

# AMEROPA

*“Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own need.”*

Brundtland Commission



AMEROPA IN ROMANIA  
SUSTAINABILITY REPORT 2018

*2018 has been both challenging and transformational for Ameropa Romania. After years of revamping our Azomures production sites, the production run at sustainably high utilization levels translated in higher product volumes.*



*Mr. Andreas Zivy  
Chairman and CEO  
of Ameropa Group*

*“In 2018, a good agricultural year, the well-established team of Ameropa Grains capitalized on the investments done of the previous 4 years and succeeded to achieve a 23% origination volume growth and 8% in input distribution, which led to an overall increase of 23% of the turnover in local currency of Ameropa Grains”. The volumes handled by Chimpex in its seaport terminal have increased by 4%.*

*Our Operational Excellence program has been further elaborated and rolled out. Across all our Romanian locations, safety remains our highest priority. For the second consecutive year, we recorded our best safety performance.*

*We ended the year with an LTIR of 1.55 (own employees and contractors) compared with a Fertilizers Europe average LTIR of 3.2 (2017 figure).*

*The Operational Excellence program will go on for the coming years and will assure that besides improvement of the assets we will operate them in the best possible way in terms of safety and efficiency.*

*With our integrated and highly efficient supply chain, we wish to continuously contribute to the success and further development of Romanian agriculture and helps farmers to feed the world.*



*Mr. Luc Schoonacker  
HSE Manager  
Ameropa Romania*

## SUSTAINABILITY UPDATE - AN OVERVIEW OF ALL AMEROPA ACTIVITIES IN ROMANIA FOR THE YEAR OF 2018

Welcome to our fourth sustainability report, and which covers Ameropa's activities and performances in Romania. Our 5-year sustainability policy and program remain unchanged, with priority given to improving our safety culture and achieving a zero-incident rate; further reducing our environmental impact; and attracting, retaining, training and promoting our staff. This is an update for 2018, allowing us to monitor and measure the concrete steps taken and identify areas for future focus.

*\*In the report, information refers to all Romanian entities of the group. The entity name is mentioned when the specific action belongs only to it.*

*For more general information, we kindly ask you to consult our 2017 report and to contact our Company website: [www.ameropa.com](http://www.ameropa.com).*



In 2018, Ameropa celebrated his 70<sup>th</sup> anniversary of its incorporation in the register of commerce in Basel.

In preparation of the official celebration, Ameropa adopted 'Grow with us!' as a common slogan, aligned to our vision & mission statement for the whole group, to reflect its 70 years of commitment to agriculture and its task of helping to feed the world. Each entity has celebrated this special event together with their employees.

The Ameropa Group has a bold vision for the future of agriculture, and how our businesses will contribute to this. Our mission sets out the fundamental role we play within the agriculture supply chain and which way we add value to our clients' own businesses.

### **VISION**

Growing the most trusted agri-network, in order to advance sustainable agriculture and help feed the world.

### **MISSION**

We reliably manage flows of grains and fertilizers, providing stability in complex markets for all our partners.

## OUR VALUES

### ENTREPRENEURSHIP

We challenge ourselves to be entrepreneurs. We cultivate an open and rewarding environment where people are empowered to take decisions and build their own future. We provide highly professional services that differentiate us and contribute to the success of our partners and customers.



### INTEGRITY

We honor our contracts and commitments at all times. We pride ourselves on being a reliable partner with a long-term outlook. We respect and carefully balance the economic, ecological, social and ethical needs of our stakeholders inside and outside of the company.



### FAMILY

We are a family-owned business that values personal relationships and generational continuity. We respect traditions while being open to new ideas. We encourage our employees to think creatively, have fun on the job and use their talents to make a difference.





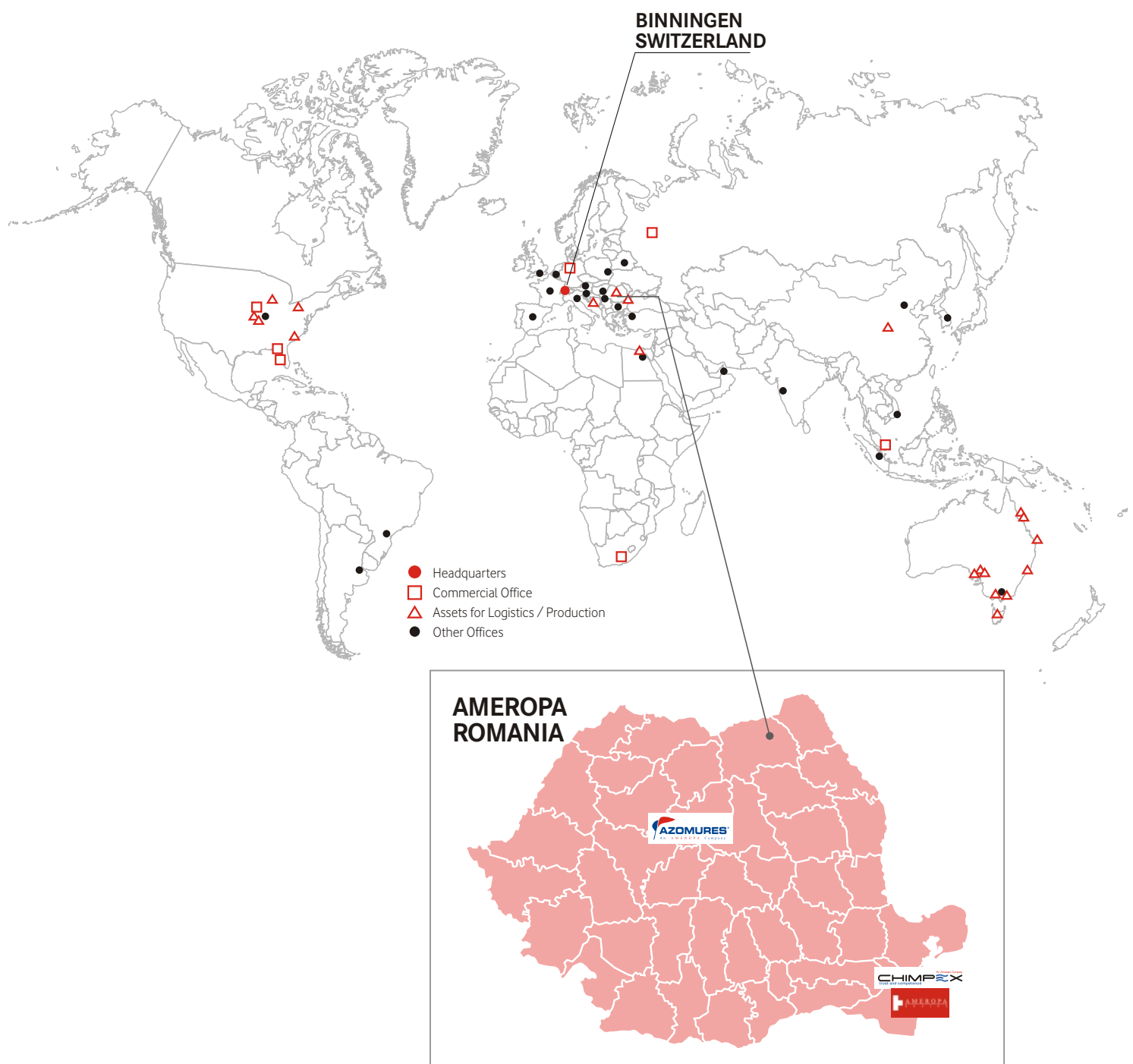
## ABOUT AMEROPA

Founded in 1948, Ameropa is a Swiss, privately owned international agri-business. We produce, originate and market fertilizers and grains and are part of the agricultural supply chain whose task is to feed the world.

Our headquarters are in Binningen, Switzerland, near the city of Basel. We have regional offices on all five continents and invest globally in assets supporting our business activities. Ameropa presently holds offices, subsidiaries, or assets in 31 countries around the world.

**5** CONTINENTS

**31** COUNTRIES



## ABOUT AMEROPA ROMANIA

### AZOMURES

In Targu Mures is the largest Romanian chemical fertilizer production site, with a capacity of 1.6 million metric tons of nitrogenous fertilizers. Products range from (calcium) ammonium nitrate and urea to complex nitrogen phosphorous potassium (NPK) fertilizer and melamine. The output is sold in bulk or bagged, on the domestic, regional and export markets, and transported via trucks, trains and ocean-going ships.



### CHIMPEX

One of the leading and most dynamic port operators and the main port operator for grains in Constanta, as well as for solid chemical products in bulk and packaging. It operates 10 berths and has a storage capacity of roughly 600'000 metric tons. Intake possibilities are via sea, rail or road. The maritime traffic (export, import, transit) for 2018 was 4.7 million tons.



### AMEROPA GRAINS

Also in Constanta is one of the largest collectors and exporters of grains and oilseeds, as well as one of the largest distributors of fertilizers, seeds and plant protection chemicals for agriculture in Romania. It sells over 280.000 tons of fertilizer yearly and over 3.4 million tons of grain. It operates a network of grains and fertilizer storage facilities across Romania, their field agents providing commercial and technical assistance to the farmers.





We have a strong commitment  
as a local employer

**1940**  
EMPLOYEES

**1250**  
LOCAL  
CONTRACTORS

We are proud to have cultivated a strong community focused identity as a local employer with approximately 1940 direct employed persons and about 1250 contractors in our Romanian entities. We have a commitment to use local staff whenever possible and to develop their skills and knowledge continuously.

## AMEROPA - A LOCAL EMPLOYER

*"For me Azomures has always been a symbol of tradition, stability and professionalism. Today, Azomures, my second family, is the place where you want to work."*



### AZOMURES

Catalin Blegescu -  
Energy Efficiency Manager  
Employed full time

*"Chimpex is the company where focus is always on value, professionalism and stability. Here I found the opportunity to improve my education and career."*



### CHIMPEX

Nicolae Istrate -  
Silo Manager  
Employed full time

*"The care for people and the highly promoted professionalism in Ameropa Grains influenced my career and my professional development. I'm proud to be part of this team."*



### AMEROPA GRAINS

Bogdan Pintilie - Input Business  
Technical Coordinator  
Employed full time



## KEY PERFORMANCE INDICATORS

In April the Fertilizers Europe (FE) association organized their yearly safety seminar in Cluj-Napoca, and was hosted by our Azomures production site. For three days, safety specialists and young engineers were sharing experiences through presentations and discussions. One of the highlights of the seminar was the visit and presentation by the Romanian State Secretary from the Ministry of Internal Affairs, Mr. Raed Arafat. He outlined the three main drivers regarding prevention of serious accidents; importance of prevention, transparency and cooperation, and the importance of training. On the second day, after presentations about ongoing activities to maintain a high level of safety at Azomures, the group visited the site. On the last day, another series of very interesting presentations, together with lively discussions, were held by member companies of FE association.

“ We believe that the health, safety and environmental is essential to our *“Grow with us”* vision.





## KEY PERFORMANCE INDICATORS

**Safety remains an absolute priority with the aim for zero lost time injuries.**

As reflected in the graph, compared with previous year, the Lost Time Injury Rate (LTIR)\* and the Total Recordable Injury Rate (TRIR)\*\*, which is a total of own employees and contractors, is slightly increasing for the total of Ameropa Romania.

In our Azomures production site, we had 8 recordable incidents of which 2 involved our own employees and 6 with contractors. As a result, specific attentions are taken to contractor work preparation, instructions and supervision.

At our Ameropa Grains location, after 3 years without a recordable accident, an employee broke his leg during manipulation of a big bag. Learnings from this incident have been communicated with all Ameropa Grains locations.

At our Chimpex location, one incident happened with a contractor during cleaning of a warehouse. Also here, learnings have been widely communicated to avoid re-occurrence of such an incident. As a result, training and instruction were reinforced for contractors and our own employees.

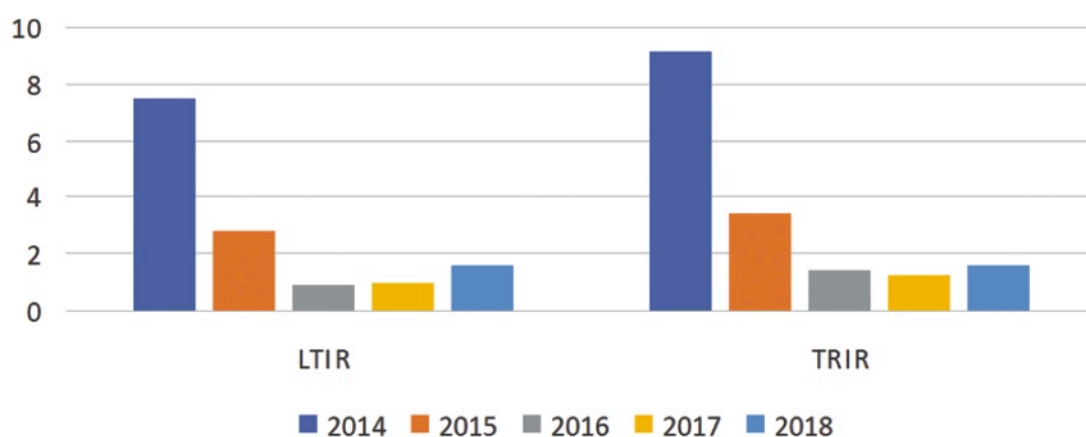
With an LTIR rate of 1.55 we are still below the Fertilizers Europe LTIR rate of 3.2, nevertheless all above incidents have taken our full attention by implementing additional measures to reduce the number of incidents and reaching our goal.

\* LTIR - Number of recordable injuries x  $10^6$  / worked hours

\*\* TRIR - Total number of incidents x  $10^6$  / worked hours

### LOST TIME INJURY RATE AND TOTAL RECORDABLE INJURY RATE - AMEROPA ROMANIA

#### LTIR & TRIR (EMPLOYEES & CONTRACTORS)



## KEY PERFORMANCE INDICATORS

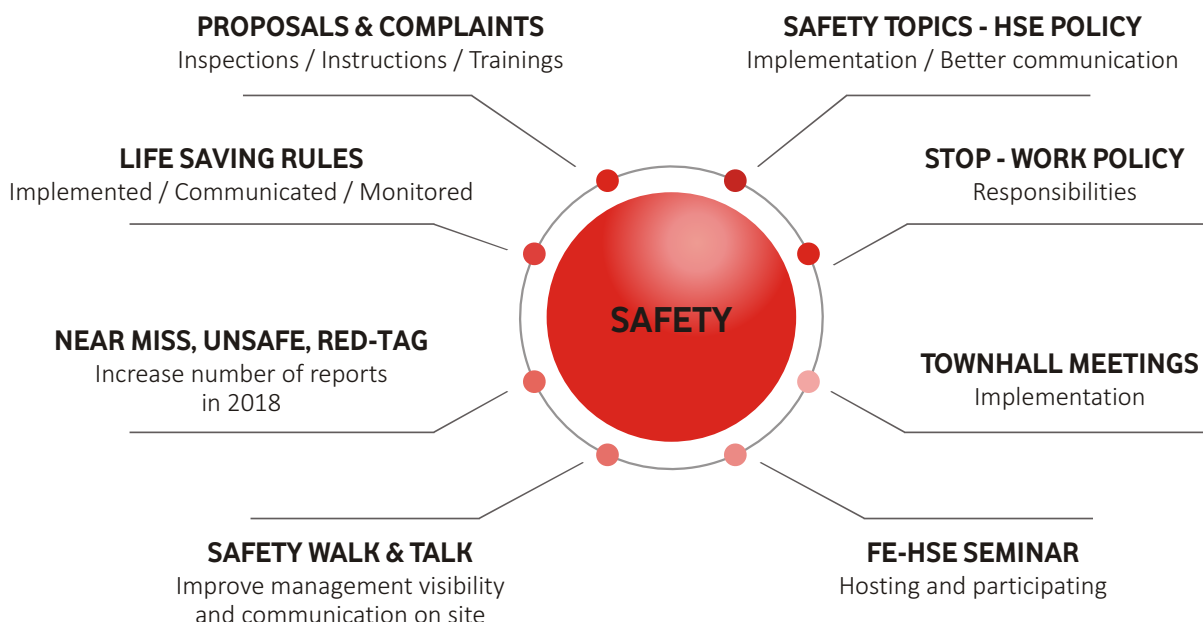
Ameropa was invited to the International Multidisciplinary Scientific Symposium “Universitaria Simpro 2018” at the University of Petrosani, to participate in a presentation and discussion session about modern Health, Safety and Environmental (HSE) management in the industry and the possible involvement of the universities in HSE to support the industry.



*“We are very concentrated on HSE measures as the most important element of our sustainability efforts.”*

Luc Schoonacker

## OBJECTIVES AND ONGOING PROGRAMS REGARDING SAFETY AT THE WORKPLACE



## KEY PERFORMANCE INDICATORS

### Healthy employees, healthy business

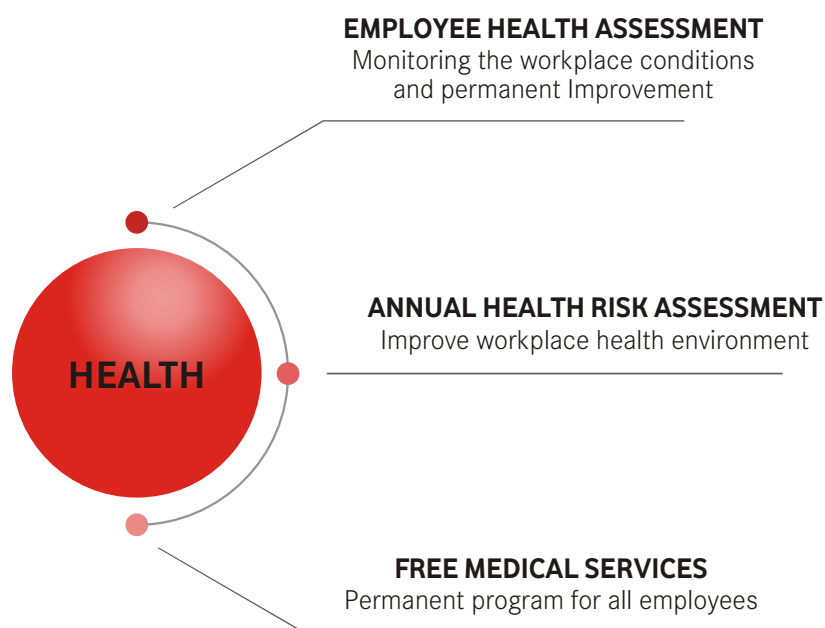
As a company, we ensure that the health of our workers is part of our day-by-day business responsibility. We recognize that our business success depends on the contribution of employees and their work satisfaction, motivation and commitment.

To maintain a healthy workplace, health monitoring programs are performed on a regular basis across the three entities.

All three entities have a regular health check “Fit for Duty” program for all employees.



## HEALTH TARGETS AND PROGRAMS IN PLACE





## KEY PERFORMANCE INDICATORS

Our businesses today have a continuously increasing responsibility concerning the environment and the impact on our society.

The European Chemical Industry is under a continuous pressure to reduce environmental impacts by improving our production processes and our supply chain, to ensure that our operations generate less emissions and the environmental footprint of our products is minimized.

At our entities, we have a comprehensive environmental monitoring and reporting system that tracks a range of air emissions, soil contamination, waste, waste water parameters and energy consumption. Efficiencies, and consequently our environmental footprint, have improved year-on-year through our continuous investments in our facilities and equipment, and by operating our processes more carefully and efficiently.

### IMPORTANT ENVIRONMENTAL ACHIEVEMENTS

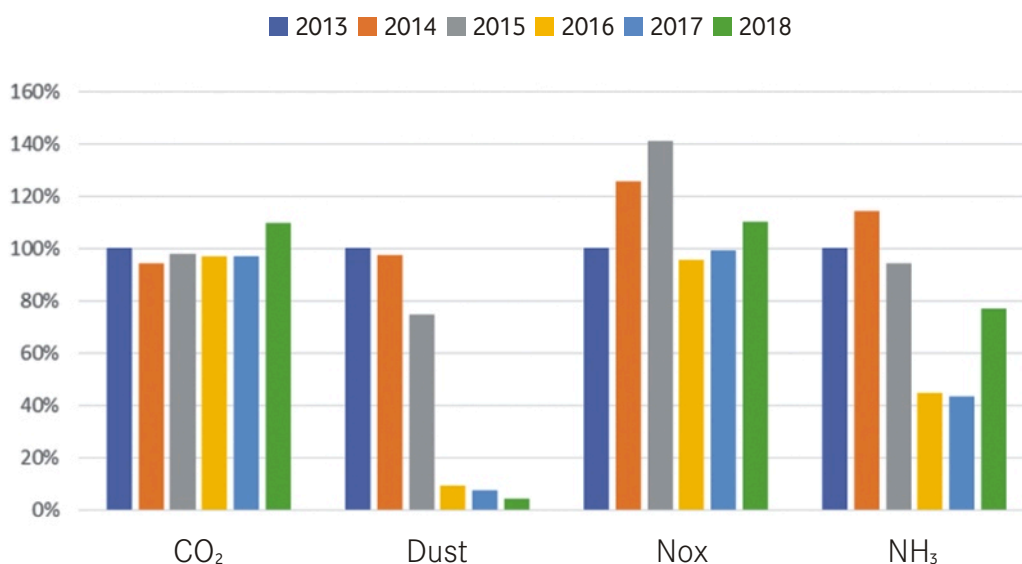
AZOMURES: The investments that have been made over the last couple of years have resulted in a significant, positive impact on the environmental results.

The graph shows that recorded emissions for CO<sub>2</sub>, NO<sub>x</sub> and NH<sub>3</sub> have increased, but this is due to two factors:

- ① That production rates have increased;
- ② This happened because we are now better recording, capturing and treating emissions.

So, we have become more efficient in our emission control, hence the emissions per ton of production is reducing. We are pleased to note that the emissions are still considerably below the limits of our environmental permit.

#### AZOMURES AIR EMISSIONS (2013 = 100%)

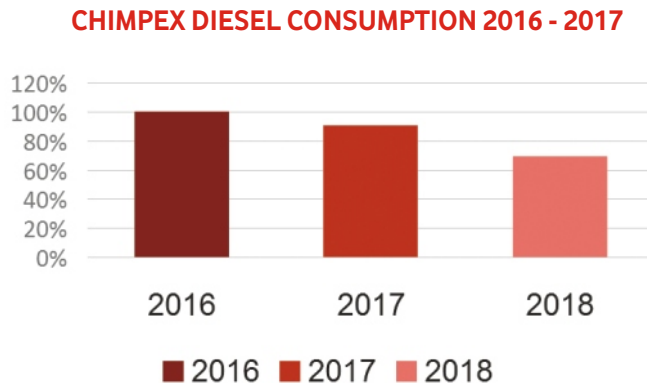


## KEY PERFORMANCE INDICATORS

### IMPORTANT ENVIRONMENTAL ACHIEVEMENTS

Chimpex has reduced its CO2 emission again in 2018 by decreasing the fuel consumption by replacing the material handling machines and truck fleet with more efficient ones.

Chimpex has been able to reduce the Diesel consumption by approximately 25%, despite the year-to-year higher utilization of the machines (see graph):



Chimpex is continuing to invest in measures and installations to reduce dust emissions at the facility.



### ENVIRONMENTAL TARGETS AND PROGRAMS IN PLACE

#### **EFFICIENT WASTE MANAGEMENT**

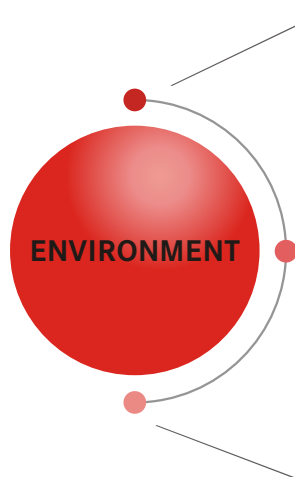
Trainings, awareness, collection at workplaces

#### **WATER TREATMENT MANAGEMENT**

Operations, procedures

#### **REDUCE PARTICULATE MATTER DISCHARGED**

Operations, procedures, discipline



## SELF-ASSESSMENTS AND AUDITS / IMPORTANT ACHIEVEMENTS

Self-assessments are a common way to identify risks at the work floor but also in our processes. The self-assessments are performed by local employees, or by a mixed group of people from all departments, including management (Safety Walks & Talks). At a regular basis, authorities are visiting our entities to perform assessment. All self-assessments and audits are recorded and in case of non-conformities, actions are identified and implemented.

### AZOMURES

Compared with 2017, we are significantly more compliant in our handling of chemical substances and waste disposal, as identified by inspections. Azomures started in 2018 an intensive program in which management, together with operational departments, are conducting safety rounds (Safety Walks & Talks) with the intention to check a work area and to discuss the working conditions with the workers.



### CHIMPEX

Daily tours undertaken by the HSEQ department are forming the main drive in a continuous improvement of the HSEQ performances. On a regular basis, management is also performing safety tours.



### AMEROPA GRAINS

There have been several audits regarding the re-certification of five locations concerning food safety. Out of 19 locations of Ameropa Grains, 11 were audited and certified for “Good Manufacturing Practices” in 2018. Twice a year, Ameropa Grains management is auditing the compliance with health and safety labor legislation at the different locations. At the location, it is the continuous duty of those working there to perform self-assessments.





## CERTIFICATIONS

To be able to manage and control our processes and business, our entities decided to implement recognized management systems for quality, safety, environmental and food, which are requiring us to identify and describe our processes using agreed certified systems.

Certifications which are helping us to focus on the important areas of business and improve efficiency on continuous bases:

**ISO 9001 /  
14001 / 45001  
ISO 22000  
/ 27001  
GMP+  
PRODUCT  
STEWARDSHIP**

Depending on the business activity, some of them have been implemented.

On a continuous basis, our entities are renewing their certifications, using local staff whenever possible, to develop their skills and knowledge ceaselessly.

## OPERATIONAL EXCELLENCE



Together with employees, we revised the Vision, Mission and Values statement of Azomures to incorporate Operational Excellence; which has been defined as "TOGETHER WE TAKE OWNERSHIP TO CONTINUOUSLY IMPROVE AND PERFECT THE WAY WE WORK".

Driven by management, a strategy, objectives and goals were set. Industry best practices are being introduced, and through systematic maintenance, reliability of operations continued to improve; enabling us to make 2018 one of the best production years in its history.

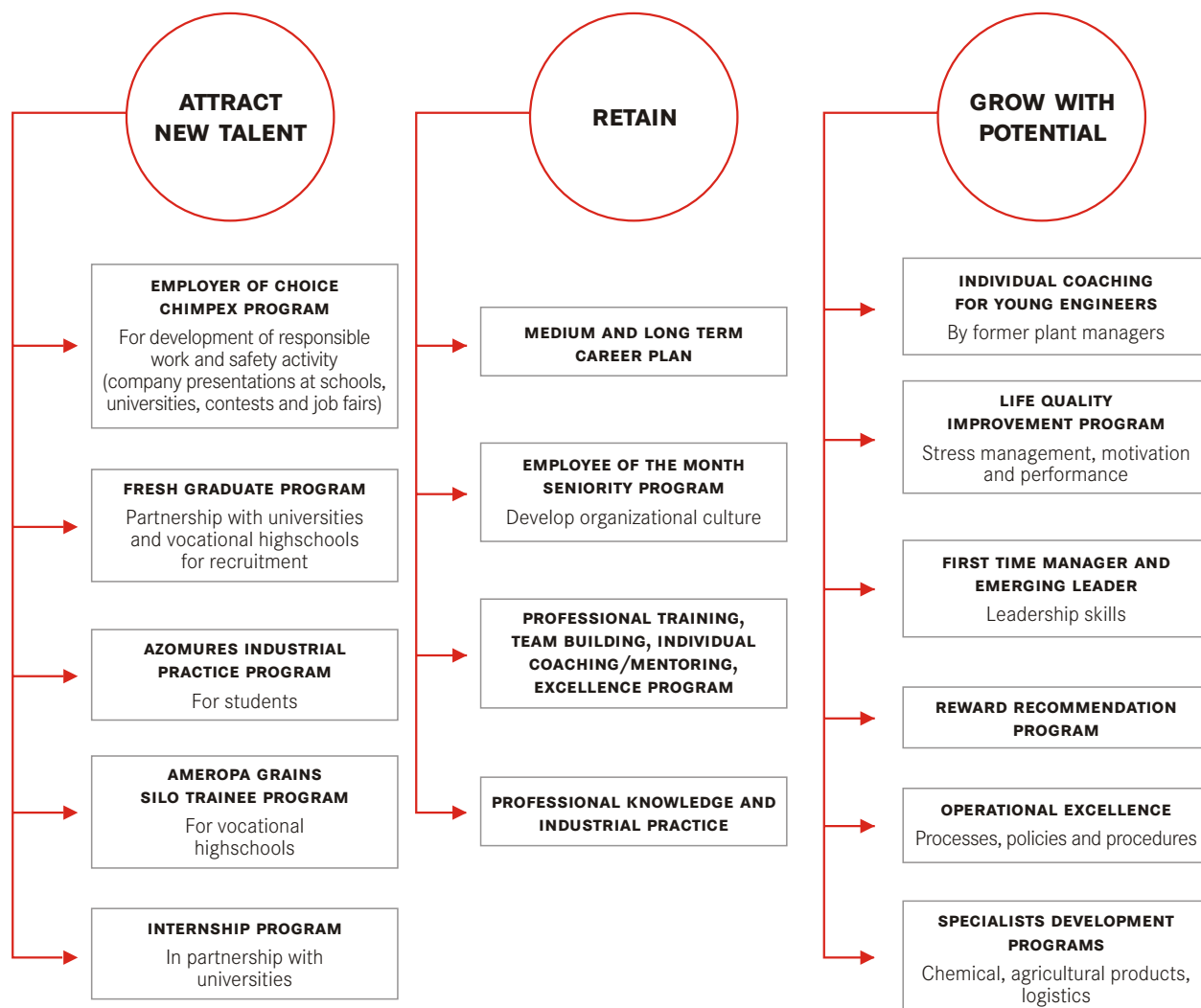
Perfecting operations is a never-ending journey through good communication and commitment.

We invest in our employees, to grow the skills and experience that are necessary for them to perform their job in the most efficient and safe way. With specific programs, we promote a better work environment in which our employees feel satisfied, and at the same time, we create an atmosphere in which our employees are encouraged to present new ideas e.g. programs like “Bank of Ideas” at Azomures and “Your Idea Matter” in Chimpex.




We also value and support the communities in which our employees live and work, by being an active and participatory corporate citizen.

During 2018, all our Romanian entities strengthened their HR strategies, focusing on some specific directions: Recruitment and development, Succession Planning, Talent Management, Alternative Programs, Internship Programs.

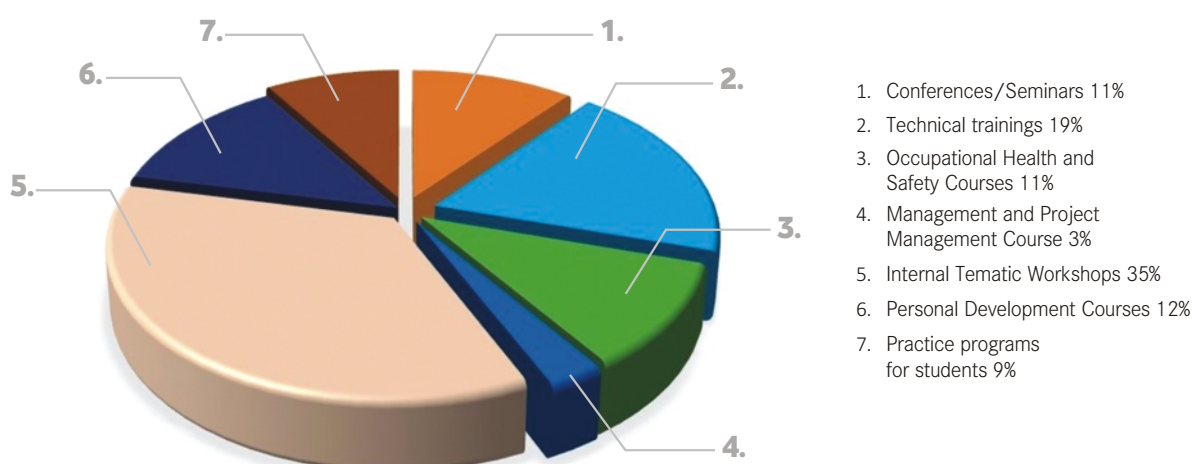
## IMPORTANT ACHIEVEMENTS



Our companies believe in continuous education. The education of the employee helps in putting in place the appropriate succession plan and builds a clear career path.

TRAINING PROGRAM TYPE	TARGET AUDIENCE	NUMBER OF TRAINEES		
				
Conferences/ Seminars	IT, Research & Development, Engineering	15	10	60
Technical trainings	Department of Organizational Development	40	73	35
Occupational Health and Safety courses (HazOp Leader, Process Safety)	Departments of Occupational Health and Safety, Engineering	20	48	17
Management and Project Management course	Department of Engineering	12	-	10
Internal Tematic Workshops (i.e. AZOMURES Vision, Mission and Values, Improving the quality of life)	Chemical Plant, Engineering and Support Departments	45	21	210
Personal Development Courses - First Time Manager	Employees with development potential as future leaders	16	4	69
Personal Development Courses - Time Management	Purchasing Department	10	-	-
Practice programs for students	Highschool students, vocational school of Chemist Operators and Laboratory Technicians	36	14	20








### TOTAL NUMBER OF TRAINEES - AMEROPA ROMANIA





## OUR INVOLVEMENT IN LOCAL COMMUNITIES AND SOCIAL ACTIVITIES

Throughout 2018, our entities continued to support events that focuses on the development of our local community in Târgu Mures and Constanta, as well as national level events:

ENTITY	PROGRAM/EVENT	TARGET
	<p>Educational program in collaboration with University of Agricultural Sciences and Veterinary Medicine in Cluj Napoca</p> <p>Emergency Medical Point on Azomures site, based on the protocol signed with Mures Emergency Situation Inspectorate</p> <p>Sighisoara Academy</p> <p>“BALUL PALATULUI”</p> <p>Azomureş Aqua Marathon and Mureş Half Marathon</p> <p>ASCTOID CROSS</p>	<p>Development of an extended Education Centre in Mărişel, Cluj County</p> <p>Emergency medical services will be made available in 2019 for western area of the city or less accessible, traffic affected nearby villages</p> <p>2019 scholarships provided for two students of Targu Mures Arts Highschool</p> <p>Contribution fundraising for Targu Mures Art Museum and Mures County Library</p> <p>Employees' participation to competitions in order to promote the benefits of sports</p> <p>Employees' participation in competitions to support the fight against diabetes in children</p>
 	<p>“THE JUNGLE BOOK”</p> <p>Childhood books for agricultural communities</p>	<p>Employees' and their children participation to a cycling competition held on International Children's Day</p> <p>Children education by facilitating access to books for their age</p>
	<p>Viva Musica, a Christmas story</p> <p>Bikers for Humanity</p> <p>Little Einstein - Math Competition</p>	<p>Mobile theatre event created for disadvantaged children from rural areas</p> <p>Support offered to local communities of Constanta, to refurbish old houses and build new ones for deprived families</p> <p>Support offered to local community of Braila, by organizing a mathematics competition in the gymnasium</p>
 	<p>Summer Camp - English classes</p>	<p>Permanent educational programs offered to employees' children</p>
	<p>Local community support</p> <p>“What shall I be when I grow up?” - Program in collaboration with Project Romanian Rescue Foundation</p>	<p>Playground built for children of the Emergency Foster Care Centre, Constanta</p> <p>Education means and support provided for a Center of Teenagers coming from disadvantaged families</p>

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