



**CSR**  
***Annual report***

**2019**





## *Preface*

# *CSR annual report*

Here is the first CSR annual report in which we proudly look back at what Remia has achieved with respect to its Corporate Social Responsibility. Corporate Social Responsibility (CSR) is now an indispensable part of the daily business operations of our dynamic family firm. Remia has formed a CSR team which has developed the CSR policy and set objectives in consultation with the stakeholders (including suppliers and customers) with respect to health, ingredients, energy consumption, waste and water reduction.

The CSR team monitors the status of these objectives and other projects and produces a CSR annual report. Besides including a review of our CSR-related efforts, this CSR annual report also looks ahead at our plans in 2020.

Remia is a company which is very conscious of its corporate social responsibility. Developing and commercialising high-quality products, but also sustainable products which contain fewer calories, less salt and less sugar, which also have a minimum impact on our environment.

At the beginning of 2017, we therefore became the first sauce factory in the Netherlands with carbon-neutral production.

In 2018, we decided to structure our CSR efforts, make them measurable and monitor the progress of our activities. For that reason, we wanted to get our CSR activities certified and we chose the CSR performance ladder for this purpose. After a period of preparation, in 2019 Remia was audited and certified for the CSR performance ladder level 3. The Sedex audit was successfully completed back in 2018.

Enjoy your reading!

Karel de Rooij  
Managing Director



# Remia, makers of good taste since 1925

As a leading maker of sauces, dressings and fats, Remia has grown into one of the most important and innovative manufacturers in the food industry. Our delicious sauces and other flavourings, high-profile campaigns, product and packaging innovations have made Remia a strong brand. Remia's success is based on its deeply rooted entrepreneurial attitude. This attitude is characterised by independence, a no-nonsense approach and continuous innovation, which enable us to respond to developments in the market.

Remia is a dynamic family-run firm where over 400 employees work on the best products every day. For many years, a wide range of sauces, margarines and frying fats have been produced in Den Dolder. In the sauce heart of the Netherlands, Remia manufactures products which are used by consumers and food professionals in the Netherlands and the rest of the world every day.

## Sustainability is a key value for Remia

We view sustainability in a broad context. It's about the impact we have on the environment, but equally important is our impact on society. Remia is a social enterprise. We strive to establish long-term relationships with employees, customers and suppliers.

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***'We view sustainability in a broad context. It's about the impact we have on the environment, but equally important is our impact on society.'***

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# CSR policy

With respect to corporate social responsibility, Remia is very conscious of its position as a role model and takes due responsibility for this.

Corporate Social Responsibility (CSR) is inextricably linked with Remia's culture. Care for people, planet and profit fits with a policy that is focused on continuity for the company, employment for its workforce and product quality for our buyers. The definition that Remia applies to its CSR policy is: 'Developing and implementing policy within the dimensions of People, Planet and Profit, focused on sustainability and on contributing to social welfare in the longer term, taking relevant stakeholders into account.'

The CSR policy is embedded in the organisation's strategy and fits with the Remia's key sustainable value. With our CSR policy, we set concrete goals with respect to energy consumption, waste management and water consumption. In their operations, our suppliers must limit their environmental impact, improve animal welfare and manage

their personnel responsibly. We also have an active policy to reduce salt, sugar and saturated fat in our products.

## CSR organisation

The CSR policy is embedded in the organisation.

The Q&A manager has CSR in his portfolio and represents the management board for these sustainability subjects.

A CSR team, including representatives from the various disciplines in the Remia organisation, has elaborated the CSR policy and implements the objectives (KPIs) which have been established with the stakeholders.

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***'Developing and implementing policy within the dimensions of People, Planet and Profit, focused on sustainability and on contributing to social welfare in the longer term, taking relevant stakeholders into account.'***

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# Certificates, norms and codes

Remia is certified according to the CSR Performance ladder level 3. The CSR Performance ladder is in line with existing management systems in the field of quality, the environment, safety and working conditions which are applied at Remia.

By means of this certification, we show our social commitment to sustainable innovation in a concrete, objective and demonstrable way. The goals that emerge from the certification are incorporated in our annual plans. Our objective is not only about managing and safeguarding, but also about raising our joint CSR ambitions to a higher level.

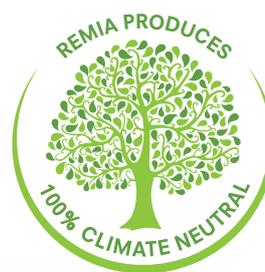


*'Our objective is not only about managing and safeguarding, but also about raising our joint CSR ambitions to a higher level.'*

## Carbon neutral

Remia has undertaken multiple initiatives to reduce its CO<sub>2</sub> emissions. For example, we have made significant investments in solar panels and we only use green electricity and green gas.

For this, Remia participates in a windmill park by means of Gold Standard certificates, but other measures have also been taken such as reducing transport movements by road and using residual heat from the factory. These initiatives have since resulted in our manufacturing operations being carbon neutral.



# CSR goals (KPIs)

With respect to corporate social responsibility, Remia is very conscious of its position as a role model and takes due responsibility for this.

## Monitoring energy consumption per kg, focusing on sustainable energy and energy efficiency, continuing to ensure 100% carbon neutral production

This theme is an important topic at Remia and is frequently addressed with our stakeholders. Remia reports an energy dashboard and has had 100% carbon neutral production since 2017 through a combination of projects on energy efficiency, green power, CO<sub>2</sub> compensation for gas consumption and its own solar panel park.

*In 2019, Remia extended the number of solar panels by 1,600.*

KPI status



KPI status



## Efficient use of water and reduce water consumption

Remia has set itself the goal of limiting its own water consumption. The water consumption of our automatic CIP (Cleaning in Place) procedure is revealed and monitored. As a result of more efficient production planning, we have managed to reduce the number of CIPs a week and thus keep our water consumption in check. We also require our suppliers to use water carefully and efficiently. This is recorded in the Remia Code of Conduct, which our suppliers must also sign.

## Reduction of Waste and recycling of waste substances

For many years, separating and reducing waste has been an important objective in Remia and fits well with the ideas and wishes of our stakeholders. In addition, 77% of the packaging that Remia brings on the market is recyclable.

*In 2019, 47 tons of back labels were recycled. New labels will be made from the back labels and the silicone component will also be separated and reused for other purposes. This form of recycling generated CO<sub>2</sub> savings of 95 tons.*

KPI status



KPI status



With their activities, suppliers should aim to limit their environmental impact, improve animal welfare and responsibly manage personnel

Remia wants to work with suppliers who distinguish themselves in this area. Several important suppliers were also included in the stakeholder analysis. The Remia Code of Conduct addresses this theme and has been sent to all suppliers.



***'By being an active member of the FNLI, Remia is committed to the renewed requirements for sugar and salt reduction in food products.'***

KPI status

**Remia reduces salt, sugar and saturated fat in its products**

The discussion about salt, sugar and fat reduction in food products is very topical. Remia accepts its responsibility in this and for a long time has been marketing light variants such as Frites sauce 5.0 and half-fat Frites sauce. Another example is the recently introduced Zero Dressings which contain 0% added sugar and 0% fat. By being an active member of the Dutch Food Industry Federation (FNLI), Remia is committed to the renewed requirements on sugar and salt reduction in food products and has an active product development policy to ensure that its products fall within this norm.





# Plans 2020

In 2020, we will launch various initiatives relating to energy saving and waste management, which should produce further improvements in the sustainability of our enterprise.

**Explore how to expand the recyclability of our packaging based on the guidelines of the Netherlands Institute for Sustainable Packaging (KIDV):**

- Apply washable glue for all labels
- Provide sleeves with a zip closure
- Replace silicone membranes from all tubes with alternative recyclable material
- Replace coloured PET bottles with transparent ones
- Use detectable black packaging

**Explore ways to make the packaging used even lighter**

**Explore whether it is possible to collect 10-litre buckets in collaboration with the partners in the logistics chain.**

**Investigate whether it is possible to make 100% use of locally obtained green energy**

**Improve how residual PET and PE/PP waste is separated and thus reduce the amount of residual waste by 30%**

**Draw up an energy savings plan (EBP) 2021 - 2025**

**Efficient use of condensation water**

**Increase use of LED lights from 30% to 50% in 2022**

**Reduce sugar and salt levels in Remia Frites sauce and ready-made Satay sauce.**



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