



CSR annual report

Jonker & Schut B.V.

2022



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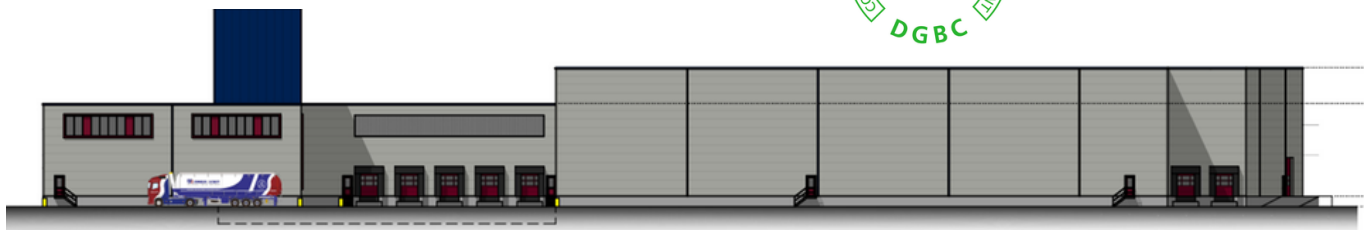
12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Our story

In 2020, Jonker & Schut started building a new mixing plant with warehousing. Last year we were able to put this production location into use. The mixing plant complies with both the BREEAM and CSR Performance Ladder 3 characteristics. CSR is a form of business aimed at economic performance (Profit), with respect for the social side (People), within the ecological preconditions (Planet).

We are happy to show what has been done in the past year in terms of CSR, as well as the objectives and ambitions we have set ourselves.



Our CSR ambitions

- Trade with integrity without a hidden agenda.
- Employees should feel safe and can be themselves, regardless of origin or appearance.
- Prevent exploitation from taking place within the chain.
- Quality and (food) safety are of paramount importance.
- We are economical and responsible with our raw materials, gas, water and electricity consumption.



“We treat our environment responsibly. We are aware of our duty of care not to harm the environment.”

Sustainable Development Goals

The SDGs are a global compass for challenges such as poverty, education and the climate crisis. Jonker & Schut contributes to the three goals that are most closely connected to our business operations.



- Approach to employee health and well-being.
- Quality products for the consumer.



- Switch to green electricity.
- Reducing electricity consumption.
- Innovation, producing more with less.
- Reduce use of chemicals and waste.



- Tackling unemployment and unethical labor practices.
- Economic growth without harming the environment.
- Consumer health and safety.



Our People targets

- 1 CSR education and safety awareness will be rolled out throughout the organization by 2023.
- 2 The average absenteeism rate in 2024 will remain below 3,5%.
- 3 By 2024, research will be carried out into locations where new work and learning pathways can take place.
- 4 In 2024, employees will be further involved in the CSR policy through, among other things, e-learning and sharing waste separation data.



What we have achieved

- The average absenteeism rate in 2022 is 3.39%, which is below the target rate of 3,5%.
- From 2022, the average age per department will be monitored to gain insight into the age ratio. The two departments with the lowest and highest age on average are the Quality department with 35 years and the facility department with 56 years. The average age across J&S is 41 years.
- From 2022, the average number of years of service per department will be mapped to monitor job satisfaction.
- CSR and safe working will be introduced to new employees from 2022 onwards.
- Half-yearly CSR project groups have been organized within the relevant management.

Average number of years of service per department

To get a better view of the relationship between employee and employer, the length of service has been mapped out. The Technical Services department scores the highest with 10 years. The Production department has the lowest with 6 years, followed by the Facility department with almost 7 years. The average number of years of service for all of J&S is almost 8 years.

Average age

In order to investigate to what extent the organization employs people of all ages, the average age per department was mapped. This is also to see whether Jonker & Schut currently does not discriminate in terms of age. On average, the Facility department has the highest age (56), the lowest average age is the Quality department (35). The average age in general is 41 years.

Collaboration with students

J&S has offered a student assignment to the Christian University of Applied Sciences in Ede to advise on the further implementation of sustainability and circularity within the company. This assignment was successfully carried out by a group of fourth-year commercial and innovative business students. The students delivered an advisory report and presentation to develop and realize solutions, improvements, initiatives and ideas.



CSR project group

From 2022, a CSR project group has been launched to keep management informed about changes and relevant information within the CSR management system.

Absenteeism

Jonker & Schut always strives for vital employees with an absenteeism percentage of less than 3,5%. Since the outbreak of COVID in 2020, absenteeism has fallen below the target percentage again.

Absenteeism	2018	2019	2020	2021	2022
Average absenteeism	3,06 %	1,98 %	3,69 %	5,01 %	3,39 %
National average	4,30 %	4,38 %	4,70 %	4,60 %	4,73 %

Our People ambitions

- 1 Trade with integrity without a hidden agenda.
- 2 Employees must feel safe and can be themselves, regardless of origin or appearance.
- 3 Exclude that exploitation takes place within the chain. The chain can rely on each other.
- 4 Remain a highly reliable food processor committed to eliminating food safety incidents.
- 5 Keeping absenteeism under 3,5%.
- 6 Continuing to protect the safety and health of employees.



Our Planet targets

- 1 Inventory of efficient energy-saving measures by 2023.
- 2 In 2023, we map the energy consumption of large consumers.
- 3 Map business and commuter traffic by 2023.
- 4 Take concrete actions by 2024 to expand the number of solar panels.
- 5 In 2024 research into a new software system to reduce printing.
- 6 Research into fuel consumption compared to kilometers driven in 2024, tire maintenance is an essential part of this to save fuel and is therefore an important part in its entirety.
- 7 In 2024, register electricity consumption per quarter to better map the seasonal effect.

What we have achieved

- Almost all our trucks now meet the Euro 6 standard.
- 1131 new solar panels installed.
- Light vehicles mapped.
- Installed new electric charging points for vehicles.

Footprint

In addition to the CO2 footprint of our fleet, light vehicles have now also been mapped from 2022. This gives us better insight into emissions and we can take measures to reduce them.

Charging points

There are 5 specific charging points for charging passenger cars. Four parking spaces with a charge card system in the general parking space and one parking space within the gates at the head office, Harselaarseweg 33.

The light commercial vehicle of our Quality Service charges at night in the parking garage under Harselaarseweg 43. Harselaarseweg 25 has a bicycle shed in the parking garage, equipped with solar panels and sockets. Electric bicycles can be charged here using 100% green electricity.

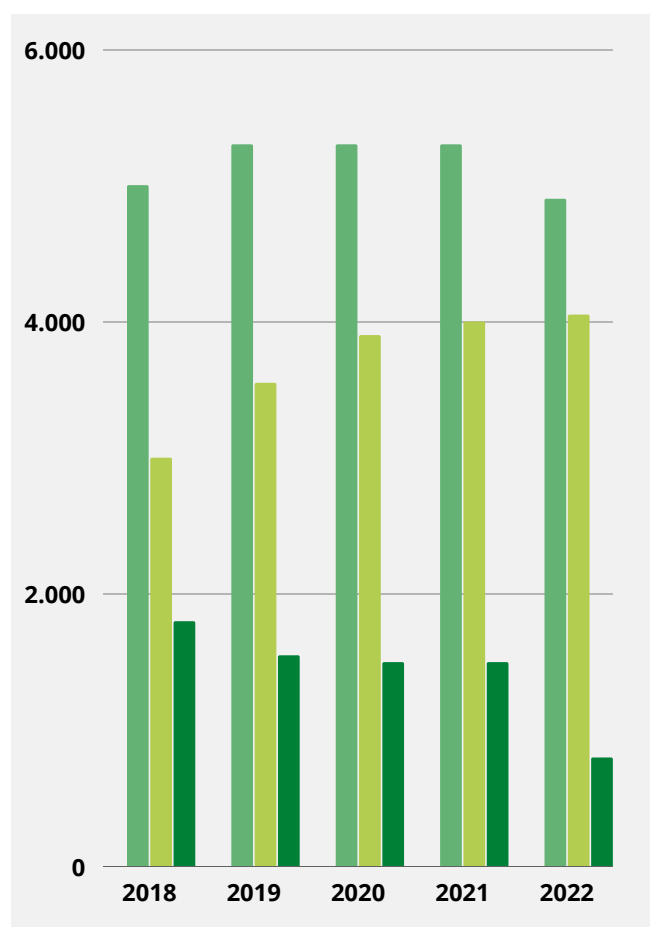




Our CO₂ footprint

We have mapped out our CO₂ emissions over the past 5 years. In 2022, we were responsible for an emission of 4,897 tons of CO₂. Gas consumption and light vehicles are too insignificant to be shown in the graph below.

Trend tons CO₂ - emissions



- Tons CO₂-emission total.
- Tons CO₂-emission transport.
- Tons CO₂-emission electricity consumption.

Green energy

Partly due to the arrival of 1131 solar panels in 2022, we have the ambition to generate 100% of our own green electricity and to reduce our emissions.

Number of solar panels

2018	2019	2020	2021	2022
0	2000	2000	4090	5221



Our Planet ambitions

- 1 Continued economical and responsible use of raw materials, gas, water and electricity consumption as well as the fuel (diesel) of our fleet.
- 2 Annual reduction of CO₂ emissions.
- 3 100% use of electricity from our own solar panels.
- 4 Embracing sustainable innovations.



Our Profit targets

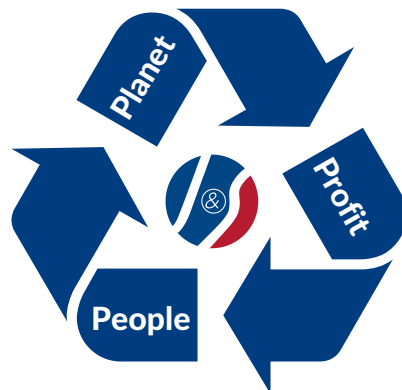
- 1 Local and fair purchases are made as much as possible.
- 2 A further roll-out of self-sufficiency by selling or storing surplus generated electricity.

What we have achieved

- At the end of 2022, a cost price study was carried out into the purchase of green electricity. At the moment it is not financially viable. Due to the fluctuating energy market, research will be carried out again in 2024.
- Larger share of self-sufficient electricity through expansion of solar panels.

Our Profit ambitions

- 1 Saving on costs with a positive effect on the environment and our employees, such as low absenteeism and reducing electricity and gas consumption.
- 2 Achieving environmentally friendly objectives that pay for themselves, such as completely self-generating electricity.



Continuous improvement

We are open to discussion, suggestions and feedback. Do you have ideas? Do you know how our partnership can be even more sustainable? Or are you simply curious about our vision on corporate social responsibility? Please contact our HSE manager Richard van Dijk at: Richardvd@jonker-schut.nl.

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