



CSR Annual report 2023



Preface

CSR annual report

2023 was a good but challenging year for Remia. Besides the rising demand for our sauces, sales of margarines and frying fats were slightly under pressure.

The soaring demand for sauces required us to deploy the maximum available capacity on several lines. The fact that we were successful and were largely able to deliver to our customers on time is testament to the entire Remia organisation. However, it does not detract from the fact that the rising demand for sauces also had an impact on our CSR goals for energy and water consumption. The good news is that Remia started 2023 by mapping our 'Scope 3' emissions and has now analysed our total carbon footprint. This means that we can now calculate the carbon footprint for all our individual products for 2024. We have also been able to take steps relating to product improvement. For example, our ZERO retail range has been extended and we have increased the number of plant-based products in our Food Service range. Various initiatives were also rolled out for our employees to promote health and a healthy work environment. In short: in 2023 Remia raised sustainability to a higher level. You can read all about this in this CSR annual report.

Enjoy your reading!

Karel de Rooij
Managing Director



Remia, passion for flavour since 1925!

Remia is a dynamic, independent family-run business, where around 500 employees work every day with passion on the best and tastiest products! 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.

Flavour maker with a mission

Obviously, with a complete range of sauces, dressings, margarines and frying fats in innovative packaging and many taste variations, we want to inspire and add flavour to enrich every relevant meal. Which is why we continue to innovate! We make the tastiest products and strive for continuous improvement and innovation of our products. Also important is the way in which we make our products.

All according to the highest quality standards for which we are certified.

Sustainability is an essential core value

Sustainability is an important core value and Corporate Social Responsibility is inextricably linked to the Remia culture. With our CSR policy, we set concrete goals relating to energy consumption, water consumption

and waste management, improving our packaging and increasing the recyclability of the packaging. In addition, we also have an active policy in place to reduce salt, sugar and calories in our products and to offer plant-based alternatives. Success depends on the commitment of our employees, so Remia devotes a lot of energy to improving the welfare of its employees and encouraging their personal development through training programmes. Since 2019, we have been certified in accordance with the requirements of the CSR Performance Ladder level 3.

In addition, our sustainability is in line with the Sustainable Development Goals of the United Nations. For Remia, this concerns the following goals:



In 2023, we also started with Scope 3 to calculate the carbon footprint for the chain. Remia's carbon footprint has now been established, enabling us to calculate the carbon footprint at product level.



Energy consumption



Remia wants to manage energy consumption sustainably. We monitor the energy consumption per kg of product and focus on sustainable energy, energy efficiency and 100% climate-neutral production. Remia only uses European wind energy!

In 2023, we took various measures to reduce the energy consumption per kilo of product. We further extended the use of LED lighting in our factories and offices. 90% of the lighting is now LED lighting.

Remia is moving away from natural gas. We are currently exploring how we can abandon the use of fossil fuels and switch entirely to electricity. For example, we plan to replace the current steam boilers with electric steam boilers. To meet the future need for electricity, we will invest heavily in the necessary infrastructure.

Remia has undertaken multiple initiatives to reduce its CO2 emissions. Partly due to the use of 4,799 solar panels

and the use of our own generated solar energy and wind energy, our production has been climate neutral since 2017. We were certified for this in 2022, and we comply with the Greenhouse Gas Protocol.



"Remia production is **100% climate neutral!**"



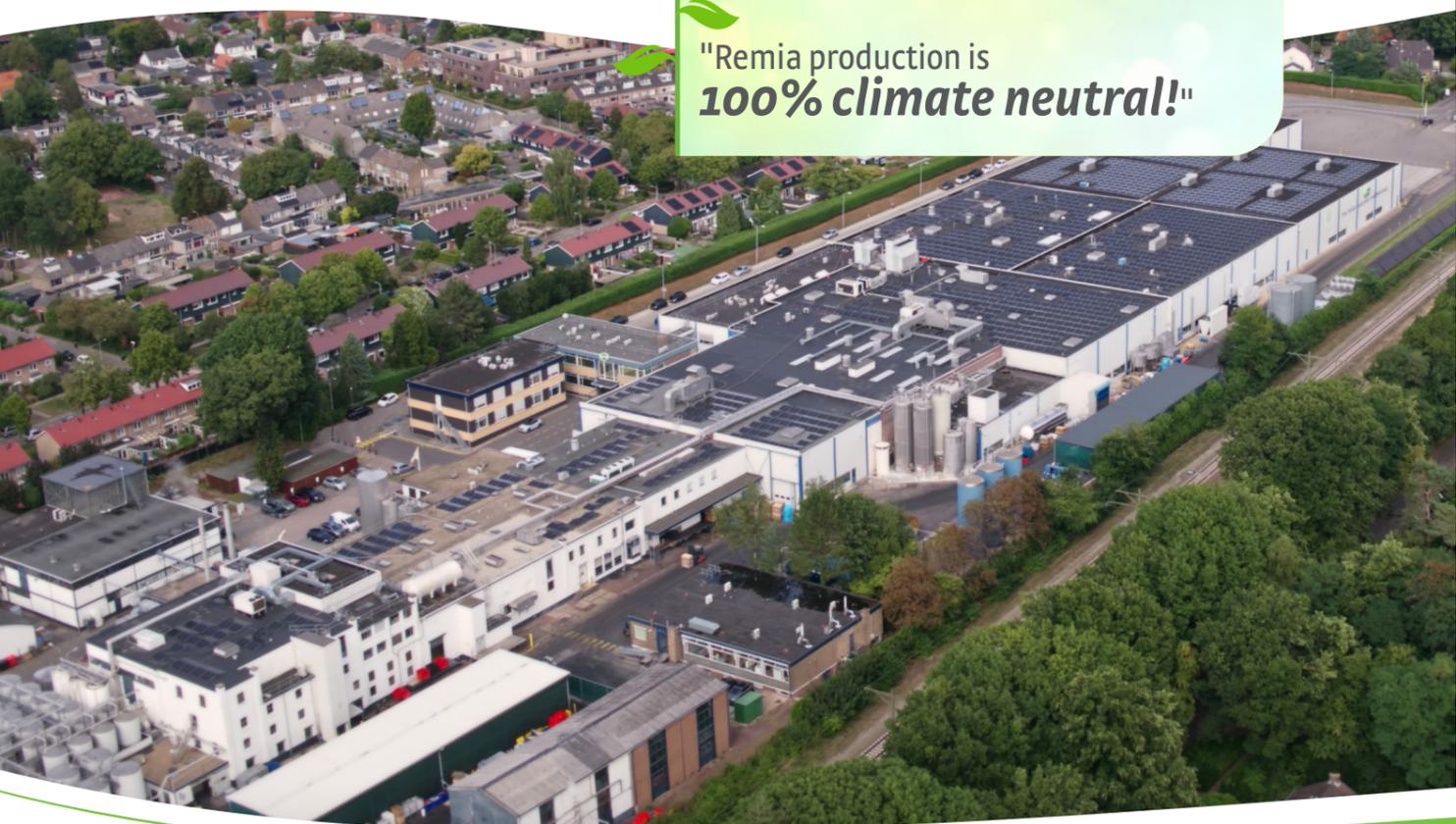
Water consumption

Remia has set itself the goal of limiting its own water consumption. The water consumption of our automatic CIP (Cleaning in Place) procedure has been revealed and is monitored.



A strong increase in sauce production and the reduction of margarine/fat production in 2023 has created a different balance in water consumption. More water is used in the sauce factory and less in the margarine factory. This means that our total water consumption has increased (7%) but water consumption per kilo product

has only risen by 0.2%. Due to the increase in sauce production, slightly more CIPs were planned. We also expect our suppliers to moderate their water consumption as much as possible. This is recorded in the Remia Code of Conduct, which is signed by our suppliers.





Waste management

Separating and collecting waste is an important objective. Various initiatives were taken for this. The separation of paper, glass, plastic and steel, as a result of which these can be easily recycled, is a standard procedure at Remia.

A good example is the collection of our paper backliners on which our labels are delivered. Last year, we collected 41.8 tons of backliners which were then recycled. The paper from these backliners is used to produce new labels and even the silicon component is separated and reused. This saved 79 tons of CO2. This project has now been extended to the PET backliners.

However, the increase in our sauce production has unfortunately created more residual waste. On the other hand, we reduced the amount of plastic waste by 35%. Several parties are currently studying how to further reduce the total percentage of residual waste.

It is an important goal of Remia to only use fully recyclable packaging. To achieve this, we work closely with our suppliers. In 2023, we were able to take more steps to make our consumer packaging 100% recyclable. For example, we developed a fully recyclable tube for the Remia Salata dressings, while our PET bottle for the Remia American BBQ Sauces are now also recyclable. A project has now also been launched to make the Yildriz sauce tube recyclable. This will be completed in mid 2024, when all consumer packaging of our brand products will be recyclable. 97.4% of the packaging that Remia brings on the market is now recyclable.



We are also an active partner in the Fire-Off initiative of Dijkstra Plastics. Together with the chain partners, we encourage the end processors to collect used packaging buckets and cans for mechanical recycling. By recycling buckets and cans, the high-quality plastic is guaranteed a 100% new use. This is part of our effort to achieve full circularity. After several successful pilots, we will upscale this in 2024.

"97.4% of our packaging is already recyclable"



In response to the European SUP legislation, although not banned in every situation, we have decided to stop producing our plastic cups. At the same time, we have extended our stick assortment and switched from entirely plastic sticks to paper laminate sticks, thus reducing the amount of plastic in sticks by 50%.





"84% of our raw materials are **obtained locally**"

Raw materials

Wherever possible, Remia wants to buy its raw materials locally, and then particularly in Europe. We also set high standards for our suppliers relating to respect for people, animals and the environment.

Based on our purchase conditions, we assess our suppliers on their Corporate Social Responsibility status. Furthermore, we will not do business with suppliers from countries which do not meet the Sedex standard.

Remia has set itself the goal of purchasing the necessary raw materials locally wherever possible. By local, we mean raw materials from European soil. Of all the raw materials currently used by Remia, 84% are of European origin.



Responsible oils

Most of the products prepared by Remia contain vegetable oils. For our sauces, we mainly use European rapeseed oil and sunflower oil.

For margarine and some of our frying fats, we also use sustainable palm oil and soybean oil. The palm oil gives the product robustness while soybean oil ensures a good fatty acid composition. Our products must naturally fit into a healthy diet.

Our frying fats are compound blends. Some frying fats also contain some palm oil. This gives the frying fat a high stability and ensures that a food professional can fry for a long time.

Remia is aware of its corporate responsibility and therefore invests in using sustainable palm oil and sustainable soybean oil. Not just because we feel it is important, but because many of our customers request it. And if they don't ask for it, we actively highlight the social aspect to enable them to take that step. Remia has been a member of the Roundtable on Sustainable Palm Oil since 2011.

Since 2018, all our brand products contain at least Mass Balance certified palm oil and for some of our products we also use Segregated palm oil. As such, we are sure that it is sustainable palm oil from a certified source.

Via the chain organisation MVO (Margarine, Fats and Oils), we are involved in the Dutch Alliance for Sustainable Palm Oil (DASPO), whose members also include other trade organisations and interest groups. By working together, we aim to ensure that all palm oil processed in the Netherlands will ultimately be 100% sustainable.

Since 2019, Remia has been a member of the Round Table on Responsible Soy, promoting the cultivation of sustainable soy and working to prevent the deforestation of tropical rainforests.

Vegetable oil has a huge impact on the carbon footprint of products containing oil. Together with our suppliers, we are therefore exploring the options to use oils with a lower carbon footprint.



"Only processing of **sustainable oils**"



Transport and logistics



For our logistics, we work closely with logistics partner Nedcargo.

With respect to the distribution of Remia products by road, from 2020 they have compensated 100% of the CO2 emissions through a special project. In this Cordillera Azul project, trees are planted to replenish the rainforest in Peru.

This project continues for another 3 years. Due to various measures, including renovations and commissioning of new energy-efficient cold stores in the warehouse, 46% less gas and 2% less electricity was used in 2023.



"Carbon emissions transport Remia products **100% compensated** by Cordillera Azul project in Peru"



"Remia own-brand products only contain **eggs produced by free-range hens and organic dairy products**"



Animal welfare

Animal welfare is an important theme. Remia has deliberately chosen to use yolks from eggs produced by free-range hens for its emulsified sauces. In 2023, we decided to switch to Two Star Better Life eggs for our retail products.

We wanted to do this for the entire range in 2024, but due to limited availability we will start with a large part of the Remia and Gouda's Glorie mayonnaise in retail packaging. For some of our branded goods, we use milk products. Now we have also decided to only use milk products of organic origin.

Where possible, Remia also wants to develop sauces that do not contain any animal components. Remia focuses on protein transition. By using plant-based proteins,

we can prepare more and more egg-free and milk-free sauces and thus reduce the animal components in our recipes. In 2023, we made the Remia special sauces in 2.5 litre buckets for Food Service completely egg-free.



"Remia encourages its employees to develop their **talents**"



Social

Remia is a social enterprise which wishes to offer its employees continuity of employment in a pleasant and safe environment. With over 23 nationalities in our workforce, Remia is a good reflection of society.

We take all these nationalities and religious backgrounds into account, for example when allocating holidays and the composition of the Christmas gift. The gender ratio in the offices is relatively stable: 67% are men and 33% are women. Due to the required physical efforts, the percentage of men in the factory is significantly higher. In 2023, the number of women employees rose from 12 to 14% at Remia.

All our employees are offered an introductory programme which tells them about the organisation. Remia feels that it is important for employees to continue their personal development. We encourage them to develop their talents, offering them opportunities both internally and externally to do courses.





"Remia was voted Top Employer for the **fourth** time in a row"

For many years, people with poorer prospects on the job market have been employed at Remia through a social workplace. Every day, a regular group of enthusiastic cleaners are responsible for hygiene in our offices. Partly as a result of all these efforts, we were awarded our fourth consecutive 'Top Employer' certificate by the Top Employers Institute, a global authority in HR policy.

Remia is extremely involved in the local community. Various measures are continuously taken to minimise the impact of our activities on the immediate surroundings. We also sponsor the local sports association and history association of Den Dolder.



"Sugar reduction by **expansion of ZERO range** with 42,500,000 fewer sugar cubes in 2023"

Health and welfare

Every year, we put a lot of energy into developing sustainable alternatives for our existing products. We also have an active policy to reduce sugar and salt in our products.



The ZERO variants are playing an increasingly important role in our range as a responsible alternative for traditional sauces and dressings. In 2023, we also expanded this range with Remia Ketchup Zero.

Last year, as a result of sugar reduction and the expansion of the ZERO range, we used 170 tons less sugar in our products. This reduction is equivalent to over 42.5 million fewer sugar cubes. The salt reduction in our products was around 10 tons in 2023. The well-being of our employees is an important theme in Remia. Besides occupational health and safety training and advice to promote healthy posture at work, we also promote a healthy lifestyle through

a tax efficient subscription for the gym, workshops and fit days, and employees are offered a free health check on a voluntary basis. In 2023, employees were also offered a free flu jab.



Results of objectives 2023

5.1. Energy (Theme 24 Energy)

KPI: Focus on sustainable energy and energy-efficiency and always 100% climate neutral.

This theme is frequently mentioned by stakeholders and is also an important subject at Remia. The CSR team reports an internal energy dashboard and has achieved 100% climate-neutral production since 2017 through a combination of projects on energy efficiency, green power, CO2 compensation for gas consumption and its own solar panel park. The annual CO2 audit took place in which Remia's climate-neutral production was tested against the Green House Gas protocol and found to be compliant.

Energy	2021	2022	2023	standard
Launch projects focused on sustainable energy and energy efficiency	3 projects achieved	2 projects achieved	3 projects achieved	3 projects
Always 100% climate neutral	100%	100%	100%	100%

Result

The KPI objectives were achieved. An energy savings plan was drafted for the period 2021-2024. For 2023, the goal was to work out three project plans that are focused on sustainable energy and energy-efficiency for the following projects:

1. Scale up use of LED lighting to 100% in 2025.

Result: 90% in 2023

2. Map out the carbon footprint in the chain (Scope 3)

Result: the carbon footprint scope 3 for Remia in 2023 is set at 439,823 tons of CO2.

5.2. Water (Theme 25 Water)

KPI: Economical use of water, limit water use/CIP.

Remia has set itself the goal of limiting its own water consumption. The water consumption of the automatic CIP (Cleaning in Place) procedure was made transparent and is being monitored.

By more efficient product planning, the number of weekly CIPs was reduced, thus making it possible to manage the water consumption.

Water	2021	2022	2023	standard
Number of CIPs/week SF packaging	81	81	83	81
Ratio water use (kg) per produced product (kg)	1.35	1.24	1.27	≤1,25

Result

The KPI objectives were more or less achieved. A strong increase in sauce production and the reduction of margarine/fat production in 2023 created a different balance in water consumption, more water to the sauce factory and less to the margarine factory, hence the different ratio. Slightly more CIPs were planned with this production increase.

5.3. Waste (Theme 26 emissions, waste water and waste substances)

KPI: Reduce or recycle waste materials.

For many years, separating and reducing waste has been a KPI in Remia and aligns with the stakeholder analysis.

Waste	2021	2022	2023	standard
Percentage residual waste	36%	36%	41%	≤29%

Result

The KPI objective was not achieved. This is mainly because until today the shredder waste cannot be collected separately.

There were various contacts with waste processors, but none have been successful so far. However, we expect that it will be possible to take steps in 2024. For recycling plastic 10 litre buckets, a test was started at Fire-Off (spin-off of Dijkstra).

In 2023, 41.8 MT of back labels were recycled, saving 79 tons in carbon emissions. New labels will be made from the back labels and the silicone component will also be separated and reused for other purposes.

5.4. Suppliers (Theme 23 Raw materials)

KPI: Remia wants to explore how to make our packaging more recyclable based on the guidelines of the Netherlands Institute for Sustainable Packaging (KIDV).

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. A few projects were used for PET packaging with a higher level of RPET, FSC quality label and the back label closed-loop system.

Recyclable projects	2021	2022	2023	standard (2023)
Recyclable projects	2 achieved	1 achieved	1 achieved	1 achieved

Result

The KPI objective was partly achieved. 3 projects were started and 2 were completed.

- Transformation of portion packaging (sticks) from plastic to paper laminate. Tests were successfully carried out. In production from December 2023.
Result: achieved.
- Development sustainable cup packaging. On 1-1-2024, the new SUP legislation will come into force. Instead of a sustainable cup, alternatives are now being sought. Following the successful transformation of the sticks from plastic to paper laminate, this was also an alternative for the cup. Production of cups has stopped.
Result: stopped, alternative stick in paper laminate.
- Achieve 100% recyclable consumer packaging for Remia own-brand products. Based on the recycle check 2022, most of the Remia own-brand products are 100% recyclable. Then new recycle check 2023 will continue to be studied for further development.
Result: in development.

5.5. Plant-based (Theme 19 Health and Safety of Consumers)

KPI: Map out what recipes will become plant-based.

With the theme health and safety of consumers, Remia takes responsibility for lowering the levels of salt, sugar and fat in products. Light-variants have been available for some time now. Since 2021, within its CSR policy Remia has also focused on mapping out recipes that will become fully plant-based.

Recipes mapped out plant-based	2022	2023	standard
Optimise recipes for Retail and Food Service based on the NAPV criteria.	Completed	Completed	Completed

Result

In 2023, the special sauces for the Food Service segment were developed on a plant basis. These new products have now been launched.

5.6. Education (Theme 5 Training and Education)

KPI: Create a development programme for the positions in the factories.

Remia C.V. takes care of the welfare of its employees by offering facilities and possibilities for personal development in the form of training and education and organising the work. Remia has an internal training centre and a personal study budget. Employees are trained internally and externally.

Recyclable projects	2021	2022	2023	standard
Create a development programme for the positions in the factories.	Started	In progress	In progress	Completed

Result

At the end of 2021, a start was made with creating a development programme for the positions in the factories. Unfortunately, due to staff shortages in the personnel department, no progress has been made in this project and the priorities have been shifted elsewhere. An alternative was found by incorporating elements of the CRS policy in the annual HACCP training.

"Remia has been producing
climate neutral since 2017"



Plans 2024

- **Continue producing 100% climate neutral**
- **Report carbon footprint Remia**
- **Establish carbon footprint per product**
- **Further expansion of LED lighting to 100% in 2025.**
- **Inventory of the raw materials from high-risk countries based on the BSCI score to check that they fulfil the Sedex standard**
- **Optimise recipes for Retail and Food Service based on Nutriscore:**
 - Remia Frites sauce Classic and Halfvol from D to C
 - Remia Mayo line from D to C
 - Remia Garlic sauce TDT from D to C
 - Gouda's Glorie Frites sauce and Halfvol from D to C
 - Salata Yoghurt and Honey Mustard from D to C
 - Filled Paprika sauce from D to C
 - TDT Remia Truffle from E to D
- **Achieve 100% recyclable consumer packaging for Remia own-brand products**
 - Make Yildriz tubes 100% recyclable
 - Remia 800 ml tube (food service) 100% recyclable
 - Gouda's Glorie 850 ml tube (food service) 100% recyclable
- **With chain partners, study whether 10 litre bucket can be recycled**
- **Preparatory step to Segregated Palm**



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