

	Company Policy	CP-7964
	Environmental policy statement	Date: 22-12-2025 Version: 1 Owner: Safety, Health and Environment

General

Royal A-ware (hereinafter referred to as A-ware) is a family business that produces, cuts and packages cheese, fresh and UHT dairy products, cream, milk powder and tapas for the entire world. A-ware focuses on development and management throughout the entire chain and strives to produce dairy products with the highest possible nutritional value and the lowest possible impact on the environment (people, animals and the environment).



Mission Royal A-ware

A-ware's mission is to create the shortest route “from consumer to cow” in all food activities. The customer's request is the starting point for creative and efficient tailor-made solutions. Together with partners, we are building increasingly shorter, more profitable and more sustainable agri-food chains. Chains that we manage ourselves and organise according to our customers' wishes. This makes us independent and flexible when it comes to customisation.

Sustainable business

For A-ware, sustainability means sustainable business practices throughout the chain, with lasting benefits for all links in the chain. Based on six pillars (product, production process, raw materials, dairy farming, employees and respectful cooperation), A-ware is taking targeted steps to make the chain “from consumer to cow” more sustainable.

The sustainability strategy includes the following environmental objectives:

- Develop a widely supported indicator that shows the environmental impact in relation to human nutritional value (measured using the LCA system).
- Net Zero by 2050. By 2050, we want to have reduced greenhouse gas emissions in our dairy chain from cow to packaged product by at least 90% compared to 2021.
- All single-use plastic consumer packaging to be recycle-ready by 2025 and a maximum of 0.1% loss of our cheese and milk raw materials in our chains each year.
- Report on the impact of activities on people and the environment in accordance with the European Corporate Sustainability Reporting Directive (CSRD).

Environment

The environment is the surroundings in which an organisation operates, including air, water, soil, natural resources, flora, fauna, people and their interrelationships. The environmental policy further elaborates on the environmental objectives of the sustainability strategy.

A-ware strives to minimise its impact on the environment by:

- Preventing adverse environmental effects by preventing environmental pollution;
- Reducing the environmental impact of activities, products and services;
- Continuously improving environmental performance;
- Complying with European and local legislation and regulations, as well as our own and our customers' requirements.

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Energy

Energy consumption and the associated CO2 emissions are environmental aspects and therefore fall within the scope of the environmental policy. A-ware strives for low emissions, efficient energy consumption and continuous improvement of its energy performance. The policy for technical insulation, electric drive systems and compressed air systems is further detailed in the Energy Efficiency Directive (CP-7967). Where possible, electricity is generated by PV installations for direct own use.

A-ware reports on energy-saving measures every four years for all locations in the Netherlands as part of the Energy Efficiency Directive (EED), the information and research obligation for energy saving. The EED energy audit examines the energy management of the locations and identifies, prioritises and plans the legally required and other cost-effective energy-saving measures. The measures are implemented per location and monitored in the SHE management review.

Environmental management system

In order to give substance to its environmental policy and ensure its implementation, A-ware is working on an environmental management system for all its production locations that complies with the international ISO 14001 standard and includes energy management. This environmental management system sets out all the procedures, instructions, tasks, responsibilities and authorities that give substance to the environmental policy in accordance with ISO 14001. The environmental management system is based on the Plan-Do-Check-Act (PDCA) model. This model provides a repetitive process that is used to achieve continuous improvement.

General environmental objectives

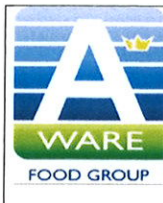
Within A-ware, annual general objectives are set. These objectives apply to all locations and are considered minimum targets. The status of these objectives is monitored via the corporate structure. A-ware locations may also set additional annual objectives.

The general objectives for 2026 are:

- Comply with European and local legislation and regulations, our own requirements and customer requirements.
- Identify environmentally harmful activities (EHAs¹) at all production sites.
- Make the environmental management system for the production sites Cheese Production Heerenveen, Mozzarella & Cream Heerenveen, Fresh Dairy Coevorden, Bouter Cheese Culemborg and Bouter Cheese Rietveld Ripening Woerden fully compliant with ISO 14001.
- Start making the environmental management system for the Cheese Ingredients production site in Lopik, the Packaging production site in Almere and the Food Solutions production site in Bodegraven compliant with ISO 14001².
- Tracking environmental performance as part of sustainability reporting (CSRD) and SHE management review.
- Developing a strategy for food loss and waste (CP- 7987) in accordance with FSSC 22000.

¹ Environmentally harmful activities (EHAs) are listed in the Activities Decree (Bal). The Bal is one of the four Orders in Council (AMvBs) under the Environment Act and replaces the Activities Decree.

² In order to make the environmental management system compliant with ISO 14001, a multi-year programme has been drawn up, which will ultimately cover all production locations. This environmental policy statement focuses on 2026.



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- Increasing environmental awareness by introducing environmental toolboxes and improving reporting in the incident reporting system (Intranet).
- Preventing and limiting adverse environmental effects by responding appropriately to unforeseen situations, analysing them and taking measures where necessary.

Environmental policy assessment

The policy pursued will be evaluated annually by means of a management review.

If necessary, the policy and measures can be adjusted to achieve the objectives. Considerations for adjustment may also be of a technical, economic or legal nature. In the interim, a QSHE DO report will be drawn up for each period with input from all locations. The purpose of this report is to inform the management about matters that have been realised, the focus points, the challenges, risks and topics that deserve attention.

Responsibilities and powers

The management is responsible for ensuring compliance with the environmental policy. By signing this environmental policy statement, it also commits itself to implementing this policy and continuously improving it. The environmental coordinator (corporate) facilitates the process of establishing an environmental management system that complies with ISO 14001, which gives substance to the environmental policy at site level. At site level, the SHE manager/officer is responsible for the implementation and assurance of the environmental management system and for reporting on the performance of this system. The plant manager has final responsibility for the implementation of the environmental policy at the site. All employees carry out their work in accordance with the established policy and procedures.

Responsibility with regard to ethics and employees

A code of conduct has been drawn up within the HR policy with regard to ethical and personnel responsibilities. All permanent and temporary employees of A-ware must comply with the code of conduct and sign it to indicate their agreement. The code of conduct is part of the employment contract and covers, among other things, interactions with colleagues and customers. The code of conduct includes food fraud, food defence and the possibility of anonymously reporting abuses relating to safety, the environment, authenticity, quality and legality of products.

Whistleblower policy and confidential advisor

A-ware has a whistleblower policy in place. If an employee suspects misconduct, which may involve actions or omissions that violate legal regulations, waste public funds or pose a threat to product safety, quality, authenticity, the safety of employees, the environment and the proper functioning of the organisation, they can consult a confidential adviser (confidential advisor) in confidence.

Resources

The management provides financial and human resources for the implementation and maintenance of the environmental policy. The management of A-ware has decision-making authority and will make requests for facilities necessary for the improvement and maintenance of the environmental management system available in a timely manner.

A-ware is convinced that compliance with the above policy will lead to structural improvements in environmental performance and a reduction in the environmental impact of activities, products and services.

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the most current version can be found in the QDMS of Royal A-ware.



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Signed for approval:


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