

# Sustainability at Euroma

## 2017

5th edition - March 2018



## Sustainability in steps

This is already the fifth edition of the Royal Euroma Annual Sustainability Report. When we drafted our policy six years ago, we formulated targets that aim to show year-on-year growth in sustainability. I am proud to be able to report that we succeeded in doing so again in 2017.

As an organization that operates globally, we are able to make a difference. We therefore see it as our responsibility to push for a more sustainable world.

### From sourcing to packaging

Sustainability works on many fronts. It all starts with the sourcing of our herbs and spices in the countries of origin. In 2017, we were able to add a number of raw materials to our list of sustainably grown raw materials. As a result, our share of sustainably certified spices, herbs, dried vegetables and seeds rose to 10%.

We were also able to achieve great gains in our own factories. Thanks to numerous measures taken, for example, at our Schijndel site, we have achieved good results in the context of energy saving.

We make conscious choices when developing our products. With our knowledge and expertise, we help clients to develop products which are both healthy and sustainable. We also strive to use less packaging material and encourage reuse. For our own consumer brand, for example, we opted for recyclable or reusable packaging with so-called 'peelable' labels. This is our way of contributing to the circular economy.

### New factory BREEAM Excellent

In this annual report we look back at 2017, but in the meantime our focus is, of course, already on the future. In 2018, the new construction in Zwolle will kick off. Our ambition is to obtain the BREEAM-NL Excellent certificate. This means that our new head office must be 30% more energy efficient than required by the current building regulations. The roof of the production facility is to be equipped with 2,200 solar panels. This will allow approximately 660 kW of renewable electricity to be generated.

The points for improvement that emerged from the Energy Scan of the current factory in Wapenveld will also be incorporated in our new factory in Zwolle. And so we continue to improve ourselves.

In this report you can read a complete overview of the results of our efforts. Do you see any other opportunities for Euroma to contribute even more to sustainability? We're open to your suggestions!

**Robert Hoogstra**  
CEO





# Euroma's targets

Euroma's sustainability strategy is based on five theme areas. In each area we have identified ambitious targets. The results are reported in the annual sustainability report, per theme area.

## Targets, per theme area

### Theme 1: Impact in countries of origin (Page 5)

1. In 2020, Euroma has increased its buying volume of certified, sustainably grown herbs and spices by 50% vs. 2015
2. In 2025, the buying volume of certified, sustainably grown herbs and spices is 100%
3. Euroma commits itself to a permanent role in the Sustainable Spice Initiative (SSI), the international multi-stakeholder platform for sustainable herbs and spices industries
4. Euroma observes transparency with respect to the results and performance of its sustainability policies. We support open interaction with partners in the form of certification processes, (external) audits and suchlike.

### Theme 2: The Euroma workforce (Page 8)

1. Euroma strives to be an attractive employer for its people, and a desirable partner for its stakeholders and other relations

### Theme 3: Energy, emissions, waste and packaging (Pag 10)

Our targets for 2020 (vs. 2010):

2. 50% reduction in greenhouse emissions
3. 25% decrease in energy and water use at production locations
4. 10% reduction in waste material
5. 20% reduction of residual waste at product locations
6. 25% increase in waste recycling

### Theme 4: Nutrition and health (Page 14)

1. We apply our knowledge and expertise of herbs and spices in the manufacture of authentic, sustainably produced products that respond to the needs and wishes of our customers, ultimately offering consumers a premium quality product experience.

### Theme 5: Our community (Page 15)

2. As a socially conscientious, responsible concern, Euroma plays an active role in the local community.





# Euroma's sustainable strategy

Act now, and don't sit back. Simple words, that sum up Euroma's philosophy about sustainability. Our work in this key area has resulted in the implementation of many sustainable practices within Euroma. The results encourage us, confident that every improvement will meet with a global response over a longer term. Meanwhile, we are aware that we have a responsibility to support sustainable communities. Euroma's ambitious sustainability strategy provides the frame for guiding us to a sustainable future.

Industry standards and certification  
Sustainability codes, guides and certificates exist in abundance.

1. To assure sustainable and responsible operations, workplace conditions and manufacturing practices, Euroma has adopted the ISO 26000 industry standard.
2. We carry a range of certified sustainable products, including Rainforest Alliance- and SMETA 4 Pillar certification.
3. EcoVadis determines a company's sustainability rating. In 2016 we achieved a score of 69, which places us among the sector's top 3%.



The business community has an active and important role in making a difference. Likewise, the United Nations appeals to businesses and industries to support its Sustainable Development Goals. The UN Sustainable Development Goals were formulated at the 2015 Climate Summit in Paris to fight poverty, inequity and climate change. They form the international framework for the path to sustainable development towards 2030. With our sustainability strategy we aim to deliver a contribution to achieving agreed climate targets.

## Responsibility

Euroma is a full-service partner of international food industries. With herbs and spices, from around the world we develop premium quality flavouring products. Moreover, we supply efficient and dependable solutions.

We believe that our place in the world implies a responsibility. Therefore, we strive not only to support sustainable workplaces and living environments at home, but also in the countries of origin where we source our herbs and spices. This is why Euroma has adopted an integrated approach to corporate social responsibility, at all levels in the organisation, from employee interaction to our contacts and communications with partners and other stakeholders.

## Proud pioneers

Euroma takes pride in the fact that it stood at the birthplace of the Sustainable Spices Initiative (SSI). This agency brings together leading international companies and NGOs which have agreed to pursue sustainable transformation within the spices industry. Over the course of several years we have drafted a new covenant that lays the foundation for a more efficient organisation. This document is expected to be signed by SSI members in early 2018. We are confident that broad-based compliance with the covenant will positively impact both the production and demand for sustainably produced herbs and spices.





# Impact in countries of origin

Sustainability and corporate social responsibility are irreversibly on the rise. While some years ago the concept of growing herbs and spices sustainably was not commonly embraced, we can now report a positive trend in the countries of origin. Euroma encourages sustainable thinking, and we work to commit all parties in the production chain to our sustainability targets. In 2017, we were again able to add several herbs to our increasing range of sustainably grown products. Our targets are ambitious. We're aiming for 100% sustainable growing of the complete range of herbs and spices. In 2017 the number of certified, sustainably produced base ingredients continued to increase. Our sustainably grown product selection currently covers 9.8 % of the overall volume of spices, herbs, seeds and dried vegetables. In 2016, this percentage was 5.5%. This a good result and it inspires us to continue improving our performance.

## Protecting the environment

Euroma procures its base ingredients from many countries all over the world. Together with our suppliers we work towards a better future, a world in which we work as a team to reverse negative environmental effects. We pursue this objective, through instruction and training of local farmers in sustainable farming. Moreover, a sustainable cultivation of herbs and spices has positive effects on biodiversity.

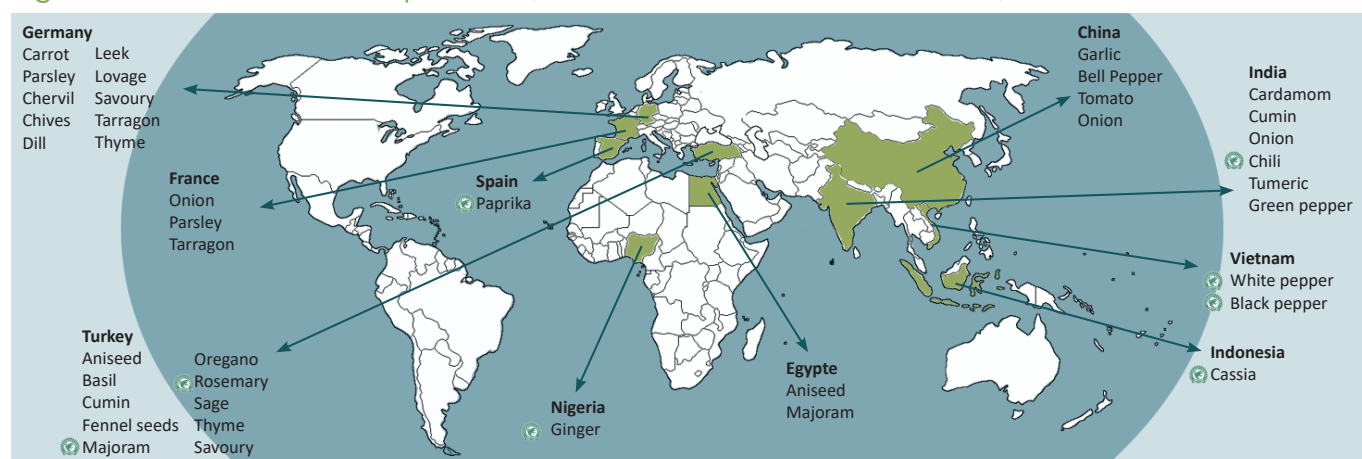
## Workplace conditions

As part of the training of our suppliers, we routinely focus on working conditions. For example, farmers are shown how to safely use crop protection agents. Euroma also believes it is important to interact openly with suppliers on matters concerning corruption, abuse of power and discrimination. We perform regular audits concerning these matters, and our staff are trained to deal with complaints concerning any unfair treatment of parties contributing to the value chain. One of the channels we use for this is [www.euroma.com](http://www.euroma.com).

## Working towards a world without poverty

As part of its efforts towards poverty alleviation, Euroma offers training to growers in several of its 'countries of origin'. We support and bear out the 'Theory of Change'. If the demand for sustainably produced herbs and spices continues to grow and consolidate, the cultivation of these crops will be an increasingly attractive prospect for growers, mostly smaller farmers. In turn the economic resilience of these smaller households will strengthen. This will stimulate farmers to plan ahead for a growing sustainable production, which will have a positively effect on environmental degradation.

Figure 1: Sustainable Euroma products (Rainforest Alliance or SAC certified)





### Sustainable chilli from India

On the edge of an Indian chilli field, a sign informs 'Sustainable chilli is grown here'. Not only does it show the grower's pride; the sign also helps draw other producers to his farm. A beautiful example of the domino effect, envisaged by Euroma.

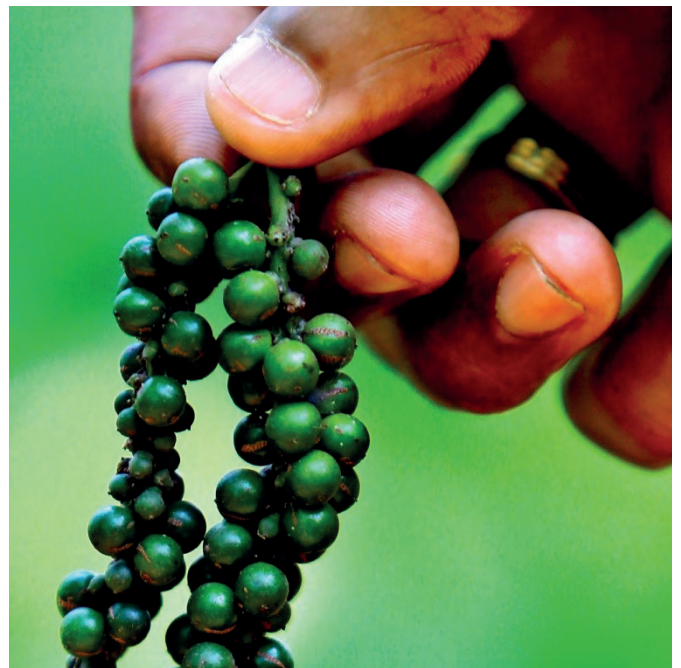
The Guntur region in India is known for its chilli growing industry. And, the region is an important sourcing area for Euroma. In 2007, we introduced 'Sustainable Code' here, an education programme that trains local farmers in how to sustainably grow these popular, slender red pepper fruits.

As part of the training growers are instructed on available alternatives to chemical pesticides. And, they are shown how to install drip irrigation and sprinkler systems to save water.

In addition, the farmers are taught the principles of the circular economy and how to apply them. For example, by using vermi-compost. Modern growers often also keep cattle. The manure is transferred to a separate shed and 'vermicomposted' by worms. The compost this yields is then used to fertilise the land. As an extra benefit the proceeds from the sale of milk go towards promoting the empowerment of women in the region.

Since the farmers started adopting sustainable growing practices, the landscape has grown richer and more diverse. Flowers in exuberant colours, planted as a crop boundary, distract insects away from the crop and help prevent cross contamination of residual pesticides.

Sustainable growing of the red chilli pepper in this way has helped creating a healthy and stable eco system. At the same time, the practice fosters growth and social development.



### Green pepper from India

Green pepper, with its typical aroma and flavour, is a popular taste maker for meat dishes. Euroma sources a large portion of its green pepper from Dindigul, a district in the state of Tamil Nadu in India's south east. Owing to the region's altitude and rainfall the climate is ideal for pepper growing. Favourably, the region records more rain in summer than in the winter, a condition that helps in keeping insects at bay.

Since 2014 we have trained and educated our farmers in this region in workplace practices. The farmers also receive training in areas such as nature protection and water and soil management. One of the most important outcomes of our work was the introduction of living trees for bracing pepper plants, to replace the traditional concrete or timber





posts. Trees provide natural shade for the pepper fruit, they improve soil fertility, and in Autumn, having shed their leaves, they produce leaf mould that helps retain the moisture in the soil.

To avoid open air burning refuse pits were dug at every farm. Weeds and clippings can be disposed in these pits, and after some months, the green waste has become a rich and organic fertiliser. Rainwater also collects in these pits, which improves the groundwater table. Moreover, strictly bio-pesticides are used to control animal pests.



Sustainable growing practices not only benefit the environment. The quality of the green peppers is markedly better, and farmers are achieving better yields and quality premiums. A development that benefits the entire community.

### Bundling strength

Euroma not only strives for sustainable production. Together with other organisations we actively promote sustainable trading as an accepted code of practice. Euroma is active in sustainable projects in the countries of origin, working with the following non-governmental organisations (NGOs):

#### Sedex

Sedex is a non-profit members organisation that advances ethical standards and trade practices in global supply chains.



#### IDH

The Sustainable Trade Initiative (IDH) promotes and strengthens sustainable trade by creating impact-oriented coalitions of forward-looking multinationals, civil organisations, governments and other parties interested.



#### SSI

The Sustainable Spices Initiative (SSI) is a partnership of leading international concerns and NGOs bound by a common goal: achieving a sustainable transformation of spice trading practices. It acknowledges the importance of securing future sources.



#### Rainforest Alliance

A not for profit international organisation aimed at preserving biodiversity and sustainable livelihoods.







# Our employees

## Attention for vitality and development

Euroma wants to be an attractive employer and partner for our people, customers, suppliers, and job seekers. Concretely, we pursue this goal by creating a safe and healthy workplace that offers attractive and favourable terms of employment. In addition, we have an active policy that encourages personal development and vitality.

Euroma respects every worker and offers equal opportunities for all. We respect the law, both in word and spirit; we demand compliance with safety measures, and we consult with our works council and trade unions in matters of company policy and decision making. All personnel enjoy the protection which our collective labour agreement (cao) provides.

### Code of ethics

We have a reputation for sincerity, integrity, and ethics, which we value highly. Our internal Code of Ethics is supported by everyone, and it guides our professional and ethical behaviour. Sustainability, as a concept, is integrated in our Code of Ethics.



### Training and development in 2017

An integrated approach to knowledge, motivation and behavioural development is an important path to employee wellness. In 2017, Euroma continued to focus on this key area. From a preventative perspective, all factory employees received lift training in 2017. Next to a theoretical part the trainer attended all work sites to coach correct lifting techniques.

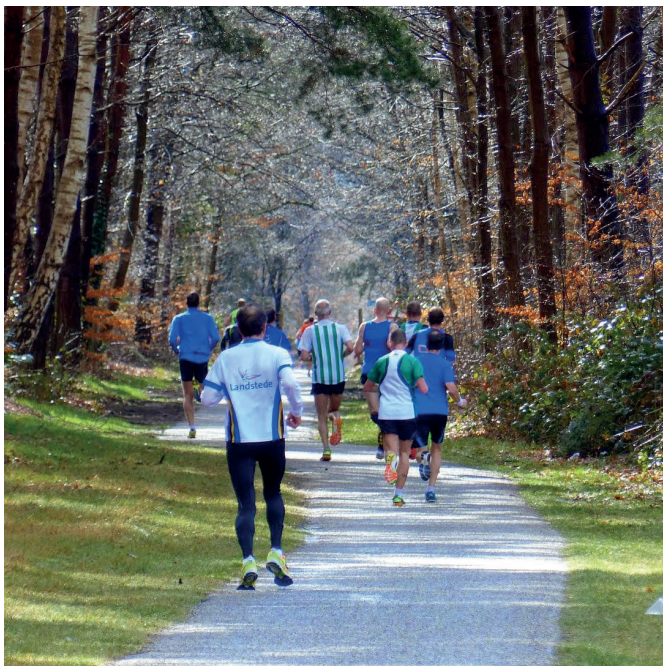
For middle management Euroma organised a number of sessions for staff to attend coaching in absenteeism interviews. They developed the skills necessary to conduct these interviews and were explained what tools to use to assist employees recovering from illness. Also, in 2017, a training programme was organised for production line operators to increase quality and safety at the production line. The training provides operators with a broader understanding of the production process as a whole and prepares them for operating a production line independently. The course is supported by e-learning, but it is mostly taught at the production line, on the work floor.



There was much interest for the individual training programme. The courses were widely attended and ranged from communication training to strategic account management; from personal effectiveness to project management. Courses which had many enrolments were taught at home. Individual requests were referred to an external training institute.

In 2017, the total number of hours of training was 2,084. This is 3,75 % of the total number of workable hours.

Within the framework of the GRI (Global Reporting Initiative) we are required to report the percentage of working hours lost due to industrial dispute. For 2017, this percentage is nil.



### Euroma Vital

2017 was the third year of the 3-year fitness programme, Euroma Vitaal. This year, we aimed at reaching the last group of employees, mainly our office staff in Wapenveld, who had not previously participated.

The programme starts with a health check, which includes a medical check-up and a mental health check. The results are discussed with the employee in a personal interview.

Based on the employee's health check, an interview takes place to discuss the employee's personal targets. This could be quitting smoking, a weight control programme, more healthy eating, a better work-life balance, or perhaps more exercise. In workshops and through individual actions, the employee is encouraged to work on their personal targets. At the end of the programme an outgoing assessment is performed. The results of this assessment are discussed with the employee.

With its health & fitness programme, Euroma aims to stimulate employee awareness while actively contributing to healthy lifestyles. The results so far have been encouraging, with most participants showing improved results in the outgoing assessment.

An evaluation of our health & fitness programme Euroma Vitaal takes place in 2018. Meanwhile, it has already been decided that Euroma will continue to invest in employee wellness. In 2018, we will review in what ways we can follow through with our in-company health & fitness programme.

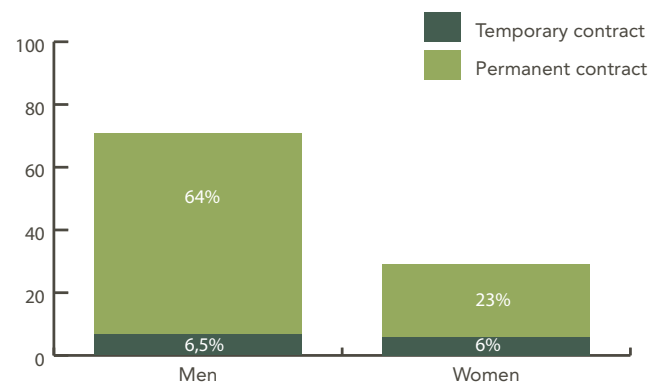


Figure 2: Distribution of permanent and temporary contracts, separated by gender

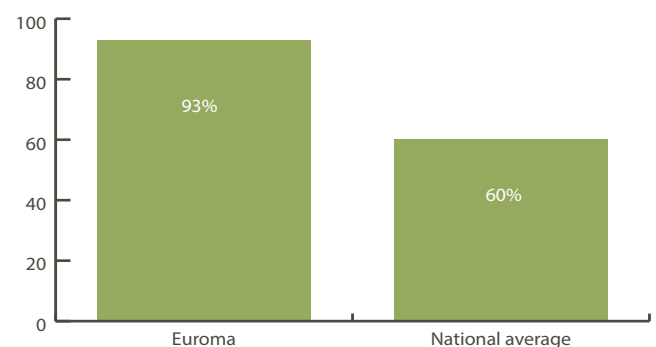


Figure 3: % permanent contracts of Euroma vs. national average (Source CBS).





# Energy, emissions, waste and packaging

Euroma evaluates its environmental performance yearly. We have identified clear targets for improvement with a view to reducing greenhouse gas emissions. The same applies for the reduction of energy and water use, spilled material, and residual waste. In 2017, thanks to a package of measures, we were able to achieve savings on nearly every front.

The most important win in 2017 was achieved at our factory in Schijndel. In 2016, an independent Energy scan was commissioned in conformity with the European Energy Directive Standard (EED) at our fresh products plant, which mainly produces sauces and dressings. In the period up to 2020 we are targeting a 6% reduction in energy use at our Schijndel factory. Investments made in this past year are already paying dividend.

No significant investments were made in 2017 on behalf of Euroma's Wapenveld location. Any areas for improvement, noted in the 2017 Energy scan, will be integrated in new factory in Zwolle.

3D image of the new plant in Zwolle



The new building, which has been designed to comply with the BREEAM-Excellent label, will become operational in 2019. However, owing to some very smart action on the part of our workforce, we could still achieve desirable reductions in Wapenveld in 2017.

## CO<sub>2</sub> emissions reduced

Emissions of carbon dioxide, a greenhouse gas, play a dominant role in climate warming. CO<sub>2</sub> emission levels at Euroma were importantly reduced against 2010 levels. This has been achieved thanks to green energy, energy savings, and natural gas greening through CO<sub>2</sub> certificates. To this end, we chose the widely accepted VER Gold Standard certification.

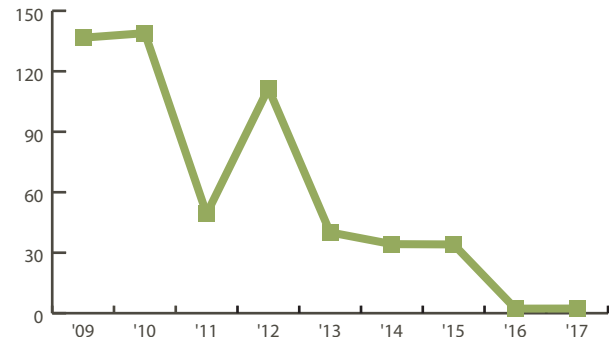


Figure 4: CO<sub>2</sub> kilo per MT production, scope 2

## Less energy used

For the year 2017, Euroma can again report a noticeable decrease in energy consumption. This was achieved in 2017 by enhancing the performance of the steam boiler in Schijndel, which has improved the plant's energy efficiency. We are also experiencing economy of scale benefits. Euroma has witnessed a period of strong growth in the past several years. As a result, more machines are now operating within an existing energy supply infrastructure.





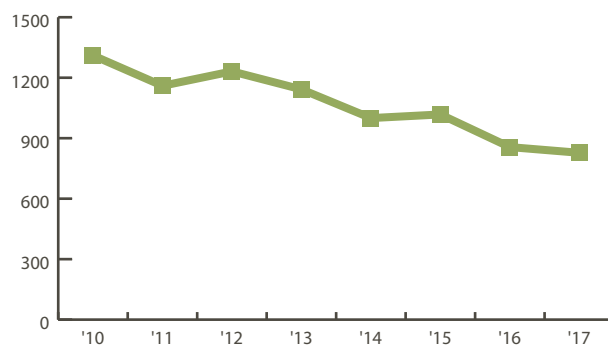
*Isolation around heating pipes*

Additionally, Euroma decided on a number of matters that were anticipated to produce a positive effect on energy use. For example, we implemented smarter and more energy efficient pasteurisation methods.

The electricity bill was further reduced after the factory in Schijndel started the planned, stage-wise replacement of TL lights by LED lights. For the high-pressure spraying installation a system was installed that automatically engages and disengages the high-pressure cleaner.

Furthermore, we were able to largely eliminate cooling inefficiencies in cold cells and freezers, by installing air curtains. Better measuring equipment helps us anticipate looming temperature fluctuations in the cooling and freezing cells, enabling more efficient control of energy loss. The heat transfer systems were also closely examined. Better insulation on steam discharging pipes has helped improving energy loss control and increased safety.

The measures are delivering returns. Compared to the reference year 2010 the amount of energy used per unit produced product, by late 2017, was reduced by 97.3%.

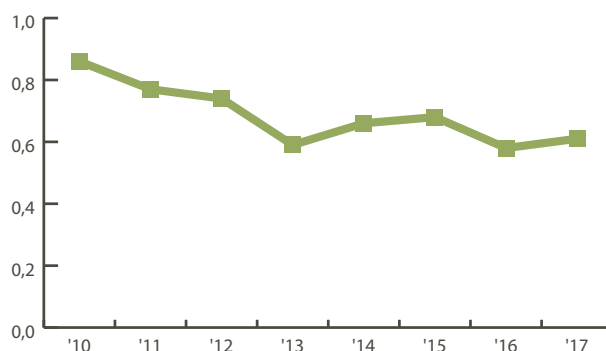


*Figure 5: Mega joules per MT production*

### Water use slightly up

Whereas energy costs relevant to volume had decreased, water use in 2017 was slightly more per produced unit of product against the year before. The marginal increase appears to be due to more frequent cleaning in Schijndel. The increased cleaning frequency is linked to specific agreements with buyers on shorter lead times for specific products and stocks reduction, leading to more frequent product changes and obligatory cleaning.

Notwithstanding, we saw a 29.4% reduction in water use compared to the reference year 2010.



*Figure 6: Water liter per MT production*

### Packaging matters

Our policies for improving environmental performance also address packaging routines. We wish to reduce the amount of packaging material used, and we stimulate reuse. Standing packaging codes are analysed and optimised where possible. An example: we improved a plastic spice jar in 2017, this change produced a 44% weight reduction. As a result, a 2,000 kg saving was accomplished on packaging material per annum. The new lay-out has also notably improved the efficiency at the production line, reducing power use. For our own consumer brand we opted for recyclable or reusable packaging with peel off labels. In order to contribute to the circular economy.

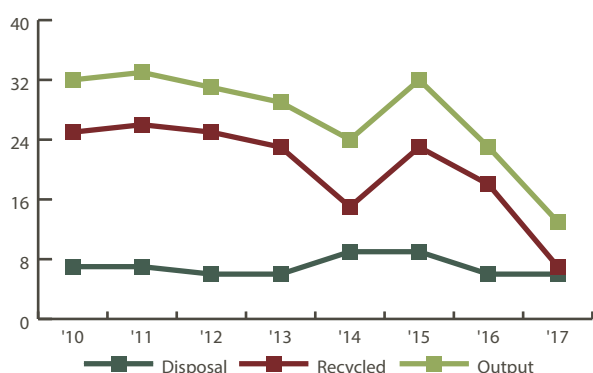


Figure 7: Waste kilo per MT production

### Saparating waste in the plant



### Making packaging more sustainable

Which is the more sustainable material, glass or tin? What's the most desirable plastic?

Euroma in 2017 set out to find answers, and was soon directed to the Knowledge Institute for Sustainable Packaging (KIDV). Explains Ina Pol, strategic buyer at Euroma: "By improving our understanding of materials, we are better prepared for questions from customers, and can propose more sustainable options." KIDV happened to be in the process of designing a decision making model that could support producers and importers' sustainability choices, enabling a staged evaluation of existing packaging systems and development of new ones.

After having tested the model on a number of projects, Euroma offered input to help KIDV further develop the Design Support Tool. Euroma's experience with the model resulted in positive advice in several areas and KIDV is currently completing a definitive model.

### Reducing waste flows

Euroma has achieved important waste flow reductions. The amount of waste per produced unit of product was 32.3% less than in the reference year, 2010.

In 2017, we continued to achieve further waste reductions on the year before. However, the percentage of residual waste increased marginally in 2017. Now that China can no longer accept plastic waste from Europe for processing, more waste is designated as residual waste. The capacity to recycle plastic within Europe is currently insufficient.

Euroma continues to critically review any areas where further savings on (plastic) waste can be achieved. One way of achieving this is by reducing the amount of spilled material. We stimulate this by promoting the 'first time right' production concept. And, changes in organisational structure and checking routines allow us to intervene more effectively when deviations occur. As soon as an irregularity is signalled the production process is stopped. Experience teaches that suspending a production line is more efficient than keeping it going, with the invariable spilling this incurs.



## "Sustainability and efficiency go hand in hand"

*An interview with Gerben Otten, Plant Manager at Euroma*

As Plant Manager, Gerben Otten is responsible for the Euroma factory in Schijndel. Gerben lives in Nijmegen, the 'Green Capital of Europe, 2018'. He also happens to live in the street voted 'Holland's most sustainable street' in 2016. "I actually didn't have much to do with that," adds he, humbly. Coincidence or not, Gerben Otten obviously has an affinity for 'all things sustainable'.

Gerben: "My wife and I have travelled around the world. When you go places, you see the impact humans have on the world. And when you have kids, you start to be even more aware that we are passing on the world to the next generation. Therefore you start making conscious choices."

**"We have an obligation to pass the world on to our children, in the best shape possible. That means we must make responsible, long term choices."**

For example, the family separates household waste, and they have traded the family car for a hybrid vehicle. Gerben: "Frankly, for us driving a hybrid car is also about cost efficiency. This car is cheaper to run and it leaves a smaller footprint. But yes, the savings are welcome in the pocket. It's just another case where sustainability and efficiency go hand in hand."

### From taboo to cost efficient

The same thinking is leading in Gerben's approach to a sustainable organisation. "It wasn't that long ago, that the word 'sustainable' was practically taboo. Everyone's gut reaction was that it would cost money. But today, we're recognising that sustainability is a perfect partner for efficiency and cost control." Gerben: "When we're investing in new machinery at Euroma, energy consumption and economic life time are important criteria. You may have to invest slightly more initially, but the extra lay-out pays itself back in the long term."

### Saving at Schijndel

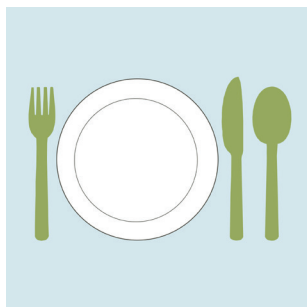
The Energy Scan which Euroma commissioned in Schijndel in 2016 revealed that the plant already scored high on sustainability. At most places in the plant, double glazing and insulation was installed. As part of the assessment the plant was challenged to pursue an additional 6% efficiency increase on energy consumption. "We're achieving that with a combination of carefully balanced, replacing capital investments and new investments, as well as process optimisations. Think of maximising the steam installation, replacement of all TL lights with LED ones, sustainable replacement of the high-pressure cleaning systems, air curtains, and better insulation on heat pipes to prevent loss of heating and cooling capacity."

**"Shouting sustainability doesn't work. You have to show the benefits."**

At the end of the day, Gerben is certain that the biggest gains will come from making individual employees aware. "Shouting sustainability doesn't work. You need to trigger people by showing them every single gain." Therefore we adapted a programme for our plant in Schijndel. It stimulates every employee to introduce 3 improvements, every year.

Gerben: "80% of all improvements would be from time, money and material saved. When someone notices water being released from somewhere for no purpose, and they figure out a way to stop it, their action immediately has a positive effect on cost and sustainability. That is how you make sustainability a natural part of workplace behaviour. It's the lowest threshold to stimulating individual responsibility. And that is very powerful."





# Nutrition and health

Consumers want healthy, honest food. They demand transparency about ingredients and production processes. Euroma not only applauds these trends - it enables them. Based on our knowledge and expertise we can assist buyers in developing products using natural flavourings and reformulating recipes into healthier and more sustainable concepts. In 2017, Euroma developed a range of projects adding to its programme of honest, sustainable food.

Euroma stimulates the use of certified, sustainable herbs and spices and developing healthier, sustainable recipes for our mixtures. For example, Euroma only uses RSPO-certified palm oil ([www.rspo.org](http://www.rspo.org)). In the case of palm oil derivatives, they are Green Palm Certificates ([www.greenpalm.org](http://www.greenpalm.org)). In addition, Euroma is IFS higher level certified.

## Gluten-free

In 2017, Euroma produced gluten-free products (<20 ppm gluten) for a number of customers to include in their product portfolios. For example, we completed a very large project which involved reformulating recipes for a range of snack seasonings for gluten-free products. After an initial detailed screening we set out to procure alternative base ingredients. Achieving the same quality, and possibly even improving it, demands considerable investment in time and specialist skills. Also, measures were implemented within the production cycle to minimise cross-product gluten contamination. The renewed products have already been successfully introduced.

## Reducing sugar

Sugar is a frequently used ingredient in dressings and sauces. It lends a beautiful, rounded flavour to the sauce or dressing. In 2017, Euroma's search for alternative ingredients that could replace the function of sugar gave us the tools to offer dressings with a 30% reduced sugar content. In addition, we completed a project that included a new dressing recipe with 0% added sugar.

## Super spices

Following in the footsteps of the 'super vegetables' trend, modern consumers are increasingly educated on the health benefits of herbs and spices. Euroma has mapped the potential opportunities that exist in the area of declaration and we are closely following the legislation process.

### NEXTgarden:

Could exotic spices such as Chilli pepper and turmeric be grown in the Netherlands under glass? If so, would it yield benefits in terms of sustainability, logistics, and cost? These were the central issues addressed by the NEXTgarden Ingredient Farm (NIF) in 2017, with Euroma joining 13 other parties as signatory to a letter of intent concerning this experiment.

All parties to the agreement in principle are aware of the current issues with respect to availability, quality, and authenticity of spices sourced in Africa, Asia and South America. This was part of the reason for the experiment. The parties also acknowledged the potential sustainability gains that a local glass industry could bring, such as a ban on pesticides, limited water use and transport gains due to locally grown produce. To find out if selected exotic spices could thrive locally, a growing patch was set up in the greenhouse location of NEXTgarden, in the municipality of Lingewaard, and fitted out with a cultivation area, a presentation section and a meeting area. The experiments can commence as soon as there is clarity about an EU grant. The test garden will be operated with assistance from students of HAS Den Bosch and Van Hall Larenstein.



# Our community

## Active in the local community

Euroma plays an important role in positively impacting sustainability in the countries of origin, as well as in its own business operations. And, we are equally aware of our responsibility to play an active, supportive social role in our own local community.

### Sportive

Euroma is committed to a healthy lifestyle and sponsors various regional (youth) sports activities. In addition, we are involved with the organisation of sports events. The 'Euroma Herb race' is an event which Euroma has sponsored and organised since 2008. The race saw its 10th edition in 2017, and traditionally takes place on the Euroma grounds in Wapenveld, where hundreds of participants of all ages test their fitness over a creatively designed course. In 2017, nine Euroma colleagues join the fray, - including several novices- encouraged by 'Euroma Vitaal', Euroma's in-company fitness programme.

### Brownies & Downies

In 2017, Euroma had the honour of being the first organisation to host the delicious deliveries of Brownies & Downies in Zwolle. Brownies & Downies is a chain of lunch cafés that employ people with a mental disability or other employment handicap. B&D employees delivered the brownies to us, marking the start of a new phase in our program towards 'Best Performing Company'.

### Safe business

In Schijndel Euroma is active in a local meeting platform of the municipal authorities, police, fire brigade and safety organisations with the objective of improving safety at our fresh products manufacturing plant. As a result, Euroma was awarded the certification 'Safe Business Enterprise and Basic Cooperation' in 2017.

### Green driving

A number of employees in Euroma are using a leased company car. Euroma stimulates its staff to opt for a fully electrical or hybrid vehicle. The vehicles' batteries can be charged at Euroma and the driver receives a charging point for home use. In 2017, a total of 6,006 kWh have been charged at Euroma charging points.

### Training location

Euroma has initiated multiple on-site workplace experience projects. Most of the participants are from regional schools and training centres. Besides supporting our recruitment policy, these projects help us facilitate development and training of new operators.

### Social employment

Euroma maintains very valuable partnerships with Sheltered Workplaces. Over the years, Sheltered Workplaces have assisted in lending impulse to Euroma's growth and success. Next to performing suitable production tasks, our Sheltered Workplace personnel in Schijndel are responsible for maintaining the grounds and green spaces.

### 1 of the charging stations at Euroma





## "Watching people flourish. That's the best part on my work."

*Interview with Gerben Beeksma, Industry Manager at NEF*

"The work we perform for Euroma is very diverse. Our personnel enjoy working with the herbs and spices we handle for them." We are listening to Gerben Beeksma, Industry Manager at NEF (NoardEast Fryslân), a sheltered work and training centre. Some six years ago, NEF invested in a fully automatic and a manual production line for the filling of Euroma herbs and spices.

Social employment providers like NEF act on behalf of employees who, due to a physical or mental handicap, depend on sheltered workplaces. The organisation works to reintegrate job seekers by offering them training and work experience. Also, people with a temporary admission status work in NEF, which mediates on behalf of four municipal council districts in the north of Friesland. With 800 employees the company is the largest employer in Northern Friesland.

Every day, approximately 50 employees work at NEF, filling containers with herbs and spices for Euroma. The work suits a large group of NEF's employees. Gerben Beeksma: "The only exception are people who suffer from conditions such as asthma or skin complaints. The smells are penetrating and the rules for hygiene rigorous."

## Enjoying the work

The tasks which are performed here on behalf of Euroma make for a varied workday. An employee may start the day off filling jars with herbs. After morning coffee, they would move on to sealing. After lunch break it is time for attaching the labels, which takes several hours. By the end of the day, they are ready to start on another spice. Gerben: "The work would probably not appear very exciting to a healthy person, with no handicap. But for our people, it is challenging and enjoyable."

**"People move forward with smaller and bigger steps. What matters is development"**

## Glow

Gerben delights in watching people flourish. In his experience, meaningful work and interacting with others does them a world of good. "You know, when you see someone coming in and they're a pitiful bunch, and they start to glow at the thought of being offered casual work." For some it's the small steps. "For example, when someone starts in manual work, filling for Euroma, and they've discovered that they have mastered the task where they could probably handle the pace of the machine. When you see those faces, beaming with pride, that's gold."

## Certified company

Not many companies are food certified like NEF. The company is certified under ISO, FSC and Skal industry standards. "Actually you have no choice, as hygiene and food safety are the no. 1 priority for the food companies we service," explains Gerben Beeksma. For this reason NEF employees are obliged to attend yearly HACCP training courses.

**"We need companies that consider a socially responsible enterprise as a priority"**

Professionally, Gerben has a responsibility to protect and further his contracts with industry. "For us to be able to continue offering people meaningful day tasks we need companies like Euroma. Companies that have a heart for a socially responsible enterprise."





# Our values

## Faithful to what we stand for

Euroma is a full-service partner for the international food industry. As a specialist in flavouring, we offer reliable total solutions based on herbs and spices and building on more than 100 years' experience and entrepreneurship. These are our values as we pursue our ambitions:

### Passion

We love what we do. We heartily accept the challenges our customers bring before us. We focus on developing flavouring solutions that help our customers grow their business and support our own growth and development.

### Responsibility

At Euroma, we understand our role in the world as a socially aware and responsible enterprise. We embrace our responsibilities as a concern and expect no less from every individual. We are a reliable partner for our customers, suppliers, employees, and the community. We choose to do the right thing.

### Entrepreneurial

Identifying and using opportunities, taking decisions fast if needed, customer focused and serviceable. That is how Euroma has earned an edge on the competition. We're down to earth. We understand that the customer comes first, always. We enjoy making a good idea happen.

### Genuine

We like to be us. We value sincerity, and we keep our promises. When you work with Euroma, you know who you can depend on. Honest products, honest people. That is who we are.



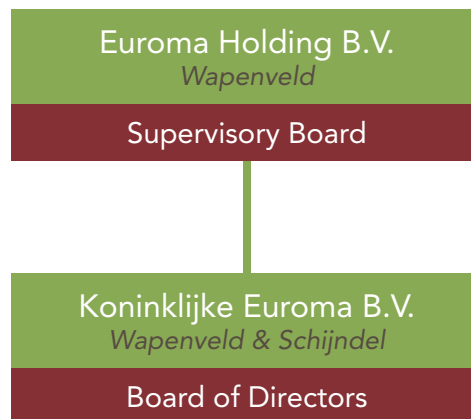


# Facts & Figures

## Koninklijke Euroma B.V.

Name	Koninklijke Euroma B.V.
Location	Kloosterweg 3, Wapenveld, The Netherlands
Legal form	B.V.
Turnover	104 million (2017)
Number of employees	246
Products	Dry and liquid products based on herbs and spices
Markets/geography	Food business in Western Europe

## Operational structure:







# GRI Index

Koninklijke Euroma adheres to the sustainability reporting guidelines stipulated by the Global Reporting Initiative (GRI). The G3 sustainability reporting guidelines, including the Sector Supplement for the Food-Processing Industry, provide us with a strong framework and recommended performance indicators for our report. Based on the available data, we have been as thorough and complete as possible. This sustainability report meets the GRI-3 criteria for a 'self-proclaimed level C'.

GRI-Indication	Description on page #
<i>Economic Performance Indicators</i>	
EC2: Implications as a result of climate change	3, 4, 10
<i>Environmental Performance Indicators</i>	
EN3: Energy Consumption	10
EN8: Water Consumption	11
EN22: Total weight in waste	12
<i>Performance Indicators with regard to working conditions</i>	
LA1: Total workforce according to gender	9, 18
LA4: Percentage of staff subject to a group employment contract	8
LA10: Time spend on training/education	9
FP3: Percentage of work time lost due to strikes	9
FP5: Sites that have been certified by an independent third party on the basis of an internationally recognized management system for food safety	14
<i>Performance Indicators with regard to human rights</i>	
HR2: Business partners whose compliance with human rights have been tested	5





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