



GRI 102: General disclosures

General Disclosures

GRI 102	General Disclosures 2020	
1	Organisatieprofiel	
102-1	Name of the organization	Hoogesteger
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 (Belgium, Germany, Scandinavia)
102-7	Scale of the organization	1 branch, 195 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	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



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		. DIL (Deutsche Institut für Lebensmitteltechnik) . KTBA See online CSR annual report for the latest initiatives.
102-12	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.
102-13	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 decisionmaker	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. For suppliers there is a code of conduct that is signed.
102-17	Mechanisms for reporting problems in unethical/unlawful behaviour and advice in organizational integrity	In addition to the complaints procedure for undesirable behavior, there are two confidential advisers and the whistle-blower 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.



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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 2020
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	2020
102-51	Date of most recent report	2021
102-52	Reporting cycle	Annually



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102-53	Contactpunt voor vragen over het verslag of de inhoud ervan	Renate Ludeking, SHEQA Manager
102-54	Claims of reporting in accordance with the GRI Standards	Core
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	Dekking van de verplichtingen in verband met het vastgestelde uitkeringsplan van de organisatie	<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	Economische Prestaties	
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.



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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 fixed 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. Because of Corona this event did not take place this year. . 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	Annual local sponsor activities have not been able to take place this year due to corona. A new initiative has been launched in which two employees clean up litter in the neighborhood on a weekly basis. See also the CSR annual report.
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 2020 there were in total 2 interns in the departments Quality Service and Product Development. . 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.



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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	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 policy (doing business honestly) is included in code of conduct signed by suppliers. . Corruption risks in the chain have not been specifically mapped out. . To prevent the risk of food fraud, a Food Defense Analysis was performed for our own location and a Food Fraud risk-analysis was performed for all raw materials.
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
207	Paying taxes	
207-1	Management approach to taxes	Hoogesteger follows the tax regulations as they apply in the Netherlands.



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207-2	Fiscal governance, control and risk management	Declarations are periodically checked internally and externally. The external audit involves collaboration with specialized parties such as KPMG and PWC. In addition, consultation with the tax authorities takes place in case of doubt or questions about tax legislation.
207-3	Stakeholder and Management Involvement in Taxation	The management steers all processes in outline. Taxes and compliance with tax legislation are regularly on the agenda in consultations with shareholders. The CFO is the first point of contact regarding taxes and tax payments.
207-4	Reporting by country	Hoogesteger pays tax in the Netherlands. The report on this is included in the financial reporting.

GRI 300: Environmental Standards

General disclosures		
GRI 300	Environmental Standards	
301	Materials	
301-1	Materials used by weight or volume	Purchased raw materials total 39,000 tons. Of these, 22,000 tonnes consisted of oranges.
301-2	Percentage of materials used that consists of waste from external sources	The corrugated cardboard is 85% recycled. 6 out of 18 bottles are made of R-PET. 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)	Scope 1: Gas consumption: 144,934 m ³ Fuel consumption: 16,790 litres diesel and 13,249 petrol, in addition, an estimated 55,000 km have been driven in a diesel car, and 36,000 km in a petrol car



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		<p>Scope 2: Electricity consumption: 3.820,281 kWh Declared business kilometers: 52.432 km Km air travel < 700 km: 5.437 Km air travel 700 - 2.500 km: 14.901 Km air travel > 2.500 km: 16.878</p>
302-2	Energy consumption outside of the organization (scope 3)	<p>majority (80%) of the raw materials. Also refer to the online CSR annual report. 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
302-3	Energy intensity	Litres of juice produced
302-4	Reduction of energy consumption	<ul style="list-style-type: none"> • Further shift to LED lighting (new fruit cell and Labelling Line 4) • EED audit report prepared and submitted to the Netherlands Enterprise Agency (RVO) • More efficient water purification due to a new soda lye dosing unit • Final decision to transfer to Dutch green energy starting in 2021 <p>Also refer to the online CSR annual report.</p>
302-5	Reductions in energy requirements of products and services	Not yet clear



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303		Water
303-1	Water withdrawal by source	Water consumption 2020: 87,114 m3 Per litre of juice produced, this was a consumption of 3.7 litres of water. Also refer to the online CSR annual report.
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	323 tonnes of CO2
305-2	Energy indirect (Scope 2) GHG emissions, by weight	2,178 tonnes of CO2, of which business travel 17 tonnes of CO2
305-3	Other indirect (Scope 3) GHG emissions, by weight	Not yet mapped, see also 302-2
305-4	GHG emissions intensity	Linked to produced litres of juice
305-5	Reduction of GHG emissions	See 302-4
305-6	Emissions of ozone-depleting substances (ODS), by weight	N/A



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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 (1600 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 19.685 tonnes consisting of; <ul style="list-style-type: none"> . Hout (100) . Paper & Cardboard (922) . Iron (116) . Plastics (42) . Residual waste (270) . Residual flow of animal feed (16.030) . Residual flow fermentation (842) With the exception of the residual waste, the waste is recycled or reused. 15,08 % of the leftovers from the storage of XPO is donated to the Foodbank. Also refer to 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. The flocculant binds with the sugars from the water, creating sludge that can be disposed of. 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



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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 are mapped out by an IMVO self-assessment . We work with an environmentally conscious house transporter (new trucks Euro 6) and an environmentally conscious cold store (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. See also CSR annual report

GRI 400: Social standards

General disclosures

GRI 400	Social standards	
401	Employment	
401-1	New employee hires and employee turnover	Inflow: 49 Outflow: 21 See personnel data in the online CSR report.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	N/A
401-3	Parental leave	The possibility of parental leave is actively communicated to women. In 2020 3 women took parental leave.



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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 . 30 Emergency response team members . VCA-VOL 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 2020: 8,24%. . A total of 23 accidents took place, 11 of which resulted in absenteeism. . Absenteeism due to illness is monitored by external health and safety service TIFF . Daily monitoring and follow-up of reports & incidents . Periodic PMO . Last RI&E in 2019 (takes place every 3 year)
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 2020: € 26.405,-
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. . The MT consists of 5 men and 1 woman. . Management positions in total concern 20 men and 4 women. . There is no official diversity policy.
405-2	Ratio of basic salary and remuneration of women to men	<p>Wage scales are the same for men and women within the CLA.</p> <ul style="list-style-type: none"> . Physical work is paid more and relatively done more often by men. . Distribution at Hoogesteger male 145 and female 46 . <p>. MT and OT wages are not covered by the CLA. There are differences between men and women here. This has to do with the difference in tasks and responsibilities and the number of years of employment.</p>
406	Non-discrimination	
406-1	Incidents of discrimination and corrective actions taken	3 complaints of discrimination.
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.





		<ul style="list-style-type: none"> . 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. . If possible, agreements are made and options are explored together with the supplier to allow children to go back to school.
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	N/A



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	have undergone human rights screening	
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. . A new initiative was started in 2020 in which two Hoogesteger employees clean up litter every week.
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. 100% 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	Hoogesteger conducted a self-assessment with regard to ICSR in 2019. An improvement plan has been drawn up. This was done in the context of the signing of the ICSR covenant by sector organization FNLI. Also refer to the online CSR annual report.
414-3	Percentage and total number of significant investment agreements that include human rights clauses or where human rights compliance has been screened	None
415	Public Policy	
415-1	Total value of financial and in-kind contributions to political parties, politicians and related institutions by country	None



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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 AA+ 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 noncompliance 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 2 recalls in 2020.
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"> . Alle etiketten voldoen aan wet- en . 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 noncompliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes	. All labels are checked annually. No findings and/or inaccuracies emerged from this in 2020. In 2020 there was no audit regarding product integrity (PIA).
417-3	Total number of incidents of non-compliance with regulations and	None



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	voluntary codes concerning marketing communications, including advertising, promotion and sponsorship, by type of outcomes	
418	Customer Privacy	
418-1	Total number of incidents of noncompliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion and sponsorship, by type of outcomes	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



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