

GRI Table *Hoogesteger*

GRI 102: General Disclosures

General Disclosures		
GRI 102	General Disclosures 2017	
1	Organizational profile	
102-1	Name of the organization	A.L. Hoogesteger Fresh Specialist
102-2	Activities, brands, products, and services	Production and sale of private label fresh fruit and vegetable juices
102-3	Location of headquarters	Zwanenburg
102-4	Locations of operations	The Netherlands, Scandinavia, Germany, Austria, England
102-5	Ownership and legal form	The shareholder of Hoogesteger BV is the Jamaica Producers Group (JPG).
102-6	Markets served	70% the Netherlands, 30% abroad
102-7	Scale of the organization	1 branch, 127 employees
102-8	Information on employees and other workers	See online CSR annual report.
102-9	Supply chain	Class 2 and 3 fruit and vegetables are procured internationally from various suppliers, particularly in Egypt, Spain, South America and South Africa. Depending on where fresh fruit is available at that moment. In addition, IQF (frozen fruit) and purees (lightly pasteurized juice/puree) are procured if fresh is not feasible. The fruit and vegetables arrive in containers at the juice factory in Zwanenburg where they are made into juice. The juices are sold as a private label.
102-10	Significant changes to the organization and its supply chain	N/A

102-11	Precautionary principle or approach	All suppliers are Global GAP and GFSI certified. The emphasis is on food safety. In addition, suppliers are audited by Hoogesteger itself. Here, particular attention is paid to food safety and (safe) working conditions.
102-12	External initiatives	In particular in the field of food safety and our shelf life techniques HPP and FMP, we work with the following parties: <ul style="list-style-type: none"> . Wageningen University . Allergen Consultancy . Eurofins . I3 Food . Food Tech Brainport in Helmond . DIL (Deutsche Institut für Lebensmitteltechnik) . KTBA
102-13	Membership of associations	Membership FWS (Dutch Association of Soft Drinks, Waters, Juices) and FNLI (Federation of Dutch Food Industry)
2	Strategy	
102-14	Statement from senior decision-maker	See online CSR annual report.
102-15	Key impacts, risks, and opportunities	See CSR policy in online CSR annual report.
3	Ethics and integrity	
102-16	Values, principles, standards, and norms of behaviour	. Internally there is a protocol and complaints procedure for undesirable behavior.
102-17	Mechanisms for reporting problems in unethical/unlawful behaviour and advice in organizational integrity	. For suppliers there is a code of conduct that is signed. In addition to the complaints procedure for undesirable behavior, there are two confidential advisers and the whistleblower policy applies.
4	Governance	
102-18	Governance structure	Jamaica Producers Group is the shareholder of Hoogesteger. Furthermore there is a Managing Director and a Management Team. The organisation chart is available on request.

5 Stakeholder Engagement		
102-40	List of stakeholder groups	Key stakeholders are: Customers, JPG, Consumers, Suppliers, Permanent employees, Temporary workers, Local residents, Temporary employment agencies, the Dutch Water board, Environment services / municipality
102-41	Collective bargaining agreements	Hoogesteger is covered by the collective labour agreement for the fruit and vegetable processing industry.
102-42	Identifying and selecting stakeholders	
102-43	Approach to stakeholder engagement	<ul style="list-style-type: none"> . Hoogesteger meets the sustainability requirements of their customers. . Discussions about this take place one on one. No employee satisfaction survey took place in 2017.
102-44	Key topics and concerns raised	See CSR policy in online CSR annual report.
6 Reporting practice		
102-45	Entities included in the consolidated financial statements	<p>Daily management through the Management Team and Operations Team. The managers of the departments are represented in the OT:</p> <ul style="list-style-type: none"> . Repack, Press and Pilot Plant . V&E, HPP and warehouse . Planning, Logistics and Customer Service . Technical Service & Quality Service <p>The organisation chart is available on request.</p>
102-46	Defining report content and topic Boundaries	N/A
102-47	List of material topics	Material aspects are included and mentioned in the online CSR annual report and the CSR policy.
102-48	Restatements of information	N/A
102-49	Changes in reporting	N/A, 2017 first CSR reporting.
102-50	Reporting period	2017

102-51	Date of most recent report	2018
102-52	Reporting cycle	Annually.
102-53	Contact point for questions regarding the report	Renate Ludeking, SHEQA Manager
102-54	Claims of reporting in accordance with the GRI Standards	N/A
102-55	GRI content index	N/A
102-56	External assurance	N/A

GRI 103: Management Approach

General Disclosures		
GRI 103	Management Approach	
1	General requirements in reporting the management approach	
103-1	Explanation of the material topic and its boundaries	CSR pillars can be found in the CSR policy.
103-2	The management approach and its components	See preface and the CSR policy.
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> . Half-yearly Management Review and the annual BCM, BRC and IFS audits. . The CSR team meets monthly to monitor progress.

GRI 200: Economic Standards

General Disclosures		
GRI 200	Economic Standards	
201	Economic Performance	
201-1	Direct economic value generated and distributed	Annual report filed with Chamber of Commerce.

201-2	Financial implications and other risks and opportunities due to climate change	Partly due to the freshness of the products, the risks for Hoogesteger are primarily in the supply of raw materials. Climate change increases the risk of failed harvests, for example due to storms (el Nino), drought or excessive hail showers. Seasonal changes also play a role. Hoogesteger responds to this by spreading the risk and purchasing from different suppliers at the same time. Financial implications are mainly the increase in raw material prices.
201-3	Defined benefit plan obligations and other retirement plans	There is a collective pension at BPL Pension.
201-4	Financial assistance received from government	WBSO (subsidy arrangement for research and development)
202	Market Presence	
202-1	The ratio of the standard entry level wage to the local minimum wage, by gender	<ul style="list-style-type: none"> . Lowest salary of employee is €1,986.6 gross per month (€11.46 per hour). This is 125% of the minimum wage. . Temporary agency workers are paid in accordance with the Collective Labour Agreement tables. After six months it is decided whether temporary employees are offered a permanent contract.
202-2	Proportion of senior management hired from the local community	<ul style="list-style-type: none"> . We recruit locally as much as possible. However, it is difficult to find people from the area. We promote the company during the festive week in Zwanenburg. . The employment agency prioritizes people from the area. . The Managing Director and the Sales Manager are from Friesland, other MT and OT members are from the area (radius of 40 km).
203	Indirect Economic Impacts	
203-1	Infrastructure investments and services supported	Sponsoring activities in the neighbourhood: village breakfast Halfweg (juice), Zwanenbrug (juice and artist) festive week, Spijkerdorp (2500/3000) pallets to build huts with.
203-2	Significant indirect economic impacts	<ul style="list-style-type: none"> . Contribution to employment in the region, in particular for production staff. . Hoogesteger is an accredited training company. In 2017 there was one apprentice at the Technical Department. . We regularly have interns. . There is no policy on social return. It is being looked at, also by the temporary employment agencies. So far, hardly any suitable jobs have been found. Currently, we have one employee with a distance from the labour market.

204	Procurement practices	
204-1	Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation	<ul style="list-style-type: none"> . Local procurement of fruit and vegetables is generally not possible, but is done where possible. For example, apples, pears, cucumbers, peppers and spinach come from the Netherlands as much as possible. . Other procurements are done nearby as much as possible as well. Our carrier Heinis also comes from Zwanenburg, for example. . Procurement of packaging material is done in the Netherlands as much as possible: boxes (cardboard), labels (PE material), bottles (PET & HEPE) and caps (HDPE). Caps are produced in England (contact is in the Netherlands). . There is no official policy and/or monitoring of local procurement.
205	Anti-Corruption	
205-1	Operations assessed for risks related to corruption	<ul style="list-style-type: none"> . Anti-corruption policies are included in code of conduct signed by suppliers. . Corruption risks in the chain have been identified using the SSAFE tool. . To prevent the risk of food fraud, a Food Defense Analysis has been carried out at the company's own location.
205-2	Communication and training about anti-corruption policies and procedures	<ul style="list-style-type: none"> . All employees receive Food Defense training annually. . Internally there is no official corruption policy. Gifts from suppliers are usually collected and raffled. In case of doubt, we ask for permission from the Managing Director first.
205-3	Confirmed incidents of corruption and actions taken	No known incidents.
206	Anti-competitive behaviour	
206-1	Legal cases for anti-competitive behaviour, anti-trust and monopolistic practices	N/A

GRI 300: Environmental Standards

General Disclosures		
GRI 300	Environmental Standards	
301	Materials	
301-1	Materials used by weight or volume	The total amount of raw materials in fruit and vegetables is around 4,200 tonnes. Of these, around 2,400 tonnes (55-60%) consist of oranges. Exact quantities are known, as well as the quantities of packaging material: cardboard, PET, HDPE.
301-2	Percentage of materials used that consists of waste from external sources	The corrugated cardboard is 100% recycled. Of the HDPE caps, the % recycled is not known. For the time being, no recycled PET is used. However, we do look at the possibilities of both recycled and thinner plastic together with customers. Ultimately, the customer determines the packaging material. For a number of customers, a crate return system is used. Also refer to the online CSR annual report.
301-3	Percentage of sold products whose packaging materials have been reclaimed, by category	It is difficult to estimate the percentage of plastic that ends up in separated waste after final use. However, waste separation is encouraged through information on the label. The customer ultimately decides what will appear on the label. Also refer to the online CSR annual report.
302	Energy	
302-1	Energy consumption within the organization (scope 1 & 2)	<p>Scope 1: Gas consumption: 92,463 m3 Fuel consumption: 12,790 diesel, 3,068 petrol</p> <p>Scope 2: Electricity consumption: 3,121,655 kWh Km air travel < 700 km: 10,164 Km air travel 700 - 2,500 km: 35,585 Km air travel > 2,500: 185,490</p>

302-2	Energy consumption outside of the organization (scope 3)	<p>Energy consumption in the chain has not yet been mapped.</p> <p>Transport:</p> <ul style="list-style-type: none"> . In order to spread the risk, transport is outsourced to 10 to 12 different transporters. . In some cases the customer arranges the transport. . Containers arrive both in the port of Rotterdam and in England. . No conditions are set with regard to sustainability. . Our regular carrier Heinis (from Zwanenburg) invests exclusively in the purchase of trucks with Euro 6 engines. . A lot of transport takes place upstream, but Hoogesteger has little influence on that. <p>Storage:</p> <ul style="list-style-type: none"> . Storage takes place at a sustainable cold store. Also refer to the online CSR annual report. <p>Other:</p> <ul style="list-style-type: none"> . Commuter traffic: transport (bicycle/car) per employee mapped by postal code. . Energy consumption as a result of procurement and waste has not yet been mapped.
302-3	Energy intensity	Not yet linked to a reference rule.
302-4	Reduction of energy consumption	<ul style="list-style-type: none"> . All areas are cooled using one of the latest cooling systems based on ammonia and CO2. . All doors are designed to minimize cold air escape. . The factory is equipped with LED and automatic lighting.
302-5	Reductions in energy requirements of products and services	Not yet clear.
303	Water	
303-1	Water withdrawal by source	<p>Water consumption 2017: 66,092 m3</p> <p>Per litre of juice produced, this was a consumption of 3.8 litres of water. This water is mainly used for rinsing vegetables and fruit, and the machine when changing the type of juice.</p>
303-2	Water sources significantly affected by withdrawal of water	N/A
303-3	Percentage of water recycled and reused	N/A

304	Biodiversity	
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	This does not apply. The company is not adjacent to a nature reserve.
304-2	Description of significant impacts of activities, products and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	There are various risks in the chain for the loss of biodiversity as a result of, for example, pesticides, monoculture and the felling of trees. These risks have not yet been explicitly identified.
304-3	Habitats protected or restored	N/A
304-4	Number of IUCN Red List species and national conservation list species with habitats in areas under the influence of operations, by level of extinction risk	Unknown.
305	Emissions	
305-1	Direct (Scope 1) GHG emissions, by weight	251 tonnes of CO2
305-2	Energy indirect (Scope 2) GHG emissions, by weight	1,679 tonnes CO2
305-3	Other indirect (Scope 3) GHG emissions, by weight	Not yet mapped, see also 302-2
305-4	GHG emissions intensity	Not yet linked to a reference rule.
305-5	Reduction of GHG emissions	See 302-4
305-6	Emissions of ozone-depleting substances (ODS), by weight	N/A
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions, by type and weight	N/A
306	Effluents and waste	
306-1	Water discharge by quality and destination	80% of water consumption during the production process ends up as wastewater. The first purification takes place at Hoogesteger. The sludge released during this process is collected and converted into gas via fermentation (1500 tonnes per year). The purified waste water goes to the water board of the Hoogheemraadschap for a second round. Also refer to the online CSR annual report.

306-2	Total weight of waste by type and disposal method	Waste total 22 967 tonnes consisting of; <ul style="list-style-type: none"> . Wood (76) . Paper & Cardboard (841) . Plastic (4) . Synthetic (8) . Residual waste (247) . Residual flow of animal feed (10,402) . Residual flow fermentation (11,388) With the exception of the residual waste, the waste is recycled or reused. See also the online CSR annual report.
306-3	Total number and volume of significant spills	Acid is added during the water purification process to stimulate the flakes. Afterwards, lye is added to get the Ph back to neutral. See also 306-1
306-4	Weight of transported, imported, exported or treated waste deemed hazardous	N/A
306-5	Title, size, protection status and biodiversity value of waters and related habitats significantly affected by water discharge and run-off	N/A
307	Environmental Compliance	
307-1	Non-compliance with environmental laws and regulations	There have been no fines or sanctions for non-compliance with environmental laws and regulations.
308	Supplier Environmental Assessment	
308-1	Percentage of new suppliers/parts of the chain assessed against environmental criteria	A visit/audit always takes place when selecting new raw material suppliers. In addition to that, all suppliers are Global GAP certified. The environment is included in both. The environmental risks within the chain have not yet been specifically identified.
308-2	Significant current and potential negative lifecycle environmental impacts, and measures taken	These have not yet been extensively mapped. We work with environmentally conscious transporters (new Euro 6 trucks), and environmentally conscious cold stores (largely self-sufficient). With regard to the suppliers of raw materials at the beginning of the chain, the environmental performance (positive and negative) is not monitored.

GRI 400: Social Standards

General Disclosures		
GRI 400	Social Standards	
401	Employment	
401-1	New employee hires and employee turnover	Inflow: 25 Outflow: 10
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	See personnel data in the online CSR report. N/A
401-3	Parental leave	The possibility of parental leave is actively communicated to women. In 2017 a total of 2 women took parental leave. Both have then resumed their work full-time.
402	Labour/Management relations	
402-1	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements	Notice periods are in accordance with the collective labour agreement, unless otherwise provided for in individual employment agreements.
403	Occupational Health and Safety	
403-1	Workers representation in formal joint management–worker health and safety committees	<ul style="list-style-type: none"> . Active working conditions service . 18 emergency response team members . 2 prevention officers . VCA training for all managers . Works Council
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender	<ul style="list-style-type: none"> . Absenteeism due to illness 2017: 3.2%. . Absenteeism due to illness is monitored by external health and safety service TIFP . Daily monitoring and follow-up of reports & incidents . Periodic PAGO . Last RI&E in 2016
403-3	Workers with high incidence or high risk of diseases related to their occupation	Physically demanding work is mainly done at Repackaging and the Press Department. See also 403-2.

403-4	Health and safety topics covered in formal agreements	The law and the collective labour agreement are followed. In addition, no separate agreements have been made.
404	Training and education	
404-1	Average annual number of hours of training per employee by category of employee	Every employee has an external training budget. Opportunities are discussed during the annual assessment and performance review. Participation in training courses is monitored at an individual level. Total training expenditure in 2017: € 16,000
404-2	Competence management and lifelong learning programmes that ensure the continued employability of employees and help them to complete their careers.	<ul style="list-style-type: none"> . The courses are mainly work-related: excel, quality, payroll, recruitment, internal auditing, S&OP. . In addition, employees can follow competence training courses: leadership training for team leaders and command of the Dutch language for production employees. . Internal mobility is facilitated and encouraged. . The training courses are not focused on possibilities when leaving employment.
404-3	Percentage of employees receiving regular performance and career development reviews	100% at least annually
405	Diversity and equal opportunity	
405-1	Diversity of governance bodies and employees	<ul style="list-style-type: none"> . Employees are of various origins, especially within production. . 2 people of foreign origin work within the management. . Among the team leaders, there are 2 people of foreign origin. . The MT consists of 5 men and 1 woman. . Management positions in total concern 15 men and 4 women. . There is no official diversity policy.
405-2	Ratio of basic salary and remuneration of women to men	<ul style="list-style-type: none"> . Wage scales are the same for men and women within the CLA. . Physical work is paid more and relatively done more often by men. . MT and OT wages are not covered by the CLA. There may still be a difference between men and women.
406	Non-discrimination	
406-1	Incidents of discrimination and corrective actions taken	There is a complaints procedure for undesirable behavior. So far, one case of discrimination has been reported. A conversation then took place with both persons in question.

407	Freedom of association and collective bargaining	
407-1	Activities which have been identified as posing a significant risk to the right to freedom of association and collective bargaining and the measures taken to support these rights	Membership in a trade union is encouraged. Part of the contribution is paid for the employee. As far as is known, two employees are members of a trade union (FNV).
408	Child Labour	
408-1	Activities identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour	<ul style="list-style-type: none"> . No one under the age of 18 is hired. . Suppliers are audited according to the BSCI (Business Social Compliance Initiative) standard, which includes a check on child labour. . Hoogesteger also looks at this in the audits they conduct themselves. . Human rights and the absence of child labour are part of the Hoogesteger code of conduct signed by suppliers. . In case of violation of these terms, the trade is stopped and/or postponed.
409	Forced or compulsory labour	
409-1	Activities identified as having significant risk for incidents of forced or compulsory labour, and measures taken to contribute to the elimination of forced or compulsory labour	Working conditions are part of BSCI and the audits and agreements by Hoogesteger itself. See also 408-1
410	Security practices	
410-1	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations	For the security of the site we work together with G4S. It is unknown whether their employees have followed training on human rights and the prevention of discrimination.
411	Rights of indigenous people	
411-1	Total number of incidents of violations of rights of indigenous people and actions taken	GFSI and BSCI standard are used for the assessment of suppliers. It has not been explicitly investigated to what extent the rights of the indigenous population are included.

412	Human Rights Assessment	
412-1	Total number and percentage of activities subject to human rights screening and impact assessment	See 408-1 and 409-1
412-2	Total number of hours of staff training on policies and procedures concerning aspects of human rights relevant to operations	N/A
412-3	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening	N/A
413	Community	
413-1	Nature, scope and effectiveness of any programmes and practices that assess and manage the impact of operations on communities, including settlement, operations and exits	Hoogesteger provides employment, especially for low educated personnel, in the neighbourhood. . Hoogesteger sponsors local activities. See also 203-1 and 203-2 and the online CSR annual report.
413-2	Activities with significant actual or potential negative impacts on local communities	. Hoogesteger is located in a residential area. . To prevent noise pollution, a noise barrier was installed a few years ago. . Around Christmas and Easter, when production also takes place at night, residents are informed and offered free juice.
414	Chain assessment on Human Rights and Community (Social Criteria)	
414-1	Percentage of new suppliers/ parts of the chain assessed against human rights and community criteria	. Basically 100%. If BSCI or equivalent certification is not (yet) available due to circumstances, separate agreements will be made. 90% of our suppliers are BSCI or comparable certified. . In addition, Hoogesteger assesses the working conditions on site through their own audits.
414-2	Significant actual and potential negative consequences in the human rights and community chain, and measures taken	The human rights risks per region/supplier have not yet been specifically mapped out.

415	Public Policy	
415-1	Total value of financial and in-kind contributions to political parties, politicians and related institutions by country	None
416	Health and Safety of Consumers	
416-1	Percentage of significant product and service categories assessed for health and safety improvements	<ul style="list-style-type: none"> . Hoogesteger is BRC A grade and IFS higher level certified. . We only work with suppliers who are Global Gap and GFSI / BRC certified. . Food safety is paramount in these certifications. . Hoogesteger audits suppliers on quality, safety and the environment. . Specific criteria are set with regard to risk food (honey, tea, cocoa). . A 'Food Defense Plan' has been drawn up to minimize (sabotage) risks during transport and storage.
416-2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes	There have been 3 recalls in 2017.

417	Marketing and Labelling	
417-1	Type of product and service information required by procedures and percentage of significant products and services subject to such information requirements	<ul style="list-style-type: none"> . All labels comply with laws and regulations and the additional requirements of our customers. . Correct and complete information on the label constantly has our attention, partly in view of continuous product development and working with new ingredients. . Some certifications are also mentioned on the bottle (SKAL, ECO, UTZ).
417-2	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes	<ul style="list-style-type: none"> . All labels are checked annually. No findings and / or inaccuracies emerged from this in 2017. . Latest audit score with regard to product integrity 77%.
417-3	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion and sponsorship, by type of outcomes	None
418	Customer Privacy	
418-1	Total number of substantiated complaints about breaches of customer privacy and loss of customer data	None
419	Socio-economic Compliance	
419-1	Monetary value of significant fines for non-compliance with laws and regulations regarding the provision and use of products and services	None