



**Zeelandia
Sustainability**

FAQ

Update: July 2024



Zeelandia

Zeelandia's sustainability strategy focuses on two key pillars.



71% of our
CSR initiatives
focus on
People



29% of our
CSR initiatives
focus on
Planet

Better for People.

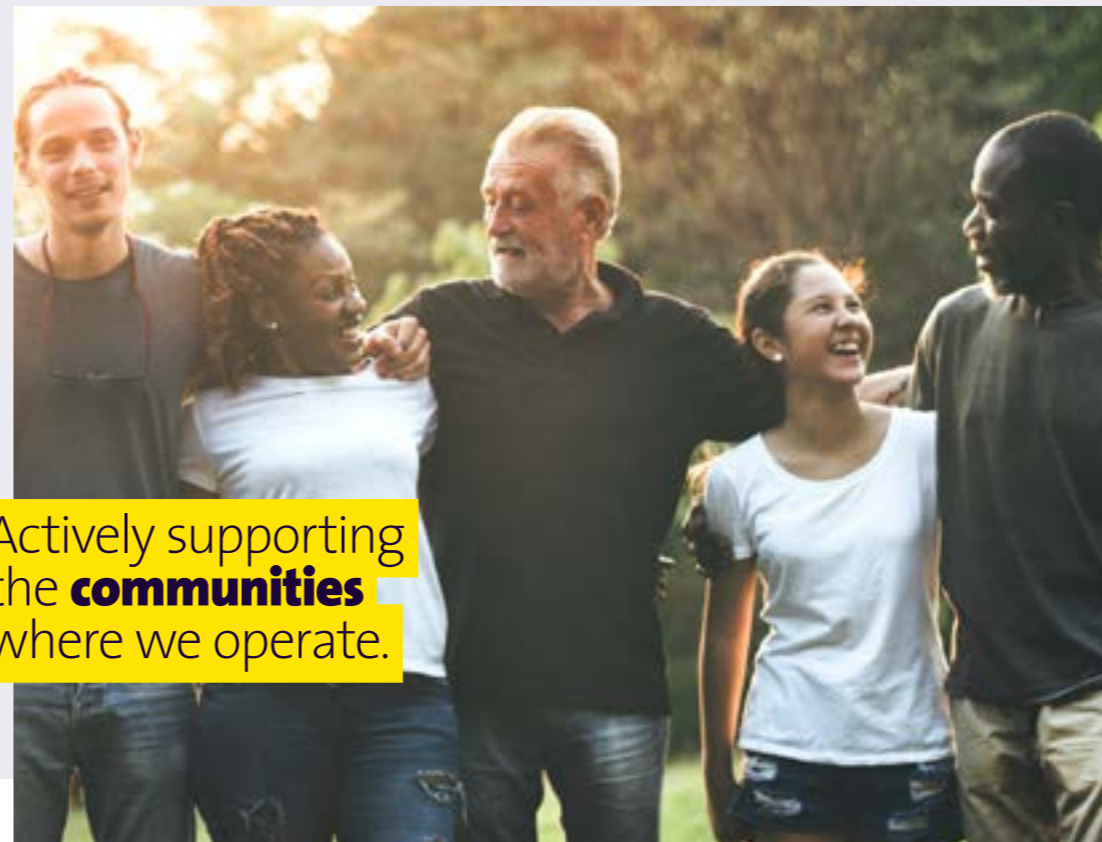
We prioritize the well-being of our employees, customers, and communities. This includes:



Promoting **consumer** health through innovative bakery solutions.



Ensuring a supportive, safe working environment for **our employees.**



Actively supporting the **communities** where we operate.

Better for the Planet.

We aim to **minimize our environmental footprint** through:

- Reducing CO₂ emissions.
- Increasing the use of renewable energy.
- Minimizing waste.
- Promoting responsible procurement practices.
- Commitment to sustainable packaging.
- Reducing food and non-food waste through circular economy principles.

Our commitment to consumer health and well-being remains at the forefront each year. We strive to enhance our performance in areas such as employee well-being, local community support, CO₂ reduction, renewable energy use, waste reduction, and responsible procurement practices.

These ambitious targets will be achieved through partnerships with our customers and the implementation of our comprehensive sustainability commitments.

For **more details** on our commitments and performance, please refer to the following links:

**Zeelandia's
Sustainability
Strategy.**

**Zeelandia's
Sustainability
Highlights
2023.**

**Zeelandia
Sustainability
Report 2023.**

**Our
Sustainability
Policies and
Statements.**



Zeelandia's commitments.

Better for People

What are Zeelandia's goals for consumer health and employee well-being?

- Upholding our values and internationally recognized human rights.
- Ensuring a safe and healthy workplace.
- Achieving great levels of inclusion, belonging, and engagement.
- Engaging in impactful community partnerships.
- Making our portfolio healthier by adding fibres, reducing sugar, offering gluten free products.

Better for the Planet

What are Zeelandia's commitments towards climate action and the circular economy?

Climate Action

- Scope 1 & 2: Adopt a science-based target for a 55% carbon reduction by 2030 and achieve net zero before 2050.
- Scope 3: Work with suppliers to reduce emissions intensity across our supply chain.
- Procuring 65% renewable electricity by 2025 and achieving 100% by 2030.

Circular Economy

- Ensure 100% of our plastic is reusable, or recyclable by 2030

Responsible Sourcing

- Ensure 100% of priority raw materials* are sustainably sourced by 2030.

*Priority raw materials: Palm oil, Soy, Dairy, Cereals, Flour, Spices, Cocoa...



Better for the planet. CO₂ emissions.

How is Zeelandia managing its CO₂ emissions (Scope 1 & 2)?

Scope 1 & 2

- **Baseline Year:** 1990.
- **2023 Scope 1 Emissions:** 4,639 tons (excluding fleet and refrigerants), 12,175 tons (including fleet and refrigerants).
- **2023 Scope 2 Emissions:** 3,995 tons (market-based).
- **Combined 2023 Scope 1 & 2 Emissions:** 8,634 tons.
- **Near Term Target Year:** 2030.
- **Reduction Target:** 55% by 2030, aligned with the EU Green Deal.

Reduction Plan

- **Energy Roadmap Roll-out:** Setting emission reduction goals for our Operating Companies (OPCOs) focusing on energy efficiency, cleaner energy sources, and sustainable practices through the value chain. More details can be found in our [Sustainability Report 2023](#).

What steps is Zeelandia taking to address Scope 3 emissions?

Scope 3

- **Current Status:** Defining and refining boundaries for indirect emissions.
- **Categories Included:** Purchased goods and services, capital goods, fuel- and energy-related activities, upstream transportation and distribution, waste generated in operations, business travel, employee commuting, downstream transportation and distribution, end-of-life treatment of sold products, investments.
- **Reduction Target:** To be determined.
- **Reduction Plan:** An energy roadmap targeting Scope 3 emissions, focusing on transport optimization, the use of electric trucks, the installation of solar foils on trucks, and raw materials. This includes benchmarking emissions for relevant raw material product groups and evaluating opportunities for regenerative agriculture with suppliers where applicable.

Audits program & reporting.

Does Zeelandia have an external verification process for its sustainability efforts?

- **External Verification:** Planned but not yet implemented.
- **SBTi Validation:** Under consideration for 2025.
- **Green Energy Conversion Program:** 100% renewable electricity by end of 2030.
- **Transport Impact Reduction Program:** Optimization of transport, use of electric trucks, solar foil installation, network optimization, better truck utilization, and multimodal transport.
- **Is or will Zeelandia be subject to the Corporate Sustainability Reporting Directive (CSRD)?**
Yes, as Zeelandia is within the scope of the companies to be subject to CSRD. The Corporate Sustainability Reporting Directive (CSRD) is a directive of the European Union aimed at strengthening and harmonizing requirements for corporate sustainability reporting. It aims to enhance transparency of companies regarding their environmental, social, and governance (ESG) performance. To find out if you are subject to it, click [here](#).

Responsible procurement.

What is Zeelandia's policy on responsible procurement?

- **Responsible Sourcing Policy:**
In place.
- **European Program on Regenerative Agriculture:**
Not currently part of any program but working with suppliers on related projects.
- **Local and Regional Sourcing:**
Prioritizing local sourcing due to numerous factories.
Example: Cooperation with WWF on Panda bread.
- **Animal Welfare Program:**
No specific program.
- **Use of Caged Eggs:**
Yes, we are compliant with respective legislations.
- **Sustainability-Certified Raw Materials/Packaging:**
Rainforest Alliance, RSPO, RTRS, FSC.



Sustainable packaging & waste.

How is Zealandia working towards sustainable packaging?

Goals

Increase recyclability, transition to mono-material packaging as far as possible and optimize packaging.

Initiatives

Annual projects to reduce environmental impact and facilitate recycling.
Transitioning to FSC-certified paper bags.



**Zealandia
Sustainability
Report 2023.**



What measures is Zealandia taking to reduce waste?

Targets

Reduce production food waste to 1% or less of the volume sold.

Initiatives

Collaborating with customers to reduce supply chain waste.

Compliance, code of conduct & ethical business.

How does Zealandia ensure compliance and ethical business practices?

- **GFSI Certification:** Moving all sites to GFSI.
[Check the certificate here.](#)
- **Supplier Code of Conduct:** In place.
[Download it here.](#)
- **Supplier Compliance:**
90% of ingredient suppliers have signed the code.
- Audits for **Business Social Compliance:**
Not yet conducted in 2023.
- **Zero Tolerance Policy:**
Against corruption, bribery, money laundering, restricted trade, discrimination, intimidation, oppression, or harassment.
[Download it here.](#)
- **Respect for People:**
Included in the Supplier Code of Conduct.
[Download it here.](#) And Zealandia's Employees' Code of Conduct [Download it here.](#)
- **Sedex recognition:**
Our efforts supporting local communities were recognized during [Sedex Awards](#)



Better for people **consumers & communities.**



What is Zeelandia's approach to providing healthier ingredients?

Program

Continuous development and launch of healthier solutions, improving nutritional profiles, adding fibres, creating gluten-free options, reducing sugar content, and replacing unhealthy ingredients.

Ambitions

By 2025, 50% of Zeelandia Group products launched each year will meet the criteria of our Better for Consumers portfolio.



How does Zeelandia support local communities?

Program

Various projects and initiatives. Details can be found in the Sustainability Report 2023 and on our [website](#).

Useful links.

**Sustainability
Report 2022**

**Sustainability
Report 2023**

**Sustainability
Programme
on Website**

**Suppliers
Code of
Conduct**

**Sedex
Awards**

keep exploring.