



FAIR ORIENTAL,
CORPORATE SOCIAL RESPONSIBILITY
IS OUR AMBITION

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Preface

Inproba BV doesn't just want to create the best and best value oriental products - we also want to produce them in a responsible manner. With natural, sustainable raw materials and in a safe way. Whilst paying attention to people and the environment. Here and in the countries where our raw materials come from. We consider that Fair Oriental: fair for the consumer, friendly for the environment and with care for society.

Responsibility as a matter of course

We regard our social responsibility as a matter of course. Which is why, in addition to our food safety and quality policy, we have also produced a CSR policy. We work with plenty of ambition for corporate social responsibility. That drive is derived from our understanding that we form part of society. Both as a manufacturer of high-quality products and as a good employer for people in the Netherlands and the countries where our raw materials come from. We regard this corporate community investment as an essential part of our reason to exist.

"Quality assurance and sustainability form the heart of our Fair Oriental company philosophy. You get your money's worth, we are concerned for the environment and take a critical look at sustainability and working conditions. Here and in the countries where we get our raw materials from."

- Rob Libbenga, Director of Inproba BV

CSR integration in our company

Inproba BV focuses on four pillars: environment, raw materials, corporate community investment and safety. Together we have set CSR goals that relate to these pillars.

We strive to fully integrate CSR throughout all our business operations. Looking at climate change, and the fact that we want to leave a cleaner and fairer planet to future generations, our focus for the next three years is on achieving a climate-neutral* organisation by 2020.

Inproba will successfully achieve its CSR goals by involving all our employees, suppliers, customers and other stakeholders.





Care for the environment

We want to do everything we can to contribute to a beautiful, clean and healthy living environment for subsequent generations. Which is why we focus on working in an environmentally aware manner within the organisation and we are reaching agreements with our customers and suppliers in relation to complying with environmental requirements deriving from the ILO guidelines etc.



Objectives realised in 2016

- **Less pollution:** despite increasing production, the number of pollution loads is still falling in relative terms. In 2016, we achieved a reduction of 30% compared to 2014. For 2017, we expect to save some 28% compared to 2014, despite the significant rise in production.
- **Saving fuel:** the purchase of five electric/hybrid cars is contributing to further fuel savings on commuting and business trips.
- **Wind energy:** from January 2016, all our electricity requirements were transferred to 100% Dutch wind energy. Inproba's annual energy requirements are generated by a single wind turbine.
- **Reduction in CO2 footprint:** switching to 100% wind energy in 2016 considerably reduced the CO2 footprint compared to 2015.
- **Reduction in biomass waste:** optimising biomass capture increased the production of biogas. The research into better cleaning technologies resulted in the purchase of new boilers (end of October), pipework, and new technology that is expected to yield even greater savings.
- **Less food waste:** improved metal detection on non-packaged products, and delivering residual packaged stock to the food bank has minimised food waste.
- **CSR training:** all operators and team leaders in production have attended several training courses as part of the 'Reduction of Water and VE' project. All office staff have received specific training in CSR and sustainability.
- **Sustainable labour participation project:** operators and team leaders have taken part in a series of training courses to improve ergonomics and mobility with the aim of ensuring their long-term deployment without physical complaints. This series of courses will continue through 2017.



On schedule for 2016

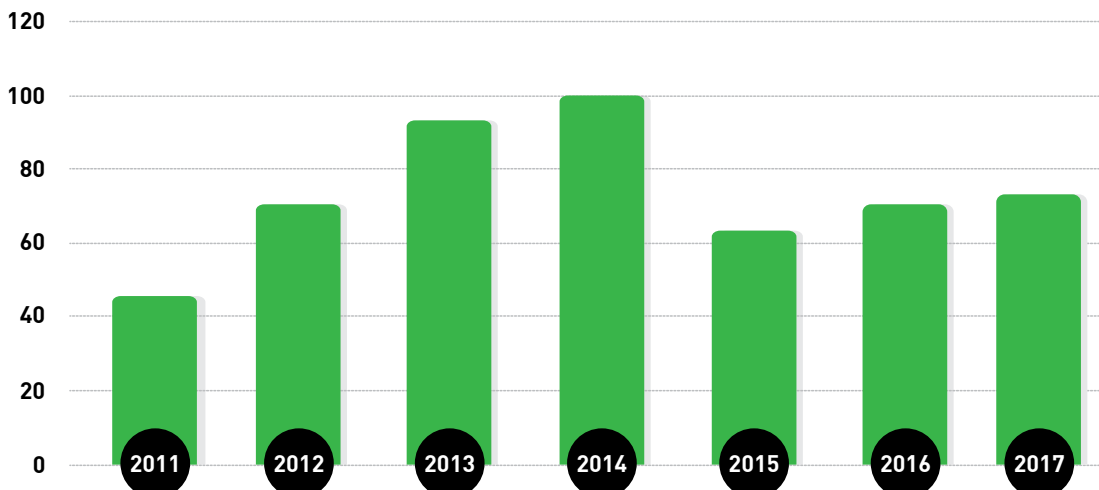
- **Reduction in CO2 footprint:** Inproba guarantees climate-neutral* operations by 2020. In 2017, a large part of our gas requirements will be converted to biogas with the purchase of GvO Vertogas certificates (Guarantees of Origin). Economic Affairs is thus stimulating trade in renewable gas.
- **Solar energy:** As part of the Baarn Climate Agreement, research is now

ongoing into making (part of) the roof available for solar panels for external use to benefit the residents of Baarn.

- **Reduction in biomass waste:** investment in specific cleaning technologies, new boilers and pipework (end of October 2017) will further reduce biomass waste.
- **Reduction in residual waste:** greater emphasis will be placed on separating

other waste flows (including plastic and tin) more effectively by means of an internal project. If necessary, Inproba will engage the expertise of an external waste management specialist to increase the recycling quota from around 70% currently to its optimum.

- **CSR training:** Repeat of the annual CSR training for all employees.



VE Development 2011-2017



Use of sustainable raw materials

Our products come from nature. For Inproba, it is therefore very important that we handle our raw materials and the way in which they are produced in a sustainable manner. When selecting and evaluating suppliers of our raw materials, linking up with organisations that represent sustainable production, such as RSPO, plays an important role.

2016-2018

- **Non-GMO:** Within Inproba, we don't use any genetically modified organisms.
- **RSPO-certified palm oil:** Since 2014, we have been using only sustainable palm oil from 'Roundtable on Sustainable Palm Oil' (RSPO) certified suppliers. Furthermore, since mid-2016 we have been using only the most sustainable version of palm oil: 'segregated', for which we will receive certification at the beginning of 2018.
- **Sustainable paper and cardboard:** Inproba strives to use only sustainable certified paper by 01-01-2018. This applies to all labels and paper foil and the cardboard for boxes (duplex). Inproba began using sustainable stationery, copier paper and cardboard for outer boxes some years ago. This latest move will ensure that all the paper/cardboard used by Inproba is responsible.
- **Research into making the sambal chain more sustainable:** As a member of CSR Netherlands, the grant for the IMVO voucher (grant tender of the Ministry of Economic Affairs) has been awarded to Inproba. The research maps out the real opportunities for making the sambal chain more sustainable. The research resulted in a strategic alliance with a new supplier, making the chains with current suppliers more sustainable, and forms of collaboration with a number of Dutch and international NGOs in developing countries.
- **Organic products:** In 2016, Inproba obtained SKAL EU organic certification, and the beginning of 2017 saw the first production and supply of organic sambal.
- **Cage-free eggs only** For the past few years, Inproba has been using only raw materials (or their derivatives) for which cage-free eggs are used. Research into the availability of free-range eggs is currently underway.
- **Soya: RTRS/ProTerra:** Inproba purchases only non-GMO products. Because we also want to contribute to a sustainable crop

of soya beans, whereby people and the environment are handled carefully, we are limited to buying soya from Asia (where the large-scale problems with soya play only a minor role) or we purchase soya bearing the ProTerra quality label. This quality label goes a step further than RTRS and guarantees both an environmental and human-friendly crop and a strictly non-GMO crop.

- **CSR in the supply chain:** All our suppliers fulfil at least the seven most important criteria (out of 10) of the International Labour Organization (ILO). During audits and conversations, this is discussed in further detail. Since 2016, all new suppliers have been audited on the basis of the combined 14 questionnaire (ILO & BSCI), and existing suppliers will also be audited during 2017/2018.
- We transport the **raw materials as few kilometres as possible**.
- Transportation of **as few kilogrammes as possible** (such as unnecessary transportation of water, for example).





Focus on safety

Safety for our employees forms a central part of the production process. By producing a Product Risk Assessment Evaluation, we have made different problems visible and action is being taken to make each situation as safe as possible. This risk inventory will be conducted again at fairly regular intervals so that constant improvements can be made.

2016/2017:

- **RI&E review:** In 2016, external research by HAS critically reviewed the current RI&E in terms of occupational health and safety legislation and internal compliance on the shop floor. The recommendations were translated into concrete actions, and their implementation supported by the new prevention officer.
- **Sustainable labour participation:** the series of training courses initiated in 2016 with team leaders and operators is demonstrating positive effects in terms of ergonomic, mobility and tactical activities. This will be continued in 2017.
- **Food Defence:** all operators and team leaders receive regular Food Defence training. In addition to camera surveillance introduced inside and outside buildings in 2016, and a new time recording and door security system, a secure fence was installed all around the site in 2017.
- **Social and medical team:** in 2016, a social and medical team was formed, made up of three external professionals - an occupational health and safety doctor, an HR specialist and a lawyer - to look after employee welfare and support them through reintegration activities.





Heart for society

We buy the ingredients for our products from different countries - often countries where the population are having a harder time than in the Netherlands. We like to demonstrate our corporate community investment in these regions in particular. We also support regional projects and organisations, both in the form of a financial contribution and in the form of products.

Sponsorship activities at home and abroad 2016/2017:

- **Agricultural support for Nepal:** the collaboration with Icfon/ISARD in Nepal is now bearing its first fruits. Hundreds of farming families are now able to grow fruit and vegetables on their own land. They grow at least enough for their own needs, with some surplus that they sell at the market and so build up a reserve to bridge leaner times. Creating kitchen gardens, greenhouses, terraces with irrigation systems, making land fertile as well as buying seeds and training farmers has considerably increased the harvest, and with it farmers' income. The target is to triple the annual income of around 450 families from € 500,- to € 1.500,- by 2020. Current harvest surpluses led to the idea of growing and processing organic products for Inproba, which Icfon, ISARD and Inproba will test for viability in the near future. This could provide a more regular source of income for the population in remote regions.
Further information can be found at www.icfon.nl/sponsors-van-icfon/.
- **Oxfam Unwrapped!** Among its Christmas packages for 2016, Inproba donated 175 clean water and sanitation facilities on behalf of its employees to help Nigerian refugees close to the Lake Chad who have fled the violence of Boko Haram.
- **Sports clubs and associations in Baarn** and its immediate area have received sponsorship money.
- **Primary schools and student associations** have received sponsorship for projects.
- **Events in and around Baarn** have received sponsorship in kind and money.
- **The Food Bank** and Inproba are working more closely together, with Inproba now able to send an increasing number of Private Label as well as its own products to food banks. This works both ways; it combats food waste, and people in need have access to greater variety.
- Encourage **healthy food** (both internally and externally).

Milestones for society in 2016/2017:

- **Sustainable floor tiles:** In mid-2017, the floor covering in all the offices was replaced with sustainable carpet tiles from Interface. These are made from 100% recycled fishing nets from the Indian Ocean.
- **Internal:** free fruit is provided for all employees every day, and renovation of the company canteen was completed in mid-2017. The new design, a new menu and a wider range of healthy options and rest areas provide a relaxed atmosphere and allow employees to take a proper rest.

Objectives for 2017/2018:

- **Salt/sugar reduction:** we want to encourage a further reduction in the use of salt and sugar. For each recipe, we will investigate the extent to which the quantity of salt and sugar can be reduced further within microbiological and organoleptic limits.
- **More nature:** we will use natural fragrances, colourings and flavourings as far as possible and strive to achieve Clean Label where possible.
- **Fair Oriental:** we will continue the Inproba 'Fair Oriental' product line, emphasising the positive aspects of our products (such as less sugar, 100% natural) for the consumer and society www.eerlijkoosters.nl.





Closing words

Inproba is entering into proactive dialogue with its various stakeholders, in particular NGOs such as Oxfam Novib, WWF Indonesia, CSR Netherlands, the IDH, Rainforest Alliance International, MSC and FSC. Since 2016, there has been positive collaboration with the Netherlands Enterprise Agency with a view to making chains more sustainable and match-making with potential suppliers abroad.

Collaboration with EnergiekBaarn, an initiative of the municipality of Baarn, NGOs, citizens and companies in Baarn, is intended to support the Baarn Climate Agreement, and ensure the municipality of Baarn is climate-neutral by 2030. Inproba strives to guarantee climate-neutral operations by 2020. To achieve that goal, a number of investments have already been made in new buildings and technical installations. Further investment will follow in the coming years to support a climate-neutral* organisation.

* Scope 1&2 climate-neutral means that we take responsibility for our own emissions in the immediate scope of our influence, and thus which Inproba can control. This concerns parameters such as the use of electricity, gas, water, private cars and trucks and waste-related aspects, including biomass.

Baarn, 21 February 2018

