

A black and white cow stands in the foreground of a lush green field. In the background, several wind turbines are visible against a blue sky with scattered clouds. Other cows are grazing in the distance.

# Our sustainability ambitions.





# Hoogwegt's key sustainability pillars.



environmental  
impact

**Carbon-neutral dairy for our customers.**

**1**



food safety

**Best in class on food safety.**

**2**



people &  
communities

**Giving back to people & communities.**

**3**





# 1

Our mission:

**a carbon-neutral  
Hoogwegt &  
carbon-neutral  
dairy for our  
customers.**



## **We've started with our selves: Scope 1 & 2**

At Hoogwegt we are always looking at ourselves first to see where we can improve. Therefore, we've started with calculating our own Carbon Footprint.

### **Scope 1 & 2:**

**2022:** 1134,7 MT CO<sub>2</sub> equivalent has been measured

**2023:** Emissions have been offset and first reductions have been realized

### **Scope 3:**

**2023:** Employee Commute, Business Travel and Office Supplies will be calculated and verified

## **Transparency and choice for customers and consumers.**

Someday soon, every dairy product on every supermarket shelf will contain clear, comparable information on its CO<sub>2</sub> footprint – including the amount of carbon emitted during production and transportation.

At Hoogwegt, our role – as we see it – is to provide our customers with an extensive range of carbon-neutral dairy options and to remove the complexity and obstacles around sustainable product sourcing.

### **Step one**

Develop a dedicated sustainability platform that quantifies and states the carbon footprint of the dairy ingredients we source according to Greenhouse Gas (GHG) Protocol and ISO 14067 norms.

### **Step two**

Through increased information and awareness, build a path to optionality for our customers: the freedom to make sustainability-driven decisions about the products they source, where they are produced, and how they are transported.



# 1

## We have a firm dot on the horizon:

### Mid 2023

Offer a comprehensive portfolio of products for which the CO<sub>2</sub> equivalency is known and verifiable.

### Early 2024

Enable our customers to select carbon-neutral dairy options from our portfolio.

## Building a community of low-impact suppliers

To offer choice to every customer and for every product, we first need a critical mass of low-impact suppliers of dairy products and ingredients. We are taking action to make this happen:

Working with our supplier communities to identify, execute, and validate carbon-reduction projects at a farm and factory level.

Assessing our suppliers' projects and converting their positive impact into CO<sub>2</sub> equivalents that can be easily quantified and compared.

Bringing projects to the attention of our customers through our digital platform – so they can actively participate in carbon-reduction programs as enablers and financiers.



environmental  
impact

## Enabling and accelerating our ambitions

- As part of our digital transformation program, we will develop a new digital data and interface infrastructure that will drive environmental impact awareness and optionality for Hoogwegt customers around the world.
- At the core of our digital program is an interactive data portal – this will include a comprehensive sustainability platform where customers can quickly obtain quantifiable, comparable data on the CO<sub>2</sub> impact of the entire supply chain.

# 1

## We are advancing low-carbon solutions through our networks and value-chain partnerships:

### Rabo Carbon Bank (launching partner)

Harnessing carbon farming, supply chain decarbonization, and other climate-smart propositions to remove up to 1 gigaton of CO<sub>2</sub> from the atmosphere by 2030.



### Sustainability Dairy Partnership (full implementation member)

Helping to align our sustainability approach in an uniform and harmonized way of working and ensure we are taking the right steps for our customers and stakeholders.



### Alternative protein sources

Working with our joint-venture partners to commercialize innovative plant-based and hybrid solutions that can meet the world's protein needs in a sustainable, healthy way.

# 2

## Best in class on food safety.



By mid-2023, we will have a best-in-class, globalized food safety assessment program in place, based on Global Food Safety Initiative (GFSI) standards.

We will achieve this by:

- Maintaining our Safety always –promise to customers and consumers
- Taking responsibility for preventing food safety risks throughout our supplier networks and locations
- Fostering transparency by passing on critical food safety information to our customers
- Maintaining tight control over our warehousing and transport operations
- Training all our employees to identify and anticipate risks





# Giving back to people & communities.

For the past 50 years, our communities have been the foundation for our growth. Now it is our turn to give back.

## Empowering individuals with difficulty accessing employment

In partnership with programs such as the Refugee Talent Hub, we are supporting local refugees, including by offering opportunities within our own workforce.

By mid-2023, we aim to employ at least one person from a disadvantaged background at a rate of at least 2% of our total workforce.

## Expanding our partnerships with knowledge institutions

Hoogwegt Group is partnering with leading universities of applied sciences in the Netherlands and worldwide.

Through a combination of courses, trainings, and work placements, we can help bright students – the industry innovators of tomorrow – apply their ideas in a real-world industry context.

# Our achievements so far.



## environmental impact

- First products with calculated CO<sub>2</sub> footprint per kg product
- Scope 1 and 2 of Hoogwegt determined and verified
- Co-Founder of Carbon bank



## food safety

- 13 GFSI food safety audits passed; all with high score



## people & communities

- Mentor program established where Hoogwegt employees coach refugees
- Two of our vacancies filled via refugee program
- Partnership Wageningen University on sustainability



**We add  
vision & value.**



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