

# GRI Report 2018|2019

Complementary GRI disclosures  
for sustainability reporting

**SEEDING  
THE FUTURE**  
SINCE 1856



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## Introduction

Since 2008, KWS has presented its economic, ecological and social impacts in an Annual Sustainability Report.

The Sustainability Report was combined with the Annual Report in fiscal year 2017/2018. The Annual Report is the lead document for annual reporting. It is supplemented by the 2018/2019 Declaration on Corporate Governance and this additional GRI document, which presents further disclosures in line with the GRI reporting standard.

All the report elements can be found on the website at [www.kws.de/ir](http://www.kws.de/ir).

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### Overview: Structure of and documents in KWS' annual reporting for 2018/2019

#### Leading reporting document:



#### Complementary documents:



# Annotated GRI Content Index

## Universal Disclosures

### GRI 102: General Standard Disclosures

The General Standards provide a general strategic overview of the organization.

■ = Completely reported   ■ = Partly reported   □ = Not reported   ☑ = No reporting necessary

Required disclosures		Comments by KWS	Completeness of reporting (own assessment)
<b>Organizational Profile</b>			
<b>102-1</b>	Name of the organization	See the 2018/2019 Annual Report: Combined Management Report / Section 2.1 Fundamentals of the KWS Group	■
<b>102-2</b>	Activities, brands, products, and services	See the 2018/2019 Annual Report: Combined Management Report / Section 2.1 Fundamentals of the KWS Group	■
<b>102-3</b>	Location of headquarters	See the 2018/2019 Annual Report: Combined Management Report / Section 2.1 Fundamentals of the KWS Group	■
<b>102-4</b>	Location of operations	See the 2018/2019 Annual Report: Combined Management Report / Section 2.1 Fundamentals of the KWS Group	■
<b>102-5</b>	Ownership and legal form	See the 2018/2019 Annual Report: Combined Management Report / Section 2.1 Fundamentals of the KWS Group	■
<b>102-6</b>	Markets served	See the 2018/2019 Annual Report: Combined Management Report / Section 2.1 Fundamentals of the KWS Group	■
<b>102-7</b>	Scale of the organization	See the 2018/2019 Annual Report: Combined Management Report / Section 2.1 Fundamentals of the KWS Group	■
<b>102-8</b>	Information on employees and other workers	<p>The total headcount is explained in the 2018/2019 Annual Report: Combined Management Report / Employee and Social Report / Section 2.5.1 Employment Trends.</p> <p>An accounting system to collect information for the required disclosures on employees by type of contract (permanent / temporary) and type of employment (full-time / part-time) was introduced in fiscal 2016/2017. The quality of the data is currently being optimized for external reporting.</p> <p>A significant proportion of the work is performed by seasonal workers. They carry out harvesting in the fields and some of them have a contract with KWS, while others are employed at agencies.</p>	■
<b>102-9</b>	Supply chain	See the 2018/2019 Annual Report: Combined Management Report / Section 2.1 Fundamentals of the KWS Group	■
<b>102-10</b>	Significant changes to the organization and its supply chain	See the 2018/2019 Annual Report: Combined Management Report / Section 2.1 Fundamentals of the KWS Group	■
<b>102-11</b>	Precautionary principle or approach	The precautionary principle is not yet firmly enshrined in corporate governance. Nevertheless, it is naturally used in research and breeding, especially in relation to the use of modern breeding methods, in the form of risk and opportunity assessments.	■

Required disclosures		Comments by KWS	Completeness of reporting (own assessment)
102-12	External initiatives	<p>KWS has been a member of the “Climate Protection Companies”, an excellence initiative of the German business community in the field of climate protection and energy efficiency, since October 2010. As part of that, we strive to achieve measurable and ambitious objectives and we keep on enhancing our activities further in this regard (<a href="http://www.klimaschutz-unternehmen.de">www.klimaschutz-unternehmen.de</a>).</p> <p>KWS is also an active partner of Thought For Food (TFF), a global, next-generation innovation and cooperation platform for food and dietary issues.</p>	■
102-13	Membership of associations	A breakdown of our main memberships can be found in Annex I to this report.	■
<b>Strategy</b>			
102-14	Statement from senior decision-maker	See the 2018/2019 Annual Report: To our Shareholders / Foreword of the Executive Board	■
102-15	Key impacts, risks and opportunities	See the 2018/2019 Annual Report: Combined Management Report / 2.9 Report on KWS SAAT SE & Co. KGaA and Non-Financial Declaration / Section 2.9.2 Combined Non-Financial Declaration for the KWS Group	■
<b>Ethics and Integrity</b>			
102-16	Values, principles, standards, and norms of behavior	See the 2018/2019 Annual Report: Combined Management Report / Corporate Governance Report / Section 2.6.3 Business Ethics and Compliance	■
102-17	Mechanisms for advice and concerns about ethics	See the 2018/2019 Annual Report: Combined Management Report / Corporate Governance Report / Section 2.6.3 Business Ethics and Compliance	■
<b>Governance</b>			
102-18	Governance structure	<p>KWS has a dual corporate governance structure, comprising the Executive Board and Supervisory Board, for managing and controlling the company.</p> <p>The Supervisory Board has established three committees: the Audit Committee, the Committee for Executive Board Affairs and the Nominating Committee. More information can be found on the website at <a href="https://www.kws.com/corp/en/company/management/supervisory-board/">https://www.kws.com/corp/en/company/management/supervisory-board/</a>.</p> <p>KWS does not currently have a special body or committee for sustainable development.</p> <p>The Executive Board has established three bodies:</p> <p>The structure of KWS’ bodies supports smooth interaction between the Group Functions, BUs, R&amp;D and global functions.</p> <p><b>1. Global Leadership Team (GLT)</b> The main goal is to ensure all members of top management adhere to the strategic alignment and are provided with the information they need.</p>	■







Required disclosures		Comments by KWS	Completeness of reporting (own assessment)
		<p>The GLT convenes four times a year for two-day meetings at different locations. Topics such as the budget, leadership, etc. are defined every year and dealt with at every meeting, which is lead by an external moderator.</p> <p>The GLT replaces the former Corporate Management Circle (CMC).</p> <p><b>2. Cross-Functional Committees:</b> In addition to the GLT, three further Cross-Functional Committees have been established:</p> <ul style="list-style-type: none"> <li>■ Business Development Group</li> <li>■ Risk Management &amp; Policy Group</li> <li>■ Service Management Group</li> </ul> <p>These three Cross-Functional Committees address key issues that require deeper analysis, more intensive dialogue and more detailed decision-making than would be possible in the GLT. If necessary, temporary teams to support the GLT and Executive Board on special topics are set up.</p> <p><b>3. Unit-specific BU and R&amp;D committees</b> Unit-specific committees define the strategy in compliance with our guidelines and ensure it is implemented as best possible. The head of the function in question is in charge of the respective committee.</p> <p>The new Cross-Functional Committees will commence their work in fiscal 2019/2020. The colleagues in question will be informed about the composition of the committees.</p> <p>KWS does not currently have a special body or committee for sustainable, responsible development.</p>	
102-19	Delegating authority	There is not currently any special process for delegating responsibility for sustainability from the corporate governance bodies to specific senior managers or other specific employees of the company.	■
102-20	Executive-level responsibility for economic, environmental and social topics	Special responsibility for sustainability at the senior management level has not been defined at present.	■
102-21	Consulting stakeholders on economic, environmental and social topics	<p>Stakeholder surveys have a long tradition at KWS. The suggestions and recommendations from dialogues with stakeholders are of great relevance to KWS. They help support the company's development, underpin its strategies and are implemented at the company through appropriate measures.</p> <p>In order to strengthen our position in science and academia, for example, KWS created the position of Global Lead of Scientific Affairs in the field of research and development in fiscal 2018/2019 to enable a direct dialogue with universities, students and graduates as peers.</p>	■

Required disclosures		Comments by KWS	Completeness of reporting (own assessment)
		A new analysis to identify the sustainability issues of relevance to KWS was also conducted with internal and external stakeholders. Among other things, its results have been incorporated in the materiality analysis for the sustainability topics to be reported on.	
102-22	Composition of the highest governance body and its committees	<p>The members of the corporate governance bodies can be found in the 2018/2019 Annual Report / Annual Financial Statements / Notes / Section 7.8 Boards of the Company.</p> <p>A breakdown of the composition of their members by diversity criteria can be found on our website: <a href="https://www.kws.com/corp/en/company/investor-relations/declaration-of-corporate-governance/">https://www.kws.com/corp/en/company/investor-relations/declaration-of-corporate-governance/</a>.</p> <p>There is currently no breakdown of the composition of the bodies and committees.</p>	■
102-23	Chair of the highest governance body	<p>The Executive Board and Supervisory Board have strictly separate competencies and different members and thus act independently of each other.</p> <p>The composition of the corporate governance bodies can be found on our website: <a href="https://www.kws.com/corp/en/company/investor-relations/corporate-governance/">https://www.kws.com/corp/en/company/investor-relations/corporate-governance/</a>.</p>	■
102-24	Nominating and selecting the highest governance body	<p>The process for selecting and nominating the members of the corporate governance bodies and the Supervisory Board's bodies and committees can be found on our website: <a href="https://www.kws.com/corp/en/company/investor-relations/declaration-of-corporate-governance/">https://www.kws.com/corp/en/company/investor-relations/declaration-of-corporate-governance/</a>.</p> <p>An explanation of the composition of the bodies established by the Executive Board can be found under GRI 102-18.</p> <p>Special expertise and experience in the field of sustainability is currently not defined as a criterion for selecting and nominating members for the corporate governance bodies and other bodies.</p>	■
102-25	Conflicts of interest	<p>The members of the Executive Board and Supervisory Board are obligated to safeguard the company's interests.</p> <p>KWS complies with the stipulations of the German Corporate Governance Code as regards avoiding conflicts of interest.</p> <p>The other seats held by members of the corporate governance bodies can be found in the 2018/2019 Annual Report / Annual Financial Statements / Notes / Section 7.8 Boards of the Company.</p>	■
102-26	Role of highest governance body in setting purpose, values and strategy	The Executive Board defines the company's vision and mission, as well as the principles of its corporate policy, and is responsible for ensuring compliance with them. Coordination in the GLT (see GRI 102-18) serves as the basis for decision-making. The main contents of the deliberations relate to prioritization of strategic initiatives and premises for planning and targets.	■

Required disclosures		Comments by KWS	Completeness of reporting (own assessment)
102-27	Collective knowledge of highest governance body	The members of the Executive Board receive information on the main challenges, current developments and projects relating to sustainability as and when required.	■
102-28	Evaluating the highest governance body's performance	No special evaluation of the sustainability performance of the Executive Board or Supervisory Board is currently conducted.	■
102-29	Identifying and managing economic, environmental and social impacts	<p>The environmental and social impact of the company's business activities, both in terms of risks and opportunities, are thoroughly analyzed and assessed as part of the company's central strategic planning process. This strategic planning process takes place every two to three years. The resulting strategic initiatives from this process form the framework for the company's development in the years to come.</p> <p>In addition, measures to address potential risks and opportunities to positively impact the environment and society are assessed every quarter using the central enterprise risk management system. All functional areas of the KWS Group are involved in this assessment (see GRI 102-18) and top-level results are reported to and aligned with the Supervisory Board's vision on environmental and social sustainability.</p>	■
102-30	Effectiveness of risk management processes	In fiscal 2018/2019, the Risk Committee, which consists of the KWS Group's top management, was responsible for examining the Risk Report, which is published every quarter. The adequacy and effectiveness of the contents and measures were discussed as part of risk reporting. The risk management system was reviewed as part of the annual audit of the financial statements (see also the section "Opportunity and Risk Report" in the Annual Report) and is also reviewed on an irregular basis (most recently in 2016) by Internal Auditing.	■
102-31	Review of economic, environmental and social topics	The Risk Committee is informed quarterly of the risk situation for the KWS Group. The Supervisory Board receives an annual Risk Report.	■
102-32	Highest governance body's role in sustainability reporting	<p>As part of the Non-Financial Accounting, a materiality analysis (conducted in 2018) and current reporting are inspected by an external auditor and an audit as part of a limited assurance engagement is conducted.</p> <p>The Executive Board and Supervisory Board are therefore integrated in the process for coordinating and approving the Sustainability Report.</p>	■
102-33	Communicating critical concerns	<p>KWS offers a wide range of different ways of communicating critical concerns to the corporate governance bodies:</p> <p>Complaints can be submitted, and suspected violations can be reported to a compliance hotline that can be reached worldwide. The hotline is staffed 24 hours a day, seven days a week, and can be contacted in all countries in the language of the country under a toll-free number. Complaints can still be submitted by anybody by sending an e-mail to the hotline's address, which can also be obtained on the homepage. Informers can remain anonymous if requested.</p>	■



Required disclosures		Comments by KWS	Completeness of reporting (own assessment)
		The “open door principle” continues to be practiced: Employees can contact their supervisor or the Compliance department directly. The Compliance department will also handle the matter anonymously if requested. Suspected violations and complaints are reported by this means almost without exception.	
102-34	Nature and total number of critical concerns	The total number of critical concerns addressed to the corporate governance bodies is not currently recorded in a systematic manner.	■
102-35	Remuneration policies	<p>All details on the remuneration policies for the corporate governance bodies can be found in the Annual Report / Combined Management Report   Corporate Governance Report / Section 2.6.4 Compensation Report.</p> <p>The remuneration policies for senior management are not currently disclosed.</p> <p>The variable compensation of the corporate governance bodies and senior management is currently based on achievement of financial targets and not on achievement of ecological and social sustainability goals.</p>	■
102-36	Process for determining remuneration	<p>See the 2018/2019 Annual Report: Combined Management Report / Corporate Governance Report / Section 2.6.4 Compensation Report</p> <p>External consultants are also occasionally involved in the process for determining remuneration.</p>	■
102-37	Stakeholders' involvement in remuneration	Where sensible, feedback from stakeholders is also included in the process for determining remuneration.	■
102-38	Annual total compensation ratio	An appropriate accounting system for recording the quantitative details was introduced in fiscal 2016/2017. The quality of the data is currently being optimized for external reporting.	□
102-39	Percentage increase in annual total compensation ratio	An appropriate accounting system for recording the quantitative details was introduced in fiscal 2016/2017. The quality of the data is currently being optimized for external reporting.	□
<b>Stakeholder Engagement</b>			
102-40	List of stakeholder groups	<p>The key stakeholder groups include not only our direct customers, i.e. farmers, our shareholders and employees, but also other players along the food value chain (sugar companies, food processors, retailers and end consumers), as well as policymakers, public authorities, non-governmental organizations, science, academia and the media.</p> <p>An overview of our stakeholders can be found in Annex II to this report.</p> <p>An up-to-date list of the stakeholders with whom we were in dialogue in the fiscal year is not available due to the large number of contacts.</p>	■

Required disclosures		Comments by KWS	Completeness of reporting (own assessment)
102-41	Collective bargaining agreements	<p>These quantitative details are not currently available for the KWS Group. An appropriate accounting system was introduced in fiscal 2016/2017. The quality of the data is currently being optimized for external reporting.</p> <p>Back in 2015, we founded our European Employees' Committee (EEC), a body that represents the interests of European employees and is responsible for cross-border matters within the EU. Since this model for cooperation has proven its value in the past from both the perspective of employees and the company's management, we retained it after our parent company changed its legal form to a partnership limited by shares (KWS SAAT SE &amp; Co. KGaA).</p> <p>In countries where there is no collective employee representative body, we attach importance to mutual respect and open, trusted dialogue with employees.</p>	
102-42	Identifying and selecting stakeholders	KWS has not defined a special process for identifying and selecting stakeholders.	
102-43	Approach to stakeholder engagement	We conduct an open dialogue with stakeholders chosen to suit the topic, occasion or interest. That dialogue is conducted in very different ways, such as in direct discussions, dialogue formats and surveys and/or as part of cooperation.	
102-44	Key topics and concerns raised	<p>The change in legal form to KWS SAAT AG &amp; Co. KGaA, which was adopted by the Annual Shareholders' Meeting on December 14, 2018, was completed upon its registration in the commercial register on July 2, 2019. As a partnership limited by shares (KGaA), KWS will be able to leverage future growth opportunities with greater agility and flexibility and raise the equity required for that, without losing the company's character as a listed family business.</p> <p>In the year under review, we thus initiated all the steps necessary to enter the highly promising vegetable market and laid a stable foundation for our new business segment by acquiring the Dutch company Pop Vriend Seeds, the world market leader in spinach seed. Continual changes in consumer behavior, as well as the world's growing population, mean we can expect to see increasing demand for vegetables.</p> <p>The focus here is on establishing our own vegetable breeding programs. More details can be found in the Spotlight Topic in the KWS Group's 2018/2019 Annual Report.</p> <p>In addition, the resolution adopted by the Annual Shareholders' Meeting to carry out a stock split at a ratio of 1:5 by increasing the capital stock to €99,000,000 using company funds was implemented on March 22, 2019. Shareholders thus received an additional four new shares for each existing one.</p>	

Required disclosures		Comments by KWS	Completeness of reporting (own assessment)
		<p>The ban on neonicotinoids in EU Member States imposed at the end of 2018 means that breeding resistance to viruses is growing in importance. Viral diseases transmitted by insects cause significant losses of yield in various crops. Neonicotinoids have been used to date on sugarbeet in order to combat aphids, which transmit various yellowing viruses and have helped curb the negative effect of these plant diseases. We responded to the ban immediately by developing virus-resistant sugarbeet varieties. We have already been able to submit initial varieties for approval in Germany, the UK and a few other countries.</p> <p>You can find more details in 2018/2019 Annual Report: Combined Management Report / Research &amp; Development Report.</p>	
<b>Reporting Practice</b>			
<b>102-45</b>	Entities included in the consolidated financial statements	<p>The sustainability reporting relates to the KWS Group, i.e. KWS SAAT SE &amp; Co. KGaA and its subsidiaries. The principle of majority influence or operational control applies. Consequently, the joint ventures and participating interests are not included in the Sustainability Report.</p> <p>A list of the consolidated companies can be found in the 2018/2019 Annual Report: Annual Financial Statements / Notes / Section 2 Disclosures on the Consolidated Financial Statements (fully consolidated subsidiaries).</p>	■
<b>102-46</b>	Defining report content and topic Boundaries	In order to determine the key topics of the report and the GRI indicators, a materiality analysis was conducted in 2018, with internal and external stakeholders being included in this process. The main criteria for prioritizing the topics included the actual and potential impacts of individual sustainability issues, the associated possible risks and opportunities for KWS, the likelihood of impacts occurring and their extent, financial and non-financial consequences, as well as the degree to which stakeholders were affected and their demands for transparency.	■
<b>102-47</b>	List of material topics	<p>The topics identified in the materiality analysis were consolidated further for this year's report. The following topics were identified as being material for sustainability reporting (in accordance with the German Commercial Code (HGB)):</p> <p>Product innovations, plant and process safety, recruitment and qualification, and business ethics and compliance.</p> <p>The key topics identified can be found in Annex III to this report.</p>	■
<b>102-48</b>	Restatements of information	No disclosures from the last Sustainability Report had to be revised.	■

Required disclosures		Comments by KWS	Completeness of reporting (own assessment)
102-49	Changes in reporting	There have been no significant changes from the previous year's report. The topics from the previous year's report were also used for this year's report.	■
102-50	Reporting period	July 1, 2018, to June 30, 2019	■
102-51	Date of most recent report	Published on October 23, 2019.	■
102-52	Reporting cycle	Annually	■
102-53	Contact point for questions regarding the report	See "Publication data"	■
102-54	Claims of reporting in accordance with the GRI Standards	<p>We were guided by the GRI standards in preparing the 2018/2019 Sustainability Report.</p> <p>Compliance with the GRI standards is not possible this year due to the fact that some quantitative information under the standard disclosures is not reported for the KWS Group.</p> <p>We aim to ensure that the report complies with the GRI standards ("in accordance with") as defined by the "Core" option.</p>	■
102-55	GRI content index	Presented	■
102-56	External assurance	The economic figures were audited by Ernst & Young, the auditors of the annual financial statements. The parts of the Sustainability Report subject to statutory non-financial reporting under the German Commercial Code (HGB) (Non-Financial Declaration) were likewise audited by Ernst & Young.	■

## Topic-specific Disclosures (by materiality)

The following lists all the GRI standards in the categories Economic, Environmental and Society. Responses were provided for the standards of relevance to KWS as identified by the materiality analysis.

### GRI 200: Economic

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Required disclosures		Comments by KWS	Completeness of reporting (own assessment)
<b>GRI 201: Economic Performance</b>			
103	Management approach	See the 2018/2019 Annual Report: Combined Management Report / Fundamentals of the KWS Group / Section 2.1.3 Objectives and Strategies	■
201-1	Direct economic value generated and distributed	See the 2018/2019 Annual Report: Annual Financial Statements of the KWS Group 2018/2019	■
201-2	Financial implications and other risks and opportunities due to climate change	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
201-3	Defined benefit plan obligations and other retirement plans	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
201-4	Financial assistance received from government	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
<b>GRI 202: Market Presence</b>			
103	Management approach	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
202-2	Proportion of senior management hired from the local community	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
<b>GRI 203: Indirect Economic Impacts</b>			
103	Management approach	There is currently no specific management approach for this aspect.	■
203-1	Infrastructure investments and services supported	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
203-2	Significant indirect economic impacts	We continuously work to further develop our seed and thus enable greater yield with the same or fewer resources. Our strategic focus is to increase yield by 1% to 2% per annum; however, our research and breeding activities also aim to improve usability, resource efficiency, and resistance to various diseases and extreme environmental influences. Farmers benefit from KWS' new, high-performance varieties, since they not only optimize or stabilize their yields, but can also save resources.	■



Required disclosures		Comments by KWS	Completeness of reporting (own assessment)
<b>GRI 204: Procurement Practices</b>			
<b>103</b>	Management approach	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	<input checked="" type="checkbox"/>
<b>204-1</b>	Proportion of spending on local suppliers	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	<input checked="" type="checkbox"/>
<b>GRI 205: Anti-corruption</b>			
<b>103</b>	Management approach	See the 2018/2019 Annual Report: Combined Management Report / Corporate Governance Report / Section 2.6.2 Business Ethics and Compliance	<input type="checkbox"/>
<b>205-1</b>	Operations assessed for risks related to corruption	See the 2018/2019 Annual Report: Combined Management Report / Corporate Governance Report / Section 2.6.2 Business Ethics and Compliance	<input type="checkbox"/>
<b>205-2</b>	Communication and training about anti-corruption policies and procedures	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	<input checked="" type="checkbox"/>
<b>205-3</b>	Confirmed incidents of corruption and actions taken	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	<input checked="" type="checkbox"/>
<b>GRI 206: Anti-competitive Behavior</b>			
<b>103</b>	Management approach	See the 2018/2019 Annual Report: Combined Management Report / Corporate Governance Report / Section 2.6.2 Business Ethics and Compliance	<input type="checkbox"/>
<b>206-1</b>	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	An appropriate accounting system for these quantitative details was introduced in fiscal 2016/2017. The quality of the data is currently being optimized for external reporting.	<input type="checkbox"/>

## GRI 300: Environmental

■ = Completely reported   ■ = Partly reported   □ = Not reported   ☑ = No reporting necessary

Required disclosures (Abbreviations, original English version)		Comments by KWS	Completeness of reporting (own assessment)
<b>GRI 301: Materials</b>			
103	Management approach	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
301-1	Materials used by weight or volume	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
301-2	Recycled input materials used	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
301-3	Reclaimed products and their packaging materials	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
<b>GRI 302: Energy</b>			
103	Management approach	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
302-1	Energy consumption within the organization	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
302-2	Energy consumption outside of the organization	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
302-3	Energy intensity	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
302-4	Reduction of energy consumption	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
302-5	Reduction in energy requirements of products and services	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
<b>GRI 303: Water and Effluents</b>			
103	Management approach	There is currently no specific management approach for this aspect. In general, the aim is to work in a resource-conserving manner and largely avoid producing process-related effluents.	■
303-1	Interactions with water as a shared resource	Thema aktuell als nicht wesentlich identifiziert (vgl. GRI 102-47, Liste der materiellen Themen)	☑
303-2	Management of water discharge-related impacts	<p>The recording of data and the discharge and disposal of effluents and surface water from the company campus must be ensured by constructional and organizational measures. Effluents must be disposed of in compliance with local legislation.</p> <p>Effluent flows, such as surface water, process-related effluents and domestic effluents, are to be recorded separately.</p> <p>As regards connection to the public sewerage system, constructional measures must be taken to prevent effluents from flowing back.</p> <p>All effluent-systems for the company campus must be monitored, maintained and cleaned regularly.</p>	■

Required disclosures (Abbreviations, original English version)		Comments by KWS	Completeness of reporting (own assessment)
303-3	Water withdrawal	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
303-4	Water discharge	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
303-5	Water consumption	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
<b>GRI 304: Biodiversity</b>			
103	Management approach	There is currently no specific management approach for this aspect.	■
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	These quantitative details are not currently available for the KWS Group.	☐
304-2	Significant impacts of activities, products, and services on biodiversity	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
304-3	Habitats protected or restored	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
<b>GRI 305: Emissions</b>			
103	Management approach	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
305-1	Direct (Scope 1) GHG emissions	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
305-2	Energy indirect (Scope 2) GHG emissions	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
305-3	Other indirect (Scope 3) GHG emissions	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
305-4	GHG emissions intensity	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
305-5	Reduction of GHG emissions	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
305-6	Emissions of ozone-depleting substances (ODS)	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
<b>GRI 306: Effluents and Waste</b>			
103	Management approach	There is currently no specific management approach for this aspect.	■
306-1	Water discharge by quality and destination	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
306-2	Waste by type and disposal method	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑

Required disclosures (Abbreviations, original English version)		Comments by KWS	Completeness of reporting (own assessment)
306-3	Significant spills	An appropriate accounting system for these quantitative details was introduced in fiscal 2017/2018. The quality of the data is currently being optimized for external reporting.	<input type="checkbox"/>
306-4	Transport of hazardous waste	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	<input checked="" type="checkbox"/>
306-5	Water bodies affected by water discharges and/or runoff	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	<input checked="" type="checkbox"/>
<b>GRI 307: Environmental Compliance</b>			
103	Management approach	See the 2018/2019 Annual Report: Combined Management Report / Environmental Report / Section 2.4.3 Plant and Process Safety	<input type="checkbox"/>
307-1	Non-compliance with environmental laws and regulations	An appropriate accounting system for these quantitative details was introduced in fiscal 2016/2017. The quality of the data is currently being optimized for external reporting.	<input type="checkbox"/>
<b>GRI 308: Supplier Environmental Assessment</b>			
103	Management approach	See the 2018/2019 Annual Report: Combined Management Report / Corporate Governance Report / Section 2.6.2 Business Ethics and Compliance	<input type="checkbox"/>
308-1	New suppliers that were screened using environmental criteria	An appropriate accounting system for these quantitative details was introduced in fiscal 2016/2017. The quality of the data is currently being optimized for external reporting.	<input type="checkbox"/>
308-2	Negative environmental impacts in the supply chain and actions taken	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	<input checked="" type="checkbox"/>

## GRI 400: Social

■ = Completely reported   ■ = Partly reported   □ = Not reported   ☑ = No reporting necessary

Required disclosures (Abbreviations, original English version)		Comments by KWS	Completeness of reporting (own assessment)
<b>GRI 401: Employment</b>			
103	Management approach	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
401-1	New employee hires and employee turnover	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
401-3	Parental leave	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
<b>GRI 402: Labor/Management Relations</b>			
103	Management approach	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
402-1	Minimum notice periods regarding operational changes	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
<b>GRI 403: Occupational Health and Safety</b>			
103	Management approach	See the 2018/2019 Annual Report: Combined Management Report / Environmental Report / Section 2.4.3 Plant and Process Safety	■
403-1	Occupational health and safety management system	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
403-2	Hazard identification, risk assessment, and incident investigation	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
403-3	Occupational health services	Department management/supervisors must obtain advice on health and occupational safety and fire prevention from suitable experts.  There are no further country-specific regulations; they must be defined on an individual basis.	■
403-4	Worker participation, consultation, and communication on occupational health and safety	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑
403-5	Worker training on occupational health and safety	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	☑



Required disclosures (Abbreviations, original English version)		Comments by KWS	Completeness of reporting (own assessment)
403-6	Promotion of worker health	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	<input checked="" type="checkbox"/>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	<input checked="" type="checkbox"/>
403-8	Workers covered by an occupational health and safety management system	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	<input checked="" type="checkbox"/>
403-9	Work-related injuries	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	<input checked="" type="checkbox"/>
403-10	Work-related ill health	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	<input checked="" type="checkbox"/>
<b>GRI 404: Training and Education</b>			
103	Management approach	See the 2018/2019 Annual Report: Combined Management Report / Employee and Social Report / Section 2.5.2 Recruitment and Qualification	<input type="checkbox"/>
404-1	Average hours of training per year per employee	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	<input checked="" type="checkbox"/>
404-2	Programs for upgrading employee skills and transition assistance programs	See the 2018/2019 Annual Report: Combined Management Report / Employee and Social Report / Section 2.5.2 Recruitment and Qualification	<input type="checkbox"/>
404-3	Percentage of employees receiving regular performance and career development reviews	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	<input checked="" type="checkbox"/>
<b>GRI 405: Diversity and Equal Opportunity</b>			
103	Management approach	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	<input checked="" type="checkbox"/>
405-1	Diversity of governance bodies and employees	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	<input checked="" type="checkbox"/>
405-2	Ratio of basic salary and remuneration of women to men	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	<input checked="" type="checkbox"/>
<b>GRI 406: Non-discrimination</b>			
103	Management approach	See the 2018/2019 Annual Report: Combined Management Report / Employee and Social Report / Section 2.5.3 Good Working Conditions	<input type="checkbox"/>
406-1	Incidents of discrimination and corrective actions taken	These quantitative details are not currently available in consolidated form for the KWS Group. A process for recording them is to be introduced in fiscal 2019/2020.	<input type="checkbox"/>

Required disclosures (Abbreviations, original English version)		Comments by KWS	Completeness of reporting (own assessment)
<b>GRI 407: Freedom of Association and Collective Bargaining</b>			
103	Management approach	See the 2018/2019 Annual Report: Combined Management Report / Corporate Governance Report / Section 2.6.2 Business Ethics and Compliance	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<p>The respective elected national codetermination bodies, the competent trade unions and management worldwide work together and are in regular and close dialogue.</p> <p>Back in 2015, we founded the European Employees' Committee (EEC), a body that represents the interests of European employees and is responsible for cross-border matters within the EU.</p> <p>In countries where there is no collective employee representative body, we attach importance to mutual respect and open, trusted dialogue with employees.</p>	
<b>GRI 408: Child Labor</b>			
103	Management approach	See the 2018/2019 Annual Report: Combined Management Report / Corporate Governance Report / Section 2.6.2 Business Ethics and Compliance	
408-1	Operations and suppliers at significant risk for incidents of child labor	See the 2018/2019 Annual Report: Combined Management Report / Corporate Governance Report / Section 2.6.2 Business Ethics and Compliance	
<b>GRI 409: Forced or Compulsory Labor</b>			
103	Management approach	See the 2018/2019 Annual Report: Combined Management Report / Corporate Governance Report / Section 2.6.2 Business Ethics and Compliance	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	See the 2018/2019 Annual Report: Combined Management Report / Corporate Governance Report / Section 2.6.2 Business Ethics and Compliance	
<b>GRI 410: Security Practices</b>			
103	Management approach	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	
410-1	Security personnel trained in human rights policies or procedures	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	
<b>GRI 411: Rights of Indigenous Peoples</b>			
103	Management approach	See the 2018/2019 Annual Report: Combined Management Report / Corporate Governance Report / Section 2.4.2 Use of Genetic Resources	
411-1	Incidents of violations involving rights of indigenous peoples	See the 2018/2019 Annual Report: Combined Management Report / Corporate Governance Report / Section 2.4.2 Use of Genetic Resources	

Required disclosures (Abbreviations, original English version)		Comments by KWS	Completeness of reporting (own assessment)
<b>GRI 412: Human Rights Assessment</b>			
103	Management approach	See the 2018/2019 Annual Report: Combined Management Report / Corporate Governance Report / Section 2.6.2 Business Ethics and Compliance	<input type="checkbox"/>
412-1	Operations that have been subject to human rights reviews or impact assessments	See the 2018/2019 Annual Report: Combined Management Report / Corporate Governance Report / Section 2.6.2 Business Ethics and Compliance	<input type="checkbox"/>
412-2	Employee training on human rights policies or procedures	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	<input checked="" type="checkbox"/>
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	<input checked="" type="checkbox"/>
<b>GRI 413: Local Communities</b>			
103	Management approach	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	<input checked="" type="checkbox"/>
413-1	Operations with local community engagement, impact assessments, and development programs	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	<input checked="" type="checkbox"/>
413-2	Operations with significant actual and potential negative impacts on local communities	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	<input checked="" type="checkbox"/>
<b>GRI 414: Supplier Social Assessment</b>			
103	Management approach	There is currently no specific management approach for this aspect.	<input type="checkbox"/>
414-1	New suppliers that were screened using social criteria	An appropriate accounting system for these quantitative details was introduced in fiscal 2016/2017. The quality of the data is currently being optimized for external reporting.	<input type="checkbox"/>
414-2	Negative social impacts in the supply chain and actions taken	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	<input checked="" type="checkbox"/>
<b>GRI 415: Public Policy</b>			
103	Management approach	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	<input checked="" type="checkbox"/>
415-1	Political contributions	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	<input checked="" type="checkbox"/>
<b>GRI 416: Customer Health Safety</b>			
103	Management approach	Our crops are approved and the packaging for our seed is labeled in compliance with prevailing national regulations.  The European Seed Association (ESA) has developed warning pictograms for treated seed that are used on most packaging.	<input type="checkbox"/>

Required disclosures (Abbreviations, original English version)		Comments by KWS	Completeness of reporting (own assessment)
416-1	Assessment of the health and safety impacts of product and service categories	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	<input checked="" type="checkbox"/>
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	These quantitative details are not currently available in consolidated form for the KWS Group. A process for recording them is to be introduced in fiscal 2019/2020.	<input type="checkbox"/>
<b>GRI 417: Marketing and Labeling</b>			
103	Management approach	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	<input checked="" type="checkbox"/>
417-1	Requirements for product and service information and labeling	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	<input checked="" type="checkbox"/>
417-2	Incidents of non-compliance concerning product and service information and labeling	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	<input checked="" type="checkbox"/>
417-3	Incidents of non-compliance concerning marketing communications	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	<input checked="" type="checkbox"/>
<b>GRI 418: Customer Privacy</b>			
103	Management approach	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	<input checked="" type="checkbox"/>
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	The topic has been identified as not being material at present (see GRI 102-47 – List of material topics)	<input checked="" type="checkbox"/>
<b>GRI 419: Socioeconomic Compliance</b>			
103	Management approach	See the 2018/2019 Annual Report: Combined Management Report / Corporate Governance Report / Section 2.6.2 Business Ethics and Compliance	<input type="checkbox"/>
419-1	Non-compliance with laws and regulations in the social and economic area	An appropriate accounting system for recording the quantitative details was introduced in fiscal 2016/2017. The quality of the data is currently being optimized for external reporting.	<input type="checkbox"/>

## Annex

### GRI 102-13: Main memberships

The table below presents the main bodies in which KWS was a member in fiscal 2018/2019.

Name	KWS in Führungsgremien vertreten	Mitarbeit in anderen Gremien	Projektarbeit	Substanzielle Finanzierung der Organisation
<b>Germany</b>				
Bioeconomy Council		■		
German Plant Breeders Association (BDP)	■	■	■	■
German Agricultural Society (DLG)		■		
German Corn Committee (DMK)	■	■		
Einbeck Marketing	■	■	■	■
German Association for the Promotion of Plant Innovations (GFPI)	■	■	■	
Forum Moderne Landwirtschaft e.V. (Modern Agriculture Forum)		■	■	■
Climate Protection and Energy Efficiency Group of the German Business Community	■			
Max Planck Institute for Plant Breeding Research	■	■		
Plant Technology of the Future (Plant 2030)			■	
SFG Sortenförderungsgesellschaft mbH		■		
Donors' Association for the Promotion of Sciences and the Humanities in Germany		■	■	
SüdniedersachsenStiftung (Southern Lower Saxony Foundation)				■
Union for the Promotion of Oil and Protein Plants (UFOP)		■		
German Committee on Eastern European Economic Relations / German-African Business Association (Agriculture Working Group)		■	■	
<b>Europe</b>				
British Society of Plant Breeders (BSPB)		■		
EuropaBio	■	■	■	
Euroseeds	■	■	■	■
European Technology Platform "Plants for the Future"		■		
Union Française des Semenciers (UFS)	■	■		
Assosementi – Associazione Italiana Sementi	■			
Plantum		■		
<b>International</b>				
I.I.R.B. Institut International de Recherches Betteravières (International Institute for Beet Research)		■		
International Maize Genetics Community		■		
International Seed Federation (ISF)	■	■		



## GRI 102-21: Stakeholders of KWS

KWS stands right at the beginning of the food value chain with its product, seed. The key stakeholder groups include not only our direct customers, i.e. farmers, our shareholders and employees, but also other players throughout the food value chain (sugar companies, food processors, retailers and end consumers), as well as policymakers, public authorities, non-governmental organizations, science, academia and the media.

### Food value chain and stakeholders of KWS



**GRI 102-46: Materiality analysis**

The table below presents the report aspects identified in the 2014 materiality analysis. They have been consolidated further for the 2018/2019 Sustainability Report.

Category	Relevant subject areas identified in the 2018 materiality analysis according to GRI	Consolidated topics for the 2018/2019 Sustainability Report (in accordance with the German Commercial Code (HGB))
<b>Economic</b>	<ul style="list-style-type: none"> <li>■ Economic Performance</li> </ul>	<ul style="list-style-type: none"> <li>■ (Covered by the financial reporting)</li> </ul>
<b>Environmental</b>	<ul style="list-style-type: none"> <li>■ Water and Effluents</li> <li>■ Effluents and Waste</li> <li>■ Environmental Compliance</li> <li>■ Rights of Indigenous Peoples / Biodiversity</li> <li>■ Supplier Environmental Assessment</li> </ul>	<ul style="list-style-type: none"> <li>■ Product innovations</li> <li>■ Use of genetic resources</li> <li>■ Plant and process safety</li> </ul>
<b>Social</b>	<ul style="list-style-type: none"> <li>■ Training and Education</li> <li>■ Occupational Health and Safety</li> <li>■ Non-Discrimination</li> <li>■ Freedom of Association and Collective Bargaining</li> <li>■ Customer Health and Safety</li> <li>■ Socioeconomic Compliance</li> <li>■ Supplier Social Assessment</li> </ul>	<ul style="list-style-type: none"> <li>■ Recruitment and qualification</li> </ul>
<b>Governance</b>	<ul style="list-style-type: none"> <li>■ Anti-Corruption</li> <li>■ Anti-Competitive Behavior</li> <li>■ Bargaining</li> <li>■ Child Labor</li> <li>■ Forced or Compulsory Labor</li> <li>■ Human Rights Assessment</li> </ul>	<ul style="list-style-type: none"> <li>■ Business ethics and compliance</li> </ul>

## Publication data

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