from the seven principals of social responsibility and the SDGs, which are linked to the Sproud vision, mission, business objectives, sustainability strategy, and code of conduct. In Sproud's Strategic Sustainability Program, the company's sustainability goals are broken down to KPIs to be included in daily business planning, and ownership distributed among all employees. KPI follow up conducted by the management team, including the CEO, with the Sustainability Manager serving as coordinator. The company's sustainability activities will be summarized in the company's first sustainability report (for commercial year 2023) and is included in the overall business planning, with continuous monitoring, evaluation, and improvement.</p>	
	<p>Question 11: Describe which sub-areas (see Appendix B), based on the main areas of business management, human rights, working conditions, environment, good business practices, consumer issues, community involvement and development, are considered important for the organization and have therefore been prioritized and why. (See SS-EN ISO 26000: 2021, sections 6 and 7.3.)</p>	<p>Sproud was born with a sustainability purpose. Our mission is to make the tastiest, healthiest, most sustainable plant based dairy products on the planet. Hence, Sproud aims to maximize its contribution to sustainable development and believe that all three pillars of sustainability (people, profit, planet) need to be emphasised. Sproud has prioritized the following sub-areas of the seven principles of social responsibility: Environmental issue 3: Climate change mitigation and adaptation. Environmental issue 2: Sustainable resource use. Consumer issue 3: Sustainable consumption. Community involvement and development issue 6: Health. Fair operating practices issue 4: Promoting social responsibility in the value chain. Labour practices issue 2: Conditions of work and social protection. Human rights issue 5: Discrimination and vulnerable groups.</p>	

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	Question 12: In what way have risks, opportunities and consequences for the organization been weighed in order to set priorities for relevant areas of responsibility and goals, in order to ensure a long-term sustainable commitment? (Se SS-EN ISO 26000:2021, 7.3.)	Sproud performs annual SWOT-analysis to map/update and prioritise risks and opportunities to maintain and continuously enhance a sustainable organisation. Sproud work mainly with risk management within the area of Product Quality and Safety and Ethics. Sproud has a quality and safety risk assessment system that follows IP Food Processing list of requirements. The IP Food Processing certification is updated every year including biannual on-site audits. Sproud plans to integrate proactive sustainability risk management into more areas of sustainability to cover strategic planning and all operational processes and routines. The aim is to identify, prioritize, and manage potential risks within each area of sustainability. Sproud has through the materiality analysis found opportunities to prioritise SDGs and targets with the greatest impact on the business and stakeholder interests.	
PORTAL QUESTION B	Possible summary of portal question B		

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<p>Describe how management relates to sustainable development</p> <p>4.3 Leadership</p>	<p>Question 13: Describe the organization's position in relation to the global goals for sustainable development in strategic governing documents, for example visions, business / business ideas, strategies, goals and values, in order to maximize the organization's contribution to sustainable development and the global goals for sustainable development.</p>	<p>Sproud operates for a sustainable and climate-efficient food system, which is also reflected in Sproud's mission statement. Our Vision: Create a sustainable planet and society. Our mission: To promote positive change and inspire everyone to discover a plant-based lifestyle. Our Promise: To produce the healthiest, most delicious, and most sustainable plant-based dairy products on the planet. Sproud has through its Strategic Sustainability Program identified four primary sustainability objectives. These objectives are closely linked to the seven principles of social responsibility and the 17 SDGs.</p> <ol style="list-style-type: none"> 1. Providing products with the lowest possible environmental impact. By doing so, we can avoid emissions that would otherwise be generated if our sales were compared to those of similar products. 2. Innovating in plant-based products to promote consumer health and sustainable food systems. 3. Maintaining an agile corporate structure through strategic partnerships. As a small company, we recognize the importance of collaborating with partners we trust, in order to establish sustainable economic, environmental, and social supply and value chains. 4. Fostering a responsible, inclusive, and conscious workplace. We believe it is crucial to create an environment where our employees, partners, and the broader community can thrive, as this helps us to continually innovate and offer the best possible products and solutions. To achieve our goals, Sproud's management and all employees have received training focused on how the company can actively work towards sustainable development and the global goals in 2023 and beyond. This training effort has resulted in this self-declaration and an action plan that outlines how Sproud will carry out this work. 	

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	Question 14: What / which policies for social, economic and environmental sustainability does the organization work according to?	Sproud's policies provide the governing documents for social, environmental, and economic sustainability. These policies cover the seven principles of social responsibility, which among others include anti-corruption and bribery, whistleblowing, Integrity and GDPR, working environment, equality and equal opportunities, food quality and safety, and the environment. The company's Code of Conduct and Strategic Sustainability Program is also essential governing documents.	
	Question 15: How has the management distributed the sustainability responsibility within the management group?	All Sproud employees contribute to sustainability goals and ways of working, and their actions are allocated throughout the organization based on their roles and competency areas. Each employee undergoes annual sustainability training. The CEO holds overall responsibility for sustainability work and for the prioritization of global goals. Additionally, Sproud's Sustainability Manager oversees the company's day-to-day sustainability efforts and progress.	
	Question 16: Which roles / persons within the organization have a special responsibility for sustainability work and how has this been communicated?	Sproud was founded with a focus on sustainability, and the company's employees are passionate about contributing to a more sustainable world. Sustainability is integrated throughout the entire organization and all employees are involved in the day-to-day sustainability tasks and receive monthly updated about the organisations progress, upcoming tasks and goals. Internal communication of objectives and task assignments are organised, communicated, and shared with all employees though Sproud's sustainability tool by the Sustainability Manager. The CEO is also a strong advocate for a sustainable food system and actively participates in media and societal discussions on the topic.	
PORTAL QUESTION C	Possible summary of portal question C		

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<p>Describe the organization's planning, ie which of the global goals and sub-goals for sustainable development that the organization has chosen and how these choices have been made</p> <p>4.4 Planning</p>	<p>Question 17: How is the sustainability perspective made visible in the organization's strategy?</p>	<p>Sproud has in its company objectives made the sustainability focus clear by including a description that showcases its sustainability agenda: Objective of the company "The company shall in its business and operation have a material positive impact on society, its members and the environment taken as a whole. The objective of the company is to develop, manufacture, distribute, market, and sell pea-based products within food and sports nutrition segments and to carry out any other activities compatible therewith."</p> <p>The company's business idea, vision, mission, and values clearly showcase Sproud's sustainability agenda for its employees, owners, customers, consumers, and other stakeholders. Sprouds sustainability agenda are shared through different communication channels to reach all our stakeholders. Sproud's primary sustainability goal is to offer products with the lowest climate footprint among all dairy and dairy alternative products on the market. The company's strategy is to continuously reduce the carbon footprint of its products and then work towards carbon offsetting in a transparent and credible way, contributing to a climate-efficient and sustainable food system. In addition to the company's general sustainability strategy, Sproud is also working towards ISO 26000 verification and B-Corp certification in 2023. These verifications/certifications focus on sustainable business, especially social sustainability. Sproud plans to showcase their sustainability strategy more clearly in coming sustainability report, aimed to be published for commercial year 2023.</p>	

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	Question 18: How and when is the stakeholders' expectations and views obtained? (See SS-EN ISO 26000: 2021, 5.3 and 7.5.4.)	<p>Sproud engages in ongoing informal dialogues with its stakeholders, especially suppliers, manufacturers, and collaboration partners, to gather their expectations and views. To collect the opinions of Sproud's consumers, the company has held several sampling events with informal dialogue between customers and Sproud representatives. Additionally, Sproud has conducted consumer questionnaires with both open-ended and closed-ended questions. Sproud receives and answers questions from consumers and customers daily, providing valuable insights into their expectations and views.</p> <p>In order to establish a comprehensive understanding of suppliers' sustainability efforts, Sproud plans to distribute a supplier survey containing relevant questions and statements annually to its suppliers, industry partners, and interest organizations. Additionally, Sproud intends to gather input through employee surveys and management reviews in 2023. The input will be compiled and become an essential component of the materiality analysis for the coming years. Any necessary adjustments will be made if new and relevant information emerges.</p>	
	Question 19: How are risks and opportunities that have been identified in the sustainability work handled?	<p>Sproud's proactive work with risk management is integrated into the strategic planning process, as well as operational processes and routines. The aim is to identify, prioritize, and manage potential risks within each sustainability area. Sproud has an extensive quality risk assessment and routines to ensure the quality and safety of food products which is audited by Kiwa through IP Food Processing. Sproud employees perform/update annual swot-analysis and ethic risk assessment.</p>	

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	<p>Question 20: Describe how the organization minimizes risks with a focus on the supply chain, for example in countries with a high risk of corruption or when it comes to human rights violations.</p>	<p>During the end of 2022 Sproud decided that all suppliers should adhere to Sproud's Code of Conduct. Sproud is including the code of conduct in all contracts to make sure that all companies have read and understood Sproud's and its supplier's commitment towards a sustainable future. Follow-up is done through self-declarations, in some cases physical audits, and through an extensive supplier tracker that includes a supplier sustainability survey. It should also be noted that all Sprouds' suppliers are carefully vetted. Sproud mainly work with European and Canadian suppliers. Sproud use Fairtrade certified raw materials (coffee beans and agave syrup) for the ingredients that contain vulnerable raw materials or are grown in socially vulnerable areas. Otherwise, Sproud has actively taken a stance not to work with suppliers in countries with high corruption risk or human rights violations.</p>	
	<p>Question 21: How does the organization ensure knowledge and compliance with applicable laws, other requirements and international standards of conduct in the countries covered by this self-declaration?</p>	<p>Sproud collaborates with a third-party food legislation specialist who acts as both a consultant and an auditor. To stay informed of the latest legislation updates, particularly food regulations in the markets where Sproud operates, Sproud employees subscribe to legal monitoring services. Sproud employees attend relevant conferences and courses on topics such as food quality, legislation, sustainability, and related subjects to stay abreast of new and upcoming legislations and guidelines, particularly within the EU. To ensure that local laws and regulations are followed in all markets that Sproud operates in local third-party food legislation specialist are consulted. Sproud is proactive and take initiative to meet upcoming requirements with the aid of management and sustainability tools that help structure and streamline the process.</p>	

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	<p>Question 22: Which of the global goals for sustainable development, both goals and sub-goals, have been identified and selected? Also describe how this maximization analysis (see 3.1) was carried out.</p>	<p>Sproud has developed a Strategic Sustainability Program to optimize its organization's contribution towards sustainable development. In order to achieve this, two materiality assessments were conducted. The first assessment involved mapping the SDGs and targets throughout Sproud's value chain, while the second assessment was based on the seven principles of social responsibility (as mentioned in questions 11 and 15). Sproud found that their work was contributing significantly to several SDGs and targets. The assessments were combined and summarized. As a result, four main sustainability objectives were identified (as mentioned in question 13), and Sproud committed to focus on contributing to the following SDGs and targets: Goal 2 Zero Hunger: 2.3 ensure sustainable food production systems. 2.4 Maintain the genetic diversity. Goal 3 Good Health and Well-being. Goal 9 Industry, Innovation, and Infrastructure: 9.4 resource efficient and clean technologies and products. 9.5 Bridge scientific research and new technology capabilities and encourage innovation. Goal 12 Responsible Consumption and Production: 12.2 achieve the sustainable management and efficient use of natural resources. 12.3 Reduce food waste and food loss. 12.4 achieve the environmentally sound management of chemicals. 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices. 12.8 Ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature. Goal 13 Climate Action: 13.2 Integrate climate change measures into national policies, strategies and planning. 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning. Goal 17: Partnerships for the Goals: 17.14 Enhance policy coherence for sustainable development. 17.16 Enhance the Global Partnership for Sustainable Development, complemented by multistakeholder partnerships that mobilize and share knowledge, expertise, technology, and financial resources. 17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships. and a cluster of goals focusing on social responsibility. Goal 5 Gender Equality. Goal 10 Reduced Inequalities. Goal 16: Peace, Justice and Strong Institutions.</p>	

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	Question 23: What action plans have been developed based on the goals and sub-goals selected from the global goals for sustainable development?	Sproud has developed a strategic sustainability program, including an action plan, based on the selected SDGs, targets, and the four main sustainability objectives. This action plan describes and establishes the direction for Sproud's sustainability work. The action plan has been integrated with Sproud's sustainability tools to ensure a structured, timely, and systematic progress. Sproud intends to communicate a summary of the strategic sustainability program and action plan in the organisation's upcoming sustainability report.	Must be answered annually
	Question 24: How have the selected goals and sub-goals from the global goals for sustainable development been integrated with the organization's other goals and business plans?	Sproud's commitment to sustainability and climate action has been integrated in its Business Management System and everyday tasks since its inception. However, to pursue intentional and transparent goals, Sproud has integrated the Sustainable Development Goals (SDGs) and targets into its strategic sustainability program and business plans. Specific actions have been identified, along with key performance indicators (KPIs) to monitor progress, and targets have been set for each KPI. Responsibilities for following up on progress towards these goals have been assigned. The strategic sustainability program and action plan are regularly scrutinized and evaluated to ensure progress. The results of these evaluations will form the basis for the next year's action plan, which may involve adjustments and alterations to the strategic sustainability program. The KPIs mainly focus on Goals 13; 2 & 12; 3; 9; 5,10 & 16; and 17.	

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	<p>Question 25: What is the division of responsibilities for the global goals for sustainable development within the organization? State the division of responsibilities based on relevant functions and levels.</p>	<p>The respective responsible parties in each department are accountable for achieving the Sustainable Development Goals (SDGs) and targets that are associated with their area. For instance, the Sales Manager is responsible for sales-related actions and KPIs, while the COO oversees supplier-related sustainability issues. Hence, every employee at Sproud is assigned actions and KPIs and has a responsibility to contribute to the company's sustainability work. The CEO has the overall responsibility for ensuring that the sustainability program is progressing in the right direction. The global Sustainability Manager plays an important role in developing and executing Sproud's sustainability strategy and tracking. This involves coordinating efforts, produce material and information, integrating sustainability into existing processes, and ensuring sustainability from a group perspective. The CEO works closely with the Sustainability Manager to oversee the progress of the strategic sustainability program.</p>	
	<p>Question 26: Describe any other goals and action plans based on priority sub-areas in SS-EN ISO 26000: 2021 which are not covered by answers to questions 22 to 25, but which were answered under question 11.</p>	<p>All goals and action plans related to the prioritized sub-areas in SS-EN ISO 26000:2021 are covered by the answers to questions 22-25.</p>	
<p>PORTAL QUESTION D</p>	<p>Possible summary of portal question D</p>		
<p>Describe the organization's support structures for sustainability work</p> <p>4.5 Support</p>	<p>Question 27: How is it ensured that the necessary resources, financial resources and human resources are available to carry out the work?</p>	<p>Sproud's owners are committed to the company, driven by a sustainability perspective that focuses on the delivery of sustainable food products with the lowest possible carbon footprint. The company integrates sustainability work into its daily operations and has a dedicated budget for sustainability tools to manage its initiatives efficiently. This budget includes the costs of certification and verification processes for B-Corp and ISO 26000. As a start-up transitioning into a scale-up company it is essential to evaluate and prioritize investments to create biggest possible impact. Sometimes, it may be necessary to work long term to accomplish the right economic conditions or partnerships to achieve specific sustainability goals, actions, or KPIs. For instance, achieving completely fossil-free transportation is a challenging goal for an international market that requires significant investment and is currently difficult to attain due to availability in markets.</p>	<p>Must be answered annually</p>

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	<p>Question 28: What competence development has been carried out in the past year in the area of sustainability?</p>	<p>During 2022, several competence development initiatives have been carried out in the area of sustainability by the company. One such initiative is the yearly sustainability training that all employees undergo, which is aimed at enhancing their knowledge and understanding of sustainability practices. During 2022, all employees participated in an extensive workshop that focused on the Sustainable Development Goals (SDGs) and ISO 26000 (see question regarding maximisation assessment). Furthermore, the company organized smaller workshops that enabled employees to dive deeper into specific topics such as sustainable and safe workplace practices, company values, equity, inclusion, and diversity. The Sustainability Manager also took a course focused on sustainable development for SMEs within the food industry provided by Livsmedelsakademin. During the preparation of the ISO 26000 workshop and self-declaration process, the Sustainability Manager underwent smaller training session with a specialist.</p> <p>The company also invested in a sustainability tool to structure the certification process for B-Corp. Several smaller training sessions on managing the tool were provided to members of the team, including the Sustainability Manager, CEO, and Sales Manager. Lastly, new employees are provided with a short sustainability training as part of their introduction package.</p> <p>Overall, the owners and CEO of the company has demonstrated a commitment to sustainability by investing in employee competence development in this area. These initiatives have equipped employees with the knowledge and skills required to implement sustainable practices and contribute to the company's sustainability goals.</p>	<p>Must be answered annually</p>

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	<p>Question 29: What competence development is planned for the next 24 months in the area of sustainability?</p>	<p>In 2023, Sproud has set several sustainability goals to continue their commitment towards a more sustainable future. They plan to conduct their annual sustainability training and deep dive sessions on specific sustainability topics or tasks. Additionally, Sproud aims to establish their first self-assessment within ISO 26000 and get verified, while also working towards B-Corp certification which they hope to submit by the end of 2023.</p> <p>In an effort to maintain transparency, Sproud plans to develop and publish their first sustainability report for the commercial year 2023. They remain enthusiastic about maintaining a continuous dialogue with their stakeholders, not only to inform them about their sustainability efforts, but also to receive valuable feedback.</p> <p>Sproud plans to offer customized trainings and courses as needed. This approach ensures that their education and training programs are tailored to the specific needs of their employees and stakeholders, ensuring that they receive the most relevant and impactful knowledge possible. By offering tailored education, Sproud can help to ensure that everyone has the necessary skills and knowledge to make a positive impact on the environment and promote sustainable practices.</p>	<p>Must be answered annually</p>

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	<p>Question 30: What insight is given to stakeholders in sustainability work? Describe the method of stakeholder dialogue.</p>	<p>Sproud is committed to promoting transparency in their sustainability journey by openly sharing the products' carbon footprint with stakeholders. By doing so, Sproud hopes to encourage stakeholders and customers to join them in reducing their carbon footprint and avoid emissions by choosing Sproud.</p> <p>Sproud understands the importance of maintaining a continuous and opened dialogue with their stakeholders to inform them about their sustainability efforts and receive valuable feedback. To this end, Sproud's employees will continue to advocate for a plant-based and sustainable lifestyle through various channels such as education, fairs, conferences, seminars, business meetings, sampling, media, and social media.</p> <p>Through these efforts, Sproud aims to make a positive impact on the environment and inspire others to do the same. By working together towards a more sustainable future, Sproud wants to contribute to a world where sustainability is at the forefront of every decision-making process.</p>	<p>Must be answered annually</p>
	<p>Question 31: How is the organization's work regarding social responsibility and contributions communicated with regard to the global goals for sustainable development? When is the method of communication evaluated and when was this last changed?</p>	<p>In 2022, Sproud worked on a new communication approach to better engage with their customers and consumers, which will be implemented in 2023. As part of this approach, Sproud will place a greater emphasis on their environmental and climate action work across all their communication channels. Moreover, the company plans to highlight multiple sustainability aspects to promote the values of People, Profit, and Planet. To achieve this, Sproud will communicate their overall sustainability plan through their self-declaration, sustainability report, and strategic sustainability program.</p>	
	<p>Question 32: If any area has been excluded from the communication, for example with regard to the organization's or stakeholders' need for integrity, explain why.</p>	<p>Sproud has not yet had a summarizing sustainability report that clearly communicates all ongoing sustainability efforts and objectives. Nevertheless, the company has prioritized environmental and climate action in their sustainability communication, recognizing it as their primary area of impact.</p>	<p>Must be answered annually</p>

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	Question 33: Describe business governance, including governance mechanisms for the work with corporate social responsibility and the contribution to the global goals for sustainable development.	Sproud have decided to certify the business with B-Corp and verify the business with ISO 26 000 (including writing a self-declaration) to be able to structure and govern the sustainability work and integrate it into the business plan in a systematic way. Sproud will integrate the follow-up of the maximization analysis, defined focus areas, SDGs, and targets into their regular operational management. Social responsibility at Sproud encompasses the well-being of their employees, both physically and mentally. In addition to prioritizing their own staff, Sproud is also committed to ensuring sustainable conditions throughout their value chain for partners and their employees, including decent work environments, inclusion, diversity, and equality. Moreover, Sproud has pledged to allocate at least one day per year of their employees' time to charitable causes starting in 2023.	
PORTAL QUESTION E Describe the organization's activities for social responsibility	Possible summary of portal question E		

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<p>activities for social responsibility during the period and to achieve set goals for sustainable development</p> <p>4.6 Activities</p>	<p>Question 34: Describe the organization's completed and ongoing activities based on priority sub-areas in SS-EN ISO 26000: 2021 (see questions 10 to 12).</p>	<p>This year, Sproud has been actively involved in pursuing its defined activities for selected focus areas, SDGs, and targets. Sproud primarily focuses on the following global goals:</p> <ul style="list-style-type: none"> • Global goal 13 – Climate Action (13.2, 13.3) • Global goal 12 – Responsible consumption and production (12.2, 12.3, 12.4, 12.6, 12.8) • Global goal 2 - Zero Hunger (2.4, 2.5) • Global goal 3 – Good Health and well-being • Global goal 9 – Industry, Innovation, and Infrastructure (9.2, 9.4, 9.5) • Global goal 17 – Partnerships (17.14, 17.16, 17.17) <p>Also, the company prioritizes social sustainability 5 – Gender Equality (5.1, 5.5), 10 Reduce Inequalities (10.2, 10.3), and 16 Peace, Justice and Strong Institutions (16.2, 16.3, 16.5, 16.6, 16.7, 16.10).</p> <p>Sproud has taken significant steps in further reducing the climate footprint of its products in 2022 and is continuously working to improve sustainability without compromising quality and taste. Furthermore, Sproud is currently undertaking a comprehensive mapping exercise of its climate footprint for all its operations. Other ongoing initiatives include conducting supplier surveys, updating contracts with a signed code of conduct, and formulating robust company policies that promote social, financial, and environmental responsibility. These policies are tracked using monitoring tools to ensure continuous follow-up. Sproud is also developing a new communicative strategy to market and communicate the climate benefits of its products to the public.</p> <p>During 2022 Sproud has mainly focused on Goal 13 Climate action with targets 13.1, 13.2 & 13.3; to establish actions to measure and further reduce Sproud product climate footprint; integrating and communicating Sproud climate action strategies to the public and governing agencies to advocate for a much needed radical change to reduce the climate impact of the global food system.</p> <p>Additionally, Sproud has focused on platforms and tools to be able to track and monitor a broader scope of sustainability for the upcoming years.</p>	<p>Must be answered annually</p>

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	<p>Question 35: Describe the organization's possible further implemented and ongoing activities based on selected goals and sub-goals among the global goals for sustainable development (see questions 22 and 23).</p>	<p>In addition to the previous responses in the self-declaration, Sproud has also focused on sustainability efforts within the company's own staff transportation. The company policy is to travel by bike, train or eco-friendly car within a country or region and only fly when absolutely necessary (which is climate compensated). In 2023, Sproud will also replace the last of their company cars with electric or hybrid vehicles. Sproud's policy is that when the company is responsible for the representation, only vegan/vegetarian food is offered. Furthermore, Sproud has a policy to purchase sustainable materials or second-hand items when it comes to furniture, decor, and merchandise. In 2021, the Malmö company headquarters were moved to a sustainable office building that focuses on energy, re-used material, and social sustainability.</p>	<p>Must be answered annually</p>
	<p>Question 36: What collaborations and partnerships does the organization have in the area of sustainability?</p>	<p>See question 3.</p>	
	<p>Question 37: Describe the organization's preparedness and action in emergencies and in terms of crisis management in the area of sustainability.</p>	<p>Sproud has conducted risk assessments in various focus areas, including quality and safety (as part of IP food processing), workplace and working conditions, whistleblowing, and ethics. These assessments consist of detailed action plans outlining how to respond in case of emergencies or specific concerns, as well as identifying who to contact for support. The company is committed to developing risk assessment tools in sustainability-related areas that are important to the company, stakeholders, and society at large.</p>	
	<p>Possible summary of portal question F</p>		
	<p>Question 38: What metrics are used to show the status of the sustainability work? How are the priority sub-areas followed up?</p>	<p>Sproud have developed relevant metrics, targets and KPIs that is linked to the company's overall goals and specific SDGs and targets. The status of the defined activities related to our prioritized focus areas and KPIs are continuously monitored on a departmental level and reviewed by the management team. See prioritised SDGs and targets in question 34. Many metrics for 2022/2023 have been developed to determine a baseline for the business. The baseline is used to set up specific KPIs for 2025-2030.</p>	
	<p>Question 39: Has the organization chosen to use any of the indicators linked to the selected global goals (and sub-goals) for sustainable development? If so, which ones?</p>	<p>Sproud has identified focus areas and specific KPIs based on the results of their two materiality assessments. These are areas that Sproud continually works on and monitors closely. The KPIs can be linked to one or several SDGs and targets.</p>	

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	Question 40: What were the results of the selected global goals for sustainable development in the latest survey?	Sproud is currently in the initial stages of implementing ISO 26000, and this will be their first self-declaration.	Must be answered annually
	Question 41: What did the latest follow-up of the organization's other sustainability goals show? (See SS-EN ISO 26000: 2021, 7.4.2.)	In 2022, Sproud followed its strategic sustainability program, which was focused on the long-term period between 2025-2030. The company worked towards developing materiality assessments and other documentation to support ISO 26000 verification, B-Corp certification, updated brand communication, and the creation of a sustainability report. Having laid this groundwork, Sproud is now well-positioned to pursue and track these objectives. A key metric for Sproud is that the company lowered their products climate footprint with 7% during 2022.	Must be answered annually
	Question 42: Has an internal audit been carried out at the own organization and have any deviations been handled?	ISO 26000 internal audits have not been performed as this is Sproud's first self-declaration. Sproud has conducted internal audits based on their prior certifications, verifications, and tools (refer to question 3) as well as Sproud's operational plan and fiscal year.	Must be answered annually
	Question 43: Has an audit been carried out by or by stakeholders, or both? Have any deviations been handled?	Auditing of the most important suppliers and producers is scheduled to be conducted. Previous audits have been conducted annually with an on-site visit but have not been systematically documented. Sproud, as a supplier, also undergoes annual audit by Kiwa for "IP Food Processing" and the city environmental administration, including comprehensive on-site audit occurring biannually.	Must be answered annually
	Question 44: What sustainability goals have been set for the coming period (for example, 12-month period)?	Sproud's overall sustainability goals and focus areas are presented in the action plan and strategic sustainability program and will be included in our coming sustainability report.	Must be answered annually
	Question 45: Have there been re-prioritisations in the sustainability work and, if so, which ones?	Previously, Sproud stated its intention to establish a carbon-neutral business. However, the company has now opted to change its focus to reducing and avoiding carbon footprint. Sproud aims to compensate for some or all of its emissions, but Sproud also wants to be transparent and disclose its exact carbon footprint rather than relying solely on carbon offsetting. Additionally, Sproud no longer considers SDG 8 (and sub-goals) as its most significant SDGs. While the company still monitors and works with these goal and sub-goals, it no longer reports on them regularly.	Must be answered annually

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	Question 46: What conclusions does the management draw about the results and efficiency of the sustainability work?	The goal for 2022 was to educate, engage and include the employees in the sustainability work and develop a structured and organised foundation of the company's sustainability work. Sproud has successfully engaged the entire staff in the effort towards sustainable development which has had a significant impact on the business sustainability work, as it motivates and inspires employees to actively participate and contribute towards achieving the organization's goals.	Must be answered annually
	Question 47: Are there substantive issues that fall under the prescribed content for sustainability reporting that have not been dealt with in this self-declaration? If so, who and how have these issues been addressed?	Food quality and safety issues are not completely covered by the Self-declaration. However, the issue is covered by BRC/FSCC 22000 certifications for our producers and IP Food Processing for Sproud.	Must be answered annually
<p>PORTAL QUESTION G Describe the organization's continuous improvement work</p> <p>4.8 Improvements</p>	<p>Possible summary of portal question G</p> <p>Question 48: What method has been used to identify, control and monitor improvements?</p> <p>Question 49: In addition to the sustainability goals, have there been any further improvements?</p> <p>Question 50: How are complaints from stakeholders handled and used in the continuous improvement work?</p>	<p>Sproud uses this self-declaration and a sustainability tool (which focus on B-corps methodology) to identify, control, and monitor sustainability improvements. However, at present, there is no established approach prioritise areas of improvement. When areas for improvement are identified, they are either addressed immediately with responsible manager or discussed at the monthly meetings of the management group. To ensure proper control and follow-up, improvement projects are entered into the management software as designated areas for development.</p> <p>Sproud is dedicated to achieving continuous sustainable improvement. The company has made significant progress by investing in management and sustainability tools that help them organize and structure their work in a productive manner. Moreover, Sproud has established strong core values, vision, and mission, which has made it easier for employees to work together towards a common objective and communicate more effectively.</p> <p>Stakeholder complaints are managed via Sproud's website and/or direct email channels. Sproud strives to respond to complaints and claims within 24 hours. All responded complaints and claims are recorded in the management tool and can be readily linked to improvement proposals, projects, implementation, and follow-up.</p>	<p>Must be answered annually</p> <p>Must be answered annually</p>