



# SUSTAINABILITY STRATEGY



# Intro

Our ambition is to provide high-quality nutritious products that are produced with the utmost care for people and the planet. In this way, we contribute to a sustainable future for generations to come.

## Protecting our planet

- Taking science-based climate action
- Better packaging
- Promoting biodiversity and animal welfare in our supply chain



## Care for people

- Creating a safe and engaging workplace
- Ensuring prosperity for our dairy farmers



## Nutritious food for all

- Being a leader in food safety and quality
- Promoting better nutrition



# Protecting our planet





We are determined to combat climate change and reduce greenhouse gas emissions, in line with the goals of the United Nations Paris Climate Agreement. We thoughtfully design our packaging to help prevent waste on land and in our oceans. Furthermore, we take responsibility for the impacts on nature within our supply chain by upholding high standards for sustainable sourcing.

## 1. Taking science-based climate action

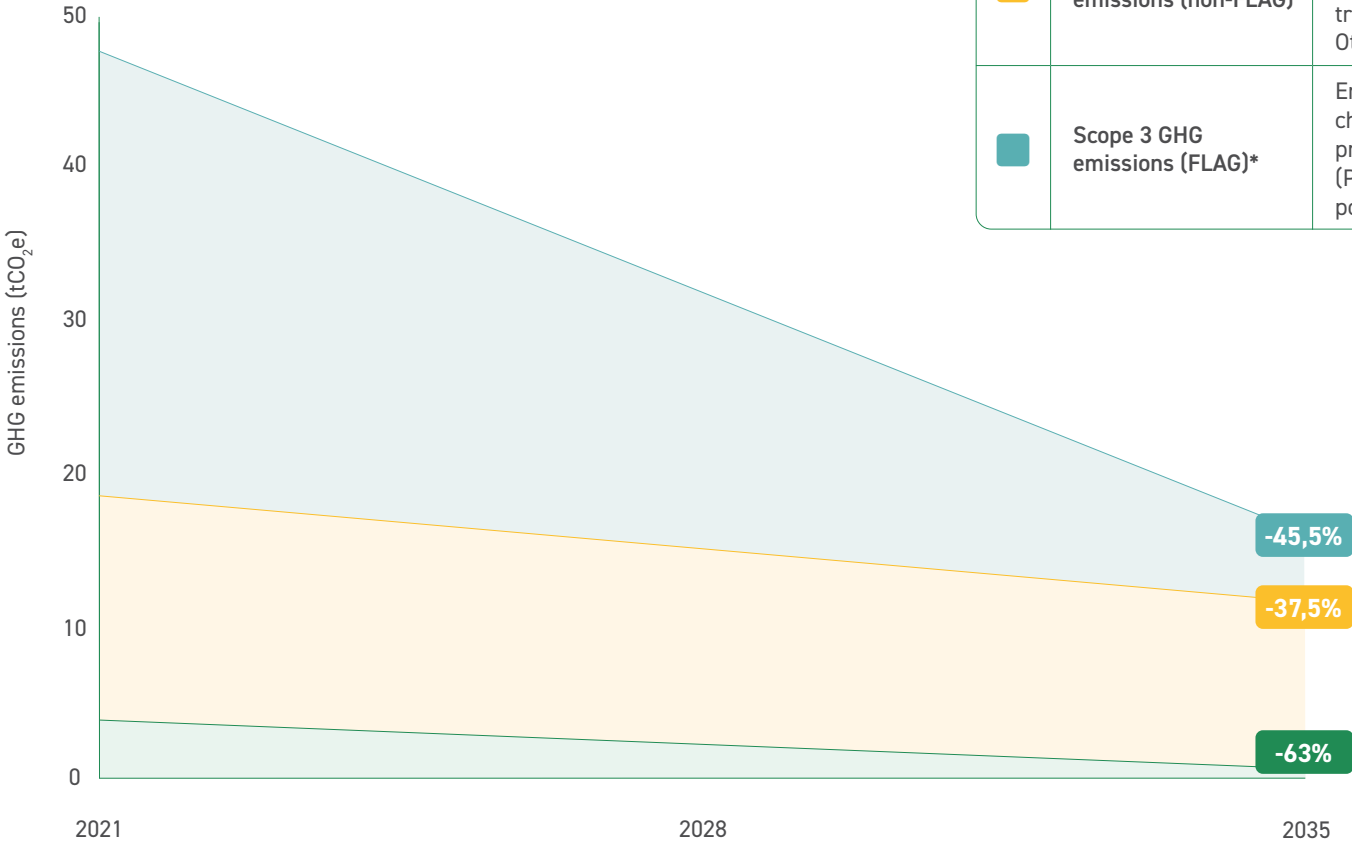
### At Pur Natur we are committed to

- **Enhancing energy efficiency in all operations.**
- **Increasing the share of renewable energy** in our operational energy mix and installing on-site renewable energy systems where feasible.
- **Reducing greenhouse gas emissions:**
  - Reduce absolute scope 1 and scope 2 emissions through energy optimization and renewable energy deployment.
  - Reduce absolute scope 3 emissions through proper waste management, sustainable packaging solutions, use of sustainable raw materials and optimization of transport of incoming goods and outgoing finished products.

### We track our progress using the following KPIs

 <p>Energy consumption and mix</p>	 <p>Renewable energy production</p>
 <p>Share of renewable sources in total energy consumption</p>	 <p>Greenhouse gas emissions (scope 1, 2 and 3)</p>

# Our greenhouse gas emissions reduction targets by 2035



Scope	Scope description	Target
Scope 1 & 2 GHG emissions	Own operations	-63%
Scope 3 GHG emissions (non-FLAG)	Categories 1 (Purchased goods & services), 4 (Upstream transportation and distribution) and 9 (Downstream transportation and distribution). Other categories are excluded.	-37,5%
Scope 3 GHG emissions (FLAG)*	Emissions coming from land use change, deforestation and agricultural practices related to Category 1 (Purchased goods: milk and milk powders).	-45,5%

\*The target includes FLAG emissions and removals.



## 2. Better packaging

### At Pur Natur we are committed to

- Fostering **innovation in sustainable packaging** solutions, aligning with the 9 circular economy “R” strategies: Refuse, Rethink, Reduce, Reuse, Repair, Refurbish, Remanufacture, Repurpose, and Recycle.
- **Reducing environmental impacts** by designing packaging that eliminates unnecessary packaging and minimizes material use.
- **Reducing the use of virgin resources**, and relatively increasing the use of recycled resources.
- Using **renewable resources** where possible and source these resources sustainably.
- Enhance reusability and **recyclability of packaging** to prevent waste.



### We track our progress using the following KPIs



Overall **weight** of packaging materials used



Percentage of **renewable** packaging materials used



Percentage of renewable packaging materials that is **sustainably sourced**



Percentage of recycled **packaging materials** used



Percentage of recyclable **content** in packaging

### 3. Promoting biodiversity and animal welfare in our supply chain

#### At Pur Natur we are committed to

- Sourcing **sustainably certified** raw materials and packaging: we view certification as a valuable tool in our approach to promoting biodiversity and animal welfare. While not the sole solution, it serves as a baseline to promote responsible practices and enhance transparency within our supply chain.
- We source certified organic milk, cream, fruits, milk powder and sugar - thereby contributing to the target of EU Biodiversity Strategy for 2030 that at least 25% of agricultural land is under organic farming management<sup>1</sup>. Organic certification also requires that strict rules are applied for animal welfare<sup>2</sup>.
- We source 100% FSC<sup>®</sup> certified paper and cardboard for our packaging, ensuring that these materials used in our packaging originate from well-managed forests, controlled sources or recycled materials<sup>3</sup>.
- Sourcing from **Belgian milk producers**. These producers are all IKM-QFL (Integrale Kwaliteit Melk - Qualité Filière Lait) certified. IKM-QFL is the national quality assurance system for dairy farming with strict rules on animal welfare<sup>4</sup>.

#### We track our progress using the following KPIs



Share of **certified organic dairy** in total purchased dairy volume



Percentage of FSC<sup>®</sup> **certified paper & cardboard** packaging materials



<sup>1</sup> [https://agriculture.ec.europa.eu/farming/organic-farming/organic-action-plan\\_en](https://agriculture.ec.europa.eu/farming/organic-farming/organic-action-plan_en)

<sup>2</sup> <https://eur-lex.europa.eu/legal-content/NL/TXT/?uri=CELEX:32018R0848>

<sup>3</sup> <https://my.fsc.org/my-en/contribute-to-and-benefit-from-responsible-forestry/choose-fsc>

<sup>4</sup> [https://www.mcc-vlaanderen.be/sites/default/files/IKM\\_lastenboek\\_versie10\\_01-01-2020.pdf](https://www.mcc-vlaanderen.be/sites/default/files/IKM_lastenboek_versie10_01-01-2020.pdf)

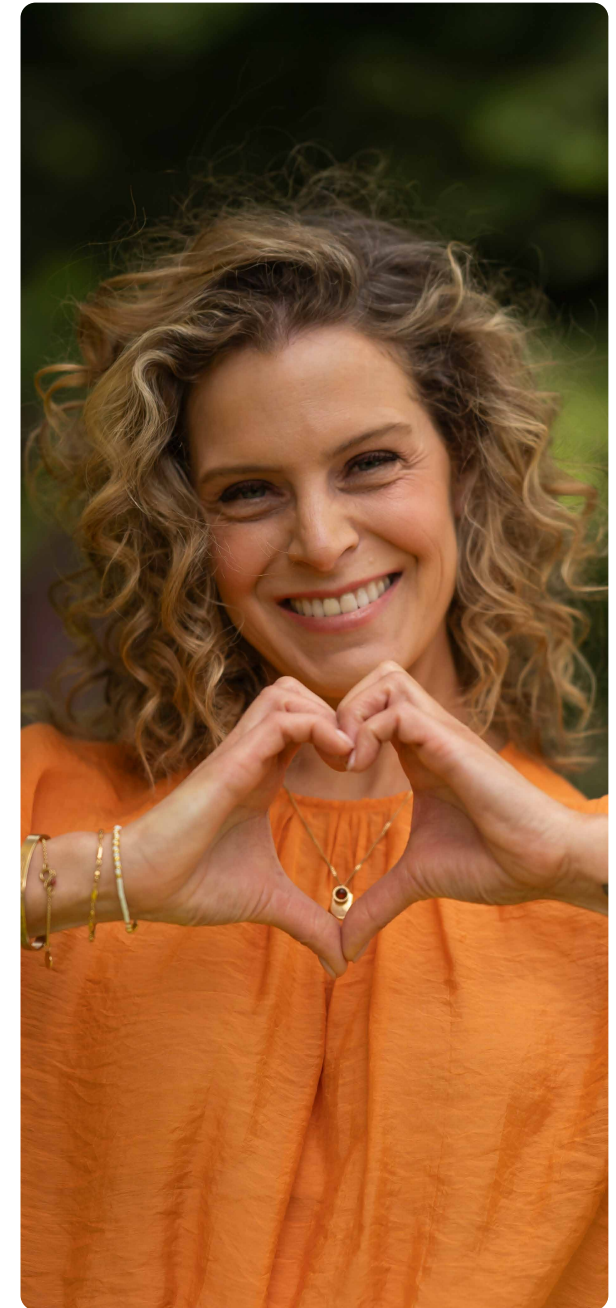
# Care for people

Our goal is to create a workplace where employees feel safe, respected and motivated to contribute to the organization's success. We ensure a healthy and safe working environment for our employees, non-employees and contractors, and are committed to maintaining fair labor and employment conditions. Our commitment goes beyond the boundaries of our company. We build honest, long-term partnerships with our dairy suppliers to promote shared prosperity and sustainable growth.

## 1. Creating a safe and engaging workplace

### At Pur Natur we are committed to

- **Respecting and reinforcing human rights,** including labor rights: we are committed to respecting international labor standards within our own operations. Our commitment is based on the UN Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work and the OECD Guidelines for Multinational Enterprises.
- **Providing a safe and hygienic working environment for all our workers.** We take adequate steps to prevent any workplace accidents or injuries by minimizing, as far as reasonably practicable, the causes of hazards inherent to our working environment and activity.
- **Supporting the professional development for all employees:** we provide trainings and offer varied and practical opportunities for on-the-job learning, participation in development projects and job rotation.
- **Engaging with employees and their representatives:** we ensure that direct and frequent communication is established in the workplace.
- **Eliminating any form of discrimination,** including harassment.
- **Providing appropriate remediation** to employees where we have identified that we have caused or contributed to a negative impact.



We track our progress using the following KPIs



Share male and female employees



Rate of employee turnover



Average number of training hours per employee



Percentage of employees that participated in regular performance and career development reviews



Percentage of employees that took family-related leave



Number and rate of recordable work-related accidents



Number of calendar days lost to work-related injuries and fatalities from work-related accidents



Number of fatalities as a result of work-related injuries



## 2. Ensuring prosperity for our dairy farmers

### At Pur Natur we are committed to

- Sourcing from **Belgian dairy farmers**, which not only guarantees the freshness and quality of our products but also supports the national economy and reinforces our dedication to local agriculture.
- **Paying our dairy farmers punctually** on the 20th of each month.

### We track our progress using the following KPIs



Percentage of payments aligned with standard payment terms

# Nutritious food for all

Quality and safety for our consumers is our top priority. At Pur Natur we believe that food safety is never to be compromised. Next to that, our objective is to contribute to the quality of life of consumers every day and everywhere by offering healthier and tastier food.

## 1. Being a leader in food safety and quality

### At Pur Natur we are committed to

- Ensuring all our manufacturing operations are **GFSI (Global Food Safety Initiative)-certified**. GFSI guarantees that we are operating with a structured, comprehensive, and effective food safety program<sup>5</sup>.
- **Setting standards** and requirements that apply to our suppliers, our own factories, transportation, and distribution.
- Having a **traceability system** in place to ensure that products are tracked at each step of the value chain.
- Monitoring **consumer and customer feedback** to proactively address potential food quality or food safety issues.
- Continuously **challenging ourselves to improve** the quality management system.

### We track our progress using the following KPIs



Percentage of sites  
with GFSI certification



Number of product  
quality complaints

<sup>5</sup> <https://mygfsi.com/who-we-are/overview/>



## 2. Promoting better nutrition

### At Pur Natur we are committed to

- Offering **delicious organically certified** dairy products. Dairy products are high in protein, calcium and vitamins D, B12 and B2<sup>6</sup>. Organically certified dairy means no use of antibiotics, synthetic growth hormones, GMOs, or pesticides<sup>7</sup>.
- **Investing in R&D** to innovate and renovate our products.
- Expanding our **nutritious product offerings**.
- **Promoting a healthy lifestyle** to consumers through various media channels.

<sup>6</sup><https://nutritionsource.hsph.harvard.edu/dairy/>

<sup>7</sup><https://eur-lex.europa.eu/legal-content/NL/TXT/?uri=CELEX:32018R0848>

### We track our progress using the following KPIs



Share of certified organic dairy in total purchased dairy volume



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