

# Jonker & Schut CSR annual report

2024

*Jonker & Schut endorses the principles of Corporate Social Responsibility (CSR). We try to take people and/or the environment into account in everything we do. What do we do about this? Read our annual report and view our CSR web page.*



# Introduction

2024 can best be described as a year in which economic recovery in the Netherlands cautiously continues, while attention to sustainability and corporate social responsibility (CSR) continues to grow. What we are seeing in particular is that companies are not only investing in green innovations, but are also placing increasing importance on social themes such as good employment practices, where motivation and employee retention are crucial. In this context, profit remains essential to enable investments in both planet and people, and to maintain the balance between them.

To continue playing a role in this, Jonker & Schut contributes to corporate social responsibility (CSR). This is a form of business that focuses on economic performance (Profit), with respect for the social aspect (People), within ecological boundaries (Planet).

We are therefore pleased to share what has been done in the past year in terms of CSR, as well as the goals and ambitions we have set for ourselves.



## Inhoud

- Our CSR ambitions (3)
- Sustainable Development Goals (3)
- People (4)
- Planet (5)
- Profit (7)





## Our CSR ambitions

### People

- Prevent exploitation within the supply chain at all times.
- Ensure that employees feel safe and can be themselves, regardless of their background or appearance.
- Maintain honest and transparent business practices without hidden agendas.

### Planet

- Continue to use raw materials, gas, water, and electricity sparingly and responsibly.
- Embrace sustainable innovations.
- Use 100% electricity generated from our own solar panels.
- Reduce CO<sub>2</sub> emissions annually.

### Profit

- Achieve environmentally friendly objectives that offer a return on investment, such as fully generating our own electricity.
- Reduce costs in ways that positively impact both the environment and employees—for example, by aiming for low absenteeism and reducing electricity and gas consumption.

## Sustainable Development Goals

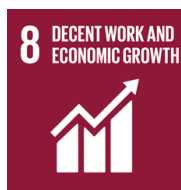
The SDGs are a global compass for challenges such as poverty, education and the climate crisis. Jonker & Schut contributes to the three goals that are most closely aligned with our business operations.



- Approach to the health and well-being of employees.
- High-quality products for the consumer.



- Reduce the use of polluting energy sources.
- Switch to green electricity.
- Lower electricity consumption through energy-efficient machinery and conscious behavior.
- Increase production efficiency—produce more with less.
- Sustainable management and efficient use of natural resources such as water.



- Tackling unemployment and unethical labour practices .
- Economic growth without damaging the environment.
- Consumer health and safety .



## Our people goals

- 1 Starting in 2026, employee satisfaction will be assessed during annual performance reviews.
- 2 The average absenteeism rate in 2025 will remain below 3.5%.
- 3 At least four suppliers will be involved in the theme of 'human rights compliance' in 2025.

## What we have achieved

- We aim for a sickness absence rate below **3.5%**. This is what we have achieved:
  - 2021: 5.01%
  - 2022: 3.39%
  - 2023: 3.53%
  - 2024: 4.89%
- In 2024, the privacy policy regarding the recruitment process and personnel files was tightened.
- The supplier code of conduct was approved by management in 2024 and shared with two suppliers. Further rollout is planned for 2025.



Absenteeism	2018	2019	2020	2021	2022	2023	2024
Average	3,06 %	1,98 %	3,69 %	5,01 %	3,39 %	3,53 %	4,89%
National average	4,30 %	4,38 %	4,70 %	4,60 %	4,73 %	5,3 %	5,23%





## Our planet goals

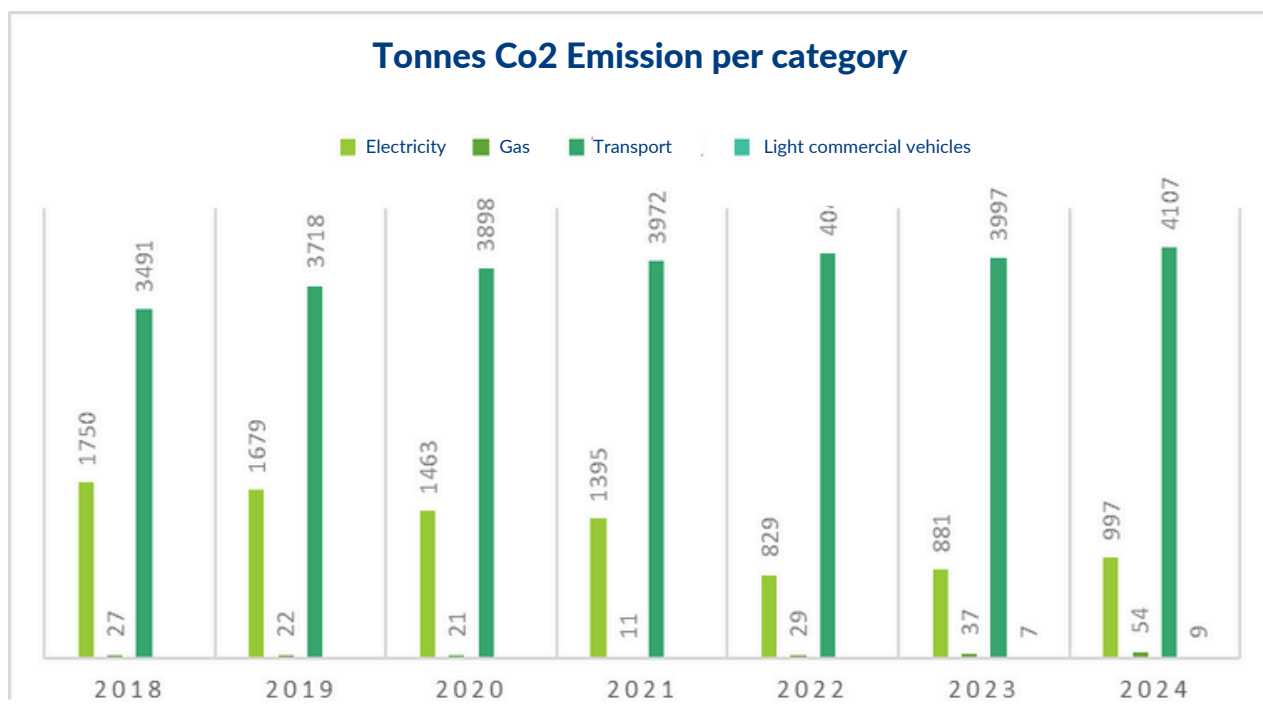
- 1 In 2025, research will be conducted into the procurement of green electricity.
- 2 In 2025, research will be carried out into gaining real-time insight into energy consumption.

## What we have achieved

- Recording total CO<sub>2</sub> emissions:
  - 2021: 5,377 tons CO<sub>2</sub>
  - 2022: 4,903 tons CO<sub>2</sub>
  - 2023: 4,914 tons CO<sub>2</sub>
  - 2024: 5,275 tons CO<sub>2</sub>
- The figures above reflect electricity, gas, transport, and light vehicles. As of 2024, employee commuting is also included in our CO<sub>2</sub> tracking.
- In 2024, a working group was established to create a clearer overview of CO<sub>2</sub> emissions, including data on electricity, gas, and water.

### Our CO<sub>2</sub> footprint:

Over the past 7 years, we have mapped out our CO<sub>2</sub> emissions. We were responsible for 5.275 tonnes of CO<sub>2</sub> emissions in 2024.



The registered electricity data in 2022 is not complete. Meters were connected incorrectly at some locations. This issue is solved in 2023.

# Green energy

In both 2023 and 2024, no new solar panels were installed due to capacity constraints on the electricity grid. Within the municipality of Barneveld, active discussions are taking place about collectively utilizing the available power. Jonker & Schut is actively involved in these discussions and emphasizes their added value. Research is also being conducted into the possibility of internally utilizing electricity generation between the various locations.

## Solar panels

2018	2019	2020	2021	2022	2023	2024
0	2200	3596	4232	5363	5363	5363



*"Jonker & Schut endorses the principles of Corporate Social Responsibility (CSR). In everything we do, we strive to consider both people and the environment."*



## Our Profit goals

- 1 In 2025, a study will be conducted on selling surplus electricity generated or storing it.
- 2 In 2025, research will be conducted into reducing food waste and general waste within the organization and across the supply chain.

## What we have achieved

- Share of self-generated electricity compared to purchased electricity:
  - 2021: 20%
  - 2022: 16.6%
  - 2023: 18.2%
  - 2024: 38.3%
- Compared to 2023, there was a significant increase in solar energy usage in 2024.
- Ongoing research into reducing waste in raw materials and waste streams. Sometimes products are downgraded, for example when samples are taken. Downgraded products intended for food are redirected to feed. Downgraded products intended for feed are then sent to the digester.



## Continuous improvement

We are open to discussion, suggestions and feedback. Do you have any ideas? Do you know how our collaboration 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](mailto:Richardvd@jonker-schut.nl).

# Jonker & Schut

transport – warehousing – distribution



Harselaarseweg 33  
NL-3771 MA Barneveld

+31(0)342 425 010  
Info@jonker-schut.nl

[www.jonker-schut.nl](http://www.jonker-schut.nl)

