



Standard	Index	Description	Response	
GRI 2: General Disclosure 2021				
GRI 2: General Disclosure 2021		Organizational profile		
	2-1	Organizational details	About Strauss Group, Our financial performance	
	2-2	Entities included in the organization's sustainability reporting	About Strauss Group	
	2-3	Reporting period, frequency and contact point	About this report	
	2-4	Restatements of information	Our financial performance	
	2-5	External assurance	External assurance	
	2-6	Activities, value chain and other business relationships	Partnerships, Sustainable & local sourcing, Nutrition, About Strauss Group	
	2-7	Activities and workers	Gender equality and women in leadership, Nourishing our people, Employee lifecycle, ESG Data Performance	
	2-8	Workers who are not employees	The information was not collected for the report. The company will try to collect it for 2023 report.	
	2-9	Governance structure and composition	Corporate Governance, ESG management	
	2-10	Nomination and selection of the highest governance body	Corporate Governance	
	2-11	Chair of the highest governance body	Corporate Governance	
	2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance	
	2-13	Delegation of responsibility for managing impacts	Corporate Governance, A letter from the Chairperson, A letter from the CEO	
	2-14	Role of the highest governance body in sustainability reporting	Corporate Governance, A letter from the Chairperson	
	2-15	Conflicts of interest	Corporate Governance	
	2-16	Communication of critical concerns	Conducting Dialogue with our Stakeholders, Employee Lifecycle	
	2-17	Collective knowledge of the highest governance body	Corporate Governance	
	2-18	Evaluation of the performance of the highest governance body	Conducting dialogue with our stakeholders, Corporate Governance	
	2-19	Remuneration policies	Employee compensation & labor unions, Corporate Governance	
	2-20	Process to determine remuneration	Corporate Governance	
	2-21	Annual total compensation ratio	The information is classified and the Group decided not to disclose it at this point.	
	2-22	Statement on sustainable development	Sustainability strategy	
		strategy		
	2-23	Policy commitments	Sustainability strategy, Promoting a Green Environment, The way we act	

2-24	Embedding policy commitments	Sustainability strategy, Human rights, Our Purpose, The Way we Act, Promoting a Green Environment	
2-25	Processes to remediate negative impacts	The way we act, Risk Management	
2-26	Mechanisms for seeking advice and raising concerns	Conducting Dialogue with our Stakeholders, The way we act	
2-27	Compliance with laws and regulations	Human Rights	
2-28	Membership of associations	About Strauss Group, ESG ratings, recognition and awards, Partnerships	
2-29	Approach to stakeholder engagement	Conducting Dialogue with our Stakeholders, Material issues	
2-30	Collective bargaining agreements	Employee compensation & labor unions, ESG Data Performance	
GRI 3: Material Topics 2021		Response	
GRI 3: Management approach 2021	3-1	Process to determine material topics	Conducting Dialogue with our Stakeholders, Material Issues
	3-2	List of material topics	Material Issues
GRI 201: Economic Performance 2016		Response	
GRI 3: Management approach 2021	3-3		About Strauss Group, ESG Data performance
	201-1	Direct economic value generated and distributed	About Strauss Group, ESG Data performance
	201-2	Financial implications and other risks and opportunities due to climate change	Climate Risks and Opportunities, Impact through Food Tech, Risk management
	201-3	Defined benefit plan obligations and other retirement plans	Employee compensation & labor unions, Employee Lifecycle
	201-4	Financial assistance received from government	The company didn't receive governmental financial assistance
GRI 202: Market Presence 2016			
	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	About Strauss Group
GRI 203: Significant indirect economic impact 2016			
	203-1	Infrastructure investments and services supported	Our Social Impact, ESG Data Performance
GRI 204: Procurement practices 2016			
	204-1	Proportion of spending on local suppliers	Sustainable and Local Sourcing , ESG Data Performance
GRI 205: Anti Corruption 2016			
	205-1	Operations assessed for risks related to corruption	The way we act, Risk Management
	205-2	Communication and training about anti-corruption policies and procedures	Corporate Governance, The way we act
	205-3	Confirmed incidents of corruption and actions taken	The way we act, ESG Data Performance
GRI 206: Anti- competitive behavior 2016			
	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	The way we act, ESG Data Performance
GRI 207: Tax 2019			
	207-1	Approach to tax	Corporate Governance, Tax policy
	207-2	Tax governance, control, and risk	Tax policy, Risk management

		management	
Sustainable Packaging			Response
GRI 3: Management approach 2021	3-3	Management of material topics	Managing our environmental impacts
GRI 301: Materials 2016	301-1	Materials used by weight or volume	Innovation for a better tomorrow, ESG Data Performance
	301-2	Recycled input materials used	Innovation for a better tomorrow, Waste-free world, Sustainable Packaging, Food waste prevention and reduction, ESG Data Performance
	301-3	Reclaimed products and their packaging materials	Sustainable Packaging, Product Quality & Safety, Occupational Safety
GRI 302: Energy 2016			Response
GRI 3: Management approach 2021	3-3	Management of material topics	Promoting a Green Environment
GRI 302: Energy 2016	302-1	The organization's energy consumption intensity	Energy management
	302-2	The organization's energy consumption reduction	ESG Data Performance
	302-3	Reductions in energy requirements of products and services	Energy management
	302-4	The organization's energy consumption reduction	Energy management, ESG Data Performance
	302-5	Reductions in energy requirements of products and services	ESG Data Performance
GRI 303: Water and Effluents 2018			Response
GRI 3: Management approach 2021	3-3	Management of material topics	Water and wastewater management
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	
	303-2	Management of water discharge- related impacts	
	303-3	Water withdrawal	
	303-4	Water discharge	
	303-5	Water consumption	
GRI 304: Biodiversity 2016			Response
GRI 304: Biodiversity 2016	304-2	Significant impacts of activities, products, and services on biodiversity	Sustainable Sourcing of Dairy
GRI 305: Emissions 2016			Response
GRI 3: Management approach 2021	3-3	Management of material topics	Promoting a Green Environment
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Promoting a Green Environment, Climate action, ESG Data Performance
	305-2	Energy indirect (Scope 2) GHG emissions	Innovation for a better tomorrow, Climate Risks and Opportunities, Climate action, ESG Data Performance
	305-3	Other indirect (Scope 3) GHG emissions	Climate action, ESG Data Performance
	305-4	GHG emissions intensity	Climate action, ESG Data Performance
	305-5	Reduction of GHG emissions	Innovation for a better tomorrow, Climate Risks and Opportunities, Climate action
	305-6	Emissions of ozone-depleting substances (ODS)	Climate action, ESG Data Performance
	305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Climate action, ESG Data Performance
Animal welfare			Response

GRI 3: Management approach 2021	3-3	Management of material topics	Sustainable agriculture, Sustainable Sourcing of Dairy, Efforts for Rehabilitation of Bee Colonies	
Preventing food waste			Response	
GRI 3: Management approach 2021	3-3	Management of material topics	Waste-free world, Food waste reduction	
GRI 306: Waste 2020			Response	
GRI 3: Management approach 2021	3-3	Management of material topics		
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Waste Free world, Food waste prevention and reduction	
	306-2	Management of significant waste-related impacts		
	306-3 (2016)	Significant spills	ESG Data Performance	
	306-3 (2020)	Waste generated		
	306-4	Waste generation and significant waste-related impacts	Waste-free world	
	306-5	Waste directed to disposal	Waste-free world	
GRI 308: Supplier Environmental Assessment 2016			Response	
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Sustainable & local sourcing, ESG Data Performance	
	308-2	Negative environmental impacts in the supply chain and actions taken		
GRI 401: Employment 2016			Response	
GRI 3: Management approach 2021	3-3	Management of material topics	Nourishing our People	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Employee lifecycle	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Wellbeing	
GRI 403: Occupational Health and Safety 2018			Response	
GRI 3: Management approach 2021	3-3	Management of material topics	Occupational Safety	
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system		
	403-2	Hazard identification, risk assessment, and incident investigation		
	403-3	Occupational health services		
	403-4	Worker participation, consultation, and communication on occupational health and safety		
	403-5	Worker training on occupational health and safety	Training & Development	

	403-6	Promotion of worker health	Occupational Safety, Employee Wellbeing	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Safety	
	403-9	Work-related injuries	ESG Data Performance	
GRI 404: Training and Education 2016			Response	
GRI 3: Management approach 2021	3-3	Management of material topics	Training and Development	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Training and Development, ESG Data Performance	
	404-2	Programs for upgrading employee skills	Training and Development	
	404-3	Percentage of employees receiving regular performance and career development reviews	Training and Development	
GRI 405: Diversity and Equal Opportunity 2016			Response	
GRI 3: Management approach 2021	3-3	Management of material topics	Diversity and Inclusion	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Gender equality and women in leadership, ESG Data Performance, Diversity & inclusion, Promoting Underrepresented Groups, Welcoming people with disabilities	
	405-2	Ratio of basic salary and remuneration of women to men 8	Please see information for Israel only at the Report for 2021. In June 2023, 2022 information for Israel will be published.	
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken 7	Diversity & inclusion	
GRI 407: Freedom of Association and Collective Bargaining 2016			Response	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Employee compensation & labor unions	
GRI 413: Local Communities 2016			Response	
GRI 3: Management approach 2021	3-3	Management of material topics	Our Social Impact, Business Continuity in crises and emergencies	
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, Impact	Diversity & inclusion, Employee Wellbeing, strengthening coffee farming communities, Our social impact, Promoting sustainable food system, Community engagement- employee volunteering, Social justice, Business Continuity in Crises & Emergencies	
		assessments, and development programs		
	413-2	Operations with significant actual and potential negative impacts on local communities	Our social impact, Business Continuity in Crises & Emergencies	
GRI 414: Supplier Social Assessment 2016			Response	
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Fairness In the supply chain, Human Right	
	414-2	Negative social impacts in the supply chain and actions taken	Fairness in the Supply Chain, ESG Data Performance, Human Rights	
GRI 415: Public Policy 2016				
GRI 415: Public Policy	415-1	Political contributions	The way we act	
GRI 416: Customer Health and Safety 2016			Response	
GRI 3: Management approach 2021	3-3	Management of material topics	Product Quality and Safety	
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Product Quality and Safety, Customer Service, Encouraging drinking water, Occupational Safety	
		Incidents of non-compliance		
	416-2	concerning the health and safety impacts of products and services	Business continuity in crises & emergencies	

Innovation and Food-Tech			Response	
GRI 3: Management approach 2021	3-3	Management of material topics	Impact through FoodTech	
GRI 417: Marketing and Labeling 2016			Response	
GRI 3: Management approach 2021	3-3	Management of material topics	Responsible marketing	
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling		
	417-2	Incidents of non-compliance concerning product and service information and labeling		
	417-3	Incidents of non-compliance concerning marketing communications		
GRI 418: Customer Privacy 2016				
GRI 3: Management approach 2021	3-3	Management of material topics	Privacy Protection and Cyber Security, Customer service	
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning		
		breaches of customer privacy and losses of customer		