

| ENVIRONMENT | |
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| TOPIC | EXPLANATION |
| Climate Change | Climate change refers to long-term shifts in temperatures and weather patterns. Such shifts can be natural, due to changes in the sun's activity or large volcanic eruptions or due to human activities, primarily due to the burning of fossil fuels like coal, oil and gas. Burning fossil fuels generates greenhouse gas emissions, trapping the sun's heat and raising temperatures. Greenhouse gas emissions are directly & indirectly generated through Belgosuc's activities (production & road transport). |
| Responsible sourcing | Responsible sourcing is an approach to procurement and supply chains. It's when an organisation actively sources products and services for their operations in an ethical, environmentally sustainable and socially conscious way. Social, ethical and environmental performance factors should be included in the process of selecting suppliers. |
| Water consumption | The availability of water, because of physical availability or regulatory access, directly impacts our ability to operate efficiently. We are exposed to water-related risks and regulations, which may increase capital expenditure costs, operating costs, remediation costs or potential fines. Scarcity of water may be a future risk. |
| Waste water management & water pollution | Poor separation of wastewater ("used water") can have a negative impact. Water pollution occurs when harmful substances contaminate a stream, river, lake, ocean, aquifer, or other body of water, degrading water quality and rendering it harmful to humans or the environment. |
| Sustainable packaging | Sustainable packaging is any type of eco-friendly material used to wrap, store, ship or shelve products. Plastic packaging is a major factor in the plastic pollution crisis. Belgosuc focuses on the use of sustainable packaging and the circular economy, where possible. |
| Sustainable waste management (incl Food waste) | Waste, including food waste, is generated at various stages our operations. Food waste includes edible or otherwise useful food that does not reach consumers, as well as foods that spoil or are damaged during transportation or stocking or while on store shelves. Effective food waste management can present financial opportunities to reduce costs associated with inventory loss, as well as help improve food security by more efficiently diverting food resources to beneficial purposes. |
| Energy management (incl. renewable energy) | Production requires substantial energy input (natural gas, electricity and fuel consumption). Energy management affects current and future costs of operation. Climate regulation and other sustainability factors could result in higher or more volatile electricity and fuel prices, increasing operating costs. Therefore, energy efficiency gained through process improvements can lower operating costs. The trade-off between on-site versus grid-sourced electricity as well as the use of alternative energy can play an important role in influencing both the long-term cost and reliability of an entity's energy supply and the extent of regulatory impact from direct versus indirect emissions. |

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| Protection of ecosystems | Companies are evaluated on the potential impact of their operations on biodiversity in their areas of operation and their efforts to manage the environmental impact of their operations. Conservation involves the management and protection of natural resources and ecosystems to prevent their degradation or loss. Belgosuc can contribute for example by focussing on innovation of the bee nutrition range. |
| SOCIAL | |
| TOPIC | EXPLANATION |
| Attraction and retention of talent | Companies are evaluated on their workforce talent requirements and their ability to attract, retain, and develop a highly skilled workforce. Belgosuc attracts employees and keeps them motivated by providing an attractive remuneration package and ensuring that employees enjoy working here, providing a healthy corporate culture. |
| Employee development | Employee development is the process of improving employees' existing competencies and skills and developing new ones to support the organization's goals. Inadequate training of employees causes loss of knowledge within the company, a risk of error and loss of motivation. Belgosuc provides employee development focused on the long-term needs of the company and tailored to the capabilities of the individual employee. We offer realistic career opportunities for staff. |
| Workforce Health, Safety & Wellbeing | Companies are evaluated on their management of workplace safety and the workplace safety standards. Violations of health and safety standards may result in fines and corrective action costs on top of the risk for human health. High injury rates can indicate a weak governance structure and safety culture in the workplace, and can also lead to significant reputational damage. Strong performance in workforce health and safety management can help build brand image while boosting employee morale, which can lead to higher productivity, lower employee turnover and better community relations. |
| Opportunity for dialogue | Companies are evaluated on the relationship between management and labour. There is a strong involvement of the staff in the daily activities of Belgosuc. At Belgosuc, there is room for dialogue, either directly or through the trade union delegation. Among others, we have also implemented a whistleblowing system. |
| Respect for Human Rights | At Belgosuc we respect human rights, i.e. all the rights and freedoms set forth in the Human Rights Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. |
| Availability of food | As a production company, we contribute to the availability of food for everyone. Food availability is important for human kind and it is positive for Belgosuc to be able to contribute to this. |
| Healty food & dietary patterns | Demand for food products that are made with natural ingredients or that are certified to be organic, low-fat, low-calorie, or made without genetically modified organisms etc. has driven industry growth in recent years. Consumers have shown preferences for food products that are perceived to be more healthy. Food producers that recognise the risks and opportunities presented by consumers' shifting preferences and adapt to consumer demands are better positioned to capture opportunities. |

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| Local community engagement | Companies are evaluated on their management of local community relations and efforts to keeps these local communities happy. |
| Food safety, product quality en traceability | Companies are evaluated on their exposure to possible product recalls or product safety concerns, the strenght of their supply chain and sourcing systems, their quality management efforts in manufacturing and their responsible marketing practices. Obtaining food safety certifications and ensuring suppliers meet food safety guidelines help entities in the industry safeguard against product safety risks. Product quality is not negotiable at Belgosuc. |
| GOVERNANCE | |
| TOPIC | EXPLANATION |
| Supply Chain Managment | The way in which we as a company screen, monitor and interact with partners in our supply chain on environmental and social topics can influence the consumer demand, reputational risks and the ability to effectively manage supply and respond to price fluctuations. Supply chain management issues related to labor, environmental practices, ethics or corruption can lead to fines from regulators and/or higher long-term operating costs for entities. As a company, we face reputational damage if partners in our supply chain perform poorly on environmental or social topics. We can mitigate these risks and potentially increase consumer demand or leverage new market opportunities by partnering with key suppliers to implement sustainable practices or sourcing from certified suppliers. Belgosuc respects relationships with suppliers and keeps them as optimal as possible, among others, we inted to pay our suppliers timely. |
| Corporate culture | Corporate culture consists of the unwritten rules, habits and behavior of all employees within a given company. These are in turn based on a set of shared values. The impact of corporate culture is high: it determines how good you feel at work, how colleagues interact with each other and how successful a company is. A positive corporate culture is the foundation for efficient teams and motivated employees. |
| Financial resilience | The measurement of financial resilience considers elements related to keeping control of money, taking care of expenditures, having a financial cushion, handling financial shortfall or stress and having financial planning. Belgosuc is considered financially resilient. |
| Dealing with geopolitical disturbances | Geopolitical risks are defined as the potential political, economic, military, and social risks that can emerge from a nation's involvement in international affairs. These phenomena can have a significant impact on commodity prices, dumping practices, delocalization and inflation. Belgosuc has only one production location, which makes that certain risks cannot be spread. |
| Data & cyber security | Cybersecurity is the practice of protecting networks, devices, applications, systems and data against cyber threats. The overall goal is to ward off attacks that attempt to access or destroy data, extort money, or disrupt normal business operations. These attacks can come from both inside and outside the organization. Cybersecurity is monitored very closely at Belgosuc. |

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| Compliance with regulation & taxation | Compliance with regulation and taxation refers to adherence to tax laws and other regulations by among others correctly reporting income, expenses, and other financial details to the relevant tax authorities. Taxation and regulation is becoming more and more strict and companies are faced with demanding authorities. |
| Product innovation & continuous investment | Product innovation is creating and introducing something new to the market and can contribute to sustainable consumption. R&D tries to respond to the health trend in the market. Continuous investment is needed to remain viable as a company on the long term. |