

Jonker & Schut CSR annual report

2023

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

2023 can best be described as a year of an incipient economic recovery in the eurozone, while at the same time we will also have to deal with an increasingly strong focus on dealing with our world sustainably and efficiently. What we see in particular is that more balance is sought in the planet & people section, where profit helps to maintain this balance.

There have also been plenty of challenges. The newly built Food 6 production line had to prove itself after a longer than expected start-up period. This mixing plant also meets both the BREEAM and CSR Performance Ladder 3 characteristics. CSR is a form of entrepreneurship focused on 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.



Inhoud

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





Our CSR ambitions

People

- Prevent exploitation from taking place within the chain at all times
- Employees should feel safe and be able to be themselves, regardless of origin or appearance
- Maintaining ethical trading without a hidden agenda

Planet

- Continued economical and responsible use of our raw materials, gas, water and electricity consumption
- Embracing sustainable innovations
- 100% use of electricity from our own solar panels
- Annual reduction of CO2 emissions

Profit

- Achieving environmentally friendly goals that pay for themselves, such as generating electricity entirely in-house
- Save on costs with a positive effect on the environment and employees. Such as striving 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



- SDG 12: Responsible consumption and production
- Reducing electricity consumption
- Innovation, producing more with less
- Reduce the use of chemicals and waste



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





The 3p's of sustainability: **People**

Our people goals

- 1 From 2025 onwards, employee satisfaction will be gauged during annual appraisals
- 2 Average absenteeism due to illness in 2024 will remain below 3.5%
- 3 Involving suppliers in the theme of human rights
- 4 In 2024, privacy policy in the field of application process and personnel file will be tightened
- 5 Further roll-out of anti-corruption training within the organisation by 2024



What we have achieved

- Results absenteeism below the target rate of **3.5%**
 - 2021: 5,01 %
 - 2022: 3,39 %
 - 2023: 3,53 %
- Anonymous reporting system published in 2023 with the launch of the new website. A confidential counsellor is present and already mentioned in the employee handbook.
- The age of employees has been mapped.
- A supplier code of conduct has been drawn up in the areas of the environment, human rights and the prevention of child labour at all times.
- The number of work and learning pathways has been mapped out.

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



Our planet goals

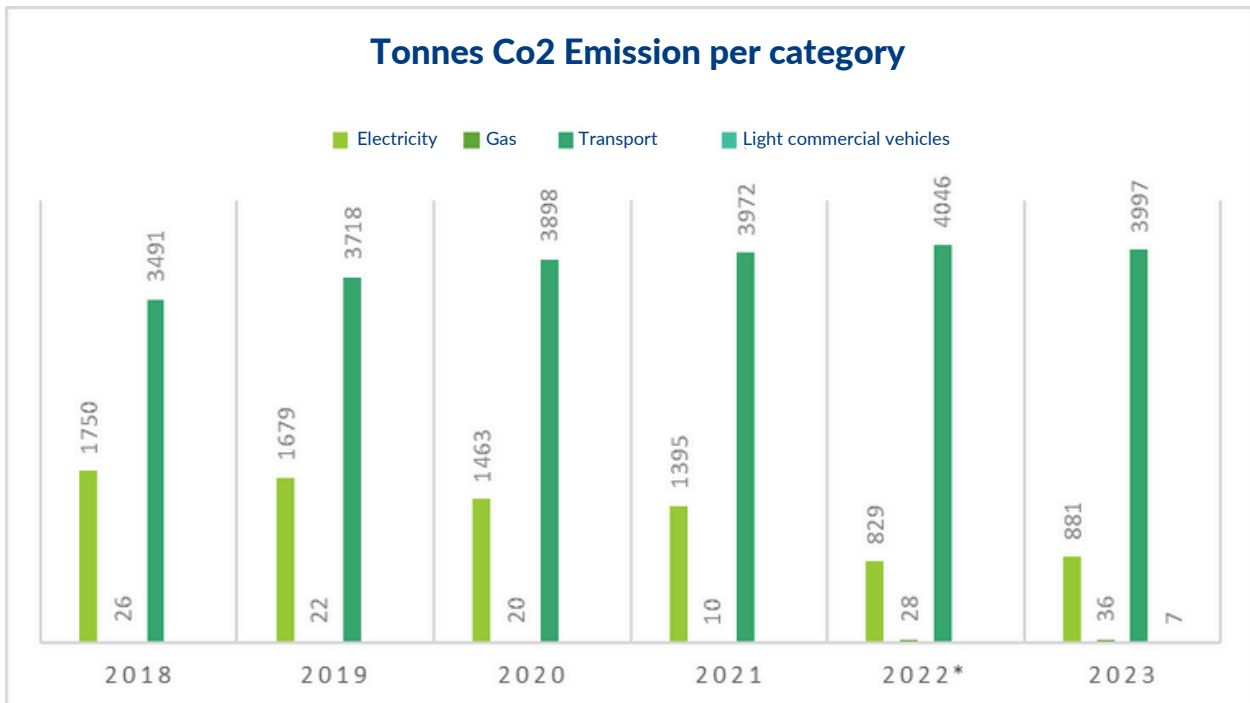
- 1 Paperless policy research in 2024
- 2 In 2024 and 2025, research into real-time insight into energy consumption by means of an energy management system

What we have achieved

- CO2-emissions
 - 2021: 5.377 tonnes
 - 2022: 4.903 tonnes
 - 2023: 4.914 tonnes
- Light commercial vehicles are now permanently included in the CO2 analysis
- Commuting is mapped. P&O keeps a record of the type of transport that employees use, and the number of kilometres is automatically calculated.

Our CO2 footprint:

Over the past 6 years, we have mapped out our CO2 emissions. We were responsible for 4,914 tonnes of CO2 emissions in 2023.



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

Green electricity

No new solar panels were installed in 2023 due to the full grid. For this reason, there have been discussions about the creation of an energy hub on the business grounds. It discusses that surplus electricity can be shared with other companies. In addition, there have been discussions with the municipality about new electricity connections between buildings, so that generated energy does not have to be fed back into the grid.

Number of solar panels

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



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The 3p's of sustainability: **Profit**

Our Profit goals

- 1 Research in 2024 into the sale of surplus generated electricity or its storage
- 2 Research into reducing food waste and waste within the organisation and chain by 2025

What we have achieved

- 1.Share of self-generated electricity compared to electricity purchase
 - 2021: 20 %
 - 2022: 16,6 %
 - 2023: 52,8 %

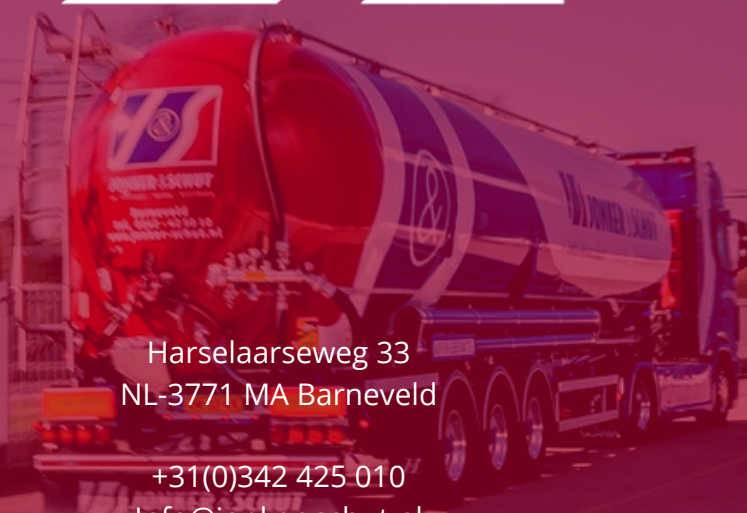


Continuous improvement

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

Jonker & Schut

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