

Electricity	Unit	2020	2021	2022	2023
Total electricity	kWh	11.415.546	10.623.243	10.666.499	9.131.616
Ostfriesische Tee Gesellschaft GmbH & Co. KG	kWh	452.441	425.698	376.115	382.710
OnnO Behrends GmbH & Co. KG	kWh	1.436.703	1.528.468	1.480.902	1.513.748
Milford Tea GmbH & Co. KG	kWh	2.864.167	2.741.716	2.668.381	2.759.024
Kräuterhaus Wild GmbH & Co. KG	kWh	2.923.867	2.447.130	2.664.998	2.818.865
OTG Lager- und Frachtkontor GmbH & Co. KG	kWh	962.991	775.307	1.014.247	981.052
Medin GmbH & Co KG (Schließung 1.6.24)	kWh	2.775.377	2.704.924	2.461.856	676.217

Natural gas	Unit	2020	2021	2022	2023
Total natural gas	kWh	8.128.824	9.399.644	8.070.878	5.008.741
Ostfriesische Tee Gesellschaft GmbH & Co. KG	kWh	408.046	407.323	404.703	406.886
OnnO Behrends GmbH & Co. KG	kWh	387.156	415.383	406.686	338.873
Milford Tea GmbH & Co. KG	kWh	570.818	736.676	465.162	475.038
Kräuterhaus Wild GmbH & Co. KG	kWh	406.000	699.000	561.238	318.000
OTG Lager- und Frachtkontor GmbH & Co. KG	kWh	2.280.843	2.699.555	2.238.676	1.835.189
Medin GmbH & Co KG (Schließung 1.6.24)	kWh	4.075.961	4.441.707	3.994.413	1.634.755

Proportion of renewable energy	Unit	2020	2021	2022	2023
Electricity generation	Percent	100	100	100	100
Natural gas generation	Percent	0	0	0	0

CO₂-Balance

CO₂-Emissions - SCOPE 1

Direct emissions from sources controlled by the company (such as heating oil, natural gas and fuel consumption)

	Unit	2020	2021	2022	2023
Company cars	t	656,97	659,10	674,14	511,51
Heat generation	t	1.124,00	1.288,50	1.139,62	621,89
Total - SCOPE 1	t	1.780,97	1.947,60	1.813,76	1.133,40

CO₂-Emissions - SCOPE 2

Indirect emissions associated with the generation of purchased energy.

	Unit	2020	2021	2022	2023
Electricity consumption (Total – Scope 2)	t	204,40	207,91	207,58	11,84

CO₂-Emissions - SCOPE 3

All other indirect emissions that come about through company activities, yet the sources of which are neither owned by the company nor under company control (from business trips, for example).

	Unit	2020	2021	2022	2023
Waste	t	269,76	315,08	303,28	435,92
Rail travel	t	0,00	0,00	0,00	0,00
Services****	t	x	x	x	2.082,70
Purchased goods and trade products****	t	x	x	x	13.708,22
Disposal of sold products****	t	x	x	x	2.081,20
Air travel	t	49,18	17,61	31,89	76,78
Overnight stays in hotels *	t	x	1,12	2,41	8,41
Capital assets****	t	x	x	x	1.055,73
Rental cars **	t	5,57	6,68	3,49	2,49
Employee arrivals *	t	x	809,70	1.238,05	1.147,10

Utilisation of sold products****	t	x	x	x	68,33
Raw materials *	t	x	35.680,42	22.432,62	44.033,91
Transports (external) ***	t	1.268,64	7.951,89	6.425,36	9.756,81
Packaging*	t	x	28.697,61	29.781,99	32.302,28
Upstream chain - energy****	t	x	x	x	390,90
Water/Sewage	t	9,05	9,65	7,95	10,02
Total - SCOPE 3	t	1.602,20	73.489,76	60.227,04	107.160,80

CO₂-Emissions - SCOPE 1-3	Unit	2020	2021	2022	2023
Total CO ₂ -Emissions (SCOPE 1, 2 & 3)	t	3.587,57	75.645,27	62.248,38	108.306,04

* First recorded from 2021

** First recorded from 2017

*** Changed calculation of external transports from 2019; channelled into the ext. to 2019 Transport mainly for journeys to and from customers.

Increase in this value from 2021 due to inclusion of transport for packaging and raw materials.

**** First recorded from 2023

Water input	Unit	2020	2021	2022	2023
Total water consumption OTG	m ³	20.344	21.636	18.454	14.804
Sewage	m ³	17.214	18.481	15.812	14.488

Waste and recyclables	Einheit	2020	2021	2022	2023
Residual waste	t	110,23	143,58	130,51	244,91
Waste from food production	t	0,44	0,49	1,35	0,39
Organic waste	t	0,79	0,87	0,25	1,33
Paper and cardboard	t	62,63	69,08	70,59	78,72
Plastic waste	t	88,32	93,08	93,29	102,29
Construction waste	t	7,26	7,91	7,11	8,02
Discarded metal / Scrap	t	0,09	0,07	0,18	0,26
Total waste	t	269,76	315,08	303,28	435,92

Company Management



LSH – Laurens Spethmann Holding Aktiengesellschaft & Co. KG		Unit	2020	2021	2022	2023
Composition of the LSH Supervisory Board and Advisory Board	Total number		5	5	5	5
	Number of women		1	1	1	1
	Number of men		4	4	4	4
	Number < 30		0	0	0	0
	Number 30-50		0	0	0	0
	Number >50		5	5	5	5
Composition of the LSH Executive Board	Total number		3	3	3	3
	Number of women		0	0	0	0
	Number of men		0	3	3	3
	Number < 30		3	0	0	0
	Number 30-50		1	0	0	0
	Number >50		2	3	3	3

OTG – Ostfriesische Tee Gesellschaft GmbH & Co. KG		Unit	2020	2021	2022	2023
Total revenues	Million euros		257	270	267	291

Composition of OTG employees at the management level		Unit	2020	2021	2022	2023
Management level	Percent women		37,5	44,4	37,5	18,2
	Percent men		62,5	55,6	62,5	81,8
Head of department level	Percent women		23,5	28,6	31,3	34,6
	Percent men		76,5	71,4	68,8	65,4
Specialists	Percent women		37,5	20,0	42,9	0,0
	Percent men		62,5	80,0	57,1	100,0
Group leader level	Percent women		43,5	57,9	45,8	39,3
	Percent men		56,5	42,1	54,2	60,7
Technical specialists	Percent women		31,3	44,4	52,0	48,5
	Percent men		68,8	55,6	48,0	51,5
Management level total	Percent women		34,7	39,1	41,9	5,8
	Percent men		65,3	60,9	58,1	94,2

OTG Memberships

Arbeitgeberverband für den Regierungsbezirk Lüneburg e. V.
 Bundesverband Materialwirtschaft, Einkauf und Logistik e. V. (BME), Frankfurt am Main
 Deutsche Gesellschaft für Qualität e. V.
 Deutscher Tee & Kräutertee Verband e. V., Hamburg
 Ethical Tea Partnership, London
 Markenverband e. V., Berlin
 Pro Honore e. V.
 Rainforest Alliance
 THIE Tea & Herbal Infusions Europe, Hamburg
 VEA Bundesverband der Energie-Abnehmer e. V., Hannover
 Verband Sozialer Wettbewerb e. V.
 Zentrale zur Bekämpfung unlauteren Wettbewerbs e. V.
 Fairtrade
 Naturland
 Climate Neutral Group
 MLF Mittelständische Lebensmittel Filialbetriebe e.V.
 MMM
 Consumer Goods Forum

Customers and Products



Products	Unit	2020	2021	2022	2023
Tea products produced	Billion teabags	7,89	7,69	7,85	8,44
Rainforest Alliance- (formerly UTZ)-certified products with Meßmer	Percentage of certified raw materials in all Meßmer products	70	72	72	72
Product complaints	Percent	0,0007	0,000936	0,000716	0,000785

Proportion of sustainable raw materials*	Unit	2020	2021	2022	2023
Proportion of sustainable raw materials in green tea/black tea 1)**	Percent	85	90	90	95
Proportion of sustainable raw materials in herbal/fruit infusion 2)**	Percent	70	71	71	71
Proportion of sustainable raw materials in rooibos tea 3)**	Percent	100	100	100	100

1) The raw materials are certified by the ETP, UTZ/Rainforest Alliance or Fairtrade.

2) The raw materials are UEBT certified.

3) The raw materials are certified by the Rainforest Alliance or Fairtrade.

* For our brands

** UTZ = Rainforest Alliance from 2021 onwards

Proportion of recycled material in packaging	Unit	2020	2021	2022	2023
Outer cardboard **	Percent	93,33	93,34	93,76	93,69
Folding boxes **	Percent	50,28	50,14	53,6	53,92
Envelopes*	Percent	0	0	0	0
Tea tags*	Percent	0	0	0	0
Total	Percent	29,58	29,45	31,26	30,09

* The envelopes for the tea bags and the labels must be made from 100% virgin paper to be approved for direct contact with food. That is why it is not possible to use recycled paper.

** Even when 100% recycled paper is used, the share can only reach a maximum of 95%, as constituents such as pigment layers, paint or varnish etc. reduce this by around 5%.

In the folding box area, the value may be subject to negative fluctuations, as the private label customers' wish for virgin paper packaging must be taken into account. (See 2021–2022)

Expenses for OTG suppliers by origin	Unit	2020	2021	2022	2023
Within Germany	Percent	92	91	91	91
Outside Germany	Percent	8	9	9	9

Employees



Employees	Unit	2020	2021	2022	2023
Total employees	Total number	772	763	794	884
	Number of women	368	356	367	418
	Number of men	404	407	427	466

Employees by employment type	Unit	2020	2021	2022	2023
Full time	Number of women	240	239	248	261
	Number of men	389	398	417	438
Part time	Number of women	128	117	119	157
	Number of men	15	9	10	28

Employees by location	Unit	2020	2021	2022	2023
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total Number	323	301	315	325
	Number of women	189	175	181	188
	Number of men	134	126	134	137
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Total Number	145	148	162	175
	Number of women	77	74	78	82
	Number of men	68	74	84	93
Milford Tea GmbH & Co. KG, Lower Saxony	Total Number	125	137	145	152
	Number of women	55	61	61	66
	Number of men	70	76	84	86
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total Number	93	97	100	118
	Number of women	28	28	33	37
	Number of men	65	69	67	81
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Total Number	86	80	72	78
	Number of women	19	18	14	18
	Number of men	67	62	58	60
Schock GmbH & Samcros GmbH <i>(First recorded from 2023)</i>	Total Number				36
	Number of women				27
	Number of men				9

New employments	Unit	2020	2021	2022	2023
Total new employments	Total Number	111	103	133	194
	Number of women	52	33	60	78
	Number of men	59	70	73	116

Up to 30 years old	Unit	2020	2021	2022	2023
Total new employments	Total Number	49	57	44	113
	Number of women	16	12	22	44
	Number of men	33	45	33	69
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Number of women	7	8	11	14
	Number of men	7	11	10	8
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Number of women	6	2	5	11
	Number of men	8	12	8	22
Milford Tea GmbH & Co. KG, Lower Saxony	Number of women	1	1	2	2
	Number of men	5	8	9	12
OnnO Behrends GmbH & Co. KG, Lower Saxony	Number of women	0	1	3	1
	Number of men	5	6	3	17
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Number of women	2	0	1	3
	Number of men	8	8	3	8
Schock GmbH & Samcros GmbH <i>(First recorded from 2023)</i>	Number of women				13
	Number of men				2

30 to 50 years old		Unit	2020	2021	2022	2023
Total new employments	Total number		48	36	61	64
	Number of women		26	16	32	30
	Number of men		22	20	29	34
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Number of women		21	4	15	10
	Number of men		11	8	15	8
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Number of women		3	6	9	6
	Number of men		4	4	2	4
Milford Tea GmbH & Co. KG, Lower Saxony	Number of women		1	3	3	7
	Number of men		2	5	6	9
OnnO Behrends GmbH & Co. KG, Lower Saxony	Number of women		0	3	4	5
	Number of men		1	2	5	7
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Number of women		1	0	1	1
	Number of men		4	1	1	3
Schock GmbH & Samcros GmbH <i>(First recorded from 2023)</i>	Number of women					1
	Number of men					3
Over 50 years old		Unit	2020	2021	2022	2023
Total new employments	Total number		14	10	17	17
	Number of women		10	5	6	4
	Number of men		4	5	11	13
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Number of women		5	3	2	0
	Number of men		3	0	1	2
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Number of women		4	1	2	1
	Number of men		1	1	5	4
Milford Tea GmbH & Co. KG, Lower Saxony	Number of women		0	1	0	2
	Number of men		0	0	1	0
OnnO Behrends GmbH & Co. KG, Lower Saxony	Number of women		0	0	2	1
	Number of men		0	3	4	6
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Number of women		1	0	0	0
	Number of men		0	1	0	1
Schock GmbH & Samcros GmbH <i>(First recorded from 2023)</i>	Number of women					0
	Number of men					0
Fluctuation		Unit	2020	2021	2022	2023
Overall fluctuation	Total number		27	35	42	51
	Number of women		8	11	19	16
	Number of men		19	24	23	35
Up to 30 years old		Unit	2020	2021	2022	2023
Total fluctuation	Total number		11	18	18	22
	Number of women		2	6	6	6
	Number of men		9	12	12	16
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Number of women		1	5	4	1
	Number of men		1	2	2	3
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Number of women		0	0	0	1
	Number of men		2	0	5	5
Milford Tea GmbH & Co. KG, Lower Saxony	Number of women		1	0	1	1
	Number of men		3	3	1	4
OnnO Behrends GmbH & Co. KG, Lower Saxony	Number of women		0	0	0	0
	Number of men		2	3	3	2
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Number of women		0	1	1	0
	Number of men		1	4	1	1
Schock GmbH & Samcros GmbH <i>(First recorded from 2023)</i>	Number of women					3
	Number of men					1

30 to 50 years old	Unit	2020	2021	2022	2023
Total fluctuation	Total number	12	15	19	21
	Number of women	4	4	8	10
	Number of men	8	11	11	11
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Number of women	4	1	4	5
	Number of men	2	7	5	1
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Number of women	0	3	2	2
	Number of men	1	4	1	2
Milford Tea GmbH & Co. KG, Lower Saxony	Number of women	0	0	1	0
	Number of men	2	0	2	3
OnnO Behrends GmbH & Co. KG, Lower Saxony	Number of women	0	0	1	1
	Number of men	0	0	3	3
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Number of women	0	0	0	0
	Number of men	3	0	0	2
Schock GmbH & Samcros GmbH <i>(First recorded from 2023)</i>	Number of women				2
	Number of men				0
Over 50 years old	Unit	2020	2021	2022	2023
Total fluctuation	Total number	4	2	5	8
	Number of women	2	1	5	0
	Number of men	2	1	0	8
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Number of women	1	1	1	0
	Number of men	2	1	0	2
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Number of women	0	0	2	0
	Number of men	0	0	0	2
Milford Tea GmbH & Co. KG, Lower Saxony	Number of women	0	0	1	0
	Number of men	0	0	0	1
OnnO Behrends GmbH & Co. KG, Lower Saxony	Number of women	0	0	0	0
	Number of men	0	0	0	2
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Number of women	1	0	1	0
	Number of men	0	0	0	1
Schock GmbH & Samcros GmbH <i>(First recorded from 2023)</i>	Number of women				0
	Number of men				0
Number of employees who take parental leave	Unit	2020	2021	2022	2023
Total number of employees who take parental leave	Total number	32	30	39	40
	Number of women	20	23	26	28
	Number of men	12	7	13	12
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Number of women	13	14	18	20
	Number of men	7	4	7	6
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Number of women	5	4	4	1
	Number of men	1	1	2	2
Milford Tea GmbH & Co. KG, Lower Saxony	Number of women	0	1	1	1
	Number of men	1	0	1	4
OnnO Behrends GmbH & Co. KG, Lower Saxony	Number of women	2	3	2	2
	Number of men	3	0	0	0
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Number of women	1	1	1	0
	Number of men	0	2	3	0
Schock GmbH & Samcros GmbH <i>(First recorded from 2023)</i>	Number of women				4
	Number of men				0

Number of employees who returned to work after taking parental		Unit	2020	2021	2022	2023
Total number of employees who returned to work after taking parental leave	Total number		14	13	19	26
	Number of women		4	7	8	15
	Number of men		10	6	11	11
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Number of women		2	4	6	9
	Number of men		5	4	7	5
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Number of women		2	0	0	0
	Number of men		1	0	0	2
Milford Tea GmbH & Co. KG, Lower Saxony	Number of women		0	0	1	0
	Number of men		1	0	1	4
OnnO Behrends GmbH & Co. KG, Lower Saxony	Number of women		0	2	0	2
	Number of men		3	0	0	0
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Number of women		0	1	1	
	Number of men		0	2	3	0
Schock GmbH & Samcros GmbH <i>(First recorded from 2023)</i>	Number of women					4
	Number of men					0

Number of employees who returned to work after taking parental leave and are still employed 12 months after returning to work		Unit	2020	2021	2022	2023
Total number of employees who returned to work after taking parental leave and are still employed 12 months after returning to work	Total number		9	9	9	21
	Number of women		4	2	6	13
	Number of men		5	7	3	8
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Number of women		4	2	3	6
	Number of men		3	4	2	5
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Number of women		0	0	0	3
	Number of men		0	0	0	1
Milford Tea GmbH & Co. KG, Lower Saxony	Number of women		0	0	0	1
	Number of men		2	1	0	1
OnnO Behrends GmbH & Co. KG, Lower Saxony	Number of women		0	0	2	0
	Number of men		0	2	0	0
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Number of women		0	0	1	1
	Number of men		0	0	1	1
Schock GmbH & Samcros GmbH <i>(First recorded from 2023)</i>	Number of women					2
	Number of men					0

Employees	Unit	2020	2021	2022	2023
Fluctuation rate	Percent	3,5	5,25	7,45	6,11
Major injuries and fatalities	Number	0	1	0	45,7
Employees subject to collective agreements	Percent	46,65	49,41	50,38	54,3
Complaints concerning labour practices that are reported to our ombudswoman or placed in our opinions box	Number	0	0	0	0
Discrimination incidents	Number	0	0	0	0
Number of confirmed cases of corruption	Number	0	0	0	0
Number of confirmed information security incidents	Number	0	0	0	0

Percentage of the workforce represented by a formal employee and management occupational safety committee in each location					
	Unit	2020	2021	2022	2023
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number	323	301	315	325
	Number of employees with occupational safety representation	323	301	315	325
	% of employees with occupational safety representation	100,0	100,0	100,0	100,0
Kräuterhaus Wild GmbH & Co. KG, Bavaria	Total number	145	148	162	175
	Number of employees with occupational safety representation	145	148	162	175
	% of employees with occupational safety representation	100	100	100	100
Milford Tea GmbH & Co. KG, Lower Saxony	Total number	125	137	145	152
	Number of employees with occupational safety representation	125	137	145	152
	% of employees with occupational safety representation	100,0	100,0	100,0	100,0
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number	93	97	100	118
	Number of employees with occupational safety representation	93	97	100	118
	% of employees with occupational safety representation	100	100	100	100
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Total number	86	80	72	78
	Number of employees with occupational safety representation	86	80	72	78
	% of employees with occupational safety representation	100,0	100,0	100,0	100,0
Schock GmbH & Samcros GmbH <i>(First recorded from 2023)</i>	Total number				36
	Number of employees with occupational safety representation				36
	% of employees with occupational safety representation				100,0

Employees with collective bargaining agreements by employment location					
	Unit	2020	2021	2022	2023
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number	323	301	315	325
	Number of employees with collective bargaining agreements	0	0	0	0
	% of employees with collective bargaining agreements	0	0	0	0,0
Kräuterhaus Wild GmbH & Co. KG, Bavarian	Total number	145	148	162	175
	Number of employees with collective bargaining agreements	144	147	161	174
	% of employees with collective bargaining agreements	99,3	99,3	99,4	99,4
Milford Tea GmbH & Co. KG, Lower Saxony	Total number	125	137	145	152
	Number of employees with collective bargaining agreements	78	77	69	50
	% of employees with collective bargaining agreements	62,4	56,2	47,6	32,9
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number	93	97	100	118
	Number of employees with collective bargaining agreements	0	0	0	0
	% of employees with collective bargaining agreements	0	0	0	0,0
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavaria	Total number	86	80	72	78
	Number of employees with collective bargaining agreements	40	38	38	40
	% of employees with collective bargaining agreements	46,5	47,5	52,8	51,3
Schock GmbH & Samcros GmbH <i>(First recorded from 2023)</i>	Total number				36
	Number of employees with collective bargaining agreements				0
	% of employees with collective bargaining agreements				0,0

Employees represented by a works council by employment location	Unit	2020	2021	2022	2023
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number	323	301	315	325
	Number of employees represented by a works council	43	44	41	38
	% of employees represented by a works council	13,3	14,6	13,0	11,7
Kräuterhaus Wild GmbH & Co. KG, Bavarian	Total number	145	148	162	175
	Number of employees represented by a works council	144	147	161	174
	% of employees represented by a works council	99,3	99,3	99,4	99,4
Milford Tea GmbH & Co. KG, Lower Saxony	Total number	125	137	145	152
	Number of employees represented by a works council	109	119	127	149
	% of employees represented by a works council	87,2	86,9	87,6	98,0
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number	93	97	100	118
	Number of employees represented by a works council	92	96	99	99
	% of employees represented by a works council	98,9	99,0	99,0	83,9
OTG Lager- und Fachkontroll GmbH & Co. KG, Lower Saxony and Bavaria	Total number	86	80	72	78
	Number of employees represented by a works council	40	38	38	40
	% of employees represented by a works council	46,5	47,5	52,8	51,3
Schock GmbH & Samcros GmbH <i>(First recorded from 2023)</i>	Total number				36
	Number of employees represented by a works council				0
	% of employees represented by a works council				0,0
Employees with staff appraisals by employment location	Unit	2020	2021	2022	2023
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number	323	301	315	325
	Number of employees in staff appraisals	301	301	315	305
	% of employees in staff appraisals	93,2	100,0	100,0	93,8
Kräuterhaus Wild GmbH & Co. KG, Bavarian	Total number	145	148	162	175
	Number of employees in staff appraisals	145	148	162	16
	% of employees in staff appraisals	100	100	100	9,1
Milford Tea GmbH & Co. KG, Lower Saxony	Total number	125	137	145	152
	Number of employees in staff appraisals	10	18	20	21
	% of employees in staff appraisals	8,0	13,1	13,8	13,8
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number	93	97	100	118
	Number of employees in staff appraisals	0	0	0	16
	% of employees in staff appraisals	0	0	0	13,6
OTG Lager- und Fachkontroll GmbH & Co. KG, Lower Saxony and Bavaria	Total number	86	80	72	78
	Number of employees in staff appraisals	9	15	15	20
	% of employees in staff appraisals	10,5	18,8	20,8	25,6
Schock GmbH & Samcros GmbH <i>(First recorded from 2023)</i>	Total number				36
	Number of employees in staff appraisals				31
	% of employees in staff appraisals				86,1

Employees with work accidents with downtime by employment location					
Unit	2020	2021	2022	2023	
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number	323	301	315	325
	Number of work accidents with downtime	4	0	4	0
	% of work accidents with downtime	8,7	0	9,2	0,0
Kräuterhaus Wild GmbH & Co. KG, Bavarian	Total number	145	148	162	175
	Number of work accidents with downtime	9	12	5	9
	% of work accidents with downtime	49,0	64,7	25,4	5,1
Milford Tea GmbH & Co. KG, Lower Saxony	Total number	125	137	145	152
	Number of work accidents with downtime	11	6	12	13
	% of work accidents with downtime	61,4	33,9	62,7	8,6
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number	93	97	100	118
	Number of work accidents with downtime	5	4	6	4
	% of work accidents with downtime	38,7	30,1	43,7	3,4
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavarian	Total number	86	80	72	78
	Number of work accidents with downtime	3	9	4	3
	% of work accidents with downtime	26,0	80,3	41,0	3,8
Schock GmbH & Samcros GmbH <i>(First recorded from 2023)</i>	Total number				36
	Number of work accidents with downtime				0
	% of work accidents with downtime				0,0

Employees in Minority groups/in need of protection by employment location					
Unit	2020	2021	2022	2023	
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number	323	301	315	325
	Number of employees in minority groups	20	20	20	30
	% of employees in minority groups	6,2	6,6	6,3	9,2
Kräuterhaus Wild GmbH & Co. KG, Bavarian	Total number	145	148	162	175
	Number of employees in minority groups	24	27	26	15
	% of employees in minority groups	16,6	18,2	16,0	8,6
Milford Tea GmbH & Co. KG, Lower Saxony	Total number	125	137	145	152
	Number of employees in minority groups	10	11	8	9
	% of employees in minority groups	8,0	8,0	5,5	5,9
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number	93	97	100	118
	Number of employees in minority groups				
	% of employees in minority groups	6,5	10,3	10,0	11,0
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavarian	Total number	86	80	72	78
	Number of employees in minority groups	15	14	12	8
	% of employees in minority groups	17,4	17,5	16,7	10,3
Schock GmbH & Samcros GmbH <i>(First recorded from 2023)</i>	Total number				36
	Number of employees in minority groups				5
	% of employees in minority groups				13,9

Managers in Minority groups/in need of protection by employment location					
Unit	2020	2021	2022	2023	
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number	323	301	315	325
	Number of managers in minority groups	1	3	3	8
	% of managers in minority groups	0,3	1,0	1,0	2,5
Kräuterhaus Wild GmbH & Co. KG, Bavarian	Total number	145	148	162	175
	Number of managers in minority groups	1	0	0	0
	% of managers in minority groups	0,7	0,0	0,0	0,0
Milford Tea GmbH & Co. KG, Lower Saxony	Total number	125	137	145	152
	Number of managers in minority groups	0	0	0	0
	% of managers in minority groups	0,0	0,0	0,0	0,0
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number	93	97	100	118
	Number of managers in minority groups	0	0	0	0
	% of managers in minority groups	0	0	0	0,0
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavarian	Total number	86	80	72	78
	Number of managers in minority groups	0	0	0	0
	% of managers in minority groups	0,0	0,0	0,0	0,0
Schock GmbH & Samcros GmbH <i>(First recorded from 2023)</i>	Total number				36
	Number of managers in minority groups				0
	% of managers in minority groups				0,0

Women employed by location	Unit	2020	2021	2022	2023
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number	323	301	315	325
	Number of women	189	175	181	188
	% Women	58,5	58,1	57,5	57,8
Kräuterhaus Wild GmbH & Co. KG, Bavarian	Total number	145	148	162	175
	Number of women	77	74	78	82
	% Women	53,1	50,0	48,1	46,9
Milford Tea GmbH & Co. KG, Lower Saxony	Total number	125	137	145	152
	Number of women	55	61	61	66
	% Women	44,0	44,5	42,1	43,4
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number	93	97	100	118
	Number of women	28	28	33	37
	% Women	30,1	28,9	33,0	31,4
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavarian	Total number	86	80	72	78
	Number of women	19	18	14	18
	% Women	22,1	22,5	19,4	23,1
Schock GmbH & Samcros GmbH <i>(First recorded from 2023)</i>	Total number				36
	Number of women				27
	% Women				75,0
Women in management positions by employment location	Unit	2020	2021	2022	2023
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number	323	301	315	325
	Number of women in management position	18	19	19	19
	% of women in management positions	5,6	6,3	6,0	5,8
Kräuterhaus Wild GmbH & Co. KG, Bavarian	Total number	145	148	162	175
	Number of women in management position	2	1	1	1
	% of women in management positions	1,4	0,7	0,6	0,6
Milford Tea GmbH & Co. KG, Lower Saxony	Total number	125	137	145	152
	Number of women in management position	2	2	2	4
	% of women in management positions	1,6	1,5	1,4	2,6
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number	93	97	100	118
	Number of women in management position	3	3	3	2
	% of women in management positions	3,2	3,1	3,0	1,7
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavarian	Total number	86	80	72	78
	Number of women in management position	1	1	1	1
	% of women in management positions	1,2	1,3	1,4	1,3
Schock GmbH & Samcros GmbH <i>(First recorded from 2023)</i>	Total number				36
	Number of women in management positions				0
	% of women in management positions				0,0
Women on the executive board by employment location	Unit	2020	2021	2022	2023
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number	323	301	315	325
	Number of women on the management board	0	0	0	0
	% of women on the management board	0	0	0	0,0
Kräuterhaus Wild GmbH & Co. KG, Bavarian	Total number	145	148	162	175
	Number of women on the management board	0	0	0	0
	% of women on the management board	0	0	0	0,0
Milford Tea GmbH & Co. KG, Lower Saxony	Total number	125	137	145	152
	Number of women on the management board	0	0	0	0
	% of women on the management board	0	0	0	0,0
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number	93	97	100	118
	Number of women on the management board	0	0	0	0
	% of women on the management board	0	0	0	0,0
OTG Lager- und Frachtkontor GmbH & Co. KG, Lower Saxony and Bavarian	Total number	86	80	72	78
	Number of women on the management board	0	0	0	0
	% of women on the management board	0	0	0	0,0
Schock GmbH & Samcros GmbH <i>(First recorded from 2023)</i>	Total number				36
	Number of women on the management board				0
	% of women on the management board				0,0

Temporary/Permanent employment	Unit	2020	2021	2022	2023
Ostfriesische Tee Gesellschaft GmbH & Co. KG, Lower Saxony	Total number	323	301	315	325
	Temporary	35	29	30	29
	Permanent	288	272	285	296
Kräuterhaus Wild GmbH & Co. KG, Bavarian	Total number	145	148	162	175
	Temporary	30	36	48	45
	Permanent	115	112	114	130
Milford Tea GmbH & Co. KG, Lower Saxony	Total number	125	137	145	152
	Temporary	11	11	18	26
	Permanent	114	126	127	126
OnnO Behrends GmbH & Co. KG, Lower Saxony	Total number	93	97	100	118
	Temporary	17	29	29	39
	Permanent	76	68	71	79
OTG Lager- und Fachkonsum-GmbH & Co. KG, Lower Saxony and Bavarian	Total number	86	80	72	78
	Temporary	18	13	11	17
	Permanent	68	67	61	61
Schock GmbH & Samcros GmbH <i>(First recorded from 2023)</i>	Total number				36
	Temporary				5
	Permanent				31