



# Corporate Social Responsibility







## Corporate social responsibility

Remia is a healthy and independent family-owned company which has been successful in the production and sales of sauces, dressings, margarines, cooking and frying oils for nearly 100 years. We owe our success to an innovative product development policy and close cooperation

with our customers and suppliers, allowing us to respond quickly to developments and changes in the market. When developing new products, we seek to minimise their environmental impact as far as possible. Remia aims to do business in a socially responsible manner.

*Our sustainability policy is based on a number of pillars*

-  **Reducing our impact on the environment**
-  **Responsible purchasing**
-  **Product safety and improving nutrition**
-  **Building success together**



Den Dolder





## Reducing our impact on the environment

Remia has undertaken multiple initiatives in order to drastically reduce CO<sub>2</sub> emissions. For example, we have made significant investments in solar panels and we only use green electricity and green gas. In order to achieve this, Remia participates in a wind farm in the form of gold standard certificates. Other measures have also been taken, such as reducing road transport movements and using waste heat from the factory.

These initiatives have resulted in our manufacturing operations being Climate Neutral from the start of 2017.

### Green electricity and green gas

Remia uses green electricity and green gas, among other things, by participating in a wind farm. By using green gas, we annually save 5,400 tonnes CO<sub>2</sub>, while our share of the wind farm generates 11,000 megawatts of electricity.

### Solar panels

In 2016, Remia started installing solar panels on the roof and site of the factory in Den Dolder. The 1,127 panels represent

a reduction of 135 tonnes of CO<sub>2</sub>. Remia will expand the number of solar panels by at least 1,000 panels in 2019 and thus make us even more sustainable.

### Heat pump

Remia uses a tank facility to store its oils, an important raw material for many of our products. These tanks are heated by means of a heat pump that converts waste heat from the factory into heat for the tank storage facility.



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### Transport and distribution

Remia exports to more than 100 countries. The transport from our warehouse to the ports of Rotterdam and Antwerp by truck has been drastically cut by switching to inland navigation vessels. As a result, we have managed to reduce CO<sub>2</sub> by 30%. In addition, the warehouse where our products are stored is fully fitted with LED lighting, achieving a reduction of 50% in energy consumption. Nedcargo, our haulage partner, has invested in longer truck configurations, allowing more pallets to be transported and achieving a better load factor. In addition, we are together looking into using electric trucks in the future.



### Reduced water consumption

In much of the world, clean water is still taken for granted. It is an important component in many Remia products. In the future, however, clean water will become increasingly scarce. By taking various measures, Remia has managed to cut the number of pollution units in its waste water by 42% and reduced its use of mains water by nearly 10%, despite increased production.



### Reduced waste

Reducing waste means better eco-systems and lower CO<sub>2</sub> emissions. At Remia, we focus not only on reducing waste in the production process, we also find new and better ways to reuse and even add value to existing waste streams. All production waste in the form of oils, fats and sludge is used to produce biofuel. To this end, Remia has installed a separator at its production site. Production waste in the form of oil and fat is used to produce biodiesel, while sludge

is converted to biogas by means of fermentation. Plastic waste is separated and made suitable for recycling. All other waste, such as cardboard/paper, metal and wood is collected separately as far as possible in order to enable optimum recycling.

### Packaging

When developing packaging for its products, Remia sets great store by ease of use, optimum taste and shelf life. However, Remia understands that packaging has an impact on the environment. Thanks to new technologies, we are able to develop packaging which is better for the environment. For example, we have made our packaging lighter and we use as much recyclable material as possible. In addition, we use only FSC certified cardboard and our PET packaging



consists of 25% recycled PET (RPET). Remia has set itself the target of making all packaging 100% recyclable by 2025.



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# Responsible purchasing

Just as Remia attaches great importance to sustainability itself, we also expect our suppliers to employ sustainable business practices, and our targeted purchasing policy encourages sustainability throughout the chain, with respect for people, animals and the environment.

When purchasing raw materials, we take account of the circumstances in which the raw materials are produced and how they are transported to their destination. Based on our purchasing values, we verify our suppliers' status in terms of corporate social responsibility.

## Raw materials from sustainable agriculture and livestock farming

Supporting sustainability in the agricultural sector assures us of high-quality raw materials while improving and protecting the environment, animal welfare and the social & economic conditions of local communities.

Remia is a member of the Round Table on Sustainable Palm Oil (RSPO) and supports the production of sustainable palm oil.



Since 2018, Remia has exclusively used Mass Balance certified Palm Oil for all its products containing palm oil.

For many of our sauces, we use tomato puree. Tomato puree suppliers have a positive water balance: they use only surface water and the water recovered from the evaporation process is reused for irrigation in the cultivation of tomatoes.

We use egg yolk in the production of our oil-based sauces. Since 2017, Remia has only used free range eggs for its branded products.



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# Product safety and improving nutrition

Remia wants its customers to enjoy the tastiest sauces, dressings, margarines and high-quality fats every day. In developing our products, top quality and taste come first, but we do not lose sight of responsible ingredients with a view to health and well-being. Indeed, Remia has an active policy when it comes to developing healthier and better products.



For example, in recent years we have managed to reduce the salt and sugar in our products. We have also launched low-calorie versions of our products and we offer consumers responsible choices – for example, products like Fritessaus 5.0 and Fritessaus Halfvol (which are low calorie variants of the famous sauce for French Fries; Remia Fritessaus Classic), but also tomato ketchup sweetened with stevia that contains 30% less sugar than most other ketchups on the market. Thanks to our active role in the campaign team of the Product Board for Margarine, Fats and Oils (MVO), we have helped ensure a dramatic reduction in the trans fat content of frying fats. As a result of the campaign and by encouraging our customers to use liquid frying fat, the use of liquid frying fat has increased massively and a significant health benefit has been achieved by reducing saturated fats and trans fats. When developing our products, we aim for the most natural possible ingredients and we seek to limit the use of

E-numbers. Remia has the expertise and modern production technology required to manufacture fully clean label products. We have an active policy of manufacturing our products without artificial aromas, colourings or flavourings.

## Food safety

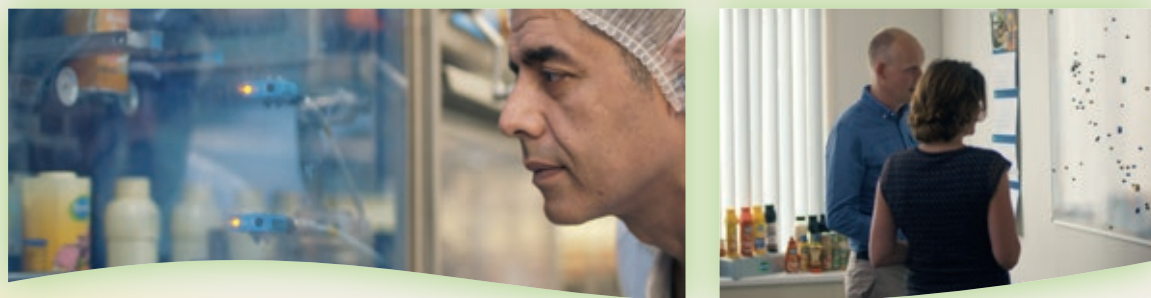
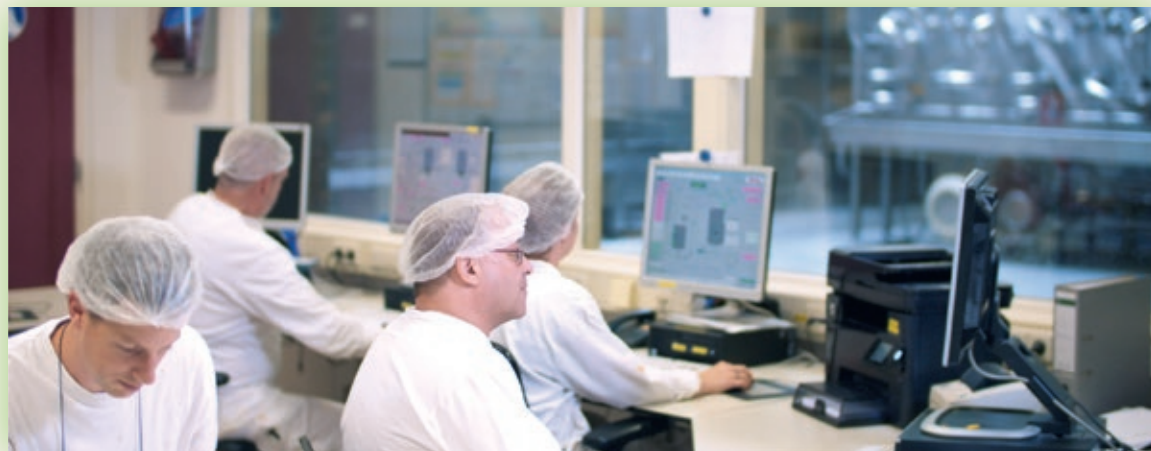
Every day, our tasty products are enjoyed by millions of people around the world. Our customers must be able to enjoy our products free from any concerns and be able to trust the quality of our products. Besides an ultimate taste experience, the quality and safety of our products are paramount. The products are manufactured in our modern factories in Den Dolder according to the most stringent product safety and quality requirements. As such, Remia is certified in accordance with the highest product safety and quality standards.





# Building success together!

Remia offers its employees a pleasant, inspiring and challenging working environment with fair opportunities for all. There is a strong focus on safety and prevention within our open and socially engaged corporate culture. We want our employees to be able to develop and take advantage of opportunities to grow within our company. To this end, we offer targeted training programmes in order to boost their skills. In addition, everyone has the opportunity to develop further with the help of training and external courses.



## Internal

Our employees' health is very important! Remia has a healthy & safety expert to evaluate the health & safety and ergonomic aspects of its workplaces. Our employees must be able to do their work safely and in comfort. Every year, we hold a health day for our employees, during which they are given the opportunity to have a number of important medical values measured, such as BMI, blood pressure and cholesterol. This may result in informal and anonymous recommendations for a healthy lifestyle. Remia staff are actively involved in company policy and there is a co-participation body (works council).

We consider it very important that we do business reliably, openly and with integrity throughout the chain.

To us that means:

- *Doing what you say you will do*
- *Keeping to the rules*
- *A promise is a promise*
- *We behave like owners*

## External

We attach great importance to fairness in the workplace and respect for the rights of all the people we work with in the chain. Our purchasing conditions mean we select only those suppliers who respect human rights and observe the law when it comes to working hours and working conditions. Suppliers must be able to demonstrate that they do not exploit workers and do not make use of child or forced labour.

## Local commitment

Remia is based in Den Dolder, the heart of Dutch 'sauce country'. Due to our unique location in the centre of the village, we understand very clearly the importance of being a good neighbour while being closely connected with the local community. Not only are we an important employer for residents of the Den Dolder area, we also actively participate in the community. For example, we sponsor various local activities and events and are the main sponsor of the local sports club.

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