

GREENYARD

Sustainability report 2019-2020



for a healthier future

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Message from the co-CEOs

To be a driving force towards healthier lifestyles and more sustainable food chains



Dear reader,

As we write this, we are all still in the midst of an unprecedented global health crisis. The COVID-19 pandemic is raging almost relentlessly and it's hard to say when we will be able to resume our lives as we knew them before. Our thoughts go out to all of those who may have been stricken by the virus and to the many brave healthcare workers who are in the frontline of this battle.

Among many other consequences, COVID-19 has demonstrated the importance of the food sector and highlighted the vulnerabilities in our

accustomed way of living. Along with others in our industry, Greenyard played a vital role in securing healthy food supplies during the first wave of the pandemic and we continue to do so. But we believe the effects of the virus will also have a more lasting impact on our habits and will further strengthen the drive for healthier and more sustainable lifestyles.

The world is waking up to the fact that we need to change the way we produce and consume food. Driven by a growing world population, global demand for food is rising steadily. Fruit

and vegetables are key to fulfilling this demand while also using precious natural resources responsibly.

In this sense, health and sustainability have always been at the very heart of what we do. In making fruit and vegetables more accessible, more convenient and more affordable — so everyone can enjoy their many benefits — we are a vital driving force in the transition to healthier eating and increasingly sustainable food chains.

Still, there is more we can — and will — do to further reduce the negative impact of how they are produced, distributed and consumed. New technologies allow us to make better use of resources and available space. Bringing production closer to consumption reduces the need for transportation and helps avoid waste.

The publication of this third Sustainability Report marks a new step in our journey towards an integrated sustainability strategy, embedding it in every fibre of our business, supported by resolute commitments and clear objectives.

The report details the many measures we are taking in focus areas such as climate action, water stewardship, zero waste and responsible sourcing. For each of these, we have fixed a number of ambitious commitments, including a 50% reduction in greenhouse gas emissions by the end of 2025 compared to 2019 and 100% recyclable consumer packaging by 2025.

We have also taken the necessary steps to be more transparent about the impact of our oper-

ations. Providing reliable information, not only to regulatory authorities but also to shareholders, customers and consumers is an essential part of our strategy. In 2020, Greenyard began disclosing environmental impact information through the CDP (formerly the Carbon Disclosure Project), a worldwide non-profit reference in tracking climate action performance. The report and key performance indicators for the company's commitments will be independently verified by 2022.

Finally, we cannot stress enough that this is not a path we can take alone. Today's food chains are often long and complex. If we want to make a real impact, close collaboration with all our stakeholders — from fork to field — is critical to achieving our ambitions. Long-term integrated relationships with retailers and growers mean that we can achieve real improvement all along the supply chain, from better agricultural practices to food waste prevention. Through our alliances with industry bodies, NGOs and regulatory authorities, we are fully determined to contribute to more sustainable food chains worldwide.

We would like to take this opportunity to reach out to all our stakeholders and ask them to join forces with us. We are confident that, together, we can find new and creative ways to continue on our path towards a more sustainable future for us all.

Hein Deprez, Marc Zwaaneveld,
co-CEOs Greenyard

Introduction

Greenyard – three divisions at your service

Greenyard wants to make lives healthier by helping people enjoy fruit and vegetables at any moment, easy, fast and pleasurable, whilst fostering nature. The company offers its customers – including some of Europe’s largest retailers – efficient and sustainable solutions using top quality products, market-leading innovations, operational excellence and outstanding service. With a total turnover of circa €4 billion, Greenyard is one of the largest suppliers of fruit and vegetables in the world.

Greenyard consists of two segments, each a leader in its field. The segments collaborate closely with some of the largest retailers and food service companies in the world, helping them to expand and widen their offering, develop new markets and successfully anticipate consumer trends.

*To make lives **healthier** by helping people **enjoy** fruit and vegetables at any moment, **easy, fast and pleasurable**, whilst **fostering nature**.*



GREENYARD FRESH

Greenyard Fresh is a global market leader in fresh fruit and vegetables. The world’s largest food retailers rely on us every day for a steady, high-quality supply of fresh produce to their stores. Its worldwide network of growers and advanced logistics mean that any type of fresh produce can be delivered to customers and consumers at exactly the right moment. Innovation efforts are focussing on even more convenience and diversity for the consumer. With over 500 dedicated ripening rooms, Greenyard Fresh is also one of Europe’s largest fruit ripeners.



turnover



sales volume*



employees*



distribution centres

* Indicative figures



GREENYARD LONG FRESH

The **Greenyard Long Fresh** segment has two divisions:

Greenyard Prepared processes freshly harvested fruit and vegetables into preserved and prepared food products catering for the needs of modern-day consumers. The company offers customers – including retailers, food service companies and the food industry – a wide variety of preserved fruit and vegetables, packaged in glass, cans, pouches or foil for maximum convenience and easy preparation. Greenyard Prepared has also developed an extended range of ready-to-eat food products, including sauces, soups, dips and pasta dishes.

Greenyard Frozen is a pioneer and market leader in processing freshly harvested fruit and vegetables into frozen food products that are easy to store and take little or no time to prepare. State-of-the-art instant freezing technology captures the ingredients at the peak of perfection, preserving colour, texture, flavour and nutrients, until consumers are ready to enjoy them. Packaging is designed for easy portioning: consumers use the quantities they need – for one person or a whole family, a main course or a side dish – with the rest is saved for later.



turnover



sales volume*



employees*



facilities

* Indicative figures



Greenyard at a glance



11 hours
of training
on average per employee



344
work accidents
with time lost



80 nationalities
are employed
across the company



Over 94%
of our revenues
is from fruit and vegetables



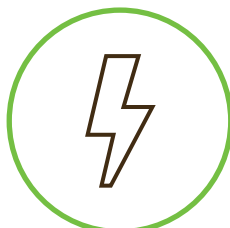
60
products reformulated
with reduced salt or sugar levels



> 92,000 lab tests
took place on products and
processing equipment



152,478 tonnes
CO₂-eq Scope 1 & 2
GHG emissions



760kWh
energy
per tonne of processed product



6.52m³
water
per tonne of processed product



Over 98%
of our **packaging**
is recyclable



7% organic
certified products across our
Fresh and Long Fresh segments



3% fair trade
certified products across our
Fresh segment

Greenyard's integrated value chain

Sourcing - As close as possible, as far as necessary

Greenyard sources its fruit and vegetables from a worldwide network of growers and suppliers. The company has built strong and long-term partnerships with them, securing a steady supply of high-quality products. All frozen and prepared products come from fields within 100 kilometres of Greenyard's production plants.

For those products which need to travel longer distances from farm to market, the company focuses on the closest and the best growing regions. Greenyard sources around 2,500,000 tonnes of raw materials from 90 countries, with around 65% coming from the EU.

Greenyard volume share by origin

- > 5%
- 1-5%
- 0,5-1%
- < 0,5%

GROWER BASE

Fresh



2,500 growers & suppliers

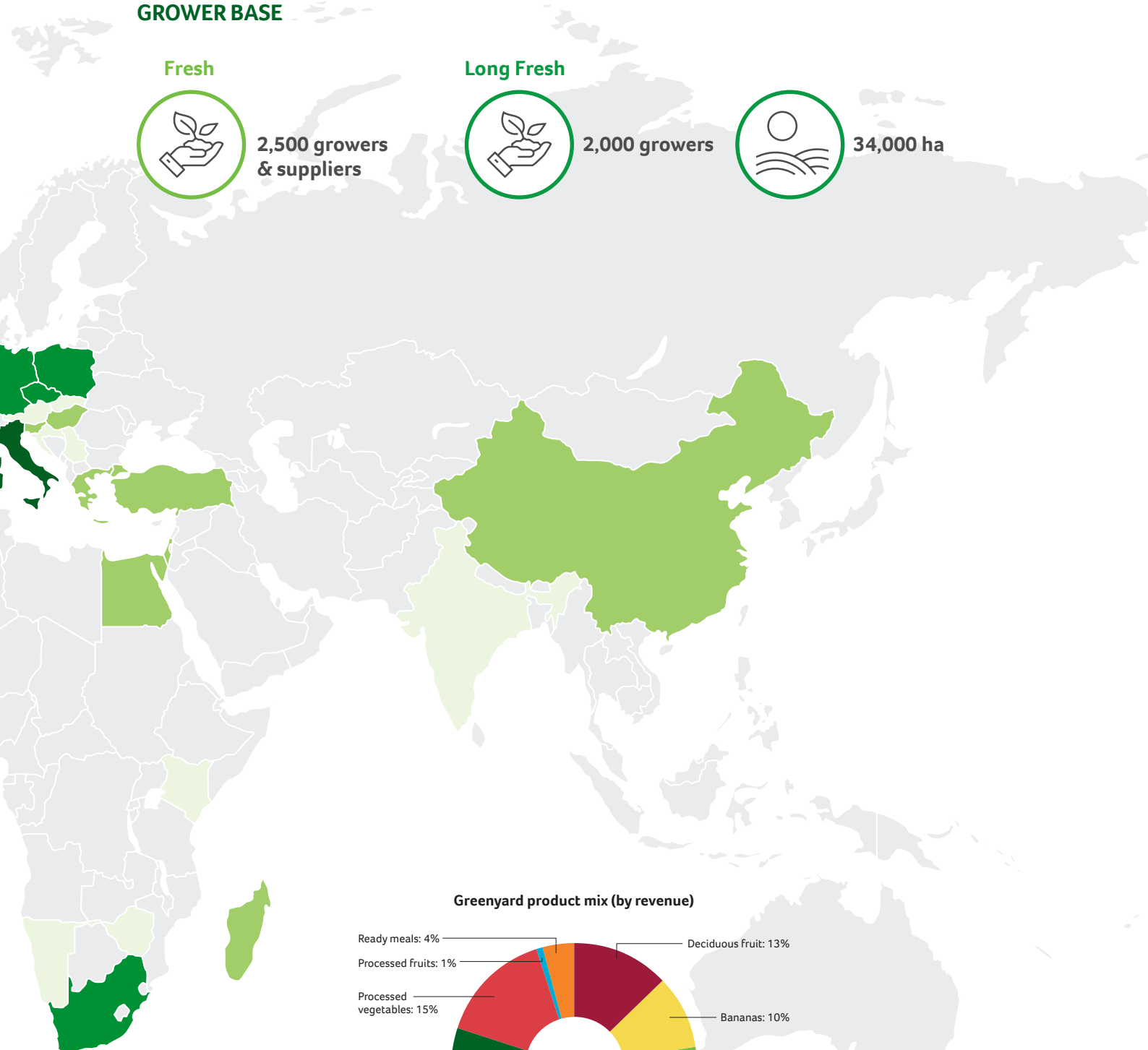
Long Fresh



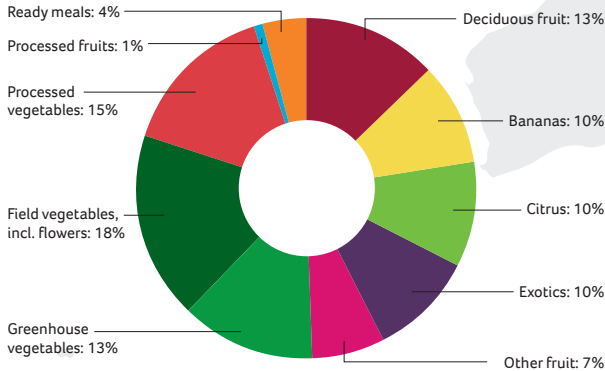
2,000 growers



34,000 ha



Greenyard product mix (by revenue)

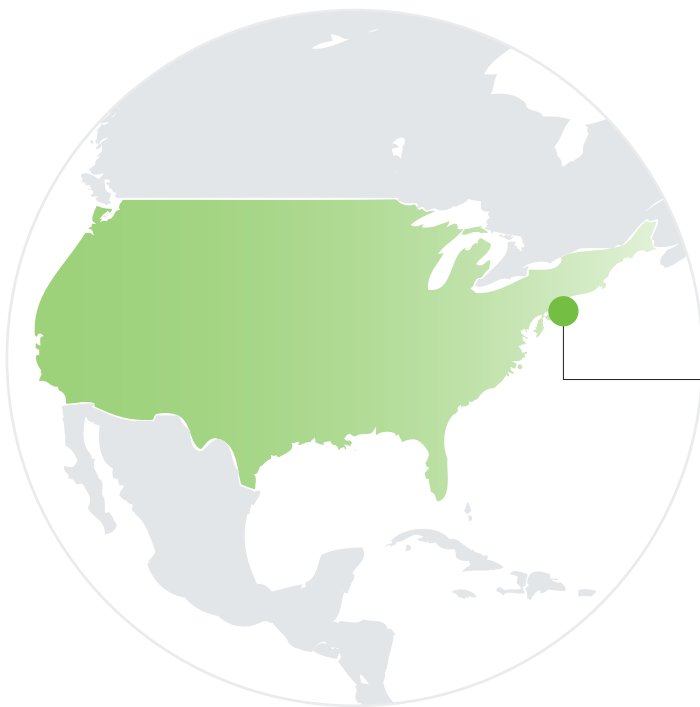


Operational footprint

By combining our sourcing and technical expertise with our extensive network of state-of-the-art distribution centres and processing facilities spread over our core markets and growing regions, Greenyard has developed the capacity to offer world-leading value added services to its customers.

Greenyard collaborates closely with some of the largest retailers and food service companies in the world, helping them to expand their offering, develop new markets and successfully anticipate consumer trends.

Long-term, solid relationships with retailers allows Greenyard to keep the consumer top-of-mind in all of its activities.



USA
SWEDESORO

BELGIUM

- 1. LANGEMARK
- 2. WESTROZEBEKE
- 3. BOOM
- 4+5+6. SINT-KATELIJNE-WAVER
- 7. RIJKEVORSEL
- 8. BREE

UNITED KINGDOM

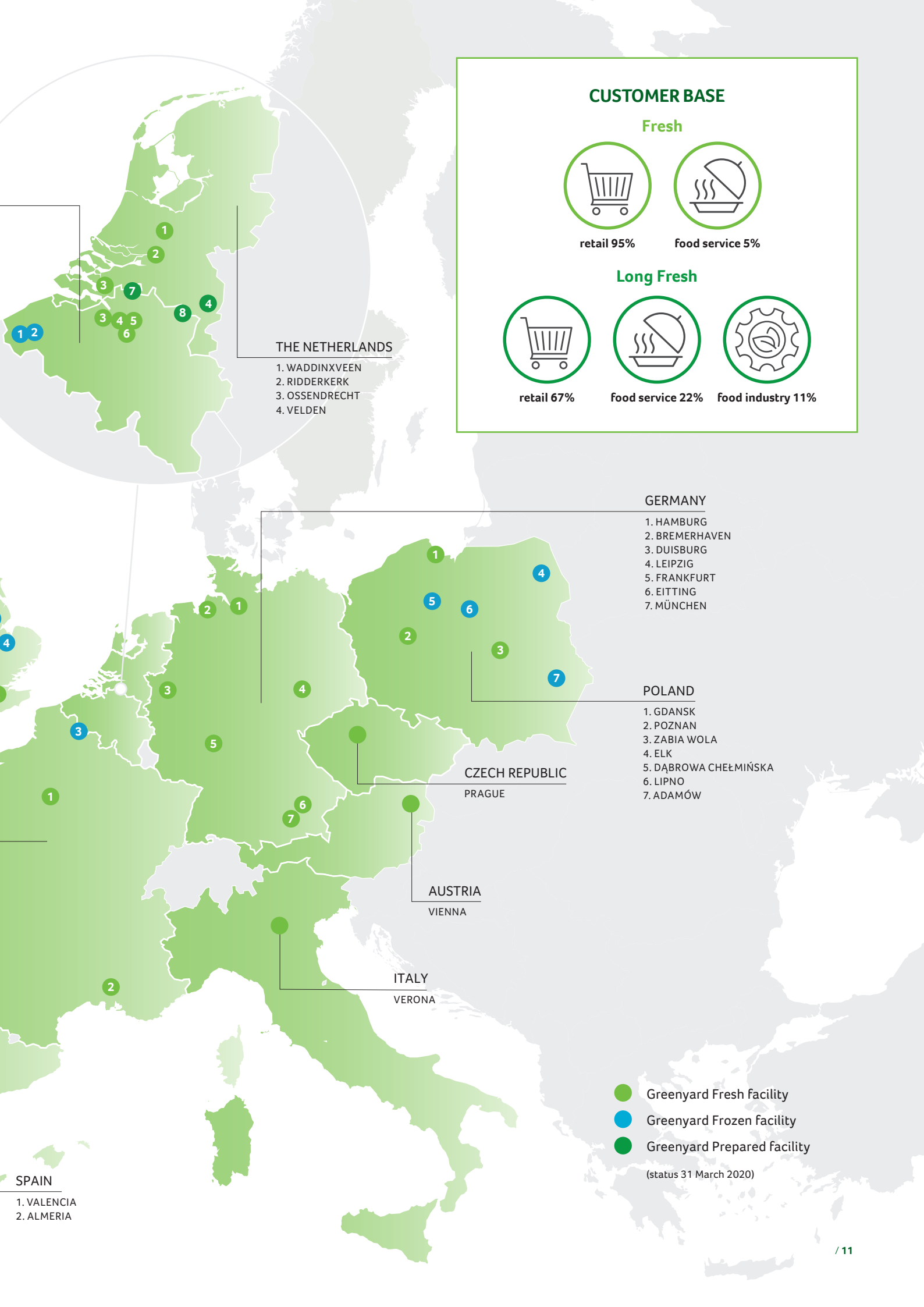
- 1. SPALDING
- 2. TONBRIDGE
- 3. BOSTON
- 4. KING'S LYNN

FRANCE

- 1. RUNGIS
- 2. AVIGNON
- 3. COMINES
- 4. MORÉAC

PORTUGAL

- 1. PORTO
- 2. RIACHOS



CUSTOMER BASE

Fresh



retail 95%



food service 5%

Long Fresh



retail 67%



food service 22%



food industry 11%

THE NETHERLANDS

1. WADDINXVEEN
2. RIDDERKERK
3. OSSENDRECHT
4. VELDEN

GERMANY

1. HAMBURG
2. BREMERHAVEN
3. DUISBURG
4. LEIPZIG
5. FRANKFURT
6. EITTING
7. MÜNCHEN

POLAND

1. GDANSK
2. POZNAN
3. ZABIA WOLA
4. ELK
5. DĄBROWA CHEŁMIŃSKA
6. LIPNO
7. ADAMÓW

CZECH REPUBLIC PRAGUE

AUSTRIA VIENNA

ITALY VERONA

SPAIN

1. VALENCIA
2. ALMERIA

- Greenyard Fresh facility
- Greenyard Frozen facility
- Greenyard Prepared facility

(status 31 March 2020)



Greenyard's sustainability strategy

Our purpose

The world is waking up to the fact that we need to change the way we produce and consume food. As a major player in fruit and vegetables, Greenyard wants to play an active role in the transition towards healthier and more sustainable eating habits.

Supporting healthier lifestyles

Fruit and vegetables are the basis for any healthy diet since they contain the fibre, minerals and vitamins essential for our well-being. By making them more accessible, more convenient and more affordable, we want to help everyone enjoy their benefits and contribute to a healthier future for everyone.

Creating sustainable food chains

With a less negatively impactful environmental footprint than most other food categories, fruit and vegetables are key to fulfilling global rising demand for food, while new

technologies allow us to make better use of precious water and energy resources, and agricultural land. Bringing production closer to consumption reduces the need for transportation and helps avoid waste.

In this together

As food chains become increasingly long and complex, close collaboration – from fork to field – is essential if we are to achieve our ambitions. We leverage our long-term partnerships and alliances with stakeholders to achieve improvements at every stage of the supply chain and contribute to a more sustainable way of feeding the world.



"To be a driving force towards healthier lifestyles and more sustainable food chains."

Our contribution to the SDGs

The UN's 17 Sustainable Development Goals (SDGs) define global sustainable development priorities and aspirations for 2030 and seek to mobilise global efforts around a common set of goals and targets. The SDGs call for world-wide action within government, business and civil society to end poverty and create a life of dignity and opportunity for all.

As one of the world's largest suppliers of fruit and vegetables, Greenyard is deeply committed to implementing the 2030 Agenda. The five pillars – People, Planet, Prosperity, Peace and Partnership – of the 2030 Agenda for Sustainable Development are guiding our work.



PEOPLE > We promote people's well-being

We work closely with our customers to develop an attractive and varied assortment of fresh fruit and vegetables and introduce innovative concepts to promote and boost consumption. Our Prepared and Frozen divisions turn fruit and vegetables into convenience products that are always available, independent of the season. (Contributing to SDGs 3 & 8)



PLANET > We foster responsible use of resources

We constantly strive to limit any negative impact our activities may have on the environment, at every stage of the supply chain. Our focus areas include introducing better agricultural practices and use of farmland, avoiding food waste, reducing unnecessary transport and packaging, and better use of natural resources such as water, and energy. (Contributing to SDGs 2, 5, 6 & 12)



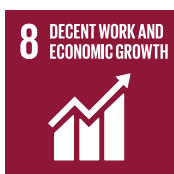
PROSPERITY > We assure food availability

We see it as our duty to ensure that high-quality food is accessible and affordable for everyone. We stimulate the development of innovative technologies and alternative growing methods that will be key enablers for future food security. (Contributing to SDG 2)



PEACE > We stimulate sustainable trade

Greenyard sources its fruit and vegetables from a worldwide network of growers. It is our responsibility to generate social, economic and environmental benefits through the entire chain and to strive for the highest standards of business ethics and compliance in all our activities. (Contributing to SDG 8)



PARTNERSHIPS > We are in this together

Greenyard recognises that fostering a sustainable and responsible supply chain is not a path it can take alone. To achieve our ambition to be a leading responsible supplier of high-quality, healthy and sustainable products, we place strong emphasis on close collaboration with our value chain partners.



Our commitments

Our key commitments are at the heart of our sustainability efforts. They are ambitious, time-bound and embedded across our business, ensuring sustainability is central to everything we do.

The 2019–2020 fiscal year has been crucial in this respect. After setting the priority areas of climate action, water stewardship, zero waste and responsible sourcing, we have set out measurable targets and KPIs for each.

We have made the necessary efforts to map our company **carbon footprint** (Scopes 1 and 2), including an initial analysis of our indirect emissions (Scope 3). We are committed to reduce our greenhouse gas emissions by 50% before the end of 2025, compared to 2019. Additionally, we have joined the Science Based Targets initiative, confirming our intention to set carbon reduction targets in line with limiting the global temperature rise to 1.5°C.

We have set a baseline for **responsible sourcing**, and established the explicit ambition to conduct

business only with suppliers who can vouch for their compliance with international and national employment legislation, particularly in risk regions. By 2025, we want to have 100% of our grower base in risk regions certified for social compliance.

Our **water stewardship** efforts are on track, initially focussing on risk assessment in water-intensive crops and our own operations. We have committed to mapping the water risk for our entire grower base by 2025, using the WWF Water Risk Filter.

Our aim of having 99% of our **consumer packaging** recyclable by 2022 is in sight, with more than 98% of our packaging already being recyclable. By 2025 all consumer packaging will be 100% recyclable.

We review our key commitments regularly and further develop them with a view to offering ever greater transparency about the performance of our operations and our value chain.


#1

We will reduce our greenhouse gas (GHG) emissions by 50% by 2025

(2018: n/a)

152.478 tonnes CO₂-eq.

We will set long-term Science Based Targets no later than 2022



#2

We will assess the water risks of 100% of our grower base by 2025

We started in 2019 with water-intensive crops and our own processing sites



#3

100% of our consumer packaging will be recyclable by 2025

(2018: 97%)

98%



#4

100% of our grower base located in risk origins will be certified for social compliance by 2025

(2018: n/a)

78%



Our stakeholders and materiality

As a responsible company, we want our sustainability strategy to reflect the views of our stakeholders and address the issues that matter. To this end, our plans have been shaped by our continuous dialogue with stakeholders and our knowledge of the impacts of our activities and value chain.

Engaging our stakeholders

Greenyard maintains a continuous dialogue with all its stakeholders, seeking to balance their various expectations and interests. The company is always looking to take the external environment into account when doing business. It is therefore crucially important to understand which aspects of sustainability are the most relevant to each of its stakeholder groups and how to address them in the best way. Greenyard's main stakeholder groups are employees, customers, growers & suppliers, industry associations, policymakers, NGOs, knowledge institutions, and investors.

Stakeholder group	Engagement method
Employees	<ul style="list-style-type: none"> • Dedicated employee communications • Management meetings • Performance evaluation reviews • Frequent feedback sessions • Code of conduct
Customers	<ul style="list-style-type: none"> • Business reviews with key customers • Daily contacts in the field (sales, quality, NPD, CSR, ...) • Customer audits & questionnaires
Growers & suppliers	<ul style="list-style-type: none"> • Communicate expectations on social, environmental and ethical topics through product specifications • Business reviews with key growers and suppliers • Due diligence & audits to evaluate supplier performance • Training
Public organisations (industry associations, NGOs, policymakers, knowledge institutions)	<ul style="list-style-type: none"> • Board representation in industry associations • Participation in working groups & stakeholder committees • Meetings, roundtables and conferences • Internships, lectures
Investors	<ul style="list-style-type: none"> • Information dispersion through different deliverables • Bilateral contact via investor roadshows, conferences • Support on equity research by brokers • ESG questionnaires & ratings

Identifying our key issues

By identifying material issues, we focus on our biggest and most relevant sustainability challenges and opportunities. To do so, we review a range of topics and assess their importance to society and our company. In addition to our stakeholder dialogue, we carry out external research, analyse industry trends and conduct competitive benchmarks against peers. The materiality assessment enables us to prioritize key issues and guide our sustainability efforts. We regularly review these priorities to ensure

our sustainability strategy, commitments, and reporting continue to be relevant to our stakeholders.

We have identified energy and emissions, water management, waste management and responsible sourcing as areas where we believe we can have the most positive impact. They are covered in more detail in the report. Other material areas covered include health & nutrition, biodiversity, innovation, food safety, health & safety at work, employee development, diversity and business ethics.

Organisations/Tools
<ul style="list-style-type: none"> • Employee communication : Newsflash, Around The Yard • Code of conduct e-learning tool
<ul style="list-style-type: none"> • Key Account Management • Food safety: BRC, IFS, QS, ... • Sustainability: CDP, Ecovadis • Customer specific questionnaires
<ul style="list-style-type: none"> • Greenyard quality agreements • Greenyard sourcing connections • Good Agricultural Practices: GlobalGAP, Vegaplan, ... • Food safety: BRC, IFS, QS,... • Social compliance: GRASP, Rainforest Alliance, SA8000, ...
<ul style="list-style-type: none"> • Industry associations: Freshfel, PMA, Profel, United Fresh, ... • Sustainability alliances: AWS, SBTi, SIFAV, ... • Knowledge institutions: Flanders Food, KU Leuven, UGent, Wageningen University & Research, ...
<ul style="list-style-type: none"> • Annual report, press releases • Capital market days • Investor calls • Equity research documents • MSCI, Sustainalytics, Vigeo Eiris, Gaïa rating

Partnerships - We are in this together

Part of our DNA

Fostering sustainability and responsibility across the entire chain is not a path we can take alone. To achieve our ambitions, we need close collaboration and involvement of all our stakeholders – consumers and employees, growers and customers.

Close collaboration with growers, suppliers and customers has been a major part of our DNA ever since our inception. Over the years, we have built partnerships with companies and organisations that share similar beliefs to ours. They enable us to realize sustainability improvements throughout our entire value chain, while developing a product portfolio that appeals to modern customers and inspires healthy lifestyles.

Catering to changing consumer needs

Greenyard actively seeks long-term partnerships with its customers. We share our expertise and know-how to ensure our products are ideally suited to the ever-changing needs of end-consumers. Close collaboration enables us to continuously optimise our product assortment and introduce innovative concepts for healthier eating. It also allows us to tailor our production and logistics to customer requirements and to operate more time-consciously and efficiently, thereby reducing waste of fresh products.

Strong ties with the greatest growers locally

Greenyard has a long tradition of working closely with growers throughout its various divisions. The Long Fresh segment's partnership model is characterized by contract growing. It is engaged in and with producer organisations to constantly improve agricultural practices and product availability and quality. Greenyard Prepared growers are organised in producer organisation BND, whereas an important part of Greenyard Frozen growers are member of producer organisations in various production regions.

Similarly the Fresh segment values its close cooperation with local growers, whether organised in producer groups or individually. The cooperation can go as far as joint investments, such as the joint venture between Greenyard Fresh UK and Bardsley Farms in the UK to further develop and assure local supply of topfruit and stonefruit.

... and internationally

In 2019, Greenyard USA entered into a long-term partnership with Valvilla Produce, a family business of Mexican farmers with at least three generations of experience growing avocados on more than 900 acres in Michoacán, Mexico. The partnership involves the development of direct programmes with growers to fulfil



retail demand and year-round shipments to our state-of-the-art cold storage and repack facility in Swedesboro, New Jersey.

Elsewhere Greenyard Frozen entered into a partnership with Proterra, a family-owned company in Colombia specialising in individually quick frozen (IQF) fruit for processing purposes. The company will supply Greenyard Frozen with bananas and papayas, whilst avocado and mango may soon follow. The partnership is marked by a unique, integrated approach, with the Greenyard Fresh and Frozen divisions, Proterra and retail partners successfully collaborating to ensure quality, full traceability, food safety and ethical compliance.

Sharing expertise to advance our industry

As a leading player in fruit and vegetables, Greenyard actively engages in industry associations and stakeholder alliances to advance our industry. We commit time and resources to support both local and international organisations. Many of our senior managers serve as board members and our experts participate in a wide range of projects and work groups. We believe these initiatives are essential to effectively promote healthy lifestyles, stimulate innovation and enable sustainable production and consumption of fruit and vegetables.



Governance

Strong governance is essential in driving progress towards our sustainability targets. To translate strategy into action, we need clear structures and procedures in place as well as strong governance across the business.

Greenyard's co-CEOs are ultimately responsible for Greenyard's sustainability strategy as well as carrying it out. They are kept informed by the Sustainability Committee, which comprises several senior representatives across various functions, markets and areas of expertise. The Committee meets twice yearly to monitor progress, discuss areas requiring attention, and agree on any necessary action. Through this process, the Committee develops the company's sustainability strategy, targets and resource allocation, and works continuously to influence the sustainability agenda. A Group Sustainability Director will be appointed to give greater guidance on the company's sustainability trajectory, with clear KPIs and continuous monitoring of the progress of sustainability commitments.

As part of 'living our values', we are setting up a network of Sustainability Ambassadors. These Ambassadors are employees who champion sustainability throughout the business by initiating, coordinating and carrying out activities in our local subsidiaries. The aim is to share initiatives across the Group with an emphasis on inspiring others and building on each other's learnings.

Greenyard seeks to offer ever greater transparency about the impact of our operations and our value chain. We plan to have our annual sustainability report and key performance indicators externally verified by 2022.

Greenyard discloses information about its environmental, social and governance performance to specialist ESG rating agencies including CDP (from this year), Gaïa Rating, MSCI, Sustainalytics and Vigeo Eiris.

Board of Directors

co-CEOs

Manage the vision, strategy & governance of sustainability
Approve group programs, overall targets and means
Update the Board of Directors on Greenyard's priorities & performance

Sustainability Committee

Proposes strategic updates & new programs
Monitors and consolidates global performance
Drives key transversal initiatives
Prepares group sustainability report and group ESG ratings

Local Sustainability ambassadors

Coordinate local sustainability working groups
Define local strategy & objectives
Engage with local/organisational stakeholders
Monitor & report performance to group



People

We promote people's well-being

The Greenyard ambition

A healthier future for everyone. That is the essence of our mission. Amid global challenges such as rising obesity and lack of physical activity among large parts of the world's population, we promote healthier ways of eating, working and living.

The Greenyard approach

Greenyard enables people to adopt a healthier lifestyle by offering a broad range of natural, high-quality nutritious, convenient and tasty products, available year-round. Adherence to the most stringent food safety standards is a top priority. We are fully committed to the well-being, health and safety of our employees and the development of their knowledge, skills and talents.



Enabling a healthy & sustainable diet for everyone

Fruit and vegetables form the basis of any healthy and balanced diet. They contain fibres, minerals and vitamins that are essential to our well-being. However, research shows that on average people still only eat 60 to 70 % of recommended daily allowances. As a major provider of fruit and vegetables, we see it as our mission to contribute to healthier and more sustainable eating habits for everyone.

Fruit and vegetables – the key to more sustainable eating habits

Researchers have demonstrated that a diet with a higher proportion of fruit and vegetables can contribute to a significantly reduced carbon footprint. The WWF Livewell initiative advocates increasing consumption of fruit and vegetables from the current average of 299g per day to 432g per day, estimating that this would lead to a 30% reduction in carbon footprint by 2030 compared to 1990 levels. More recently, the EU Green Deal has proposed a number of measures to promote sustainable food consumption and facilitate the shift towards healthy, sustainable diets. A diet with less red and processed meat and with more

“By encouraging people to eat more fruit and vegetables, Greenyard is contributing to more sustainable eating habits.”

fruit and vegetables will not only reduce the risk of life-threatening diseases, but will also reduce the negative environmental impact of food-producing systems.



60 products reformulated with reduced salt or sugar levels

Boosting daily intake and nutritional value

Greenyard works closely with its customers to provide people with an attractive and varied assortment of fresh produce year-round. We jointly develop innovative concepts to promote and boost consumption of fruit and vegetables. Our Prepared and Frozen divisions turn fruit and vegetables into convenience products that are always available, independent of the season. By reducing salt and sugar content in our prepared products, we improve nutritional values without compromising taste.



Meal kits – a successful marriage between convenience and health

The twin issues of healthy nutrition and convenience are trending more than ever, and it's impossible to imagine our everyday life without them. Our meal kits are a perfect alliance of both these trends. Every meal kit contains fresh vegetables, along with all the ingredients needed to prepare a delicious meal at home, and a recipe that's sure to succeed. The meal kits were successfully launched in the Dutch market, the result of a collaboration between **Bakker Barendrecht** and a major Dutch retailer. Today, we are steadily introducing them in other markets, each time fine-tuning the recipes to local tastes and habits.

Creating a healthier range through reduced sugar levels

Prepared fruit and vegetables can play an important role towards healthier diets. Through voluntary efforts, the industry has systematically reduced the amount of added salt and sugar, making products even healthier. In 2019 the focus was on reducing sugar levels in prepared fruit products and to a lesser extent in prepared vegetables. More than 20 products were reformulated with less sugar resulting in Nutriscore A or B for prepared vegetables and not higher than C for prepared fruits (containing natural sugars), soups & sauces. **Greenyard Prepared** plans to continue its efforts in further reducing sugar levels in new product and recipe developments.





Extending our pulses range

Pulses are an important and sustainable meat alternative, rich in proteins, amino acids, B vitamins, phosphorus, iron and calcium. Due to their convenience and versatility, they are an increasingly popular ingredient in vegetarian and vegan recipes. In recent years, **Greenyard Prepared** has successfully launched a wide range of pulse-based convenience products. Now **Greenyard Frozen** has followed suit. In frozen form, pulses don't need soaking, drying or cleaning, adding to their convenience, while optimally preserving nutritional values.



Mushrooms to Blend

Mushrooms To Blend is a convenience ingredient that was specifically developed by **Greenyard Prepared** to be combined with meat or vegetables. The ingredient is used in hybrid meat products, vegetarian and vegan burgers, pasta sauces and tapenades to increase the amount of plant-based proteins. Mushrooms To Blend adds a distinctive umami flavour and meaty depth to these products and reduce the need to use meat, fat or salt.

Food safety

Greenyard has a fundamental responsibility to ensure people can trust the safety and quality of all our products. All sites comply with the most stringent international food safety standards and use advanced systems to ensure the quality of every item leaving our premises.

The company's focus on food safety and quality covers the entire production chain, starting in the fields with the raw materials. All growers and suppliers must comply with clear and strict product specifications.

From that point on, Greenyard assures quality through the use of advanced control systems and inspection equipment, combined with visual inspections by experienced quality specialists. All sites comply with the most stringent international food quality standards, such as IFS, BRC, QS, FSSC22000 or Primus GFS. The company conducts around 90,000 laboratory tests on products and processing equipment every year.



A safe and healthy work environment

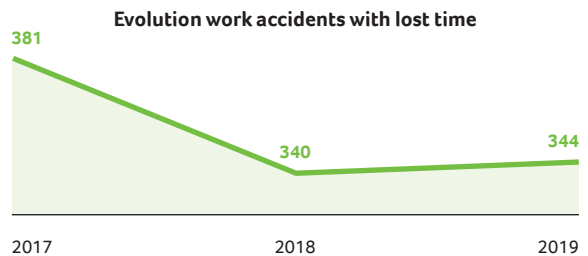
We have approximately 8,500 employees across the globe. Their hard work and commitment make Greenyard the thriving company it is today. Creating a safe and healthy working environment for everyone is a top priority.

In 2019, Greenyard recorded 344 accidents at work which involved lost time. This figure represents a stabilisation following a sharp decline in 2018. We are working actively to get the number as close to zero as possible.

Group coordination has been initiated to this end with a view to share best practices between local subsidiaries, organise joint training and

gain further insight into the frequency and severity of work accidents.

By encouraging all staff to maintain a healthy diet and take regular exercise, we want to have a positive effect on their lives, and not just when they are at work.



Taking care of our employees during the COVID-19 pandemic

In response to the spread of the COVID-19 pandemic disease, Greenyard has issued general guidelines and precautionary measures to limit the risks in order to protect its employees. All Greenyard facilities have maximised the possibilities to facilitate social dis-

tancing at the workplace, as much as possible. Extra measures were taken in many entities on production lines or reception desks to avoid physical contact, e.g. plexiglass shields. Additionally, teleworking has been maximised in all locations.

Developing our talent

Greenyard invests in its employees and encourages everyone to work on personal development. We offer a wide range of formal and informal training programmes.

In 2019, we provided an average of 11 hours of training for each employee. As a result of the COVID-19 pandemic we have fast-tracked

the roll out of collaborative working tools and shared best practices to help employees at every level adapt to the new ways of working.

Greenyard acknowledges its important role in society and aims to be an active provider of social employment.



Chances to grow

Greenyard Prepared is making constant efforts to recruit the right people to accommodate the continuing growth of its business and meet heavy seasonal demand. The company also focuses squarely on the talents of its own employees, offering them many opportunities to develop their skills inside the factory walls. Working with a temporary employment partner, a technical institute and a training centre,

the company devised a tailor-made program to train production employees to become operators. Employees with an appetite for technology can join technical operator training to assist hard-pressed maintenance technicians. Foreign language speakers are offered language immersion, which increases their chances of sustainable employment.



Planet

We foster responsible resource use

The Greenyard ambition

One of the most valuable suppliers at Greenyard is nature. Without it, the company would just not be able to do business. This is why Greenyard is always conscious of its vision of 'fostering nature'. The company believes in the responsible and sustainable production of food and agricultural products. But this is only possible if it handles its natural resources responsibly.

The Greenyard approach

The drivers in this pillar focus on climate action and water stewardship throughout the supply chain, closing the loop through an effective waste policy, the responsible use of land, and maintaining biodiversity.



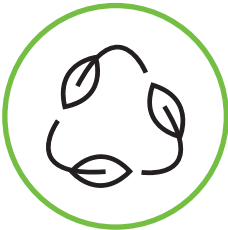
Climate action

By 2022 at the latest, develop long-term science-based targets
By 2025, reduce greenhouse gas emissions by 50%



Water Stewardship

By 2025, assess the water risks of the entire grower base



Zero waste

By 2025, 100% of consumer packaging to be recyclable

Climate action – Within our own operations

Fruit and vegetables have an exceptionally low carbon footprint when compared to other food categories. Nonetheless, we are constantly striving to reduce our greenhouse gas emissions along the value chain. Our ambitions in this domain are invigorated as we witness first-hand the consequences of climate change with more frequent droughts and extreme weather events affecting growers all over the world.

The Greenyard impact

Company carbon footprint

Greenyard completed its first company carbon footprint analysis in 2020, focusing on scope 1 and 2 emissions. We also conducted an initial analysis of scope 3 emissions taking into account agricultural production, packaging, transport and waste.

Our footprint covers our own operations (consisting of factories operated by Greenyard but excluding co-packers), our own warehousing (consisting of distribution centres operated by Greenyard but excluding third-party warehousing)

and our own logistics (consisting of fleets operated by Greenyard and including our company cars). We calculate and report our total Scope 1 and 2 emissions in line with the GHG-Protocol. Key metrics for our business are absolute equivalents of carbon emissions and energy intensity (for processed products). The insights are used to set annual reduction targets and identify key initiatives to deliver against those.

Emission sources

Energy use is the prime source of greenhouse gas emissions in our operations. In 2019, Greenyard used 684,685 MWh of energy. Scope 1 emissions amounted to 74,093 tonnes CO₂-eq, whereas Scope 2 emissions amounted to 78,385 tonnes CO₂-eq. The energy intensity for processed products rose by 1% due to slight changes in product mix and increased production of concentrates. Emission generating activities include cold storage and transport in the Fresh division, processing, freezing and cold storage in the Frozen division, and processing and preserving (sterilisation) in the Prepared division. These represent the focus areas to reduce our emissions.

Process optimisation and waste heat recovery > 295 tonnes CO₂ annual savings

Greenyard Prepared Belgium introduced newly improved controls for its blanching machines which reduce the amount of steam needed to heat the water. The company also expanded the use of its Combined Heat and Power (CHP) installation. Residual heat now goes to the central heating of the warehouses during wintertime.

New refrigeration system > 140 tonnes CO₂ annual savings

Greenyard Fresh Belgium replaced its last wave of legacy refrigeration units by expanding its recently installed ammonia-based refrigeration system. Beyond the avoidance of emissions from refrigerant leakage, measures were taken to increase the energy efficiency reducing electricity consumption by 500 MWh annually.

50% reduction by 2025

Greenyard has committed to reduce its greenhouse gas emissions by 50% by the end of 2025 compared to 2019. In addition, we have signed a commitment letter to the Science Based Targets initiative (SBTi), stating our intention to set carbon reduction targets in line with limiting the global temperature rise to 1.5°C. We aim to submit our proposal no later than 2022.

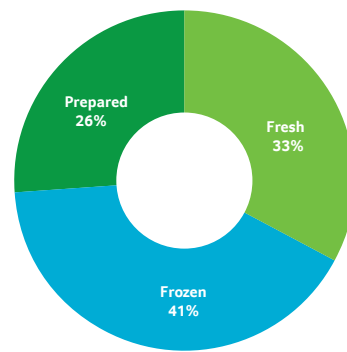
Full transparency

For better transparency, Greenyard is disclosing its climate-related risks and impact under the terms of the CDP (formerly known as the Carbon Disclosure Project) from 2020 onwards. This step will also ensure consistency in the information provided to stakeholders in line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

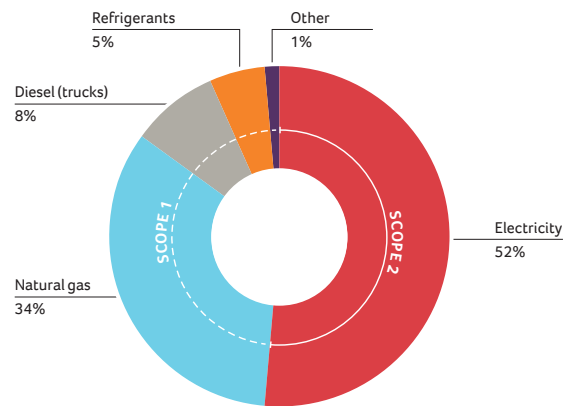
Investing in energy efficiency and renewables

Greenyard seeks to reduce its carbon footprint through the introduction of new and advanced technologies to improve the energy efficiency

of processing, cooling, warehousing and logistics. We plan to increase our renewable energy use and actively invest in alternative energy sources, such as solar panels and biomass production. In 2019, 10% of our electricity consumption came from renewable sources.



Scope 1 & 2 emissions (tonne CO₂-eq.) by division and source



Capturing biogas > 240 tonnes CO₂ annual savings

Greenyard Frozen installed a biogas storage facility at its King's Lynn site in the UK. The system captures biogas created in the anaerobic water treatment process, which is then used to generate electricity and heat for vegetable processing operations.

Solar energy > 185 tonnes CO₂ annual savings

In 2019, more than 2,000 solar panels were installed at the distribution centre of **Greenyard Logistics Belgium**. The investment was made by WDP, the owner of the building. The 8,000 m² chilled warehouse consumes around 2,500 MWh every year, of which 23% is now covered by the new solar panels.

Climate action – Beyond our own operations

Greenyard fully recognises its responsibility to also reduce greenhouse gas emissions beyond its direct influence. Initial analysis of Scope 3 emissions clearly confirms the significance of these emissions in the company’s total footprint when compared to Scope 1 and 2 emissions.

Initial analysis of Scope 3 emissions

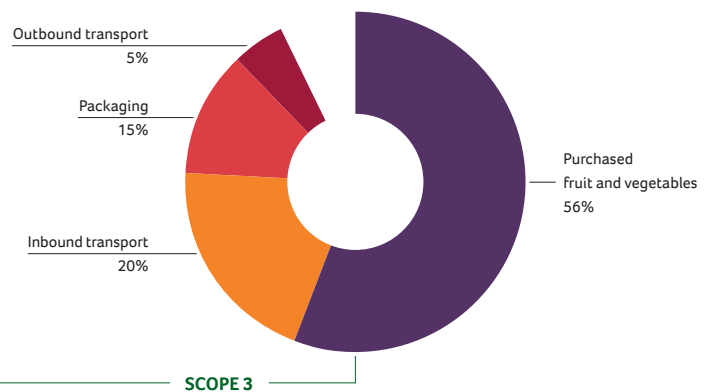
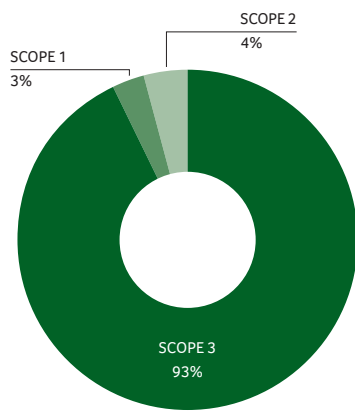
The analysis already takes into account estimated greenhouse gas emissions for the fruit and vegetables we are sourcing, inbound and outbound transport, primary packaging, waste, and business flights. Next year’s report will also include emissions from secondary and tertiary packaging as well as third-party warehousing. We are currently also investigating the impact of our products at the consumer end. Efforts to further finetune data will help define improvement actions along the value chain.

Emission sources

More than half of Scope 3 emissions originate from the production of fruit and vegetables

we are sourcing. Today, we are mostly using average conversion factors in our analysis. We intend to reach out to suppliers to gain further understanding and identify opportunities for improvement. Some of our suppliers go as far as developing CO₂-neutral fruit and vegetables, reducing their emissions to a maximum extent and compensating for the remaining emissions. Greenyard is also looking forward to the carbon farming initiative that the European Union has announced in the framework of its Farm to Fork strategy.

Inbound transport is the second most important source of Scope 3 emissions, representing 20% of greenhouse gas emissions. Greenyard takes care to source fruit and vegetables as close as possible to where they will be consumed. Most frozen and prepared products come from fields within 100 kilometres of our sites. Products which need to travel longer distances from farm to market, are sourced from the nearest and the best growing regions. Through continuous investment in sustainable transport management systems and intermodal transport, we are further reducing our carbon footprint.





Barges reduce CO₂ in the banana supply chain

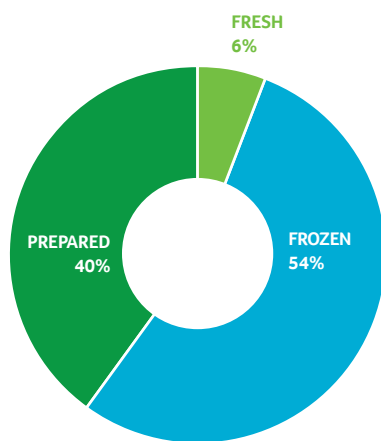
In 2019, **Bakker Barendrecht** set up a collaboration with BCTN, an operator of inland container terminals in the Netherlands and Belgium, and Kloosterboer, a leading temperature-controlled logistics provider. It has enabled Bakker to transport bananas in barges

from the port in Vlissingen to the inland container terminal in Rotterdam. After arrival at the terminal, the bananas are transported by truck to the Bakker Barendrecht distribution centre just 15 km away. An average of 40 truckloads are transported in this way every week, achieving a carbon footprint reduction of 50% on this leg of the supply chain.



Water stewardship – Within our own operations

Water is a critical resource for our core activities. It is a vital resource for growing fruit and vegetables and a crucial element in many of our processes. As such, we are very conscious about the preciousness of water and strive to reduce consumption and mitigate risks every way we can – not just in our own operations, but all through the value chain.



Water consumption (m³) by division

The Greenyard impact

Fruit and vegetables have a relatively low water footprint when compared to many other food categories. Nonetheless, Greenyard attaches great importance to carefully mapping the impact we have in this domain, both in terms of risks and consumption.

Risks

Greenyard has conducted an assessment of water-related risks for all its processing sites, using the WWF Water Risk Filter. About 73% of its processed volumes originate from sites located in an area with very limited depletion risk, whereas 24% come from areas with limited risk and 2% from areas with moderate risk.

Consumption

In 2019, Greenyard consumed 4.49 million m³ water in its own operations. The main water consuming activities include washing vegetables (for fresh convenience products) and cool-

New controls lead to water savings

Greenyard Prepared Belgium introduced new and improved controls for the hot water supply and draining of its blanching machines used to cooking vegetables. The investment has resulted in less need for steam, less water consumption and less water discharge. Water savings amount to 12,000 m³ annually.

Advanced refrigeration system consumes less water

Greenyard Fresh Belgium has replaced its last legacy refrigeration units by expanding its recently installed ammonia-based refrigeration system. The system is equipped with adiabatic condensers with a water saving mode. Additional water is only needed when the system requires it at temperatures above 27°C, in contrast to cooling towers which use water year-round.

ing in the Fresh division, processing (washing, peeling, cooking) and cooling in the Frozen division, and processing (washing, peeling, cooking) and preserving in the Prepared division. These activities are also the focus areas to reduce our water consumption.



0.6% less water per tonne of processed product year-on-year

Greenyard is committed to reduce its water consumption every year. Our footprint covers our own operations, consisting processing sites operated by Greenyard but excluding co-packers. Key metrics are water consumption, water intensity (for processed products) and water discharge. The insights are used to set annual reduction targets and identify key initiatives to deliver against those.

We have reinforced our commitment by joining the Alliance for Water Stewardship, a global membership collaboration contributing to the sustainability of local water-resources. To ensure full transparency, we are now disclosing our water-related risks and impact through CDP (Water security).

Investing in technology and research

Greenyard is reducing water consumption by investing in the latest technologies and introducing efficient processing and cooling solutions. We continuously improve wastewater treatment on all our processing sites. The majority of our processing sites operate on-site wastewater treatment plants allowing the reuse of water in their operations. Greenyard

Constant monitoring ensures the quality of water effluent discharge is in line with the standards provided by local regulations and permits.

Improved wastewater treatment

Greenyard Prepared Belgium has made improvements to the wastewater treatment of its salsify processing line. A new filter makes it possible to separate a thick fraction, which can be used for fermentation, and a water fraction which goes to the wastewater treatment plant. The salsify wastewater’s organic load is reduced by 30% ultimately leading to better performance from the site’s wastewater treatment plant.

Industrial partner for the Smart WaterUse research project

Greenyard is one of the partners in the Smart WaterUse research project which is developing a tool that enables companies to make informed and science-based decisions on sustainable water usage and water-related risks. The project is led by the University of Ghent and a number of research partners along with Flanders’ Food, and is funded by the Flemish government. Greenyard is part of the Industrial User Group and will actively evaluate and implement sustainable water management options.

Water stewardship – Beyond our own operations

Greenyard sources more than 2.5 million tonnes of fruit and vegetables worldwide each year. In addition to specific measures taken to improve water efficiency in our own operations, we also recognise our responsibility to safeguard sustainable water use throughout our supply chain.

Assessing water risks for our entire grower base

Greenyard has committed to mapping the water risk for its entire grower base by 2025. The company uses the WWF Water Risk Filter to identify basic risks. In higher risk areas, local Greenyard subsidiaries carry out a more refined risk analysis, including assessment of operational risks, identifying hotspots for relevant crops.

Our strategic sourcing teams periodically review the situation and expand the geographical spread or number of growers where necessary in dealing with greater weather volatility. Further insights on the impact of climate change

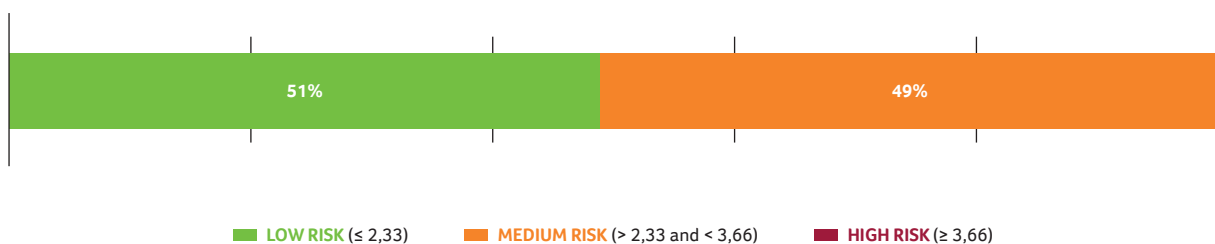
are being sought through climate models, and discussions with scientific institutes on this issue are ongoing.

In the first year, we have focused on assessing the more water intensive crops. Our scope will be significantly broadened in 2021 to include all the Long Fresh segment contract growers. Water risk will also become an important criterion in our assessments and periodic reviews of growers and suppliers.

Investing in research and education

Greenyard seeks to support growers in their efforts to work more efficiently and sustainably. Several local subsidiaries are providing training or equipment, while others are engaged in field trials of innovative irrigation systems. Although many of our certification schemes, such as GlobalGAP and the Rainforest Alliance, already contain water management provisions, local subsidiaries also initiate trials for dedicated schemes assessing sustainable water management with selected growers.

Overall water risk Greenyard volumes (based on score country of origin)





Helping Italian growers save water

Table grapes are the most important category for **Greenyard Fresh Italy**. A lot of water is needed for their growth, especially in summertime. As water supplies come at a high cost, growers are already making efforts to use it wisely. All farms and vineyards supplying Greenyard have been equipped with micro-irrigation systems, ensuring rational use of water. In addition, we have provided pluviometers for accurate measurements of rainfall and tensiometers that indicate precisely when the next round of irrigation is needed. Greenyard Fresh Italy has also put together a practical guide to educate growers on sustainable water management.

Sustainable drip irrigation of field vegetables

In the light of climate change, Greenyard promotes tools to mitigate the impact of droughts by adopting drip irrigation in summer crops. **Greenyard Frozen** initiated trials on onions which have been suffering the third consecutive year of dry conditions in Central Europe. Drip irrigation distributes exactly the amount of water required for the best growth of the crops while minimising water evaporation. Greenyard assists farmers with know-how to increase the crop field productivity.



Zero waste, our ultimate aim

Greenyard sees it as its duty to manage its – mostly natural – resources in a responsible manner. We are committed to reduce waste to an absolute minimum in all our activities, from the processing of fruit and vegetables to the use of packaging materials. As a food producer, we also have a major impact on the prevention of food waste, both during production and at the consumer end.

The Greenyard impact

Greenyard generated a little over 200,000 tonnes of waste in 2019. The lion’s share of the waste generated in our company originates from processing activities (washing, peeling) in the Frozen and Prepared divisions and food losses in the Fresh division. These represent the focus areas to reduce our waste streams.

Five levels of action

Greenyard has implemented an effective waste management system in its operations, focused on closing waste loops. There are five levels of action.

PREVENT

The first step is always to prevent waste. We continuously review our processes in this light. Packaging is only used when it is necessary and

prevents food waste. Our frozen and prepared products ensure fruit and vegetables can be stored for longer periods, while new technologies extend the shelf-life of fresh produce.

REDUCE

Waste that cannot not be prevented is reduced to an absolute minimum. Quality checks and process improvements continuously reduce the amount of waste that is generated during production. We aim to deliver our products just in time to the consumer, avoiding fresh produce goes bad in the aisles of supermarkets.

REUSE

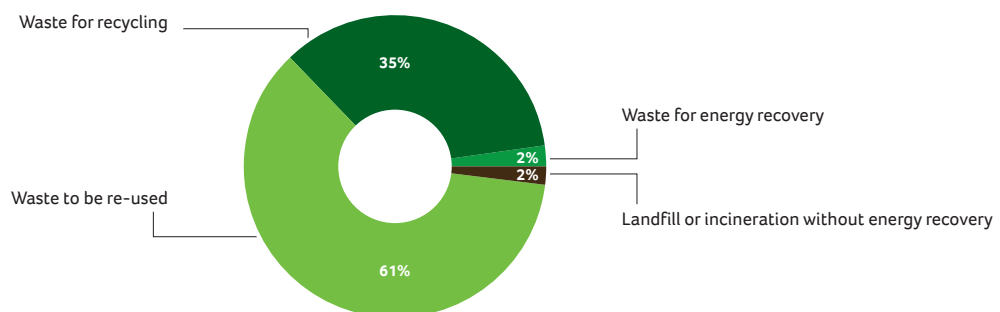
Waste generated in our operations is reused wherever possible. Plant-based waste is often used as the basis for animal feed. Any food surpluses that are still good for consumption are offered to food banks and charities. In 2019 1,648 tonnes of surplus food was donated.

RECYCLE

Much of the packaging we use is made of tin, aluminium and glass. All three are perfectly and almost indefinitely recyclable. Other packaging waste such as plastics and cardboard is collected and sorted for recycling.

RECOVER

Only when no other options are available, the remaining waste is burned for energy recovery.





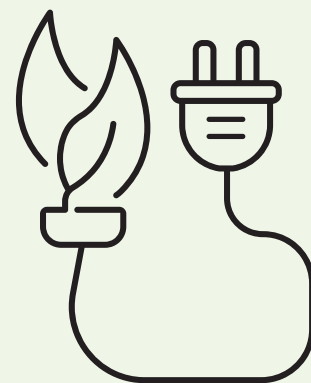
Surplus carrots help create meals for vulnerable people

Greenyard Frozen UK is sending its surplus purple carrots to food charity FareShare, thereby reducing its food waste and helping vulnerable people across the UK. The carrots are redistributed through

FareShare's network of frontline charities, including homeless hostels, older people's lunch clubs and community centres. The ready-chopped frozen vegetables allow charities to provide the people they support with a more varied and healthier menu, while helping with meal planning and reducing preparation times.

Improved waste management at Greenyard Fresh Netherlands

Continuous waste management improvements are an important aspect of the move towards increased sustainability for **Greenyard Fresh Netherlands**. Until recently, all packaged fruits and vegetables have been disposed of as residual waste. A project involving 20 new bins for the disposal of packaged fresh produce has been successful. The company now uses new equipment to separate packaging from contents, ready for recycling, with the waste fruit and vegetables transformed into bio energy.



Packaging – striking the right balance

By limiting the use of packaging only when it is necessary and by designing it to be recyclable, reusable and lighter in weight, Greenyard protects and extends the life of products, while helping to reduce overall food waste at the consumer end.

In 2019, Greenyard used about 80,000 tonnes of primary packaging for its products. The main packaging materials consist of plastics and cardboard in the Fresh division, plastics in the Frozen division, and aluminium cans and glass in the Prepared division.

100% recyclable packaging by 2025

Greenyard seeks to reduce its packaging use every year and is committed to have 100% of its consumer packaging recyclable by 2025. Key metrics for our business are absolute primary packaging volumes and the share of recyclable packaging. The insights are used to set annual reduction targets and identify key initiatives to deliver against those.

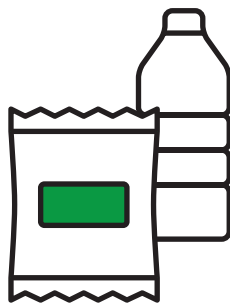
Commitment

To reinforce its commitment in packaging, Greenyard is joining the European Plastics Pact. The Pact unites authorities and frontrunners from across the entire value chain to achieve a number of objectives in four domains: design, responsible use, recyclability and the use of recycled content.

“Since most waste is generated during the consumption phase, Greenyard faces an important trade-off between packaging and food shelf-life.”



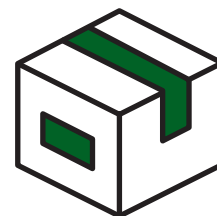
49%
glass



15%
plastic



32%
metal



4%
paper & corrugated board



Less is more for Peruvian canned peppers

Greenyard Prepared and its Peruvian partner Gandules reviewed the supply of canned chili and jalapeño peppers. Volumes have been growing due to increased demand for dip sauces and other convenience products. Whereas the cans were previously packed in six-pack cardboard boxes, they are now stapled loosely on pallets, removing the need for secondary packaging amounting to a saving of 20,000 boxes a year. The reduced weight means that more product can be shipped in the same number of containers.

Banderol wrapping for bananas

Bakker Barendrecht initiated a programme to reduce packaging material by 25 % for all its products by 2025. The company is well on the way to achieving its target. A recent example is the introduction of banderol wrapping for bananas. A small band now holds the bananas together and replaces the traditional plastic foil packaging. The move enables Bakker Barendrecht to save more than 85 tonnes of plastic foil packaging without compromising on protection or food safety.

Thinner packaging film for frozen products

In a joint effort with one of its main customers, **Greenyard Frozen** undertook a project to reduce the thickness of its packaging film for frozen fruit and vegetables without changing the contents. Previously, Greenyard Frozen had been using a white LDPE, with vegetables packed in 70-80 μ film, and fruits in 90 μ film. By switching to film packaging of 60 μ thickness, 155 tonnes of plastic is saved every year.

Circopack guides sustainable packaging decisions

Greenyard has joined the Circopack research project, which is led by the University of Ghent, the University of Hasselt and Flanders' Food and is funded by the Flemish government. The project aims to develop a scan that will help food companies make science-based decisions for selecting the most sustainable packaging materials for each product. Greenyard will evaluate and implement alternative packaging concepts as part of the Industrial User Group.



Biodiversity & responsible land use

The process of delivering high-quality fruit and vegetables to consumers starts in the field and so does the focus on responsible resource use. Greenyard has the ambition to take good care of the land so that it can keep on producing healthy food without getting exhausted. Therefore, measures to safeguard the natural balance and biodiversity have been taken in its operations. Greenyard does so by educating the growers and supporting them to work in more efficient ways.

Volumes of organic products are growing steadily and represent more than 8% of Greenyard Fresh volumes and more than 3% of Greenyard Long Fresh volumes.



7% organic certified products across Greenyard Fresh and Long Fresh segments

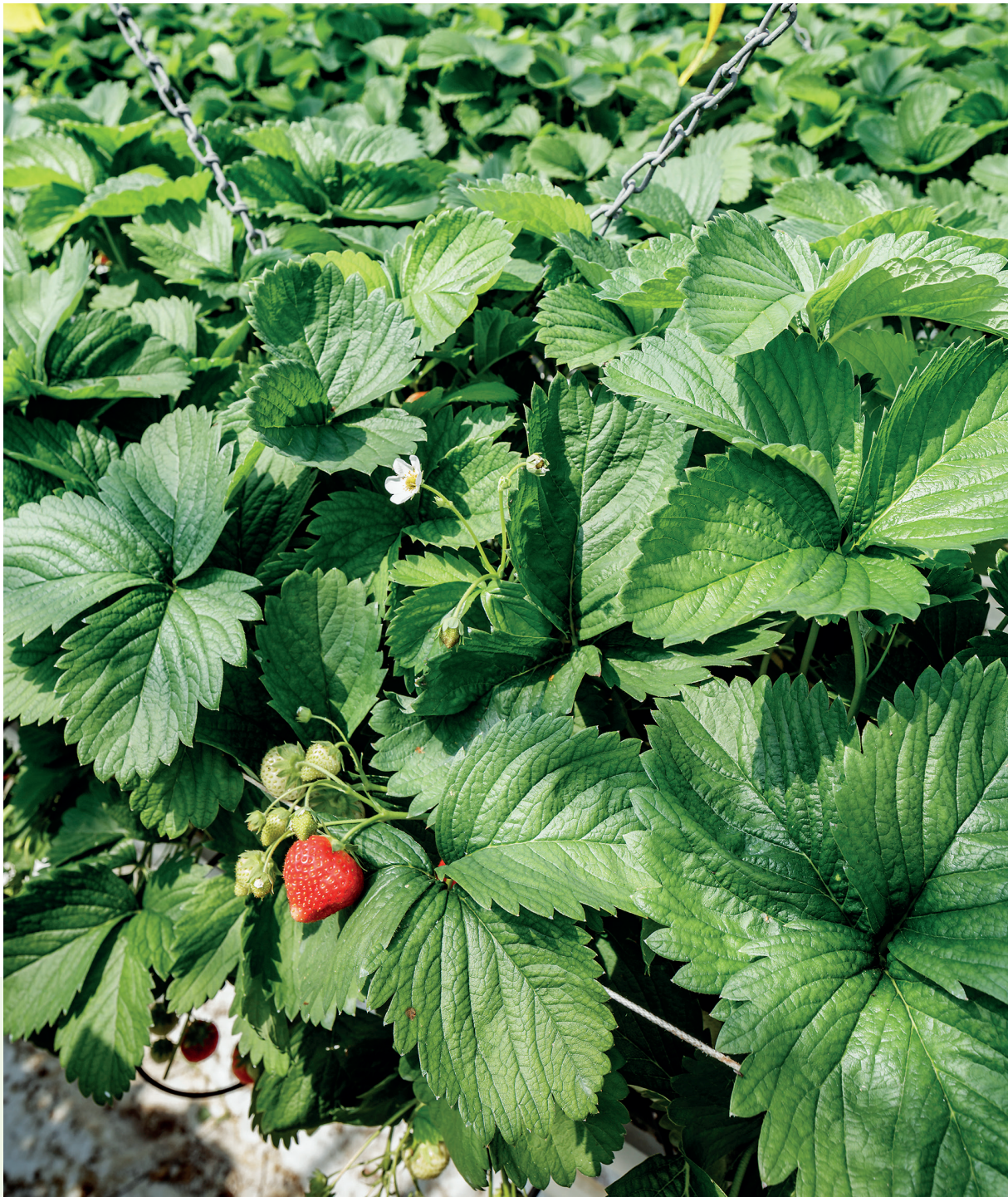


Mechanical weeding reduces herbicide use

In view of the decreasing availability of herbicides, Greenyard is seeking to increasingly replace herbicide treatments by sustainable mechanical weeding techniques. Conscious that seasonal labour is becoming increasingly scarce, **Greenyard Frozen** is actively investigating the feasibility of autonomous weeding techniques.

Integrated pest management improves carrot quality

Sustainable use of pesticides is a key requirement for growers working with Greenyard. **Greenyard Prepared** and grower organisation BND have been looking to improve the quality of carrots while further reducing the use of pesticides. Integrated pest management practices could be expanded beyond the monitoring and alert system already in place. In an initial trial, 50ha of carrots were equipped with onion oil repellent causing the carrot fly to no longer be attracted to the scent. The results were promising and the treated acreage is due for gradual expansion.



Biological crop protection reduces pesticide use in strawberries

The sustainability of strawberry cultivation has improved significantly over the past few years. Almost all strawberries of **Bakker Barendrecht** are grown in a table top system, which allows for less pesticide and water usage compared to growing in open fields. Bakker, Holland Crop strawberry growers

and their advisors have been working together to maximise the use of predator bugs and beneficial insects and minimise the use of chemical crop protection. They have been able to reduce the environmental impact by up to 90%. Most recently banker plants, mobile habitats for predator bugs and beneficial insects, have been introduced with a view to further improve the efficiency of the practices.



Prosperity

We assure food availability

The Greenyard ambition

Driven by a growing world population and a higher average life expectancy, global demand for food is rising steadily. Agriculture needs to find solutions to ensure that enough high-quality food is accessible for everyone, while faced with land scarcity and limited natural resources. As a global market leader in fruit and vegetables, we see it as our duty to support the agricultural sector in overcoming one of its main challenges.

The Greenyard approach

Greenyard stimulates the development of innovative technologies and alternative growing methods that will be key enablers for future food security. We contribute through investments in our own research and development and our involvement in various research projects and pilots.



The Greenyard impact

Greenyard encourages the development of new growing methods and techniques such as farming on water or vertical farming. They help ensure quality fresh products all year round without having to rely on favourable weather, pesticides, high soil fertility or high water usage. By growing fruit and vegetables in vertically stacked layers, on vertically inclined surfaces or integrated in other infrastructures, less land is needed to produce the same amount of produce. Greenyard also develops new varieties of fruit and vegetables that are more resilient to their external environment, which improves productivity and reduces the need for pesticides.

Proud of our #foodheroes

The COVID-19 pandemic has had a devastating impact on our lives and our economy. Along with many other companies in our industry, Greenyard is playing a vital role in securing healthy food supplies. With millions of people at home in quarantine or lockdown, the crisis is causing major disruption to normal food consumption patterns. Demand has shifted from restaurants to the aisles of supermarkets, putting a severe strain on our own supply chains and those of our customers. Through close collaboration with growers and suppliers, we are helping retailers cope with sudden increases in demand and ensuring shelves are well stocked.

Year-round local supply of high-quality tomatoes

Greenyard sources tomatoes year-round for its retail customers, shifting between high-tech greenhouse production in Northern Europe and covered production in soil in Southern Europe. In recent years, improved growing techniques have allowed for year-round production in Northern Europe, which enables more local sourcing and reduces transport. The Taromaat research project, led by KU Leuven and funded by the Flemish government, aims to further reduce the seasonal variability in quality and taste of locally grown tomatoes. **Greenyard Fresh Belgium** is closely involved in the project as part of the Industrial User Group.





Vertical farming trials continue

Vertical farming allows growers to produce more products in a limited space while completely controlling critical parameters such as light, soil, wind, water and temperature. In addition, pesticides are no longer needed and water can be used over and over again. **Bakker Barendrecht** has been working with a company specialised in vertical farming to deliver the first fully conditioned herbs to end-consumers. Bakker started the project with a hands-on mentality to monitor the status of this innovation and discover how it can be turned into a realistic option to grow products.



Peace

We stimulate sustainable trade

The Greenyard ambition

Worldwide food chains are becoming longer and more complex. Greenyard views this as an incentive to generate social, economic and environmental benefits through the entire chain and to strive for the highest standards of business ethics and compliance in all activities.

The Greenyard approach

On the supply side, Greenyard actively focuses on social standards, responsibility, transparency and traceability, in close collaboration with growers and suppliers. Internally, the company is taking measures to maintain an ethical business spirit, notably through its Code of Conduct.



Responsible sourcing

By 2025, the entire grower base located in risk origins will be certified for social compliance



Responsible sourcing

Food supply chains have become more complex and longer as the physical distance from farm to plate has increased. We explicitly recognise that we bear responsibility for our supply chains and the social and environmental issues that may arise from them.

The Greenyard impact

Greenyard sources more than 2.5 million tonnes of fruit and vegetables worldwide each year. In 2019, 24% of our volumes originated from risk countries and regions, driven largely by overseas volumes from the Fresh division.

We attach great importance to assuring social standards throughout our entire value

“Greenyard is committed to have 100% of its grower base in risk regions certified for social compliance by 2025.”

chain. We have established the explicit ambition of conducting business only with suppliers who can vouch for their compliance with international and national employment legislation, particularly in risk regions. By 2025, we want to have 100% of our grower base in risk regions certified for social compliance.

We use the Amfori BSCI classification to assess country of origin’s risk. We ask our suppliers to assure social compliance using assessment tools (GlobalGAP Grasp) or certification schemes (Rainforest Alliance, SEDEX, ETI, SA8000). At present, about 78% of our grower base is assessed or certified for social compliance. Fair Trade volumes have also grown steadily and represent about 3% of Greenyard Fresh volumes.

Greenyard Fresh partners with Fruta Rica in Ecuador

Working closely with Fruta Rica, **Greenyard Fresh** is improving sustainability levels in the country’s banana plantations and widening the knowledge base of local farmers, and ultimately enhancing product quality. Fruta Rica is based in southern Ecuador, where the Rain Forest Alliance certified farms are mostly small and where all operations and interventions are coordinated. Greenyard Fresh is working with a group of around 50 small-scale farmers who export their fruit through Fruta Rica.

Ten years of social accountability certification

This year sees **Greenyard Fresh Italy** celebrate the tenth anniversary of its SA8000 certification. It recognises the company’s daily efforts to respect human and workers’ rights, protect against the exploitation of minors, and guarantee workplace health and safety. The SA8000 Standard is the world’s leading social certification programme. Greenyard Fresh Italy provides direct training and support for suppliers and growers to ensure compliance with the standard and achieve a socially responsible supply chain.



Development partnership advances African mango growers

Greenyard Fresh Germany is co-funding an Integrated Development Partnership to advance the growing of fresh mangos in Mali along with German development agency GIZ and Bayer. Greenyard is providing training sessions in Mali for growers, harvesting teams, exporters, and local institutions. The partnership achieved its objectives with an average productivity increase of 30%, improved quality leading to 50% higher gross margins for the small-holders and the creation of additional jobs.

Partnering with suppliers to support seasonal workers

Brazilian exporter Argofuta and **Greenyard Fresh UK's** relationship goes back 15 years. In 2016, the producer of grapes, limes and mangoes set up the Argofuta foundation supporting a daycare project for seasonal workers' children. In light of their long-standing relationship, Greenyard Fresh UK became a sponsor of the project and, in so doing, recognises its social responsibilities beyond its own operations.

Diversity & ethical business behaviour

Code of Conduct guides every employee

Through its Code of Conduct, Greenyard has a set of rules outlining the unified social norms and responsibilities for all Greenyard operations. The Code of Conduct defines the core values of the company and the principles we live up to in the spirit of protecting our business. It explains and details the commitment in the areas of diversity, human rights, fair employment, fraud, anti-corruption, environment, health and safety and privacy.

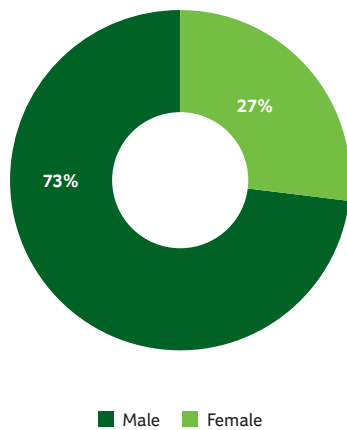
Every person working at Greenyard is subject to the code. The company has made a special effort to reach all employees by translating the code into 12 languages. To help employees to understand the principles, a user-friendly e-learning tool has been created and is being rolled out in the course of 2020. The e-learning will be mandatory for all Greenyard employees, who will receive a certificate when they successfully complete the test.

Employees and stakeholders are encouraged to internally report any illegal, dishonest or wrongful conduct in a work-related context. To facilitate reporting, we have developed a clear and easily available procedure. The anonymity of reporting employees is guaranteed at all times.

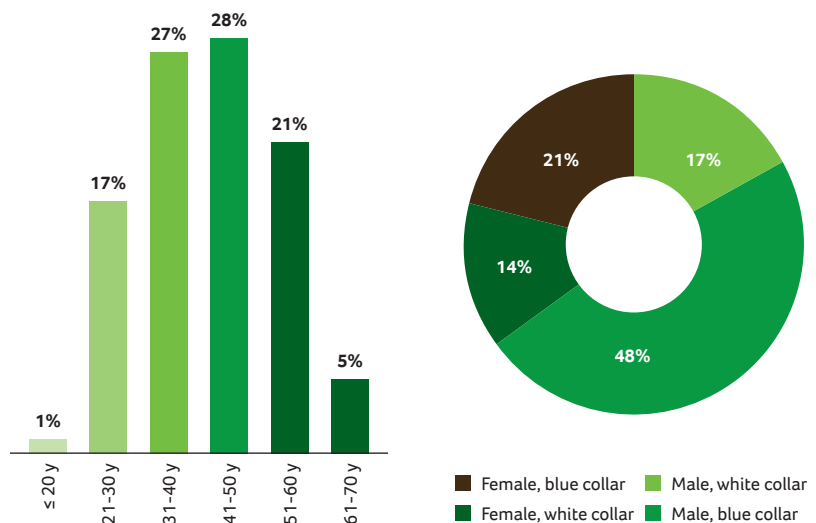
Embracing diversity in any form

Greenyard respects diversity in all its forms – nationality, religion, culture, language, age, gender and sexual preference – and ensures equal opportunities for all its employees. The company focuses on the evolution towards a gender balance at all levels and retaining older, experienced employees, by providing a supportive work environment. Greenyard’s workforce is socially diverse with more than 80 different nationalities working in the various divisions.

Diversity of our management



Diversity of our employees





Data tables

Scale of the organisation	Unit	2018	2019
Total employees, by country ¹	FTE		8,500
Austria	%	-	1
Belgium	%	-	27
Czech Republic	%	-	1
France	%	-	7
Germany	%	-	10
Italy	%	-	1
Netherlands	%	-	18
Poland	%		17
Portugal	%	-	3
Spain	%		1
United Kingdom	%		12
United States	%		3

¹ Excluding overseas sourcing & sales offices

People

Enabling a healthy & sustainable diet for everyone	Unit	2018	2019
Value share of fruit & vegetable products	%	-	94.3
Reformulated products introduced with reduced salt or sugar levels	number	58	60
Food safety			
Facilities operating to an international food safety system	%	100	100
Analyses on products	number	-	77,295
Analyses on equipment and facilities	number	-	15,164
Safe & healthy work environment			
Work-related accidents with lost time	number	340	344
Frequency rate ²	number	-	20
Severity rate ²	number	-	0.55
Developing our talent			
Average hours of training per employee	hours	11	11

² Excluding the Fresh segment operations owing to data availability

Planet

Climate action	Unit	2018	2019
Scope 1 GHG emissions	tonne CO ₂ -eq	-	74,093
Scope 2 GHG emissions	tonne CO ₂ -eq	-	78,385
Total fuel consumption, by fuel type	MWh	345,916	346,265
Natural gas	%	82.8	82.9
Fuel oil for transport	%	17.1	16.9
Fuel oil for heating	%	0.1	0.2
Total electricity consumption, by energy source	MWh	306,565	308,419
Non-renewable energy from a variety of fuel sources	%	89	90
Renewable energy self-generated or purchased	%	11	10
Energy-intensity Long Fresh segment	MWh/tonne	0.74	0.76
Water stewardship			
Volume of freshwater consumption, by source ³	million m ³	4,584	4,490
Municipal water	%	-	46
Groundwater	%	-	53
Rainwater	%	-	1
Water intensity Long Fresh segment	m ³ /tonne	6.56	6.52
Volume of effluent water discharged Long Fresh segment	million m ³	-	3,234

Zero waste	Unit	2018	2019
Volume of food donated to charities	tonne	1,636	1,648
Volume of waste materials, by waste stream	tonne	207,761	200,771
Waste to be re-used	%	61.1	61.1
Waste for recycling	%	34.9	35.2
Waste for energy recovery	%	3.0	2.2
Landfill or incineration without energy recovery	%	1.0	1.5
Volume of primary packaging, by material			
Glass	%	48.7	49.3
Metal	%	30.7	31.8
Plastic	%	16.4	14.6
Cardboard	%	2.9	3.6
Wood	%	1.4	0.7
Primary packaging material that is recyclable	%	97	98
Biodiversity & responsible land use			
Volume share of organic products Fresh segment	%	6.6	8.2
Volume share of organic products Long Fresh segment	%	3.5	3.8

³ Restatement of 2018 figure as the result of the inclusion of water used for cooling purposes.

Peace

Responsible sourcing	Unit	2018	2019
Share of grower base certified for social compliance	%	-	78
Volume share of Fair Trade products Fresh segment	%	2.8	3.0
Diversity & ethical business behaviour			
Gender distribution amongst employees			
Female	%	33	35
Male	%	67	65
Gender distribution amongst management			
Female	%	24	27
Male	%	76	73
Age distribution amongst employees			
≤20	%	1	1
21-30	%	18	17
31-40	%	27	27
41-50	%	28	28
51-60	%	21	21
61-70	%	4	5

	Unit	2018	2019
Employee workplace			
Office employee	%	34	31
Warehouse/operations employee	%	66	69
Own vs third-party employees			
Own employees	%	-	70
Third-party employees	%	-	30
Share of employees covered by collective bargaining agreements			
	%	-	65
Reported/registered breaches against the Greenyard Code of Conduct			
	number	-	0
Lawsuits or fines for non-compliance with regulations related to wellbeing and social matters			
	number	0	0
Lawsuits or fines for non-compliance with regulations regarding corruption and fraud			
	number	0	0

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GRI 301: MATERIALS 2016 (Material topic: Waste management)

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GRI 303: WATER and EFFLUENTS 2018 (material topic: Water management)

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GRI 305: EMISSIONS 2016 (Material topic: Energy & emissions)

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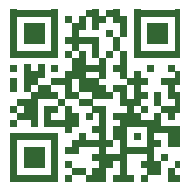
About Greenyard

Greenyard (Euronext Brussels: GREEN) is a global market leader of fresh, frozen and prepared fruit & vegetables, flowers and plants. Counting Europe's leading retailers amongst its customer base, Greenyard provides efficient and sustainable solutions to customers and suppliers through best-in-class products, market leading innovation, operational excellence and outstanding service.

Our vision is to make lives healthier by helping people enjoy fruit & vegetables at any moment, easy, fast and pleasurable, whilst fostering nature.

With ca. 8,500 employees operating in 24 countries worldwide, Greenyard identifies its people and key customer and supplier relationships as the key assets which enable it to deliver goods and services worth ca. € 4 billion per annum.

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www.greenyard.group

for a healthier future