

Policy

Environmental Policy Statement 2024

Date: 12-04-2024
Version: 1
Author: Corporate SHE

General

Royal A-ware (hereafter A-ware) is a family run concern that produces and packages cheese, day-fresh dairy products, cream, milk powder and tapas for the global market. A-ware invests in development and management throughout the chain and strives to supply dairy products that offer optimal nutritional value and minimal environmental impact (on humans, animals and the planet).

Royal A-ware's mission

In all that we do, our mission is to create the shortest route from 'Consumer to Cow'. Consumer demand underpins custom-made solutions that are creative and efficient. Together with our partners we continually focus on shorter, higher yielding and more sustainable agri-food chains. Chains that we oversee and set in motion, as per consumers' preferences. This means we stay independent and flexible in terms of customisation.

Corporate sustainability

Sustainability to A-ware entails sustainable enterprise throughout the chain, with consistent benefits at all junctures. Based on six mainstays (product, production process, raw materials, dairy farming, workforce and respectful collaboration), A-ware deploys targeted steps to enhance the sustainability of the 'Consumer to Cow' chain.

Our sustainability strategy comprises the following eco-related objectives:

- Developing a broad-based indicator that shows the environmental impact in relation to the human nutritional value (measured via the LCA [life cycle assessment] system).
- Net Zero in 2050. By 2050 we aim to have reduced greenhouse gas emissions within our dairy chain, from cow to packaged product, by at least 90% compared to 2021.
- All single-use plastic consumer packaging to be recyclable in 2025, and every year, to see maximum 0.1% raw material shrinkage across our chains.
- Reporting on the impact of our corporate activities on humans and the planet, in line with the EU Corporate Sustainability Reporting Directive (CSRD) in 2024.

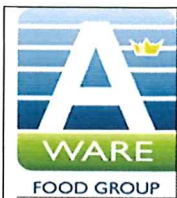
Environment

The environment is the setting within which an organisation operates and encompasses air, water, soil, natural resources, flora, fauna, people and their interdependence. The Environmental Policy fleshes out the sustainability strategy's eco-related targets.

A-ware strives towards minimal impact on the living environment by:

- Preventing detrimental environmental effects by reducing environmental pollution;
- Lowering the environmental impact of our activities, products and services;
- Continually improving environmental performances;
- Complying with European and Dutch legislation & regulation and in-house & consumer requirements.

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Energy

Energy consumption and its correlating CO₂-emission are so-called environmental aspects, and as such fall within the scope of the Environmental Policy. A-ware strives towards low-emission and efficient energy consumption, as well as continuous improvement in its energy performances. Where possible, electricity is generated by PV facilities, for direct, in-house use. Within the framework of the Energy Efficiency Directive (EED) which mandates energy efficiency data and a duty to investigate, A-ware reports every 4 years on energy-saving measures for all its locations in The Netherlands. The EED energy audit analyses the locations' energy management and maps, prioritises and schedules statutory and any other cost-effective savings measures. These measures are implemented and monitored at each location.

Environment management system

To contextualise the environmental policy and to safeguard the implementation thereof, A-ware adheres to an environmental management system for all its production locations; one that complies with the international ISO 14001 standard that covers energy management. This environmental management system stipulates all the procedures, instructions, tasks, responsibilities and mandates that underpin the Environmental Policy, as per ISO 14001. The environmental management system is based on the Plan-Do-Check-Act (PDCA) model. This model provides for a deployable repetitive, to achieve consistent improvement.

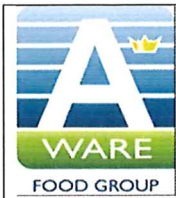
Generic environmental targets

Generic targets are set at A-ware on an annual basis. These targets apply to all locations and serve as the baseline. The status of these targets is tracked via the corporate structure. Over and above this, the various A-ware locations can set additional annual targets.

The generic targets for 2024 are to:

- Comply with European and Dutch legislation & regulation and in-house & consumer requirements.
- Devise an environmental management system blueprint in line with ISO 14001 (corporate).
- Render the environmental management system for the Cheese Production and Mozzarella & Cream Production locations in Heerenveen compliant with ISO 14001.
- Start making the environmental management system for the Fresh Dairy production locations in Coevorden and Bouter Cheese in Culemborg compliant with ISO 14001¹.
- Formulate a document management system in M-files to support the environmental management system.
- Actualise an EED energy audit and guarantee the energy-savings measures arising from that.

¹ A multi-year programme has been formulated to render the environmental management system compliant with ISO 14001, within which, ultimately, all production locations will be incorporated. This Environmental Policy focuses on 2024.



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- Track environmental performances as part of the sustainability report (CSRD).
- Devise a strategy for food loss and waste, as per FSSC 22000.
- Prevent and minimise detrimental environmental effects by responding satisfactorily to unforeseen circumstances, and to analyse these and where necessary to undertake necessary measures.

Environmental Policy assessment

The in-situ policy shall be evaluated every year by means of a management review. Where necessary, the policy, targets or measures to attain the objectives shall be adjusted. This adjustment can also entail technical, economical or legislative matters. In the interim, a so-called QSHE DO report shall be formulated each period, with input from all locations. The objective of this report is to inform the Board of issues that have been achieved, the focus points, challenges, risks and other matters worthy of attention.

Responsibilities and mandates

The Board is responsible for safeguarding the Environmental Policy. By signing this Environmental Policy, it also commits itself to the implementation of this policy and the continuous enhancement thereof. The Environmental Coordinator (corporate) facilitates the process of attaining an environmental management system that complies with ISO 14001, with further contextualisation of the Environmental Policy at location level. At location level, the SHE Officer is responsible for the interpretation, implementation and safeguarding of the environmental management system, and for reporting on this system's performances. The Plant Manager is ultimately responsible for the implementation of the Environmental Policy at each location. All employees must undertake their duties in line with the specified policy and procedures.

Responsibility regards ethics and the workforce

A Code of Conduct has been formulated within the HR policy that addresses ethical and staff responsibilities. All permanent and temporary employees at A-ware must sign and comply with the Code of Conduct. It forms part of the employment contract and includes, among other things, interaction with colleagues and customers. The Code of Conduct covers nutrition fraud, food defence and the option to report anonymously on malpractices pertaining to safety, the environment and product authenticity, quality and legality.

Whistleblowing policy and Confidant

A whistleblowing policy is in place at A-ware. Should an employee suspect malpractice, whereby actions, or indeed failure of actions, come into play that mean legislative stipulations are being transgressed, public money is being wasted or there is a danger to product safety, quality, authenticity or to employee safety, the environment and the proper functioning of the organisation, the employee can consult a confidant in strict confidence.

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Resources

Financial and HR resources are made available by the Board for the actualisation and upkeep of the Environmental Policy. The A-ware Board retains decision-making authority and shall meet requests for resources necessary for the improvement and upkeep of the environment management system in a timely manner.

A-ware is convinced that compliance with the above-listed policy will see structural improvement to our environmental performances and a reduction of the environmental impact of our activities, products and services.

Signed for approval:

A handwritten signature in blue ink, appearing to be 'Ferry Out'.

Ferry Out
Director QSHE

A handwritten signature in blue ink, appearing to be 'Klaas de Jong'.

Klaas de Jong
COO Royal A-ware