

waterdrop<sup>®</sup>

Sustainability  
Report  
2022





## About this report

The waterdrop® Sustainability Report offers a comprehensive overview of our environmental and social performance during the fiscal year 2022 (January 1 to December 31, 2022). This report outlines our unwavering commitment to adhering to global best practices in sustainability reporting. It serves the purpose of communicating our advancements in key sustainability performance indicators, which align with reporting frameworks such as the United Nations Global Compact.

# Sustainability Statement

On a journey to become a truly sustainable company – drop by drop!

At waterdrop®, we embrace sustainability as a core value and strive to lead by example. This report serves as a testament to our ongoing dedication to create a positive impact on the world. We are delighted to share the remarkable progress we have made in pursuit of our sustainability targets. Notably, this report incorporates significant targets set for 2023, underscoring our commitment to continuous improvement and long-term sustainability.



“ Dear waterdrop® Community,

I am delighted to share with you our sustainability journey and the remarkable progress we have made in creating a more sustainable world. At waterdrop®, our mission is to make a positive impact by reducing CO2 emissions, minimising plastic waste, and promoting clean water. Sustainability is at the core of our existence, and we firmly believe that it should not compromise experience, joy, or usability. Instead, we strive to integrate sustainability seamlessly into a vibrant and fulfilling lifestyle.

We are grateful for your ongoing commitment and support as we strive to create a sustainable future. By choosing waterdrop®, you are making a conscious decision for a positive impact on our planet. Let us continue this journey together and inspire others to embrace sustainability.

With gratitude,

A handwritten signature in black ink, which appears to read "Martin Murray". The signature is fluid and cursive.

**Martin Murray**  
CEO & Founder

## Our Sustainability Approach:

We are driven by a comprehensive sustainability approach that encompasses four key areas, guiding our actions towards positive environmental change:

Encouraging Sustainable Hydration	Leading by Example	Building a Sustainable Community	Integrating Sustainability in Every Facet
<p>Our mission is to inspire people to drink more water while embracing sustainable practices.</p> <p>By offering innovative products that enhance water consumption, we aim to reduce the ecological footprint of conventional bottled beverages.</p>	<p>We are committed to continuous research and improvement, ensuring that negative impact on the environment is minimised.</p> <p>Leading by example, we strive to set new standards and demonstrate the positive impact of sustainability in every aspect of our business.</p>	<p>Collaboration is central to our sustainability approach. We engage with our community and learn from others to exchange best practices and identify innovative solutions to address global challenges.</p> <p>By forming meaningful partnerships, seeking guidance when needed, and supporting initiatives that align with our mission, we actively work together to make a significant positive impact.</p>	<p>Our sustainability strategy is deeply integrated into our business model. We place responsibility for executing our sustainability commitments within relevant corporate functions, ensuring alignment with our overall sustainability strategy.</p> <p>Our goals and incentive structures are harmonised across all business units and subsidiaries, emphasising the importance of sustainability performance in our operations.</p>

# Sustainability Highlights 2022

We are committed to our mission of ensuring everyone drinks more water while reducing the ecological footprint of conventional bottled beverages. By providing the best consumer experience, we keep hydration enjoyable and sustainable and actively engage with our community and partners to make a positive impact on the environment and society.

## Plastic Bank Partnership

In collaboration with Plastic Bank, we collect 1 plastic bottle from the environment for every 12-Pack purchased. Last year, we successfully saved 26,994,500 plastic bottles from ending up in the oceans.

## Empties Return Program

Our "Empties Return" program made a significant impact in 2022, as our community returned 4,148,465 waterdrop® blisters to our stores. By encouraging recycling and responsible waste management, we took a significant step closer to a circular economy and a sustainable future.

## Supporting Non-Profit Organisations

Collaborating with various non-profit organisations, such as the Global Fund for Women, Sea Shepherd, Caritas Internationalis, Outright International, Queer Base, and water.org, we continued to support many impactful initiatives that make a positive difference in the world.

## Diversity & Inclusion Task Force

In July 2022, we established our first Diversity & Inclusion Committee, exemplifying our commitment to fostering an inclusive workplace. As part of our End of the Month meeting, we hosted a company-wide workshop that helped nurture understanding and respect among our diverse workforce.

## New LUCY® Collection

With the launch of our water purification solutions – the LUCY® Smart Cap and LUCY® Filter Carafe in 2022, we pushed to increase the intake of tap water by improving the taste and quality and empowering individuals to make eco-conscious choices for their hydration needs.

## Sustainable Lifestyle in Sports

Through our tennis athletes Taylor Fritz and Danielle Collins, we helped reduce the demand for plastic bottles at sporting events e.g. ATP through measures such as Hydration Benches (with a built-in filtration system and hydration tracker) as well as Hydration Stations that allow people to stay hydrated without having to buy water.

These accomplishments are just a glimpse of what we achieved at waterdrop® in 2022. We remain ever dedicated to our sustainability journey, continually seeking innovative ways to create a greener, more inclusive, and responsible future for all. Together, we can make a lasting impact, one drop at a time.







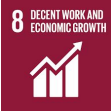

## Our Tools To Drive Sustainability:

We recognise the growing significance of sustainability performance and reputation and acknowledge our responsibility for the impact of our business and products on the planet. As we outline our key priorities for the future, we commit to incorporating the most relevant sustainability topics into our goals and processes.

UN Global Compact	Climate Rangers	Policies & Handbooks
<p>As endorsers of the UN Global Compact, we adhere to universal principles, encompassing the environment, labour, and human rights in both our internal policies and among our suppliers.</p>	<p>Our sustainability framework is based on a materiality analysis that identifies the most relevant topics for our business. We engage with key stakeholders and monitor industry peers to maintain an up-to-date understanding of material issues.</p> <p>To ensure effective management and decision-making, we have established an internal Climate Rangers team, where we discuss what steps are necessary to progress in the right direction.</p>	<p>Through our policies on Environment, Sustainable Procurement, Ethics and Labor &amp; Human Rights, we ensure that sustainability is deeply ingrained in our organisational culture.</p> <p>Our Employee Handbook includes our Code of Conduct, and we maintain a separate Code of Conduct for Compliance and stakeholders, emphasising ethical practices throughout our operations.</p>

# Contributing to the UN SDGs

The UN Sustainable Development Goals (SDGs) are pivotal in driving global progress across social, environmental, and economic aspects. Since 2021, we have partnered with Plastic Bank to support their work in alignment with the UN SDGs. Plastic Bank diligently tracks the impact of their initiatives, and through our collaboration, we proudly contribute to 9 of the 17 goals. By funding Plastic Bank's efforts in collecting plastic waste from vulnerable coastlines and empowering local communities, we actively contribute to reducing poverty, stimulating economic growth and more. Plastic Bank exemplifies how innovative solutions can drive progress towards the SDGs, and we are committed to further supporting their mission as we strive for a plastic-free world together.

SDGs	Description
	<p>By funding plastic collection on vulnerable coastlines, waterdrop® indirectly helps to create job opportunities for people living in impoverished areas. This support contributes to reducing poverty and improving the quality of life for these individuals.</p>
	<p>Through creating jobs and income from plastic collection, waterdrop® is empowering communities and contributing to the fight against hunger. As more people gain a stable source of income, they can afford to buy food and support their families regularly, leading to a decrease in hunger levels.</p>
	<p>The reduction of plastic waste in the environment leads to better health and well-being for individuals and communities. Through the prevention of plastic from reaching the ocean, waterdrop® indirectly helps to decrease pollution-related health issues and improve overall environmental health.</p>
	<p>Through generating income from plastic waste, families can use this money to invest in their children's education. By supporting and funding Plastic Bank, waterdrop® contributes to improving access to quality education for individuals in disadvantaged communities.</p>
	<p>Plastic Bank offers equal opportunities for both men and women to participate in plastic collection and earn income. Through supporting them in this process, waterdrop® helps empower women and promote gender equality in the workplace and in communities.</p>
	<p>Not only does plastic contain harmful chemicals, plastics also absorb other pollutants in the ocean. By reducing the demand for plastic with our 12-Packs and removing plastic bottles from the environment for every 12-Pack sold, we help make the oceans cleaner and improve the quality of the water in general.</p>
	<p>Economic growth is not always a positive force for the planet. This is why we must ensure that financial progress creates decent and fulfilling jobs while not harming the environment. Providing impoverished communities with opportunities to earn a regular income by collecting plastic bottles helps to both create jobs and improve the state of the planet.</p>
	<p>Plastic Bank encourages innovation by turning collected plastic waste into valuable resources for the manufacturing industry. Through supporting Plastic Bank, we consequently support the development of sustainable and innovative solutions that contribute to building resilient infrastructure and fostering sustainable industrialisation.</p>





**Cultivating  
Eco-Friendly Practices:**  
Our Commitment to the Environment



## Applicable Policies:

waterdrop® is deeply committed to promoting sustainability and safeguarding the environment. Our environmental policy stands as a formal declaration, emphasising our unwavering dedication to reducing our ecological footprint and driving meaningful change. This comprehensive policy outlines our core philosophy, strategic objectives, and specific targets, all aimed at enhancing our environmental performance.

Our current Environmental Targets are as follows:

Targets	Objective
Reduction of Energy Consumption and GHG Emissions	To operate in an energy-efficient manner wherever possible, optimising our energy sources, mitigating the release of greenhouse gases and promoting sustainable practices in general.
Minimising Environmental Impact of Materials, Chemicals, and Waste	To be compliant with all applicable regulations and industrial standards, adopting best practices that prioritise sustainability, safety and circularity in our material selection, chemical usage and waste management processes. In doing so, we will also look into responsible sourcing and waste reduction strategies.
Environmental Impacts from Use of Our Products	To showcase how waterdrop® promotes sustainable consumption and empowers their customers to make environmentally responsible choices. In doing so, we will discuss product design considerations, education on responsible usage, and the positive environmental effects of choosing waterdrop® products.
Environmental Impacts from Products End-of-Life	To promote responsible and sustainable management of product disposal. In doing so, we will place focus on our initiatives to extend product lifecycle and reduce landfill waste, while explaining how to minimise waste generation and maximise reuse and recycling opportunities.
Promotion of Sustainable Consumption	To raise awareness about the environmental impact of consumption choices and encourage responsible and mindful consumption behaviors. In doing so, we will outline educational campaigns, partnerships, and initiatives that provide sustainable alternatives to consumers.

# Reduction of Energy Consumption and GHG Emissions:

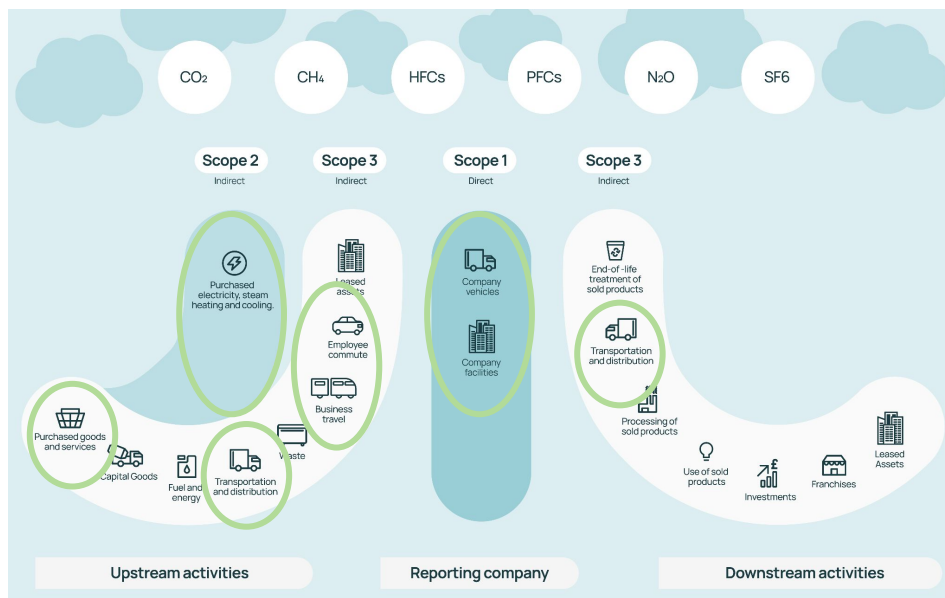
Navigating the intricate landscape of CO2 emissions reports is no simple feat. The methodology behind measuring emissions can be complex and ambiguous. At waterdrop®, we are dedicated to delve deeper into comprehending our carbon footprint. To achieve this, we embarked on a comprehensive carbon footprint analysis for the year 2021\*, forging a partnership with Glacier Carbon GmbH to uncover the truth behind our emissions.

## Calculating the Path to Clarity

Guided by the principles of the GHG Protocol Corporate Standard, we ventured into the realm of emissions classification. Our expedition demanded meticulous boundary delineation, intricately encompassing all climate-relevant activities throughout 2021. This thorough approach involved rigorous data collection through questionnaires, interviews, and data analysis, culminating in March 2022, when the panoramic vista of our emissions was unveiled.

Our emissions were classified into three categories, outlined in Figure 1 below and on the following page.

Fig.1 | The emission sources circled in green within scopes 1, 2 and 3 are covered by this report



\*CO2 calculations for the year 2022 are still in progress and will be detailed in our Sustainability Report 2023



Scope	Description	Research Boundaries
<b>Scope 1</b> Direct Emissions	These emissions stem from <b>sources owned or controlled by waterdrop®</b> , including on-site energy consumption, combustion in owned boilers and furnaces, process emissions from industrial activities and on-site manufacturing.	We looked into our HQ, production sites and warehouses of our entire production chain. This covers all our facilities in Austria, our warehouses in Austria & Czech Republic, and our production site in Germany.
<b>Scope 2</b> Indirect Emissions	These emissions arise from the acquisition of <b>energy generated off-site</b> , such as electricity, heat, or cooling, consumed by waterdrop®.	Our research involved our sources for electricity and heat. Cooling data is unavailable. Data on heating from our retail locations located in shared spaces in malls and lump-sum payment data is missing.
<b>Scope 3</b> Indirect Value Chain Emissions	This category encompasses all <b>indirect emissions</b> throughout the value chain of waterdrop®.	Information was not available for all emission sources covered in Scope 3. However, we have managed to include: ingredients, accessories, packaging, commuting, business travel, logistics of accessories and drops (inbound, internal transfer, outbound), food and drinks for employees, appliances, IT, and office supplies.

## Revealing Our Emission Insights

We learned that waterdrop® emitted a total of 5,282 tons of CO<sub>2</sub> in 2021. This revelation came with a nuanced understanding, as demonstrated by the emissions breakdown:

Scopes	CO <sub>2</sub> Emissions (kg)
1	97,841
2	240,653
3	4,943,843
<b>Total</b>	<b>5,282,336</b>

The following table depicts the total amount of CO<sub>2</sub> Emissions for each respective Category:

Category	CO <sub>2</sub> Emissions (kg)
Electricity	226,693
Heating	87,983
Cooling	-
Mobility	1,602,220
Nutrition	3,076
Office & IT	35,394
Materials & Waste	3,326,971
<b>Total</b>	<b>5,282,336</b>

95% of our CO2 emissions are derived from the following sources, of which the majority are within Scope 3:

Main Emission Sources	CO2 Emissions (kg)
Electricity	226,693
Heating	87,983
Business Travel	29,583
Logistics Upstream	554,688
Internal Transfers	63,088
Logistics Downstream	871,158
waterdrop® Ingredient	112,291
waterdrop® Packaging	1,323,040
Accessories	1,777,497
<b>Total</b>	<b>5,046,021</b>

Including Scope 3 is important because of the disparity in the figures. For Scopes 1 and 2, we calculate an overall CO2 emission of 4.9g (1 liter per cube). Including Scope 3 increases this value to 71g (1 liter per cube), reaching a total of 4,608 tons of CO2 emissions from all our packaging and accessories combined.

Bearing the combined figures of logistics upstream, downstream, internal transfers, and business travel in mind, we envision a focus on shifting towards alternative transportation modes (i.e. rail and sea) as the most effective short-term tool for reducing our carbon footprint. Other solutions we are investigating include a commitment to curb the intensity of air travel and a decentralised fulfilment system – both of these are powerful solutions poised to further minimise our environmental impact.

Each 12-Pack of Microdrinks saves up to 98% of plastic packaging compared to a 500ml plastic bottle. To help you visualise better, the amount of plastic in a 12-Pack is just slightly more than a single bottle cap. This signifies a tangible reduction in plastic waste if we were to replace every plastic drink with a Microdrink. In addition, we are focusing our efforts on increasing recyclability as well as easy dismantling of our core products by reducing the number of different materials present in our packaging.

Having said that, we recognise the need for continuous innovation to enhance the sustainability of our packaging and our robust investment in research and development underscores this commitment. Our unwavering dedication to reducing plastic usage is balanced with the challenge of preserving cube quality and longevity. Rigorous standards govern the introduction of new packaging, affirming our steadfast devotion to sustainability. Our relentless pursuit of greener solutions underscores our commitment to fostering a more eco-conscious future.

The majority of our emissions for accessories come from steel production. As a result, we are currently working on an in-depth analysis surrounding our steel production.



### Our Climate Neutrality Strategy for 2023

The revelations stemming from our comprehensive emissions assessment have provided us with invaluable direction to significantly reduce our carbon footprint. Armed with these insights, we are forging ahead to craft a robust Climate Neutrality Strategy that aligns with our unwavering commitment to sustainability. This will form the basis for our next annual report.

Monitor & Track	Reduce	Compensate	Disclosure & Transparency	Supplier Engagement
<p>Our commitment to proactive emission reduction is reflected in our prediction for our 2022 footprint. This proactive stance involves streamlining the calculation process, enabling us to expedite our emission reduction efforts with precision and agility.</p>	<p>Acknowledging that a substantial 95% of our emissions emanate from areas we have specified (including accessories, packaging, various logistics stages, electricity consumption, waterdrop® ingredients, heating, internal transfers, and business travel), we are primed to channel our focus towards reduction. Key Performance Indicators (KPIs) will act to guide and foster responsibility throughout our organisation as we undertake focused reduction measures.</p>	<p>While diligently pushing the boundaries of emission reduction, we also recognise the pivotal role of CO2 neutralisation through offsetting. This commitment extends beyond current emissions to include historical footprints, as we remain steadfast in our pursuit of comprehensive sustainability.</p>	<p>Transparency is the cornerstone of our sustainability journey. We maintain a transparent stance by disseminating thorough reports and sharing information on our website. Our partnership with the Carbon Disclosure Project (CDP) reflects our high standards and our unwavering commitment to disclosure and transparency.</p>	<p>Our journey towards sustainability extends to our supplier network. We are committed to actively engaging our suppliers, urging them to assess their CO2 footprint and joining hands in a collective effort to achieve our shared sustainability goals.</p>

# Minimising Environmental Impact of Materials, Chemicals, and Waste:

Sustainable procurement is important for waterdrop®, and we take extra care to adhere to all relevant regulations and industry standards. This means we embrace best practices that prioritise sustainability, safety, and circularity in our material selection, chemical usage, and waste management processes.

During production, we take a proactive approach towards responsible sourcing and waste reduction. Collaboration between us and our suppliers is enhanced by our Supplier Code of Conduct, which outlines the need for social and environmental clauses in contracts and our supplier assessment on environmental or social practices. These are some of the key strategies we employ to ensure ethical and sustainable practices throughout our supply chain.

The Supplier Code of Conduct will be ready to be signed by our suppliers as of 2023. Our largest supplier is on track to sign the Supplier Code of Conduct in time for the Sustainability Report 2023.

## Certification for Regulatory Compliance:

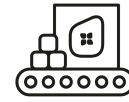
In the pursuit of innovation, certifications from bodies like TÜV SÜD are pivotal. TÜV SÜD ensures regulatory compliance and safety through rigorous testing, audits, and advisory services. We have achieved TÜV SÜD certification for all our core accessories, demonstrating a mark of quality that resonates globally. The production sites where our drinks are made are also certified, validating our commitment to safety, sustainability, and quality. A TÜV SÜD certification assures governing bodies and consumers that our products meet stringent safety standards, granting access to wider markets and instilling confidence in our customers.



## Renewable Energy Usage:

To minimise the environmental impact of energy consumption during our product manufacturing, we purchase renewable energy. We actively contribute to reducing our carbon footprint and promote a more sustainable energy landscape.





Inspiration & Collaboration

R&D

Testing & Evaluation

Harvesting & Drying

Extract Process

Sustainable Production

Packaging

The process of crafting a new flavor engages a dual path, requiring both collaboration and research. We are inspired through collaboration with our cherished community, understanding their preferences and aspirations.

We invest heavily in research and development, scrutinising the interactions between natural extracts, fruit juice powders, and aromas. As we brainstorm complementary ingredients, we curate a symphony of possibilities.

Through meticulous research, testing, evaluation, and feedback from the collective wisdom of our community, a new flavor emerges as a testament to our unwavering dedication to taste and quality.

Each fruit or plant is carefully harvested and then dried on-site, reducing our transportation related carbon footprint.

The dried ingredients undergo a gentle refinement process through simmering at low temperatures, allowing the water to evaporate. This transformation turns them into a concentrated essence that retains its nutrients at only a fraction of its original weight.

Our surging global customer base of over 2 million delighted individuals has magnified demand for our products. In response, our daily production of Microdrinks serves as a powerful reminder of the imperative to infuse sustainability into every facet of our decision-making process.

Our Microdrinks demand protection from environmental factors, making the choice of packaging a complex challenge. The decision to utilise polypropylene (PP) blisters stems from its recyclability and lower energy production demands. With each PP blister being recyclable up to four times, we prioritise environmentally conscious packaging.

**The following is a visualisation of the production of our flagship product, the Microdrink.**

**These small, sugar-free cubes blend water with nature's finest extracts to create health-conscious beverages tailored to specific benefits.**

# Environmental Impacts from Use of Our Products:

The very nature of our products is sustainable, but it is important to us that we continue to ensure this is true by conducting our own research on our products and processes. Building on our learnings from our CO2 Report, we decided to research further into how our products contribute to reducing CO2 emissions when compared with conventional plastic bottled drinks.

How do we ensure we save 98% plastic and CO2 with our packaging? This is how:

Plastic:

A waterdrop® blister weighs: 0.4 grams

A 500ml plastic bottle weighs\*: 20 grams

$$20 \text{ g} - 0.4 \text{ g} = 19.6 \text{ g} / 20 \text{ g} = 98\%$$

CO2:

CO2 per litre waterdrop®: 0.31 g

CO2 per litre PP bottle: 29 g

$$29 \text{ g} - 0.31 \text{ g} = 28.69 \text{ g} / 29 \text{ g} = 98.9\%$$

**Fig. 8 | Packaging comparison (Microdrinks vs. PET bottle)**

	Unit	Microdrink	PET bottle	Comment
Plastic used for packaging	g	0.3	40.5	For 1.5L Bottle
Plastic used for 0.5 liters (average drink portion)	g	0.3	20.0	For 0.5L Bottle
Plastic waste produced per year	kg	0.12	7.30	1 bottle / 1 Microdrink consumed each day
Plastic saved Microdrink vs. PET bottle	%	98%	-	

\*Average weight of a 500ml plastic bottle

Sources:

- Fig 8 | ICONS Research Project
- <https://www.packagingstrategies.com/articles/89786-pet-packaging-outperforming-other-material-forms>
- <https://sciencing.com/how-does-recycling-paper-affect-the-environment-5171772.html>

<p><b>More than 1 million PET bottles are produced every minute. That's 500,000,000,000 bottles every year.</b></p> <p>(See Appx. Fig. 9)</p>	<p><b>If you stacked all the PET bottles produced for water or soft drinks in a year on top of each other, it would cover the distance from Earth to Mars.</b></p> <p>(See Appx. Fig. 9)</p>	<p><b>In the amount of time it takes to dissolve a Microdrink, 3 million new PET bottles are produced worldwide.</b></p> <p>(See Appx. Fig. 9)</p>
<p><b>Transporting bottled water produces more CO2 than a forest 7x the size of Greater London can absorb in a year.</b></p> <p>(See Appx. Fig. 10)</p>	<p><b>Replace a PET bottle with tap water and waterdrop® and save as much CO2 produced driving a car for 200 km.</b></p> <p>(See Appx. Fig. 4)</p>	<p><b>You need a forest the size of 10,000 soccer fields to absorb the CO2 produced by single-use PET water bottles in Austria per year.</b></p> <p>(See Appx. Fig. 6)</p>

In response to worldwide concerns about plastic waste generated by pre-bottled beverages, in 2017 waterdrop® decided to start producing bottles and other accessories that disrupt the status quo and offer more sustainable alternatives.

<p><b>Reusable Drinkware Line</b></p> <p>We showcase our reusable Glass and Insulated Steel Bottles, highlighting their various capacities and their role as symbols of quality and eco-consciousness.</p>	<p><b>BPA-Free Pledge</b></p> <p>We underscore waterdrop®'s unwavering commitment to BPA-free products as more than just a label. It's a promise to protect both the environment and consumer well-being, aligning with our dedication to sustainability and health.</p>	<p><b>All-Purpose Range Innovation</b></p> <p>We've invested heavily into an all-purpose bottle design to encourage consumers to have one bottle with multiple functions. This innovative approach not only promotes versatility but also reduces material consumption, reinforcing our commitment to sustainable design. The bottle is set to launch in 2023.</p>
<p><b>The LUCY® Smart Cap</b></p> <p>The LUCY® Smart Cap's UV-C purification process eradicates up to 100% of waterborne pathogens without chemicals, preserving water's purity and aroma.</p>	<p><b>The LUCY® Filter Carafe</b></p> <p>Our commitment to providing clean and safe drinking water is reinforced by our LUCY® Cleaning Cycles. Completing an impressive 69,000 cycles in 2022 resulted in 55,000 clean liters of water, demonstrating our dedication to enhancing water quality for our consumers.</p>	<p><b>The LUCY® Clarity Pad</b></p> <p>Created with a resolute principle to minimise plastic usage, one LUCY® Clarity Pad effectively replaces up to 240 plastic bottles (500ml/16.9 oz), presenting a tangible reduction in plastic consumption. It filters out heavy metals while retaining beneficial minerals, embodying our commitment to quality and purity.</p>



When it comes to grocery shopping, the size of our product doesn't just make it easy to transport, it also saves the store on storage and display space. Our Point-of-Sale (POS) displays are designed for easy assembly and crafted from recyclable cardboard, aligning with our sustainability principles. We also give each individual the potential to save up to 5 kg of plastic waste annually when compared with single-use plastic bottle consumption, making a significant contribution possible for each consumer.

All waterdrop® products are meticulously designed, manufactured, and marketed with a focus on minimising their environmental impact during use.



©Seezeitlodge Hotel & Spa/Alexander Stier

### **Partner's Sustainability Triumph:**

Our partnership with Seezeitlodge Hotel & Spa in 2018 exemplifies a shared commitment to environmental stewardship. Swapping monthly plastic water bottle orders for waterdrop® Microdrinks had led to remarkable impacts. By avoiding 425kg (937 lbs) of plastic waste between 2018 and 2021, Seezeitlodge demonstrated how a single shift in decision-making can translate into a resounding environmental win.

To contextualise the magnitude of this accomplishment, the avoidance of 24,051 plastic bottles – equivalent to 2284 kg (5035.4 lbs) of CO<sub>2</sub> emissions – epitomises the transformative power of conscious choices. This narrative echoes the ripple effect that responsible decisions create, amplifying the message that sustainable practices yield direct and positive impacts on our planet.

# Environmental Impacts from Products End-of-Life:

When we design our products, we ensure that they are properly labeled with consideration for their end-of-life management, including recycling symbols. On our website, we openly communicate where it's best to discard them, while also encouraging consumers to seek advice from their local recycling programs.

## Our Empties Return Program

Amid our continuous journey to achieve the most eco-friendly packaging, we've initiated a blister collection program. Our blisters can be returned to any of our stores, earning the returnee points per blister in exchange. As we remain resolute in minimising our environmental footprint, we are thrilled to share our ongoing efforts. Through our website, our community can track their collective impact, calculating the plastic bottles and CO2 emissions they've saved through choosing waterdrop®.

Details regarding our Empties Return Program can be found on our website, in various email newsletters, our packaging as well as through our store employees.

COUNTRY	2022 EMPTIES RETURNED
AUSTRIA	301,733
GERMANY	3,140,269
NETHERLANDS	156,954
FRANCE	478,731
UK	64,596
USA	6,182
OTHER	23,456
<b>TOTAL</b>	<b>4,148,465</b>

## Evolving Packaging Paradigm:

In February 2022, our journey towards heightened sustainability took a significant leap when we introduced new packaging for our 600ml Glass Bottles. This evolution signifies a reduction in cardboard and ink usage, reiterating our reverence for Mother Earth. The newly designed packaging, arriving in the form of square tubes, is a testament to our commitment to reducing environmental impact and is anticipated to gradually extend across our entire product lineup.

## The Thoughtful Design of Our Advent Calendar:

Mindful of sustainability, we meticulously craft our Advent Calendars with reusable boxes. These boxes can be repurposed for gifting, preserving memories, or storage, echoing our commitment to prolonging the life cycle of our products and minimising waste.

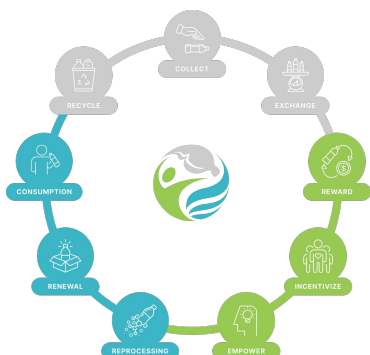
### Partnering for Change: Our Journey with Plastic Bank

In a world where 1 million plastic bottles are consumed every minute, we found ourselves confronted by an environmental crisis that demanded action. The relentless tide of plastic waste, from plastic bottles to straws, is choking our planet. It is time to make a change, so we've set our sights on a collaboration that can truly make a difference. Enter Plastic Bank, a Canadian social enterprise with a heart for innovation and a passion for sustainability.

We know we can't embrace the challenge of revolutionising the beverage industry's approach to single-use plastics alone. Plastic Bank emerged as a powerful ally in this quest, as our mission extends beyond reducing single-use plastics. We're dedicated to nurturing waste collection, championing recycling initiatives, and investing in transformative solutions.

Since November 2020, we've united forces with Plastic Bank to prevent an astounding equivalent of 26,994,500 plastic bottles from entering the ocean in Egypt, Indonesia and the Philippines. Our partnership involves a simple yet impactful commitment: for every 12-pack sold, waterdrop® funds the recovery of one plastic bottle from the environment. This ensures that our collection impact outweighs our packaging, making our 12-packs plastic-positive. Together, waterdrop® and Plastic Bank are helping to improve lives in communities where collection takes place, while weaving a regenerative tapestry that promises a more sustainable planet.

Bottles Prevented	Communities Impacted	KG Extracted	People Impacted
26,994,500	226	539,890	2,261



#### Meet Plastic Bank

Plastic Bank operates on the frontlines of change. Through grassroots efforts, collection members are mobilised to gather plastic waste from the environment. These gathered plastics find new life as a currency for change, exchanged for secure income and life-improving benefits including health insurance, school supplies, traded for essentials like food, education, and healthcare. This vision creates a cycle where waste isn't just discarded; it becomes a means for upliftment, or as we call it, social recycling.



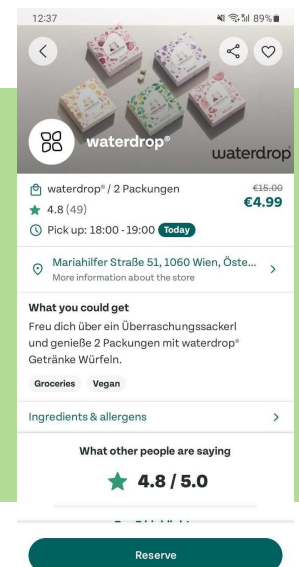
## Promotion of Sustainable Consumption:

We highlight the importance of information in driving sustainable behaviors. By providing consumers with the tools to quantify their impact, we empower them to make informed choices that align with their values.

Drop Plastic Challenge	Measuring Personal Impact
<p>We introduce the "Drop Plastic Challenge," encouraging consumers to take part in a movement toward reducing plastic usage and CO2 emissions.</p> <p>By participating, they gain access to valuable tips for minimising their environmental impact in their daily lives.</p>	<p>On our website, we provide a tool that demonstrates to consumers their personal contribution to reducing plastic waste and CO2 emissions.</p> <p>The tool asks for the number of waterdrop®s they have consumed and calculates the corresponding reduction in kilograms of plastic and CO2 emissions, showcasing the tangible impact of their choices.</p>

### Too Good To Go:

We believe in minimising waste and maximising community engagement. This philosophy stays true even for products near their expiration. In Austria, we've partnered with Too Good To Go to ensure these items find a new purpose and that community members can access them at a reduced cost. This initiative reflects our values and proactive approach to waste reduction. As Too Good To Go expands, we aspire to replicate this endeavor in other countries, further extending the reach of this positive impact.



## Sustainable Lifestyle in Sports

In 2022, waterdrop® initiated a significant sustainability endeavour in sports, starting with skiing and then tennis.

Tennis became our focus due to the presence and visibility of plastic bottles at events and we leveraged this by introducing on-court hydration benches and fan stations at ATP events to encourage sustainable hydration.

On top of that, we also drew attention through being the official Hydration Partner of high-exposure events such as the Hahnenkamm Race where we offered refill stations and an array of drinks to educate the general public about sustainable hydration and how it doesn't compromise on good taste.

Through a continued partnership with professional ski and tennis athletes such as Mirjam Puchner, Taylor Fritz & Danielle Collins, we work towards making our vision a reality with them leading as role models for sustainability and better hydration.







**Fostering Equality  
and Respect:**  
Labour & Human Rights Initiatives



### Applicable Policies:

At waterdrop®, our commitment to upholding labour rights and human rights is unwavering. Our Labour & Human Rights Policy stands as a beacon of our dedication to fairness, equality, and the well-being of our employees, including social dialogue as part of governance. This policy outlines our guiding principles, strategic objectives, and specific targets that collectively foster an environment of respect and empowerment.

Our current Labour & Human Rights Targets:

Targets	Objective
Employees Health & Safety:	To create a work environment that prioritises health and safety with measures and protocols that safeguard our employees' physical and mental well-being.
Working Conditions:	To create a workplace with safe, fair and favourable working conditions for all employees to perform their jobs comfortably while promoting general well-being.
Labour Relations:	To create a cohesive work environment built on trust and mutual understanding that facilitates effective communication, collaborative engagement and a positive rapport with our employees.
Career Management:	To offer comprehensive career management support from recruitment and training to ongoing career progression opportunities, fostering personal and professional advancement.
Diversity, Equity & Inclusion:	To create a workplace that celebrates and respects individual differences, ensuring that every employee's unique contributions are valued and that they are empowered to excel in an inclusive environment.

# Employees Health & Safety:

At waterdrop®, the well-being and safety of every individual in our workplace takes top priority.

Health	Safety	Preventative Action
<p>We strongly encourage our employees to make the most of the free medical check-up they are entitled to each year (covered by public health insurance) so they can ensure they are physically healthy.</p> <p>On top of that, waterdrop® also provides access to wellness programs, health insurance benefits, and opportunities for work-life balance to promote good physical and mental well-being.</p>	<p>All individuals are expected to comply with safety regulations, report any hazards or accidents promptly, and actively participate in maintaining a hazard-free environment.</p> <p>First-aid training and resources will be provided to those who are interested to help guarantee the well-being of all office-based employees.</p>	<p>Preventive action plays a vital role in averting workplace injuries and illnesses. To identify and address health risks, we regularly conduct risk assessments and job hazard analyses, facilitated by our dedicated workplace safety committee.</p> <p>We implement the following safety measures as a minimum standard:</p> <ul style="list-style-type: none"> <li>• <b>Employee Training:</b> We conduct regular safety training sessions to educate employees on safety standards and procedures.</li> <li>• <b>Protective Gear:</b> Employees working in hazardous environments are provided with appropriate protective gear, such as gloves, protective uniforms, and goggles.</li> <li>• <b>Equipment Inspection:</b> Our inspectors and quality control employees perform regular evaluations of equipment and infrastructure to maintain their safety and functionality.</li> </ul>

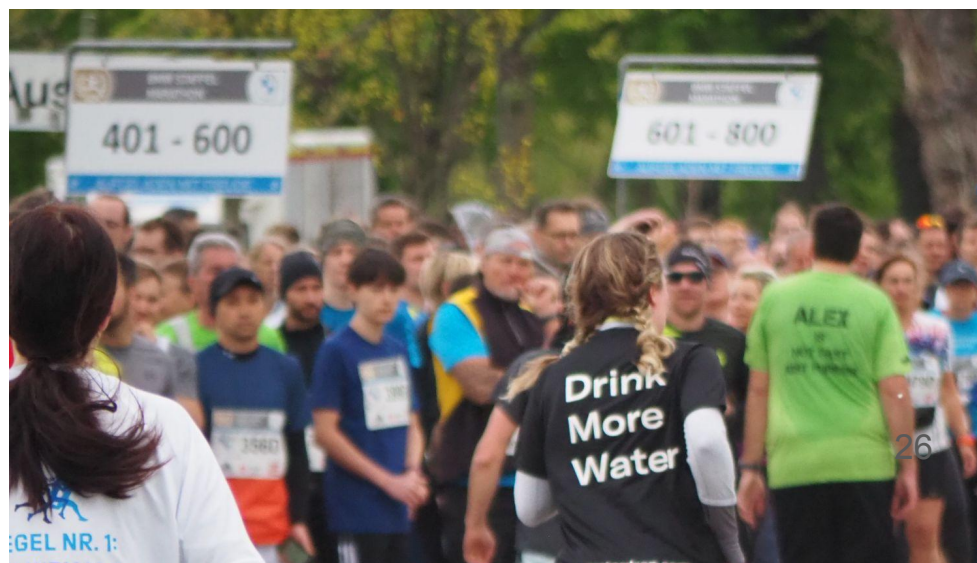
# Working Conditions

At waterdrop®, we are committed to providing comprehensive support for working conditions, ensuring a comfortable and productive workplace environment. Not only do we offer benefits to our employees, we also maintain a work environment that ensures at least all regulatory standards.

Benefits vary based on region and entity due to availability of certain offerings but we make sure that we maintain a standard throughout all our entities.

In our Vienna HQ, we lead by example and have established three pillars that we follow to increase well-being at and during work:

<b>waterdrop® move</b> To support our employees physical well-being, we offer the following benefits:			
MyClubs Membership	Internal Sports Initiatives	Challenges	Sports Clubs & Community
Employees can choose various activities and take part during their free-time.	We organise and host various sport activities throughout the year.	As a team, we challenge each other. The outcome of these challenges is sponsored to charity organisations.	In 2022, we kicked off our first Sports Community to not only encourage ourselves, but also our consumers to join us at various events.



### waterdrop® mind

To support mental well-being, we offer the following benefits:

Healthy Lunch Breaks	InstaHelp	Drink More Water
<p>Nutritious and healthy food is essential for maintaining energy levels and keeping the mind sharp. That's why waterdrop® provides vouchers for employees.</p>	<p>Stress can take a toll on the body and mind, and sometimes you need someone to listen or provide support. That's why waterdrop® covers the costs of psychological counseling through the online app Instahelp.</p>	<p>Staying hydrated is crucial for maintaining focus and vitality. To support this, waterdrop® offers employee discounts on all waterdrop® products online.</p>

### waterdrop® develop

To foster personal and professional growth, we provide the following benefits:

Training Budget	Drop by Drop Career Development
<p>We understand the importance of continuous learning and improvement. That's why waterdrop® offers a yearly training budget per person to support professional and personal development.</p>	<p>At waterdrop®, we are building something big. As one of Europe's fastest-growing e-commerce companies, we offer plenty of exciting career opportunities. Our global expansion opens doors for international career growth, and we have a talented team to work with and learn from.</p>

To promote sustainability and environmental consciousness, we also offer the following initiatives where employees can freely take part in:

### waterdrop® green

To promote sustainability and environmental consciousness, we offer the following initiatives:

Climate Ranger	Climate Impact Day
<p>Our team of Climate Rangers engages in green activities, promoting a more sustainable life at the office and identifies areas of development.</p>	<p>Once a year, we organise a Climate Impact Day to emphasize the importance of sustainability and educate our employees on various topics.</p>





### **Our Next Chapter:**

As part of our ongoing journey towards growth and environmental responsibility, our Vienna office is preparing for a significant move in July 2023. This transition is a response to our expanding team and the invaluable insights we've gained along the way.

Our commitment to sustainability extends to the infrastructure within, featuring:

- a carbon-neutral energy system powered by geothermal sources
- a rooftop photovoltaic system, ensuring a sustainable energy supply
- energy-efficient lighting systems equipped with motion detectors
- an efficient HVAC system, designed to minimize energy consumption.

Moreover, the office will offer convenient water stations and abundant green spaces, fostering a conducive work environment while promoting eco-conscious choices. Its proximity to Vienna's main train station enhances accessibility, aligning with our values and making sustainable commuting easier for our team members. We are excited to embark on this new chapter, where growth and sustainability go hand in hand.

## Employee Satisfaction

Annually, we extend an anonymous invitation to our employees, urging them to share insights on what's progressing well and areas where we can improve. This vital exercise shapes our ongoing efforts to nurture our culture. This introspective endeavor, known as the Pulse Check, unfolded in August 2022, with the results benchmarked against those of the preceding year.

The table below illustrates the outcomes of the Pulse Check: gray scores denote the 2021 results, while yellow signifies the 2022 scores. Unchanged scores are highlighted in blue. Notably, an enhancement is discernible in the average rating for the Vienna HQ, marking a significant stride in our inaugural global pulse check.

For the year 2022, we achieved an overall average score of 8.1, progressing from the 2021 score of 7.7. This Pulse score was extended company-wide, garnering a rating of 8.2.

Pulse Check Results HQ Vienna   (1 = very bad; 10 = stellar)   Participation Rate: 87 / 165 → 53%										
Clarity of WD Vision	1	2	3	4	5	6	7	9	9.3	10
Identification with WD Values	1	2	3	4	5	6	7	8.6		10
Happiness level with Manager	1	2	3	4	5	6	8.2	8.6	9	10
Feedback Quality	1	2	3	4	5	6	7.6	8.4	9	10
Communication & Alignments	1	2	3	4	5	6.2	7	8	9	10
Team Integration	1	2	3	4	5	6	7	9	9.3	10
Personal / Professional Growth	1	2	3	4	5	6	7.6	8.1		10
Compensation	1	2	3	4	5	6	7	7.1	9	10
General Wellbeing	1	2	3	4	5	6	7.1	7.4	9	10
Recommending WD as a great place to work	1	2	3	4	5	6	7.9		9	10
Average Rate	1	2	3	4	5	6	7	8.1	9	10

The insights drawn from these scores have spurred immediate actions, with some already executed and others slated for initiation in 2023:

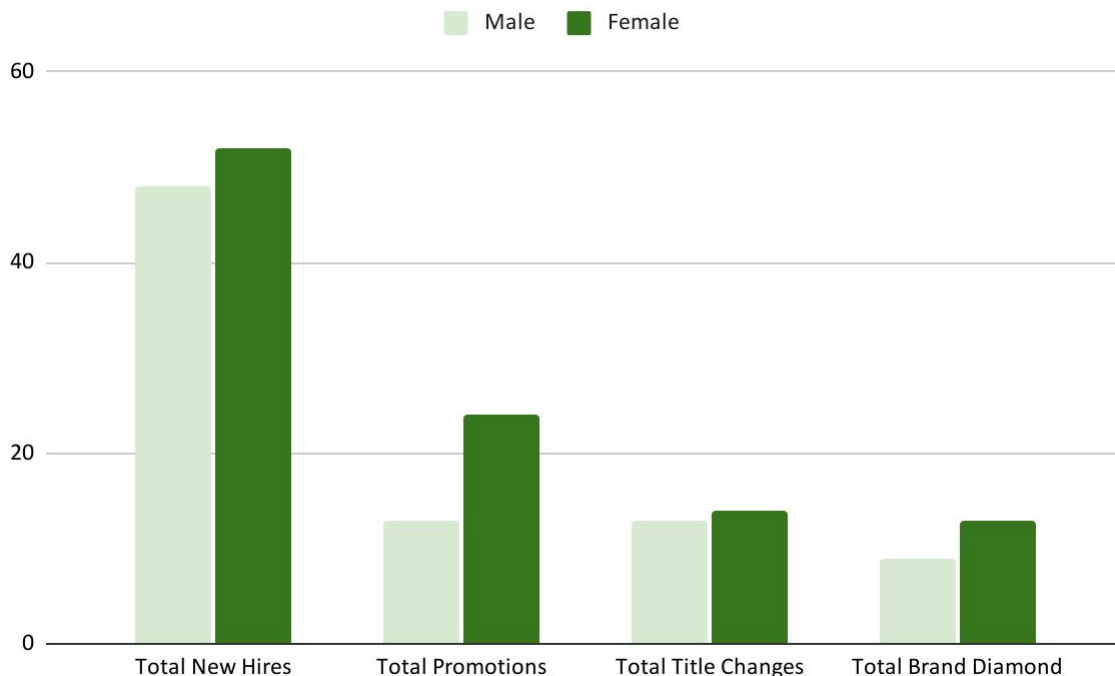
Objectives	Actions Required
We're further amplifying initiatives to disseminate our brand and company values.	<p><b>Externally:</b> through the career website and product campaigns.</p> <p><b>Internally:</b> by incorporating culture workshops in onboarding, additional celebrations, and the introduction of a Value Committee.</p>
Communication and alignment are under sharper focus.	<ul style="list-style-type: none"> <li>● Meetings require an agenda and memo</li> <li>● Enhanced internal communication and knowledge sharing training to promote active platform utilisation</li> <li>● Developing an optimised organisational chart designed to alleviate alignment challenges</li> </ul>
Establishing a culture of mentoring and feedback remains a priority.	<ul style="list-style-type: none"> <li>● Incorporating peer feedback in performance reviews for broader viewpoints</li> <li>● Leadership training on "Giving Feedback."</li> <li>● Repeating the year-end Leadership Survey</li> <li>● Providing clearer and harmonised criteria for feedback evaluation and calibration</li> </ul>
Elevating platforms for meaningful cross-functional connections.	<ul style="list-style-type: none"> <li>● Monthly cross-team activities to foster relationships</li> <li>● Encouraging participation in sports clubs</li> <li>● Sustaining monthly blind-date lunches</li> <li>● Continuation of launch celebration weeks</li> <li>● Establishing platform on internal communication tool to share appreciations</li> </ul>

## Career Management:

We recognise that our team members are our most valuable asset, each bringing diverse skills and experiences to our organisation. We place a strong emphasis on talent acquisition, development, and retention to build a dynamic and innovative workforce.

Our commitment to fairness is reflected in our recruitment, evaluation, and promotion processes, ensuring that opportunities are open to all based on merit. We understand that professional growth is essential for employee satisfaction and organisational success. In line with this, we offer ample avenues for personal and career development, understanding that the demand for sustainability expertise is continually rising.

In the table below, we provide an overview of our recent talent management activities, including new hires, promotions and title changes. These figures encompass all full-time employees globally, including our production teams, demonstrating our commitment to fostering a thriving workforce.



*\*Brand Diamond is our Employee of the Month recognition Award.*



## Diversity & Inclusion:

We pride ourselves on being an inclusive company. Our organisational culture revolves around mutual care and respect, extending beyond our workplace to embrace everyone in our broader community. We find joy in working together as a close-knit team and celebrating our collective successes. For a deeper understanding of our commitment to inclusive language and diversity and inclusion, please refer to the "Inclusive Language Guide" section.

We are a diverse company, representing 42 different nationalities. These include: Austria, Afghanistan, Albania, Algeria, Australia, Belgium, Bosnia & Herzegovina, Bulgaria, Cameroon, Canada, China, Croatia, the Czech Republic, France, Germany, Ghana, Hungary, Greece, Ireland, Italy, Latvia, Lithuania, Kazakhstan, Mexico, Morocco, the Netherlands, Poland, Portugal, Romania, Russia, Singapore, Slovenia, Slovakia, Spain, Sweden, Thailand, the UK, the United States, and Venezuela.

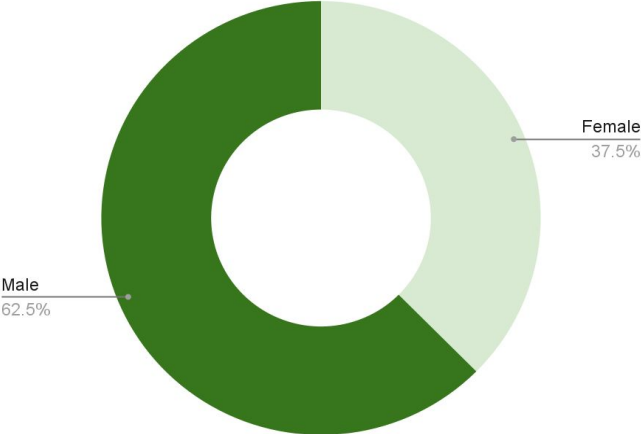
In early 2022, we established a dedicated Diversity and Inclusion Task Force with a clear mission:

Define a shared understanding of Diversity & Inclusion within our organisation.	Identify critical areas that require our collective attention as a company and team.	Develop 2-3 initiatives for concrete actions, along with clear responsibilities for implementation.
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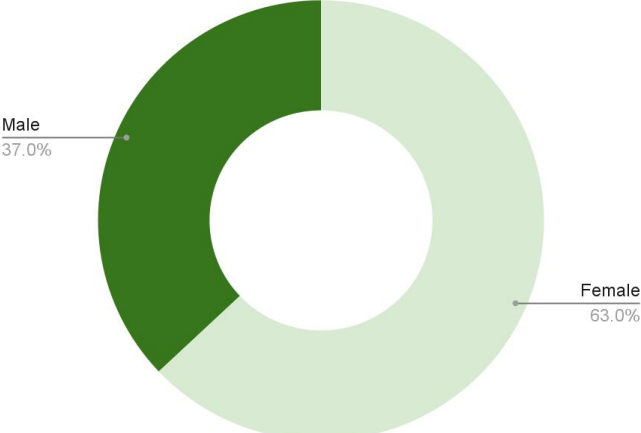
On July 27th, 2022, our company conducted a comprehensive Diversity & Inclusion global training during our Employee of the Month event. This training aimed to educate all staff members on the significance of inclusivity and to ensure that our workplace remains as inclusive as possible.

In the following graphs, we present the percentages of women employed at waterdrop® in 2022, as well as the percentage of women in leadership positions. These figures reflect our ongoing commitment to gender diversity and inclusivity in our workforce.

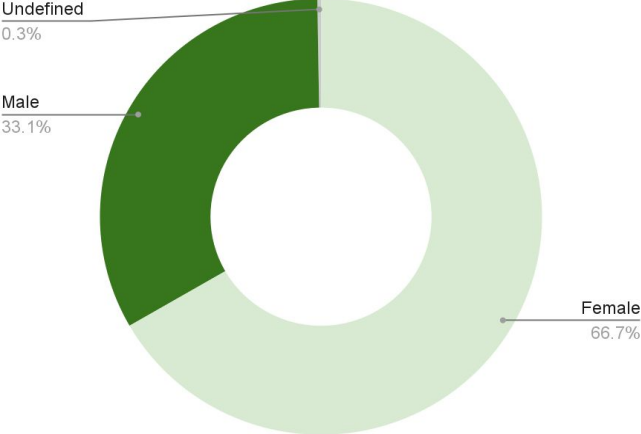
**Lead**



**N/A**



**Non Lead**



At waterdrop®, we recognise that our journey toward a sustainable world is best achieved together as a united community. As such, we are committed to fostering an environment where individuals who share our mission and values can come together. To do this, we've created community groups on platforms like Facebook, where members can exchange healthy and sustainable tips. Educational videos shared on our social media channels offer insights into the significance of our mission and practical steps toward a plastic-free world.

We firmly believe that actions speak louder than words. This belief drives us to participate in impactful events and festivals that align with our vision. From joining Pride Parades to community clean-up initiatives, we show our unwavering support for causes that propel us toward a more sustainable, equitable future.

In the end, our community is not just an audience; they are the driving force behind our mission. We are grateful for the support, passion, and dedication of each member, and we are committed to continuing this journey of empowerment and sustainability, together.







**Building a Culture  
of Integrity:**  
Ethics and Compliance at waterdrop®



### Applicable Policies:

At waterdrop®, our commitment to ethical conduct is unwavering. Our Ethics Policy stands as a testament to our values of integrity, transparency, and respect for human rights. This policy outlines our organisational values, strategic objectives, and targeted goals, all designed to foster an environment of ethical excellence within waterdrop®.

### Our current Ethics Targets:

Targets	Objective
Corruption:	We are resolute in preventing corruption in all forms across our organisation. Our Anti-Corruption efforts involve comprehensive guidelines, clear expectations, and ongoing compliance with anti-corruption laws. We are committed to maintaining a culture of integrity that ensures all employees adhere to anti-corruption practices.
Conflict of Interest:	To ensure the highest standards of fairness and transparency, our Conflict of Interest guidelines empower our employees to identify, prevent, and effectively manage conflicts that could compromise our ethical values. By providing clear expectations, we uphold a work environment built on accountability and responsible conduct.
Fraud:	waterdrop® takes a proactive stance against fraudulent activities. Our comprehensive Fraud Prevention guidelines establish protocols, expectations, and procedures for all employees to prevent, detect, and address fraudulent behaviors. We are dedicated to safeguarding our organisation's integrity against fraudulent threats.
Money Laundering:	By adhering to stringent Money Laundering guidelines, waterdrop® maintains its commitment to ethical business practices. Our policies ensure compliance with anti-money laundering laws and regulations, protecting our organisation from unwitting involvement in money laundering or related activities.
Anti-competitive Practices:	We are dedicated to fair competition and compliance with anti-trust laws. Our Anti-competitive Practices guidelines provide clear direction for employees to prevent, detect, and address behaviors that could hinder fair competition. By fostering a culture of compliance, we uphold ethical standards in our business interactions.
Information Security:	The protection of information assets is paramount. Our Information Security guidelines establish the framework for safeguarding information integrity, confidentiality, and availability. With clear expectations and procedures, we ensure compliance with laws and regulations while upholding our commitment to ethical information management.

## Ethics Initiatives and Reporting:

We uphold unwavering ethical standards and maintain a commitment to transparency and accountability. Our ethics initiatives are vital to creating a safe, respectful, and responsible workplace. In 2022, our efforts yielded the following results in terms of incident reporting:

Initiative	Percentage of Incidents Reported (2022)
Workplace Violence	0%
Whistleblower Platform	0%
IT Security	0%

- Workplace Violence:** Violence within our workplace is unequivocally condemned. Our stringent reporting and response mechanisms ensure the safety and well-being of our team members.
- Whistleblower Platform:** We encourage employees to report any wrongdoing they observe within the organisation. This platform provides a safe and confidential avenue for reporting serious concerns, fostering transparency and accountability.
- IT Security:** Our IT policies safeguard our digital assets, guaranteeing the confidentiality and integrity of sensitive information.

These initiatives reflect our commitment to ethical conduct and our dedication to maintaining an environment where integrity and accountability are celebrated. We will continue to evolve and strengthen these initiatives to ensure a safe, ethical, and compliant working environment at waterdrop®.



**Philanthropy:**  
Making Waves of  
Positive Change

# Unity For Impact

We're committed to creating a positive impact that extends beyond our business. We proudly collaborate with various non-profit organisations that share our values and mission, making meaningful contributions to causes that matter. Our philanthropic efforts include partnerships where a percentage of sales from special edition bottles is donated directly to these organisations, exemplifying our dedication to real change.

Here's a snapshot of some of our impactful collaborations:

Month	Collaboration / Beneficiary	Cause
February	Caritas Internationalis	Caritas' enduring dedication to delivering ongoing support to those in need in Ukraine
March	Frida Kahlo Corporation	Global Fund for Women, advocating for gender equality worldwide.
March	charity: water	working tirelessly to combat the global water crisis.
June	Conchita Wurst	supporting Outright Action International and Queer Base – organisations dedicated to championing the rights and wellbeing of the LGBTIQ+ community.
September	Sea Shepherd	Sea Shepherd's plastic pollution campaign, Operation Clean Waves, reflects our commitment to keeping plastic pollution out of our oceans.
December	Caritas Internationalis	Our limited edition Caritas Charity Bottle, released during Christmas, aims to aid Caritas in their noble efforts, particularly in natural disaster response and community assistance.

In total we donated around 72,000 € to organisations such as Caritas, Outright Action International, Queer Base, and additionally supported corporations such as the Frida Kahlo Corporation through product collaborations.

Our philanthropic journey reflects our belief in unity, compassion, and the transformative power of collective action. As we continue to grow, we remain dedicated to expanding our philanthropic efforts, partnering with organisations that align with our values and making a tangible difference in the world.





# Transparency Matters:

Supplementary Disclosure  
& Appendices

## Our Key Performance Indicators at a Glance:

	KPIs	Year	GRI Standards	SDG	Unit	Total
Environment	Total energy consumption in MWh	2021	GRI 302	12.2	MWh	496
	Total Scope 1 GHG emissions in metric tons CO <sub>2</sub> e	2021	GRI 305	12.4	tCO <sub>2</sub> e	32
	Total Scope 2 GHG emissions in metric tons CO <sub>2</sub> e	2021	GRI 305	12.4	tCO <sub>2</sub>	212
	Total Scope 3 GHG emissions in metric tons of CO <sub>2</sub> e	2021	GRI 305	12.4	tCO <sub>2</sub>	2,786
	Total gross Scope 3 Upstream GHG emissions	2021			tCO <sub>2</sub> e	2,768
	Total gross Scope 3 Downstream GHG emissions	2021			tCO <sub>2</sub> e	18
	Total renewable energy consumption	2022			MWh	427 <sup>1)</sup>
Waste management	Total weight of non-hazardous waste	2021	GRI 306	12.4	t	162 <sup>2)</sup>
	Total weight of waste recovered	2022		12.4	t	0 <sup>2)</sup>
	Total weight of hazardous waste	2022		12.4	%	0%
Water management	Total water consumption	2022		6.4	m <sup>3</sup>	3,053 <sup>1)</sup>
	Total weight of pollutants	2022			kg	0

1) Numbers measured only for Vienna HQ and Waterdrop Production Group GmbH

2) Numbers measures only for Waterdrop Production Group GmbH



## Our Key Performance Indicators at a Glance:

	KPIs	Year	GRI Standards	SDG	Unit	Total
Other environmental	% of operational facilities certified ISO 14001, EMAS or against other environmental management standard	2022	GRI 307		%	0
Employee Health & Safety	% of operational facilities with ISO 45001 certification	2022	GRI 403		%	0
	Lost time injury frequency rate, LTIR	2022				6.343
	Lost time injury severity rate, LTI	2022				0.044
Career Management & Training	Average training hours per employee per year	2022	GRI 404	4.4	#	6 <sup>2)</sup>
	% of total workforce trained on business ethics issues	2022	GRI 205	16.5	%	0
Prevention against discrimination and harassment	% of employed workers who are from minority groups and / or vulnerable groups in relation to the total organisation	2022	GRI 405	8.5	%	0
	% of employed workers who are from minority groups and / or vulnerable groups in management positions (excluding steering committee, board members)	2022	GRI 405	8.5	%	0
	% of women employed in relation to the entire company	2022	GRI 405	5.1	%	43
	% Share of women in management positions (excluding Steering Committee, Executive Board members)	2022	GRI 405	5.1	%	38
	% of women within the organisation's board	2022			%	0
	Average unadjusted gender pay gap	2022			%	23

1) Numbers measured only for Vienna HQ and Waterdrop Production Group GmbH

2) Numbers measures only for Waterdrop Production Group GmbH

## Our Key Performance Indicators at a Glance:

KPIs		Year	GRI Standards	SDG	Unit	Total
Business Ethics	Number of reports by means of whistleblower procedures	2022	GRI 205	16.5	#	0
	Number of confirmed corruption cases	2022	GRI 205	16.5	#	0
	Number of confirmed information security incidents	2022	GRI 418	16.3	#	0
	% of all operating sites with certified anti-corruption management system	2022			%	0
	% of all operating sites with an Information Security Management System (ISMS) certified to ISO 27000 (or other equivalent / similar standard)	2022			%	0
	% of total workforce trained on information security issues	2022			%	33

1) Numbers measured only for Vienna HQ and Waterdrop Production Group GmbH  
 2) Numbers measures only for Waterdrop Production Group GmbH



# Appendices:

Figure. 1

Accessories	CO2 Emissions	Weight in kg
Steel	1,473,872	666,609
Porcelain	190,177	47,544
Glass	113,447	136,684

Fig. 2 | Payload per truck (WD vs. PET bottle)

	Unit	Microdrink	1.5L PET bottle	Comment
Total weight of goods sold	g	2.5	1540.5	
Items per sales unit		12	6	Waterdrop 12-Pack vs. Bottled water 6-Pack
Sales Units per pallet		2,304	80	
Items per pallet		27,648	480	
Pallet weight	kg	123	750	Avg. 740kg calculated vs. 760kg stated by random water producer
Liters of water equivalent per sales unit	l	6	9	A 12-pack of WD can enhance 6l of water, a 6-pack of 1.5 bottles equals 9l
Liters of water equivalent per pallet	l	13,824	720	
Payload per truck	kg	10,000		Assumption: avg. truck size is 18t with 10t payload
Pallets per truck		17	13	Only 13 pallets of 1.5 liter PET bottles to stay within payload restrictions
Items per truck		470,016	6,240	
Liters of water equivalent per truck	l	235,008	9,750	
Actual payload weight	kg	2,091	9,750	
Number of trucks for same liters of water equivalent		1	24	

## Sources:

- <https://www.winkels.de/images/marken/produktinfos/Produktblatt-AquaVitale-Mineralwasser-1.5-l-PET-EW.pdf>
- <https://www.transpack-krumbach.de/unternehmen/hilfe/produkt-faq/wie-viele-paletten-passen-in-einen-lkw>

Fig. 3 | CO2 Emission for transporting water/drops (truck)

	Unit	Microdrink	Bottle Water
CO2 per ton-km	g	104	
CO2 per truck per km	g	217	1,014
CO2 per liters of water equivalent (235,008 l)	g	217	24,441
Avg. route length (to POS)	km	330	
CO2 per liter of water	kg	72	8,065
CO2 per truck ride (330km)	kg	72	335

Fig. 4 | CO2 Emission for transporting a drink (individual)

	Unit	Microdrink	Bottle Water
CO2 per drink	g	0.61	68.64
CO2 annual – 1 drink per day	g	223	25,054
CO2 annual – 1 drink per day	kg	0.22	25.05
CO2 per km in normal car	g	120	
Km in normal car for same CO2 emissions	km	1.9	209
CO2 per kWh	g/kWh	64	
Energy-saving lightbulb	kW	0.011	
Days a lightbulb could be powered	d	13	1483
Year a lightbulb could be powered	y	0	4

## Sources:

- <https://www.forschungsinformationssystem.de/servlet/is/39787/>
- [https://www.wko.at/service/netzwerke/ifeu\\_oekobilanz\\_getraenkeverpack\\_a\\_kurz\\_2.pdf](https://www.wko.at/service/netzwerke/ifeu_oekobilanz_getraenkeverpack_a_kurz_2.pdf)
- <https://www.bmnt.gv.at/umwelt/luft-laerm-verkehr/co2-monitoringPKW1.html>
- <https://www.e-control.at/konsumenten/oeko-energie/oekostrom-erkennen/stromkennzeichnung>

Fig.5 | Values vs. Volumes

	Unit	Values
1 truck can hold liters	l	9750
waterdrops needed for same amount	l	19500
paletts needed		0.71
12 packs needed		1625
Volume of a 12 pack	cm <sup>3</sup>	202.5
Total volume	m <sup>3</sup>	0.3290625
VW beetle (1970-1980) trunk volume 300-400 l		
Weight of a 12 pack	g	49
Total weight	kg	79.625
sixpacks in a normal Golf 7 trunk		8
bottle type	l	1.5
total liters	l	72
drinks		144
twelve packs		12

Fig. 6 | CO2 absorption statistics (bottle trucks)

	Unit	Value	Comment
CO2 saved when using WD instead of bottled water	t	7.99	Based on 235008 liters of water equivalent that can be transported with WD (saving 23 trucks)
CO2 absorbed by 1 ha forest per year (normal forest)	t	11	
Area required to absorb additional CO2 for not using WD	ha	0.73	
Area of average soccer field	ha	0.71	A soccer field is roughly 7100 square meters
Soccer fields needed to absorb CO2 for not using WD		1	



Fig. 7 | CO2 absorption statistics (WD trucks)

	Unit	Values
CO2 produced by a truck with WD	kg	72
CO2 absorption per tree per year (10y old)	lbs	48
CO2 absorption per tree per year (10y old)	kg	21.7
Trees required to absorb CO2 for using WD		4

Fig. 8 | Volume statistics (swimming pool)

	Unit	Values
Volume of olympic swimming pool	m^3	2,500
Liters of water in olympic swimming pool	l	2,500,000
Trucks with WD needed to "enhance" full pool		11
Trucks with water needed to fill pool		257

Sources:

- <https://projects.ncsu.edu/project/treesofstrength/treefact.htm>

Fig.9 | Global PET bottle production

	Unit	Value
PET bottles produced every year (total)		500,000,000,000
PET Bottles produced every year for water & soft drinks		345,000,000,000
Minutes per year		525600
PET bottles produce per minute		951,294
Most common bottle format	l	0.5
Average height for 0.5 liter bottle	m	0.23
Height of all bottle stacked on each other	m	79,350,000,000
Height of all bottle stacked on each other	km	79,350,000
Distance earth to moon	km	384,400
Number of round trips to moon & back with stacked bottles		103
Distance to Mars		78,000,000
Distance covered from Earth to Mars		102%
1 drop	mm	13
each additional drop when stacked	mm	1
drops needed to have same amount of drinks		690,000,000,000
when stacked	km	690,000

## Sources:

- <https://www.packagingstrategies.com/articles/89786-pet-packaging-outperforming-other-material-forms>

Fig. 10 | Global PET bottle for water &amp; soft drinks CO2 emissions (only transport)

	Unit	Value
Weight of filled bottles (packaging not included... marginal effect)	t	345,000,000
Avg. route length (to POS)	km	330
Ton-km driven to transport filled bottles	tkm	113,850,000,000
CO2 per ton-km	g	104
CO2 produced	g	11,840,400,000,000
CO2 produced	t	11,840,400
Area of forest required to absorb CO2	ha	1,076,400
Area of forest required to absorb CO2	sqkm	10,764
Multiple Area London		7
Soccer fields needed to absorb CO2 for not using WD		1,507,563
Kg CO2 per 1000 liter liquid in PET single use bottles	kg	139
Kg CO2 for all bottled waters / soft drinks	kg	47,955,000,000
Tons CO2 for all bottled waters / soft drinks	t	47,955,000
CO2 g per 0.5 liter bottle	g	83
CO2 in t for all water / soft drink bottles	t	28635

## Sources:

- [https://www.duh.de/fileadmin/user\\_upload/download/Projektinformation/Mehrwegschutz/Mehrweg\\_ist\\_Klimaschutz/Kampagne\\_2017/170612\\_Fakten\\_zu\\_%C3%96kobilanzen\\_von\\_Getr%C3%A4nkeverpackungen.pdf](https://www.duh.de/fileadmin/user_upload/download/Projektinformation/Mehrwegschutz/Mehrweg_ist_Klimaschutz/Kampagne_2017/170612_Fakten_zu_%C3%96kobilanzen_von_Getr%C3%A4nkeverpackungen.pdf)
- <https://sciencing.com/carbon-footprint-plastic-bottle-12307187.html>

Fig. 11 | Global PET bottle transport emissions (individual)

	<b>Unit</b>	<b>Value</b>
CO2 per km in normal car	g	120
PKW needs to ride km to emit the same amount	km	98,670,000,000
circumference world	kg	40,000
times around the world		2,466,750
average speed kmh		100
hours needed		986,700,000
days needed		41,112,500
years needed		112,637



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