

Verstegen

Sustainable Values

Policy 2016 - 2020



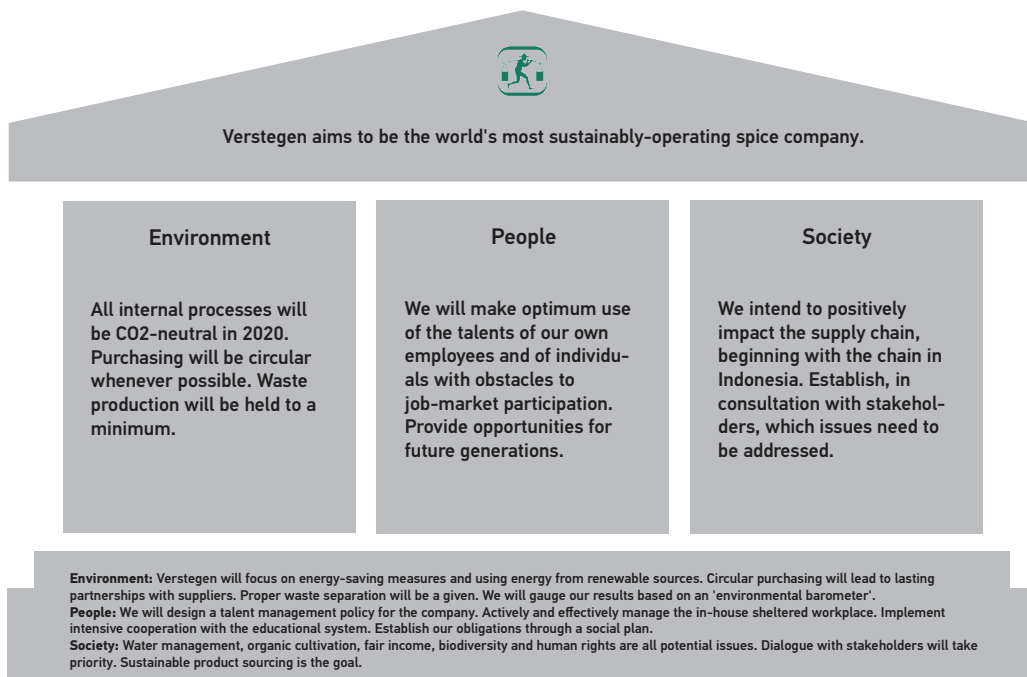


Mission Statement

“Keeping our commercial objectives of continuity and yield in mind, we intend to respond to the changing demands of the food market with a range of products that will effectively meet the needs of all target groups. We will achieve this by developing products and services that endeavour to optimise the preparation and presentation of food and food ingredients in terms of ease of processing, aroma, colour and flavour while also making the experience as enjoyable as possible. Verstege Spices & Sauces B.V. is dedicated to the control and improvement of the safety and quality of its products; the reduction or elimination of detriment to the environment; and the highest possible degree of responsiveness to market demand. In addition, Verstege is continually working on projects relating to the goals of Corporate Social Responsibility (CSR). Satisfied customers and high, consistent product quality are key in this regard.”

Corporate policy

“Verstege enjoys a solid positive reputation and strong name recognition, especially in the Netherlands, Belgium and England. From this position in northwestern Europe, we intend to increase our market share in the remaining European countries. At the same time, we will maintain and expand the current market. Verstege wants to be the popular frame of reference with regard to the following subjects: Quality, Innovation, Service, Food Safety, the Environment and Corporate Social Responsibility.”





Environment

For years, Verstegen has been actively contributing to preserving the environment based on a deep respect for the natural world around us. To that end, all manner of obvious and less readily apparent measures have been integrated into the organisation itself and established in environmental annual reports as well. Our goal is to ensure that all internal processes are CO₂-neutral in 2020. We are relying on the Stichting Stimular 'environmental barometer' to monitor our progress in this area. The barometer includes a CO₂ measuring tool.

Implementing the necessary reduction measures will naturally be an ongoing process. The possibilities for renewable energy will be identified and evaluated and the most appropriate solutions will be applied. In addition, purchasing will be done in a circular fashion whenever possible; cooperation with our suppliers will be crucial to these efforts. We will also draft an ambitious policy for waste management.

Objectives and intended actions for 2016:

- Complete the environmental conservation plan (energy audit);
- Wrap up the 2015 environmental barometer evaluation;
- Draft a plan for achieving CO₂-neutrality;
- Successfully realise at least one new circular project;
- Formulate a waste management policy;
- Improve the rate of properly separated waste by 10%;
- Reduce paper consumption by 10%;
- Establish a project plan for renewable energy;
- Optimise the water purification installation.





People

Verstegen endeavours to make optimal use of the talents of its employees. To this end, a talent management policy will be created in the years ahead. This policy will focus primarily on education and its objective will be promoting employee involvement. Verstegen currently collaborates with businesses operating sheltered workplaces. Through this cooperation, Verstegen fulfils its obligations with regard to operating as an inclusive enterprise. Further expansion of this very special collaboration is a possible future option. Education is crucial to the continued survival and success of any business. This naturally applies to its own employees, but can also enhance a company's ability to recruit suitable personnel, with the right skills and expertise, in the future. That is why Verstegen has adopted a policy on education that stipulates—among other things—our ongoing cooperation with various forms of education. The role Verstegen might have in designing its own educational objectives will also be a subject of attention.

Objectives and intended actions for 2016:

- Establish an HR policy plan;
- Formulate a plan for education and training;
- Roll-out of new policy with regard to performance reviews;
- Draft an inventory of possibilities for talent management;
- Invest in the health of our employees (cycle-to-work scheme, PMO, nutritional advice);
- Establish a CSR-awareness plan for our employees.





Society

Verstegen is extremely aware of its own role within the supply chain, as well as the responsibilities that accompany this role. As a result, Verstegen intends to realise a positive impact on its supply chain. Spices and herbs originate from all over the world and the relevant sustainability issues differ from country to country and from product to product. Verstegen has elected to initially focus its attention on Indonesia; other countries will potentially be addressed further down the line. Which spices are to be addressed will be determined in consultation with stakeholders. The sustainability themes in question may relate to either the environment (water management, biodiversity, organic cultivation) or to social issues (fair income, human rights).

Objectives and intended actions for 2016:

- Design a product adulteration statement;
- Make adjustments to Self-Audit Questionnaires;
- Formulate VSV Standard;
- Evaluate application of VSV Standard at two businesses in India;
- Import four containers of white pepper from the Bangka sustainability project;
- Increase the number of suppliers with an active sustainability policy in place by 10%.



Want to share your passion for flavor with us?
Please contact us at:
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Verstegen. with pleasure.

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