



 ***Continuously  
pursuing excellence***



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# Outstanding!

**The construction of the new, highly sustainable Van Loon Vlees production site at the Ekkersrijt industrial area in Son. All things considered this was the major event for Van Loon Group in 2016. A highly dedicated team of our own employees and external staff tackled this together. The results are impressive.**

Personally, I am most proud of the fact that we received 'Outstanding' BREEAM sustainability certification for the design of our new building in Son. The highest ranking possible. On its completion in 2017, we will have the most sustainable production site in Europe. This year, we have also taken new steps in other areas of CSR. As of January 1 2016, all of our fresh pork has 'Varken van Morgen' ('Tomorrow's pig') certification and we have expanded the HyCare stables pilot. Our goal: to work towards antibiotics-free pork. In 2016, we also began offering Van Loon Campus education and training to Meat Friends employees.

## VAN LOON GROUP CSR MISSION

The Van Loon Group of companies is a part of society. In this capacity, we feel responsible for and are involved in the world of tomorrow. That's why we strive toward the most responsible methods of meat production and actively implement measures to support social responsibility. Van Loon Group understands that this is an ongoing process. The pursuit of sustainable business is, therefore, anchored in our business operations..



### **Uniform reporting**

This is the first Van Loon Group CSR report in which all Van Loon Group companies measure and report their sustainability scores in a uniform manner. A good opportunity to introduce a new 'look & feel'.

In order to communicate the figures reported even more clearly and consistently, we have chosen four pillars (instead of five in previous reports): Consumer and Health, Chain Management and Animal Welfare, Employee Health and Safety, and Sustainable Production.

I have great confidence in the future. I can see that we are making progress on all four pillars. Sustainability policy has become truly embedded in our organization, at all levels and at all Van Loon Group companies.

### **Roland van Loon**

*Technical Director Van Loon Group*



# Highlights 2016

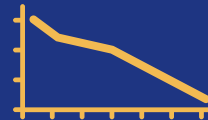
## Consumer and Health

- Results of the HyCare stables pilot project with four of our farmers: 95% reduction in the use of antibiotics

-95%



- We have significantly reduced nitrite content in many of our products. Also, we have managed to make many products 'clean label' this year: no overprocessing and as little artificial ingredients as possible.



## Chain Management and Animal Welfare

- Only 'Varken van Morgen' ('Pig of Tomorrow') certified fresh pork as of 2016.

100%

- Two to four times a year, we meet with our breeders for the purposes of knowledge sharing, improvement strategies and optimal collaboration throughout the chain.



- One of the stables taking part in the pilot found there is no need for tail docking because the animals experience little to no stress.



## Employee Health and Safety

- Van Loon Campus is now open to Meat Friends staff.



- 169 employees have followed training or education at Van Loon Campus

169



- Brandenburg Culinaire and Meat Friends (Roosendaal branch) are equipped with new fire alarm systems.



## Sustainable production

- The new Van Loon Group production site in Son received 'Outstanding' BREEM sustainability certification for its building design



- LED lighting in all offices of Meat Friends Roosendaal.



- Virtually all polypropylene packages were replaced by recycled RPET packaging (recycled plastic from PET bottles) in 2016



- Introduction of company bicycles for transportation between Van Loon Group locations in Best.



Construction of the new Van Loon Group location in Son



# Pillars of Van Loon Group



## Consumer and Health

An increasing number of people in the Netherlands and other countries are consciously choosing healthy lifestyles. More exercise, no smoking and healthy eating are all part of this. As a meat-processing company, we play an important role in guaranteeing food safety. Consumers and customers need to have confidence in our products and processes. In addition, we are also constantly working on ways of making our products healthier. By using less allergens, fat, nitrite and sodium in products, for example, but also through reduced use of antibiotics by our cattle and pig farmers.



## Chain Management and Animal Welfare

Success in sustainability and animal-friendly business practices can only be ensured if this is secured throughout the chain. Animals must be housed, treated, cared for, fed and transported with care. From birth to slaughter. The Netherlands is definitely a front-runner when it comes to animal welfare, but there is always room for improvement. Van Loon Group ensures that the required processes are adequately executed by each link in the chain and monitors this. With a focus on sustainability and animal welfare. We aim to realise optimal transparency for our customers and consumers.





## Employee Health & Safety

Our people are our most important asset. Van Loon Group will do whatever it takes to create a healthy, safe working environment. This means that we are committed to ensuring work is safe and enjoyable whilst also stimulating a healthy lifestyle. In 2014 we started the Van Loon Campus with these goals in mind. Education and training provided help employees carry out their jobs adequately and safely. In addition, the Van Loon Campus facilitates employees' personal growth and development.



## Sustainable production

From rooftop solar panels and stimulating 'sustainable behaviour' amongst employees to heat recovery and reducing wastewater contamination levels. Sustainable production offers companies a wide range of possible measures and that goes for the Van Loon Group, too. We are committed to reducing our footprint without compromising the continuity of our organization. The construction of our new, highly sustainable production site in Son this year is a prime example.

*“Safe, healthy  
and tasty!”*

# *Consumer*



Quality and safety first. Consumers in the Netherlands and other regions find healthy and above all safe food increasingly important. Van Loon Group understands that we must meet these consumer needs as best we can, together with our customers. We are fully committed to the idea of working towards a more sustainable and food-safe society, which is an irreversible process.

# and Health



- In 2016 we have once again managed to make a significant number of products healthier. By entirely removing nitrite from products, for example, as well as reducing salt levels, allergens and E numbers.
- To ensure quality and food safety, Van Loon Group carries out internal and external quality checks (audits) in all areas, on an on-going basis. In addition, we have been awarded 11 unique quality certificates and 49 certificates across ten locations.
- In 2015, Van Loon Group launched a pilot project with HyCare pig stables ('Hy' stands for hygiene) in collaboration with MS Schippers. This pilot will continue in 2016, and has delivered the following results to date: use of antibiotics has decreased by as much as 95% and we are currently testing whether it is feasible to stop tail docking completely.

## **Ambitions**

- Antibiotics-free pork
- Further increase of the percentage of Clean Label products which contain as many natural ingredients as possible



### • Antibiotics usage pig farmers (2016 compared to 2015)



Fattening pigs

-30%

Weaned piglets  
+ Fattening pigs

+25%\*

Propagators  
(sows/piglets)

-29%

\* A weaning pig is not unlike a toddler. They'll often have 'runny noses' and, as a result, need relatively higher doses of antibiotics. The calculated figures indicate the amount used per kilogram of weight. That's why the 'piglet' category shows a higher number. We also see a high spread in this category, so there are many possibilities for improvement.

### • Using less salt

In **25** Van Loon Group food preparation methods, salt content has been reduced significantly (excluding Brandenburg Culinair)

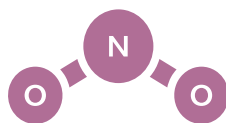


### • Reduction nitrite content

All culinary products (ham on bone, pork tenderloin, rolled joints) are free of nitrite.

This represents a total of

**100** recipes



### • Less allergens

All brine products produced by Van Loon Vlees in Best are free of 14 legislated allergens



egg



molluscs



milk



fish



gluten



peanuts



nuts



soya



sulfur dioxide



lupin



sesame seeds



crustaceans



mustard



celery

All raw materials used for cooked products at Van Loon in Best contain no mustard or celery

### • Reducing the use of E numbers

In 2016, we once again replaced a large number of E numbers in recipes with natural agents.

**70%** of Brandenburg Culinair recipes are free of allergens and E numbers

• Continuous food safety and quality checks

• 74 external audits: a total of 65 working days



• 681 internal HON audits ('Hygiëne, Orde en Netheid' – 'Hygiene, order, neatness')



• 68 other types of internal audit



• Over 40.000 microbiological analyses:



18.101 raw materials analyses



20.788 finished product analyses

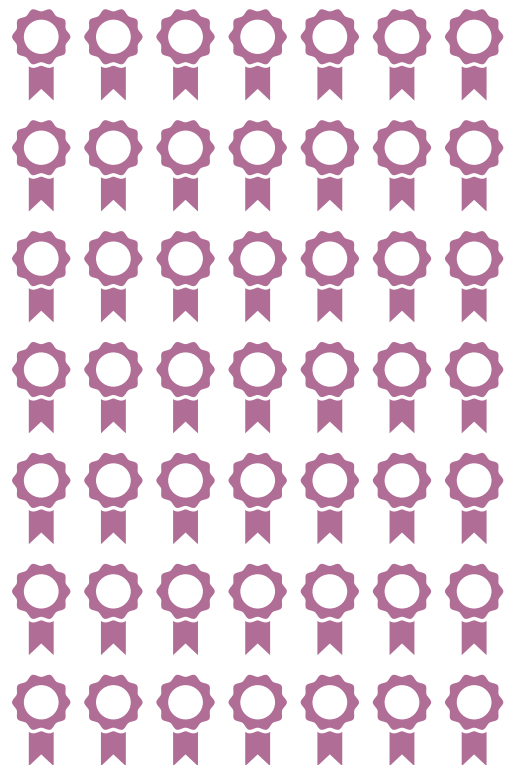


1.520 environmental analyses (air, water)

• 11 unique quality certificates (i.e. IFS, Beter Leven, Bio etc.)



• 49 certificates across ten locations





# Rethin

**Mart Smolders**  
*Division manager Pigs at MS Schippers*



For years, I have been researching optimisation of pig health at Wageningen University. During that time, I began to look at pig farming in a different way. It is a fact that wherever large numbers of pigs are housed together, health risks will increase. However, in my opinion, preventive and curative antibiotics were not the way forward. This way of thinking had to change.

What if we significantly improved hygiene instead? By introducing clean water, for example, optimally cleaned piggens and floor tiles instead of (porous) concrete. But also by preventing the pigs from coming in to close contact too often. We investigated this and

the results were amazing. Our approach allowed us to reduce the use of antibiotics by 60% to 70%.

#### HyCare approach

I am currently employed by Schippers, and putting the results of this research into practice. In January 2015, we started implementing the HyCare concept. This approach covers reducing germination in the pen, providing optimal drinking water, non-porous floors and walls and effective pest and fly management. This prevents animals from becoming ill and helps those which have become sick recover faster.

All pieces of the puzzle are joined together in this concept. The result: healthier, stress-free animals. With regard to antibiotic use, the concept allows us to achieve a 95% reduction. Ultimately, I expect that we can introduce farming which is almost entirely free of antibiotics. The environmental footprint becomes smaller as farmers working with this concept use their raw materials more efficiently. Tail docking pigs is no longer necessary: the animals experience little to no stress.

#### Pilot HyCare bij boeren Van Loon Group

Several Van Loon Group farmers have been participating in the HyCare pilot since spring of 2016. Results are highly satisfactory, as antibiotics usage has decreased by as much as 95% during the pilot. However, it does mean that farmers really need to rethink their ways of working.

This may require considerable effort at first, but eventually things become easier. We're seeing that it gives them a boost: it's a lot more fun to work in such a clean way. It also means savings for them, because they require fewer antibiotics and vaccines. I believe in this new way of working. It is better for consumers, for farmers and for the animals.

# inking

#### REDUCTION OF ANTIBIOTICS USAGE

The first results achieved in the HyCare pilot may rightfully be called 'amazing'. These outcomes indicate that we can reduce use of antibiotics by as much as

# -95%







**Dik van Veldhuizen**  
HyCare stable pilot participant  
and pig farmer

***“A pleasant way of working and it’s very clean here now.”***

***Dik van Veldhuizen***

Dik van Veldhuizen is a pig farmer based in Ede. There are about 2,600 pigs on the farm that he runs with his wife Henny. Dik and Henny made a conscious decision to take part in the HyCare pilot because they realized that ‘moving with the market’ is crucial. Dik is very enthusiastic about HyCare. “It took some getting used to it, especially regularly changing clothes, washing and cleaning materials during our daily work. However, it works fine and it’s very clean here now. The use of antibiotics has been reduced significantly.”



# Chain Management and Animal Welfare

- Duration sow pregnancy:

+/- 115 days

- Piglets remain with sow for weaning:

+/- 25 days

- Slaughter of pigs at the age of:

+/- 6 months

- Weight at time of slaughter:

115-125 kg



- Piglet feed consumption throughout lifetime:

28 - 29 kg



- Feed consumption pig throughout lifetime:

240 kg



- The proportion of sustainable soy in the feed varies, depending on the age of the animal and the type of feed used. Average soybean consumption of one pig during its lifetime

23 kg



- Two to four times a year, we organize meetings with our farmers to share knowledge, improvements and to optimise cooperation throughout the supply chain.



- In one of the farms taking part in the HyCare pilot, tail docking is no longer necessary because the animals experience little to no stress.



- Number of pig farmers with Beter Leven ('Better Life') certification in 2016:

206



- Number of pig farmers with Bio certification in 2016:

20



- Cattle farmers with two-star Beter Leven ('Better Life') certification in 2016:

126



- Share of meat with 1, 2 or 3 stars Beter Leven ('Better Life') certification in the total volume of meat sold increased again in 2016.

For fresh pork, the share is:

100%



## ***Ambitions***

Together with cattle farmers and other stakeholders we aim to:

- further improve animal wellbeing
- finding solutions for issues such as tail docking, manure problems, odour inconvenience, housing of animals etc.

In our role of chain director we want to provide and share even more information. We also aim to become more transparent, for the benefit of the consumer.



- 
- As of 1 January 2016 all fresh pork from Van Loon Group has 'Varken van Morgen' ('Pig of Tomorrow') certification.



**Waelko Waalkens**  
Quality manager Van Loon Group

# The Netherlands is in the forefront

“

My task? Making farmers enthusiastic about the 'Beter Leven' quality mark. By providing targeted information, I help farmers obtain the required certification. I have worked in pig farming and livestock for over thirty years and I'm convinced of the usefulness and necessity of sustainability throughout the chain. This can only be achieved through chain integration. Today, communication between all links in that chain is open and transparent. We are doing more and more together and creating new projects. Our power lies in sharing valuable information and jointly developing, in order to arrive at new solutions. For this, we meet up two to four times a year. Of course, the various parties constantly remain in touch between these meetings.

**To know is to understand**

The fact that Van Loon Group knows its farmers

through and through is positive. We never have to say we're not aware of a certain development. Because we know precisely where our raw materials come from, we're always prepared for any occurrence. Everything can be traced. To achieve this, you do need to invest in relationships and build trust. So we make sure to invest in that. It's an enormous help that the farmers themselves are convinced of the importance of chain integration. They, too, want this to be successful and are pleased with the guidance Van Loon Group offers. We have made arrangements at a fairly high level. When it comes to animal welfare, the Netherlands is at the forefront. For the future, I see opportunities for improving animal health and ensuring greater uniformity of finished products. This can be tackled through business processes and nutrition, as well as through genetics. Of course, there is always room for improvement.

”



***“We know where our  
raw materials come  
from”***

Waelko Waalkens



***“A sustainable, animal-friendly approach goes hand in hand with healthy, profitable business operations”***

*Tim Hupperetz*



# ***Animal-friendly and workable***



The Hupperetz family farm in Schinveld, Limburg province, focuses on rearing Blonde d'Aquitaine and Limousin bulls. On average, there are 280 animals on the farm. This agricultural company is also active in agriculture and agrarian nature management. Tim Hupperetz, third generation farmer, has a background in architecture as well as agriculture and was responsible for the construction plans and the realization of his new stables. He explains why cooperation throughout the chain is more profitable and, above all, more fun.



**Tim Hupperetz**  
Cattle farmer in Schinveld

“ At least twice a year, we hold consultations with other breeders in the Netherlands and Van Loon Group employees, including Waelko Waalkens. Collaboration throughout the chain is now really taking shape. Ultimately, that is good news for the consumer. Because we all work from the same principles, we are far more capable of delivering consistent quality. Personally, I think working in this way is fun. We really learn from each other and can easily exchange experiences.

#### **Deep litter barn**

Our farm uses a deep barn litter system. Manure is collected and the stables are covered with a new layer of straw at least once a day. Our bulls always have dry, clean and soft flooring. The stable, which produces a mixture of straw and manure, is emptied at regular intervals. This system allows us to considerably reduce ammonia emissions. What's more, this fertilizer increases the humus content in the soil: organic matter increases, which is beneficial to soil life. The soil is enriched with appropriate minerals, intended for crops. We benefit from this, as do other farmers in our region. Last but not least, our farm is self-sufficient in

the area of electrical power. To achieve this, we have installed solar panels on the roof of one of our stables.

#### **Animal welfare**

The animals enjoy plenty of daylight, more space in their stables and heated drinking basins, with a constant supply of fresh water. The climate in the stable is excellent, as its open ridge enables natural airflow. Openings on the sides of the stable (spaces between the wood) allow fresh air to enter continuously. These good living conditions keep the bulls calm and they do not experience stress. They suffer very few injuries or illnesses, and we try to use almost no antibiotics. In short, we have healthy and resilient animals. That's what you want, as a farmer, because vital, relaxed bulls produce tender meat. A sustainable, animal-friendly approach goes hand in hand with healthy, profitable business operations. That is exactly what I'm looking for. I think, therefore, that it is important to emphasize that all innovations must remain functional and economically viable for our farmers.

”

Van Loon Group DNA

# Continuously pursuing excellence

## History and family values

In 1971, Jos van Loon, father of Erik and Roland, became an independent meat supplier serving local restaurants in and around Eindhoven. A smart decision, as the company grew steadily and its clientele grew along with them. In 1987, Erik joined the family business, followed by brother Roland in 1993. This provided a solid foundation for the current Van Loon Group family business. The work ethic, long-term vision and 'always room for improvement' mentality can be felt everywhere today: these elements are part of the company's DNA. Employee involvement and pride are, therefore, considerable.

## Sustainability and business

A sustainable approach and successful business go well together. CSR is anchored in our business operations. For each pillar (Consumer and Health, Chain Management and Animal Welfare, Employee Health and Safety and Sustainable Manufacturing) we are constantly looking for ways of performing even better.







### 100% customer focus

Everything for our customers. That was our approach 45 years ago and that's still our way of working. This requires agility and accuracy. Our business processes are fully geared towards offering the best possible customer service. For our employees, focusing on customers is second nature. Van Loon Group has a great deal of knowledge regarding the industry and the supply chain. We are happy to share this know-how with our customers. Van Loon Group is, therefore, strong in innovation. We are continuously developing new concepts and products from which our customers may benefit.

### Keep it simple

Don't make things complicated when you might be able to find an easier solution. A no-nonsense mentality. Thinking in 'solutions' instead of 'problems'. A 'can do' approach. That is Van Loon Group in a nutshell.



# Van Loon Group

Van Loon Group consists of four ambitious meat processing companies: Van Loon Vlees, Brandenburg Culinair, Slegers Quality Meat Products and Meat Friends. These companies differ in size, product range and customer profile but share the same drive: there's always room for improvement. Things can always be made better for customers, consumers, animals and the environment in which we operate. Sustainability and chain management are firmly anchored in the business operations of all four Van Loon Group companies

Each firm guarantees high quality, safe meat products. With our customers, we translate ever-changing consumer needs into appealing concept products (organic, convenience, BBQ, animal-friendly). Close customer relationships are essential. We believe in the

power of simplicity. We don't make matters complicated when there might be a simple solution available. And we think in 'solutions' instead of 'problems'.



## Van Loon Vlees

Van Loon Vlees, with offices in Best and Eersel, specializes in convenience products for food service companies and industry. In addition, Van Loon Vlees supplies an extensive range of prepackaged meat products to the international retail market. This year, the new, state-of-the-art production facility for Van Loon Meat has been built at the Ekkersrijt industrial estate in Eindhoven / Son. The company will begin using this facility in 2016. Van Loon Vlees always strives towards excellence and this new building is a prime example.



## Brandenburg Culinair

This respectable family company based in Oudewater offers its customers customized meat concepts (for example, BBQ), culinary products (such as ham or pork tenderloin) and other specialties. Culinary Ham and Culinary Pork Fillets gave Brandenburg Culinair a leading position in the Dutch retail market. Brandenburg Culinair serves retail as well as food service customers. A no-nonsense company with strong customer focus and great innovation power.



### **Slegers Quality Meat Products**

From the small village of Hapert in the Brabant province, Slegers Quality Meat Products supplies a wide range of cold meats and meal components to retailers, food service companies, wholesale stores and industrial processors. In addition to these products, Steegers Quality Meat Products offers a choice of remarkable stews: tasty, fast and easy. Extensive product knowledge and 100% customer focus allow Slegers Quality Meat Products to make the difference.

## **Meat Friends**

### **Meat Friends**

Meat Friends specializes in prepackaged meat products for the retail market. The company has production facilities in Beilen and Best and a cutting plant in Roosendaal. At this cutting plant, pork and beef are processed for all Van Loon Group companies. Meat Friends is all about its customers. The company is extremely flexible when it comes to (last minute) client requests and extremely strong in developing new meat concepts.

# Employee Health and

Van Loon Group cares for its employees: our most important asset. Investing in their health and well-being is important to us. We offer free gym subscriptions, free fruit in all canteens and free professional support for those who want to stop smoking.

At Van Loon Campus, employees can follow a range of courses and programs supporting their personal development. These courses also contribute to work safety and health.

- As of 2016, employees of Meat Friends are able to follow courses and training sessions at Van Loon Campus. This option was already available to Van Loon Vlees employees. A total of 169 employees have now been trained at Van Loon Campus (2015 and 2016 added together).
- At Meat Friends in Roosendaal, work was carried out to ensure optimal fire safety in 2016. A fire alarm system and an automatic evacuation system have been installed. Compartments (fire screens) and fire passages were added. The in-house emergency service staff at Roosendaal (BHV's) have been trained in the correct course of action in case of fire.
- At Brandenburg Culinair, the existing fire detection system has been expanded.

## Ambities

- 0 accidents resulting in leave of absence
- Overall absenteeism <3.5%
- Van Loon Campus open to all Van Loon Group employees
- Well-trained, healthy and satisfied employees!



# Safety







1700

- Approximately **1700** people work at Van Loon Group.

*Including temporary staff and employees of Meat Friends Noord, which became part of Van Loon Group this year.*

- **64%** of employees are male



and **36%** are female



- The average age is

**43** years for men and



**39** years for women.



- The average number of years employees have worked for the company is

**5,9**

*Excluding temporary staff and employees of Meat Friends Noord*

- **0** cases of discrimination were reported in 2016.



- **0** cases of (sexual) harassment were reported in 2016.



- **20** accidents resulting in leave of absence

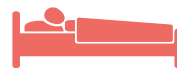


- LWC amounted to

**1,42**

*Lost Workday Case: number of accidents per 200,000 hours worked*

- Absenteeism **3,45%**



# The Van Loon Campus



“ In 2014 we opened the Van Loon Campus, with the aim of organizing and managing training and education in our organization. As of January 2015, the campus will be fully operational. In that year, 75 employees from Van Loon Best successfully completed workplace training. This year, the number had already increased to 94.

We want all Van Loon Best / Son employees to follow workplace training in 2017. In the coming years, we will expand campus training activities to benefit all other Van Loon Group companies. We have already started work with Meat Friends Best this year. Four Meat Friends Best employees went through a full training program in 2016.

Training and education often turns out to be more fun than expected. Some employees can be rather sceptical about the usefulness of education and training. I'll often hear comments such as "I've been working here for three years now. What else is there to learn?". However, once employees start to follow the courses, they are far more positive. Mainly because they are very involved in their own work processes. What's more, they can introduce their own areas of improvement during training. Of course, we sometimes have to deal with a language barrier with employees for whom Dutch is not their first language. Fortunately, we have ways of tackling this. We don't mind it if people need a little extra time to complete their course. However, we don't compromise on quality. Everyone has to meet the knowledge requirements that go with their position.

## LEARNING ORGANISATION

Within Van Loon Group quality, safety and hygiene are crucial. Many education and training programs specifically focus on this. Van Loon Group wants to be a learning organization in which employees feel responsible for their own work. The result: employees who understand why things need to be done in a certain way and who introduce their own areas of improvement.





**Mariëlle Cobussen**  
Training coordinator at Van Loon Group

***“We don’t  
compromise  
on quality”***

**Mariëlle Cobussen**

A man in a light blue shirt and dark trousers is riding a white bicycle with blue accents. The bicycle has a front basket and a rear rack. He is riding on a paved area in front of a large, modern building with a grey facade. The building has the 'VanLoon' logo mounted on its wall. The logo consists of the word 'Van' in orange, 'Loon' in blue, and a stylized orange and blue graphic element. The sky is a clear, bright blue.

**vanLoon**

## *Ambitions*

- Energy consumption entirely from renewable sources
- Continuously work on saving energy and water. Employee behaviour also plays an important part in this.
- Further reduction of non-recyclable waste
- Make maximum use of recyclable or compostable packaging materials
- The result: further reduction of the CO<sub>2</sub> footprint

# *Sustainable production*

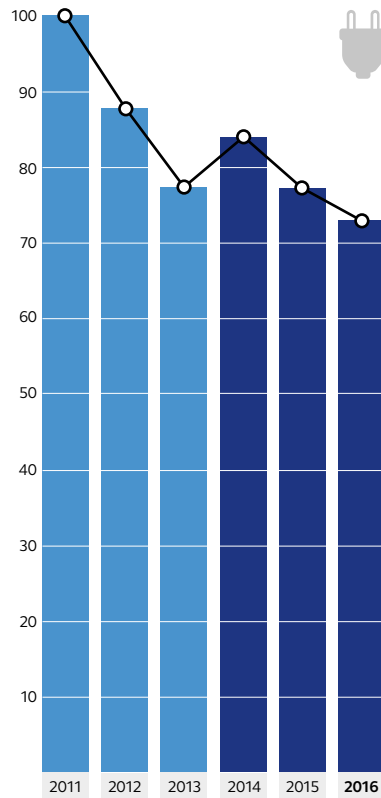


**Van Loon Group continuously works to reduce its CO2 footprint. We have managed to reduce this once again this year (compared with previous years).**

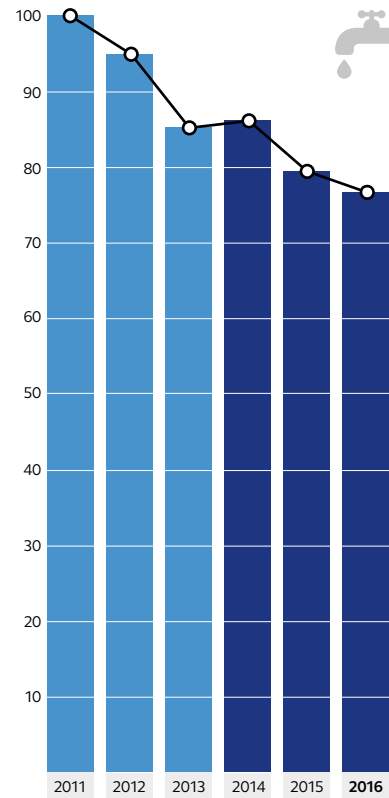
- In 2016, we worked hard on the construction of the new production site (for Van Loon Vlees), with offices for Van Loon Vlees and Van Loon Group. This new building at Ekkersrijt industrial park in Eindhoven / Son will be operational in 2017. For the design of the building, Van Loon Group achieved 'Outstanding' BREEAM sustainability certification (the highest level achievable).
- For a large retail customer, we replaced polypropylene packages with durable, recycled RPET packages
- Conventional lighting at the offices at Meat Friends Roosendaal has been replaced with durable LED lighting
- We purchased company bikes which employees can use if they want to travel from one Van Loon Group location in Best to another
- Indexed consumption figures for electricity, gas and water have been reduced again this year. The amount of residual waste (in kilograms per ton of final product) is also smaller.






**Electricity\***  
kWh per ton of final product  
(index: 2011-100)



**Water usage\***  
m<sup>3</sup> per ton of final product  
(index: 2011-100)



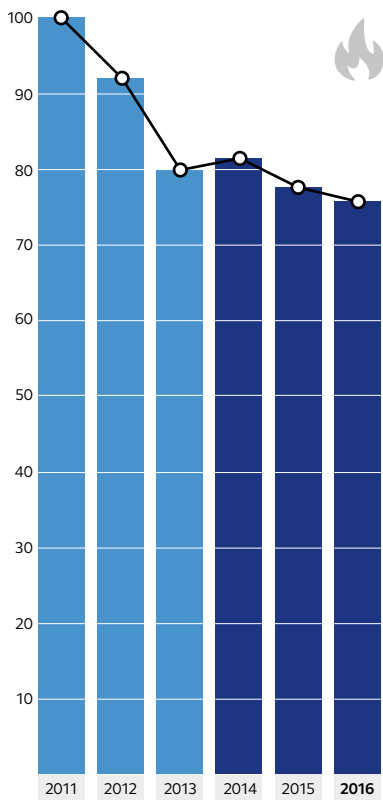
-  Van Loon
-  Van Loon and Meat Friends
-  Van Loon, Meat Friends, Brandenburg, Slegers

\*These numbers are indexed. We started in 2011 with the figures from Van Loon Vlees and Meat Friends. Figures from Brandenburg Culinair and Slegers Quality Meat Products were added later.



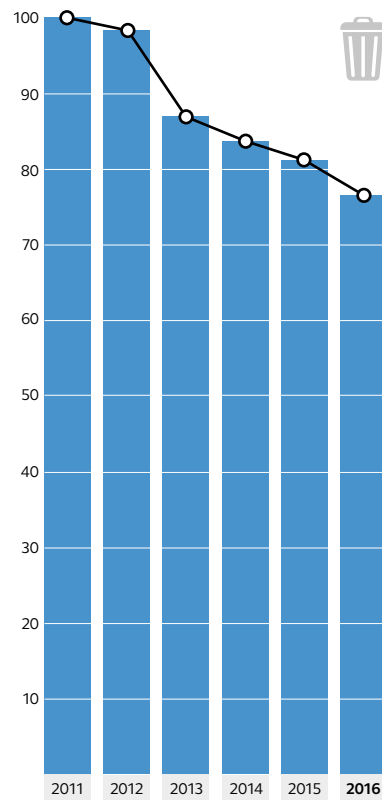
**Gas consumption\***

*m<sup>3</sup> per ton of final product  
(index: 2011-100)*



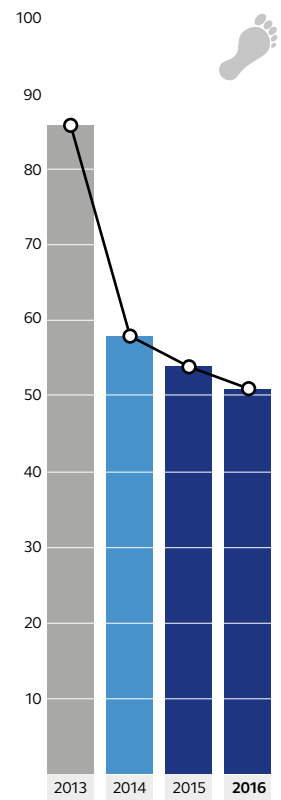
**Residual waste\***

*kg per ton of final product  
(index: 2011-100)*



**CO<sub>2</sub> footprint**

*gram per kilogram of  
final product*



# ***BREEAM Outstanding***



CSR ANNUAL REPORT 2016



### Energy efficient

The building is highly energy efficient: heat from cooling systems is fully reused and compressed air systems provide heating of offices and water for cleaning.

### Solar panels

Solar panels (6,700 m<sup>2</sup>) provide more than 1,000,000 kWh of energy annually. This means the building is CO<sub>2</sub>-negative.

### Natural refrigerants

Our cooling system uses natural refrigerants: ammonia and CO<sub>2</sub>.

### Water consumption

Our water consumption is minimised thanks to filtering systems and smart reuse of water.

### Flora and fauna

We have made arrangements to accommodate for local flora and fauna such as bird nests.

### No fossil fuels

We do not use fossil fuels; all our systems are electric.

### LED-lighting

LED illumination contributes to low energy consumption: 4.5 W/m<sup>2</sup> in production areas and 6 W/m<sup>2</sup> in the offices.

### Energy Monitoring

We have a very comprehensive energy monitoring system to minimize energy losses and use energy as efficiently as possible.

### Passenger lift

The passenger lift has an energy generating function.

### Excellent workplace

All workplaces have natural daylight. All office spaces are equipped with individual climate control. All staff can relax outdoors (on roof terraces) during breaks.

### Charging points

There are charging stations for employees' and visitors electric cars.



# Sustainable building



## THE BUILDING

The new building has a surface area of 26,500 m<sup>2</sup>, of which some 85% has an industrial function. This section includes refrigeration and freezing cells and the logistics, storage and production areas. The other part consists of office and meeting rooms, divided over three floors.

***“The coming year will show that our sustainable way of working has been worth the effort.”***

*Yvo Wintjens*



**Tom Linneman**  
*BREEAM-NL expert*

From the first logistic calculation on, we took BREEAM requirements into account. The architectural design must seamlessly link to what you want to achieve with BREEAM. Otherwise, it will not work. The industrial area was deliberately designed as a square. That means less metres of façade, reducing material and energy requirements. There is ample daylight in the production areas and comfortable temperatures for employees. The space around the building remains beautifully green. The trees in the area have largely been retained. Rainwater falling on the roof flows into a pond on the site. We have also placed as much as 6,700 m<sup>2</sup> of solar panels on the roof. These ensure that the building is energy-neutral in relation to building-related installations.

We no longer use gas. Routing around the building has also been thought out carefully: movements such as trucks, employees and other traffic / visitors arriving and departing trucks do not interfere with each other. In addition, the factory has created separate walking areas for the employees. Greater safer would be impossible almost to achieve.










**Yvo Wintjens (Van Loon Group)**  
*Technical manager and construction supervisor*

The building is multifunctional. If it has to be adapted for other purposes in the future, that can be easily realized. During the construction phase, ride registration, waste separation and land registration were continuous points of attention. In addition, we have worked exclusively with certified, durable wood (FSC), concrete and bricks. At the docks there is hardly any energy loss. After the truck is docked, the dock shelter is inflated, enclosing the vehicle on three sides.

To be honest, I initially had some doubts about the sustainable construction process. Was it really practical and, above all, achievable? However, when you start working in this way every day, it becomes second nature and doesn't require any extra effort. The coming year will show our sustainable way of working is definitely worthwhile. I am convinced of that.

**Categories**

- Management \_\_\_\_\_ 
- Health \_\_\_\_\_ 
- Energy \_\_\_\_\_ 
- Transport \_\_\_\_\_ 
- Water \_\_\_\_\_ 
- Materials \_\_\_\_\_ 
- Waste \_\_\_\_\_ 
- Land use & Ecology \_\_\_\_\_ 
- Pollution \_\_\_\_\_ 

**WHAT IS BREEAM?**

BREEAM is an internationally recognized, widely used method of measuring and assessing the sustainability of buildings. This is done by carrying out tests in nine categories. The higher you score, the higher the building's sustainability rating. For the design of the building, Van Loon has received BREEAM 'Outstanding' certification (the highest level available).

**Kwalification**

Pass	> 30%	☆
Good	> 45%	☆☆
Very Good	> 55%	☆☆☆
Excellent	> 70%	☆☆☆☆
<b>Outstanding</b>	<b>&gt; 85%</b>	<b>☆☆☆☆☆</b>

# Reporting, scope and demarcation

**Van Loon Group reports its sustainability performance in accordance with GRI guidelines (version G4) and Sustainability Reporting Guidelines & Food Processing Sector Supplement (version G4).**

All Van Loon Group companies report to (amongst others) Management, Supervisory Board and management on sustainability and corporate social responsibility. Based on these reports and the evaluations and accountability of CSR results, we have been able to make this CSR Annual Report 2016.

Based on the GRI guidelines, we have selected topics and indicators and assessed them for their relevance. In this report we have included quantitative as well as qualitative information, obtained from the various Van Loon Group companies. Of course, we have carefully verified and validated this information. In order to make the various calculations, we have used current norms and methods. When monitoring usage figures and related parameters, we report quantities in relation to the volumes produced. This is checked through existing audits.





Category	Indicator -code	Description	Explanation	External Assurance
<b>Vision and strategy</b>	G4-1	CSR vision and strategy Van Loon Group	Page 4	Yes
	G4-2	Description most critical factors, opportunities and threats	Page 8,9	No
<b>Organisational profile</b>	G4-3	Name of the organisation	Van Loon Group, including Slegers Quality Meat Products and Brandenburg Culinair	No
	G4-4	Main brands, products and services	Fresh meat and convenience products under own brand name and private label	No
	G4-5	Location headquarters	Ekkersrijt 8825, 5692 JW Son en Breugel The Netherlands	No
	G4-6	Countries in which company is active	Europe	No
	G4-7	Ownership structure and legal entity	Private company	Yes
	G4-8	Sales markets	Retail, foodservice and food preparation	No
	G4-9	Size of organisation	See financial annual report	No
	G4-10	Staff size	Page 31	No
	G4-11	Staff turnover	See 2016 management reviews	Yes
	G4-12	Value chain description	Van Loon Group processes meat-based raw materials into a prepackaged end product for retail and to end products for food service companies.. The raw materials are largely purchased from own pig and cattle farmers	No
	G4-13	Significant organisational changes	In 2016, Meat Friends Noord BV became part of Van Loon Group	No
	G4-14	Precautionary principles	See manual: "Mission", "Policy" & "Management Review"	No
	G4-15	Other external initiatives	Collaboration WUR Wageningen	No
	G4-16	Participations, memberships	MVO Nederland, Verbond van Den Bosch, Best Duurzaam	No
<b>Identified materialities</b>	G4-17	Operational structure	See financial annual report	Yes, IFS
	G4-18	Reporting process	Page 42	No
	G4-19	List of materialities	Page 42	No
	G4-20	Scope and demarcation of materialities internal	Page 42	No
	G4-21	Scope and demarcation of materialities external	Page 42	No
	G4-22	Redefinition of previously provided information	No significant redefinitions 2016	No
	G4-23	Significant changes compared to previous reporting period (scope, demarcation, measurement methods)	In 2016, Meat Friends Noord BV became part of Van Loon Group	No

Category	Indicator-code	Description	Explanation	External Assurance
<b>Stakeholders</b>	G4-24	Overview (groups) relevant stakeholders	Not reported	No
	G4-25	Basis for inventory and selection stakeholders	Not reported	No
	G4-26	Stakeholder involvement procedure	Not reported	No
	G4-27	Stakeholder topics	Not reported	No
<b>Report Profile</b>	G4-28	Reporting period	1-1-2016 / 31-12-2016	No
	G4-29	Date of most recent report	January 2015 (CSR-annual report Van Loon Group 2015)	No
	G4-30	Reporting cycle	Annual	No
	G4-31	Contact for further information	info@vanloongroup.com	No
	G4-32	External reporting (GRI-table)	Appendix GRI-table	No
	G4-33	External verification and approval policy	No certification CSR report. Verification management- system by IsaCert (IFS and Varken van Morgen),Product integrity guarantee system by IsaCert (Varken van Morgen), Skal and CBD	Yes, IFS, VvM, Skal and CBD
<b>Management, commitments and involvement</b>	G4-34	Management structure	See financial annual report	No
	G4-37	Recommendation mechanisms for shareholders and employees	See financial annual report	No
	G4-38	Supervisory Board	See financial annual report	No
	G4-39	Chairperson of the Executive Board	See financial annual report	No
	G4-40	Procedure for senior management selection including required expertise	See manual: Personnel management	No
	G4-41	Methods for securing independence / preventing of conflicts of interest	See financial annual report	No
	G4-44	Procedure review central management	See manual: "Mission", "Policy" & "Management Review"	Yes, IFS and VvM
	G4-45	Management review procedures	See handbook: Management review procedures	Yes, IFS and VvM
	G4-46	Management review responsibilities	See handbook: Management review procedures	Yes, IFS and VvM
	G4-47	Management review frequency	Annual	Yes, IFS and VvM
	G4-48	Highest function evaluating the CSR Annual Report	Technical Director Van Loon Group	No
	G4-51	Reward structure senior staff in relation to CSR performance	See financial annual report	No
	G4-52	Process of reward structure	See financial annual report	No
<b>Ethics and Integrity</b>	G4-56	Internal values, principles and rules of conduct	See manual: "Mission", "Policy", "Management Review" and "Code of conduct"	Yes, IFS and VvM
	G4-57	Research method unethical behavior	Code of Conduct, whistleblower provision	Yes, VvM
	G4-58	Reporting unethical behavior	Code of Conduct, whistleblower provision	Yes, VvM

Category	Indicator -code	Description	Explanation	External Assurance
<b>Economic</b>	G4-EC1	Financial results / data	See financial annual report	No
	G4-EC2	Financial opportunities and threats	See financial annual report	No
	G4-EC3	Retirement provision / securities	Industry Pension Fund for Meat, Meat Products, Convenience food and Poultry Meat	No
	G4-EC4	Government support financial	See financial annual report	No
	G4-EC5	(Ratios) Reward employees	See financial annual report	No
	G4-EC6	Use of local workforce (low to high)	See financial annual report	No
	G4-EC7	Development and realization of local infrastructure activities	See financial annual report	No
	G4-EC8	Insight into and description of direct and indirect economic impact	See financial annual report	No
	G4-EC9	Policy and activities related to local purchasing expenses	See financial annual report	No
<b>Environmental</b>	G4-EN1	Materials for packaging of finished products	See financial annual report Packaging tax	No
	G4-EN2	Percentage of recycled materials / raw materials / excipients on total	Page 35	No
	G4-EN3	Energy consumption in the organization	Page 36,37 and KPI overview	No
	G4-EN4	Energy consumption outside the organization	Not reported	No
	G4-EN5	Energy-intensity	Van Loon Group relates the energy consumption to the produced kilograms of meat. Page 36, 37 and KPI overviews	No
	G4-EN6	Energy savings	Page 34-41	No
	G4-EN7	Initiatives for energy savings / efficiency improvements	Page 34-41	No
	G4-EN8	Water usage	Page 36,37 and KPI overviews	No
	G4-EN9	Water sourcing / withdrawal with environmental and environmental impact	None (Only use of tap water from Brabant Water and Vitens)	No
	G4-EN10	Percentage reused water	Not reported	No
	G4-EN11	Possession ground/water inside and outside protected natural areas	N/A	No
	G4-EN12	Influence on biodiversity inside and outside protected natural areas	Biodiversity Action Plan (BAP) stimulated amongst pig farmers through the Code of Practice.	No
	G4-EN13	Areas protected or restored	N/A	No
	G4-EN14	Number of species endangered by activities / presence	None	No
	G4-EN15	Direct CO2 emissions (scope 1)	Page 37	No
	G4-EN16	Indirect CO2 emissive (scope 2)	Not reported	No
	G4-EN17	Other CO2 impact (scope 3)	Not reported	No
	G4-EN18	Intensity CO <sub>2</sub> emission	Not reported	No

Category	Indicator -code	Description	Explanation	External Assurance
	G4-EN19	Initiatives and results for reducing CO <sub>2</sub> emissions	Page 37 and KPI overviews	No
	G4-EN20	Emissions ozone-depleting substances	Not reported	No
	G4-EN21	Other air polluting emissions	Not reported	No
	G4-EN22	Wastewater	KPI overviews	No
	G4-EN23	Waste products	KPI overviews	No
	G4-EN24	Environmental incidents	No incidents	No
	G4-EN25	Import and/or export environmentally harmful substances	N/A	No
	G4-EN26	Description areas threatened by discharge of waste water	N/A (Discharge and purification via sewage treatment plants (RWZI) Waterschappen De Dommel, Brabant Delta and De Stichtse Rijnlanden)	No
	G4-EN27	Environmental impact limiting activities and results	Reduction of CO <sub>2</sub> emissions by 5.0% compared with 2015 (CO <sub>2</sub> emissions per kg final product). See also page 37 and KPI summaries	No
	G4-EN28	Percentage of products / packages collected and reused	Not reported	No
	G4-EN29	Penalties and fines for environmental offenses	No fines imposed in this context	No
	G4-EN30	Environmental impact logistics (overall)	KPI overviews	No
	G4-EN31	Expenditure to protect and restore the environment	Not reported	No
	G4-EN32	Percentage of suppliers tested	Not reported	No
	G4-EN33	Negative impact on the environment	Not reported	No
	G4-EN34	Number of complaints regarding the environment	Not reported	No
<b>Labour</b>	G4-LA1	Number of new employees and turnover per employee	Not reported	
	G4-LA2	Conditions provided to full-time permanent employees not offered to part-time or temporary employees	No deviating conditions; Conditions for fixed and temporary staff are the same	No
	G4-LA3	Return following parental leave	Not reported	No
	G4-LA4	Minimum reporting period in case of significant changes	In line with collective agreement	No
	G4-LA5	Percentage of employees actively involved in health and safety	Through H&S consultation, working groups, in-house emergency response members, prevention staff and counsellors all employees are directly and / or indirectly represented	No
	G4-LA6	Absenteeism	See management review 2016 and page 31	No
	G4-LA7	Employees at high risk of diseases related to their work	None	No
	G4-LA8	Formal Health & Safety agreements	Arrangement of H&S Management System in accordance with OHSAS 18001 and applicable laws and regulations	No

Category	Indicator-code	Description	Explanation	External Assurance
	G4-LA9	Average number of training hours per year	See 2016 management review	No
	G4-LA10	Number of programs for employee development	See page 31 Van Loon Campus	
	G4-LA11	Percentage of employees who undergo performance and appraisal conversations	Performance and evaluation discussions have been conducted with 100% of the permanent employees.	No
	G4-LA12	Personnel structure	See page 31	No
	G4-LA13	Ratio of basic salaries of men and women	Salary building according to collective agreement (Butchers, Meat, Meat Products). In 2012, Van Loon Vlees made a separate salary structure for non-collective agreement positions.	No
	G4-LA14	Number of vendors screened for working conditions	None	No
	G4-LA15	Negative effects of working conditions in the supply chain	None known	No
	G4-LA16	Number of complaints regarding working conditions	Not reported	No
<b>Human rights</b>	G4-HR1	Percentage and number of agreements concluded of which human rights clauses are a part	All employment agencies with which the Van Loon Group cooperates conform to the BSCI Code of Conduct	No
	G4-HR2	Number of training sessions and time spent on staff training in the context of human rights policy and procedures	N/A	No
	G4-HR3	Number of incidents of discrimination and actions taken	No incidents	No
	G4-HR4	Activities and suppliers where the right to union association (trade union) has been under pressure	No activities known	No
	G4-HR5	Activities and suppliers in which child labor can be / is a factor	No activities known	No
	G4-HR6	Activities and suppliers where forced labor (may) play a role	No activities known	No
	G4-HR7	Percentage of staff trained in the field of human rights	N/A	No
	G4-HR8	Number of incidents involving the rights of indigenous employees and close communities	No incidents	No
	G4-HR9	Number of cases of human rights research	None	No
	G4-HR10	Number of new suppliers screened in relation to human rights	All employment agencies with which the Van Loon Group cooperates conform to the BSCI Code of Conduct	No
	G4-HR11	Negative effects on human rights in the supply chain	None known	No
	G4-HR12	Human rights related complaints	None	No



Category	Indicator -code	Description	Explanation	External Assurance
<b>Society</b>	G4-SO1	Programs to promote relationships, impact environment	Proactive consultation with local authorities has been conducted in the context of potential environmental issues (eg noise and odour). Within the Code of Practice, attention has been paid to a healthy relationship with primary companies' direct environment.	No
	G4-SO2	Activities with current or potential negative effects on local communities	None known	No
	G4-SO3	Number of activities evaluated for risks related to corruption / bribery	Code of Conduct, participation Supply Chain Initiative	No
	G4-SO4	Communication and training on anti-corruption and bribery	Code of Conduct, participation Supply Chain Initiative	No
	G4-SO5	Number of reported bribery / corruption incidents	None	No
	G4-SO6	Contributions (financial) to political parties, politicians	None	No
	G4-SO7	Number of legal procedures in the field of monopoly and competition issues	None	No
	G4-SO8	Consequences (including financial) of non-compliance laws and regulations	No known consequences	No
	G4-SO9	New suppliers investigated on impact society	None	No
	G4-SO10	Possible negative impact on society in the supply chain and actions undertaken	None known	No
	G4-SO11	Complaints regarding negative impacts on society	None	No
<b>Product responsibility</b>	G4-PR1	Phases in production chain involving safety and quality	All production sites certified according to IFS, involving all phases from supplier selection, purchasing, R & D, storage, production, sales, etc. to logistics / delivery to the customer. For the primary sector, stringent agreements have been made towards food safety and quality (including IKB and GMP +). See also page 13	Yes, IFS
	G4-PR2	Complaints	See management review	Yes, IFS
	G4-PR3	Consumer information on product	Information about origin, composition, method of preparation, etc. in accordance with applicable (EU) laws and regulations and in accordance with the requirements of the customer. A QR code provides direct information about the origin of the meat	Yes, IFS
	G4-PR4	Number of complaints/reprimands regarding labelling products	See management review	Yes, IFS
	G4-PR5	Customer satisfaction	See management review	Yes, IFS

Category	Indicator -code	Description	Explanation	External Assurance
	G4-PR6	Sales of prohibited or dubious products (compliance with food safety legislation)	All locations are GFSI certified (IFS or BRC) and Better Life. For this reason, these locations are regularly inspected by NVWA, (the Dutch Food and Wares Authority), Stichting Beter Leven, Stichting Skal and IsaCert. Where compliance laws and regulations are a "basic condition for the right of existence"	Yes, IFS, Skal, CBD
	G4-PR7	Number of incidents in the field of (voluntary) disclosure of customer information	See management review	Yes, IFS
	G4-PR8	Number of incidents of customer privacy infringement	None	No
	G4-PR9	Financial value number of fines / claims related to non-compliance with laws and regulations	See management review	No
<b>Food Processing</b>	G4-FP5	Percentage of production produced in a location certified for food safety standards	100% GFSI (IFS)	Yes, IFS
	G4-FP6	Percentage of sales volume with significantly lower fat content (saturated, trans), sugar, salt, etc.	Page 12,13	No
	G4-FP7	Percentages of sales volume with significantly higher fiber content, vitamins, minerals, etc.	Page 12,13	No
	G4-FP8	Policy and execution of information to customers about ingredients and health claims beyond legal requirements	Information about ingredients and health claims etc. is done in accordance with applicable EU legislation and in close consultation with the relevant customer	No
<b>Animal welfare</b>	G4-FP 9	Percentage of kept / processed animals in relation to initiatives to improve animal welfare	Page 18	Yes, CBD / Verin
	G4-FP 10	Policies and actions related to animal interventions	See Code of Practice Pigs (meets Beter Leven 1-Star and Varken van Morgen) standards and Code of Practice Round (meets Better Leven 2-Star) standard.	Yes, CBD / Verin
	G4-FP 11	Percentage of animals kept per holding system	Page 18	No
	G4-FP 12	Policies and actions for antibiotic use, hormones, growth promoters	See Code of Practice. Also see page 12	No
	G4-FP13	Number of incidents for non-compliance with laws and regulations in the area of Transport, treatment and slaughter of animals	No related incidents	Yes, CBD / Verin



# Van Loon Group

Ekkersrijt 8825  
5692 JW Son  
The Netherlands

T +31(0)499 37 88 31  
F +31(0)499 32 70 99  
info@vanloongroup.com

[www.vanloongroup.com](http://www.vanloongroup.com)