



SUSTAINABILITY REPORT

FOOD N'JOY - 2022

ROLPH & ROLPH

BocaLicious



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1

Earning consumers' trust





FOOD SAFETY

Foodsafety of our products is our milestone. This is the reason why we carry out numerous controls on each of our products:

- Metal detection
- Controlling the temperature of raw materials upon delivery and of finished products upon shipment
- Automated system to monitor the temperature within the refrigerated installations

Our production facilities are cleaned daily by specialized service providers.

In addition, we carry out more than 450 microbiological analyses each year with an approved external laboratory.

In 2022, we conducted a study to sharpen the knowledge we have on the Ph of our products.

Food N'Joy was granted the BRC Highest Level and Self-Control System certifications for the last 10 years thanks to its commitment to food safety.



TASTY FOOD FOR A HEALTHY LIFESTYLE

ADDITIVES AND PRESERVATIVES

No preservatives or additives are added to our products. We also limit the number of added colorants and only add 100% natural colorants.

NUTRITIONAL INTAKES

We are constantly reviewing our recipes to improve their nutritional profile by reducing their sugar, salt or fat content.

OUR PROJECTS FOR 2023/2024

We plan to work on reducing the sugar content of our products.

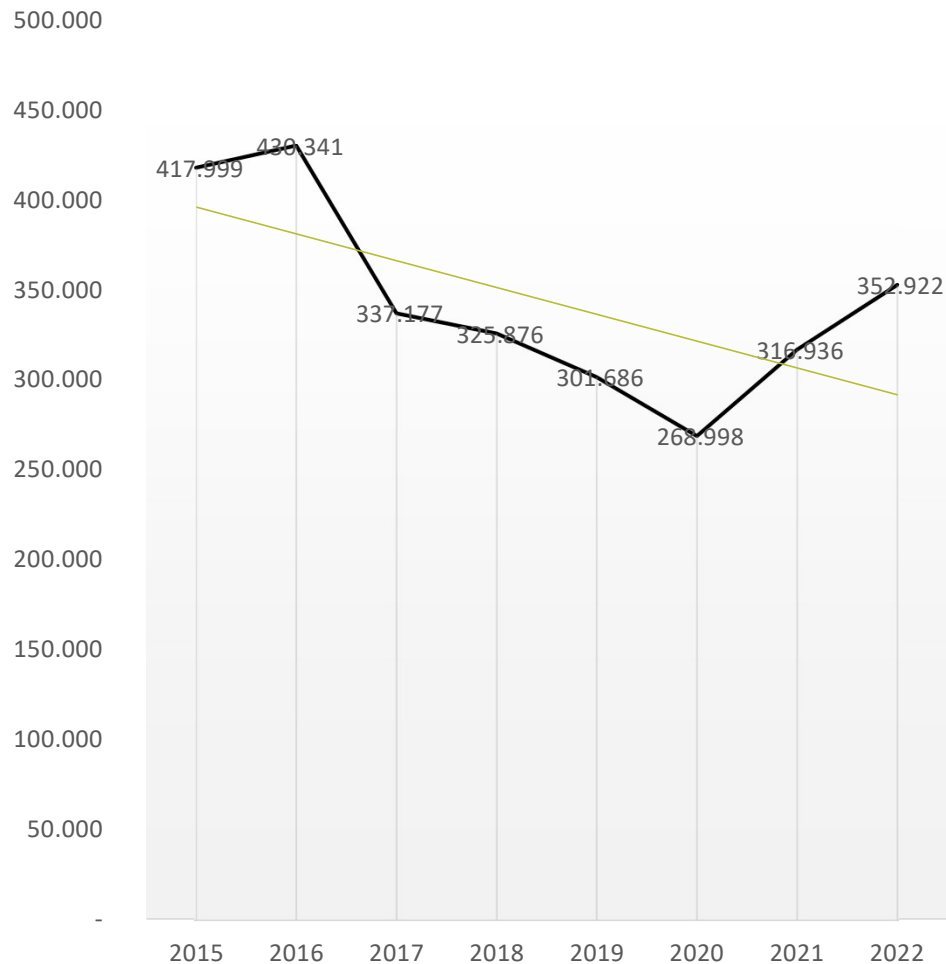


2

Embracing the green transition



EVOLUTION OF THE ANNUAL ELECTRICITY CONSUMPTION IN KWH



CLIMATE & ENERGY (1/5)

ELECTRICITY

Our electricity consumption has been **structurally decreasing since 2016**. Several measures enable this decrease, which apply to our entire electrical installation :

- **Compartmentalization** of lighting in all areas of the site and installation of energy-efficient lighting
- Technical interventions on the **high voltage cabins** to improve their performance
- **Regular maintenance of motors**
- Renovation of the **roof of the buildings**

The **photovoltaic panels** on the roof covers 30% of our electricity needs.

OUR PROJECTS FOR 2023/2024:

- Change the company's refrigeration systems to more efficient new generation systems
- Complete mapping of the electrical installation
- Search for leaks in the compressed air circuits

CLIMATE & ENERGY (2/5)

FOCUS ON COLD PRODUCTION FLOWS

40% of our electricity consumption is linked to the operation of our freezer, which can store up to 200 pallets. Here again, work has been done to limit the electricity consumption:

- Regular maintenance
- Revision of compressor settings
- Installation of a new monitoring console
- Installation of a cold curtain and an insulating roof to limit heat loss

OUR PROJECTS FOR 2023/2024:

We plan to replace our refrigeration systems with new generation systems.

The current fluorinated refrigerant gases will be replaced by a gas with a low global warming potential.



CLIMATE & ENERGY (3/5)

NITROGEN

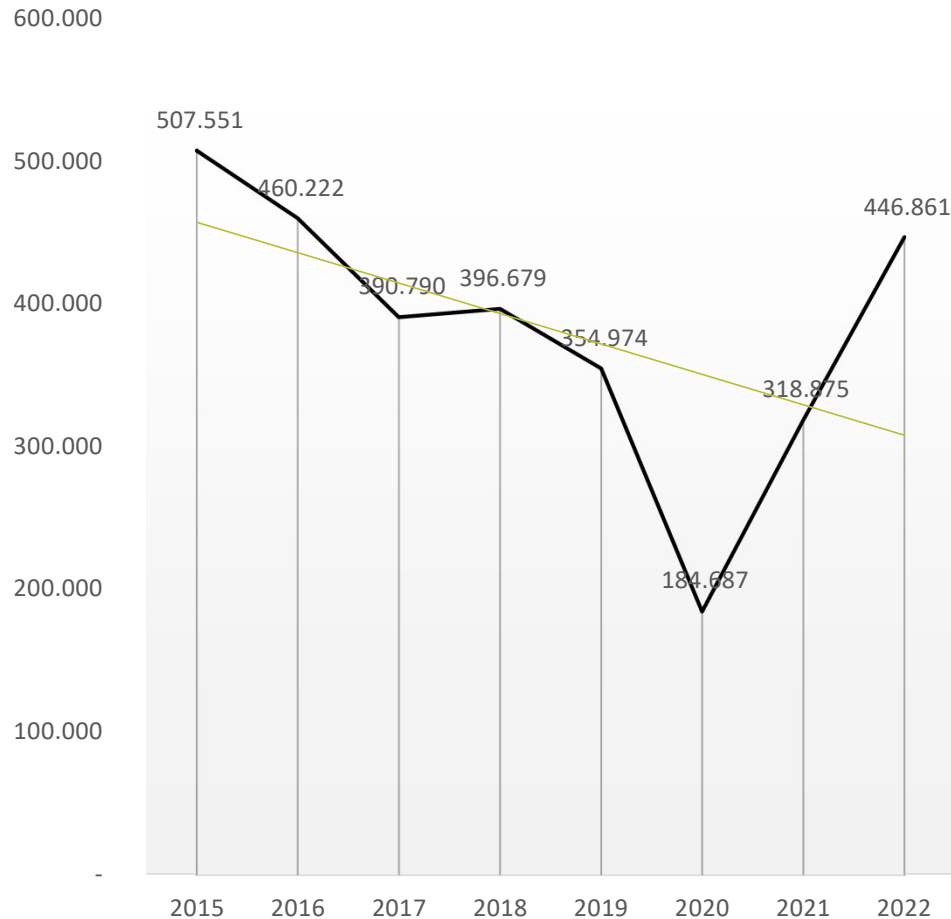
Our nitrogen consumption has decreased by 22% between 2016 and 2022. This is due to :

- The **installation of fans at the exit of the oven**, to allow a first cooling of the products, that consumes less energy
- **Adapting the temperature of the freezing tunnel** to the type of product to be frozen

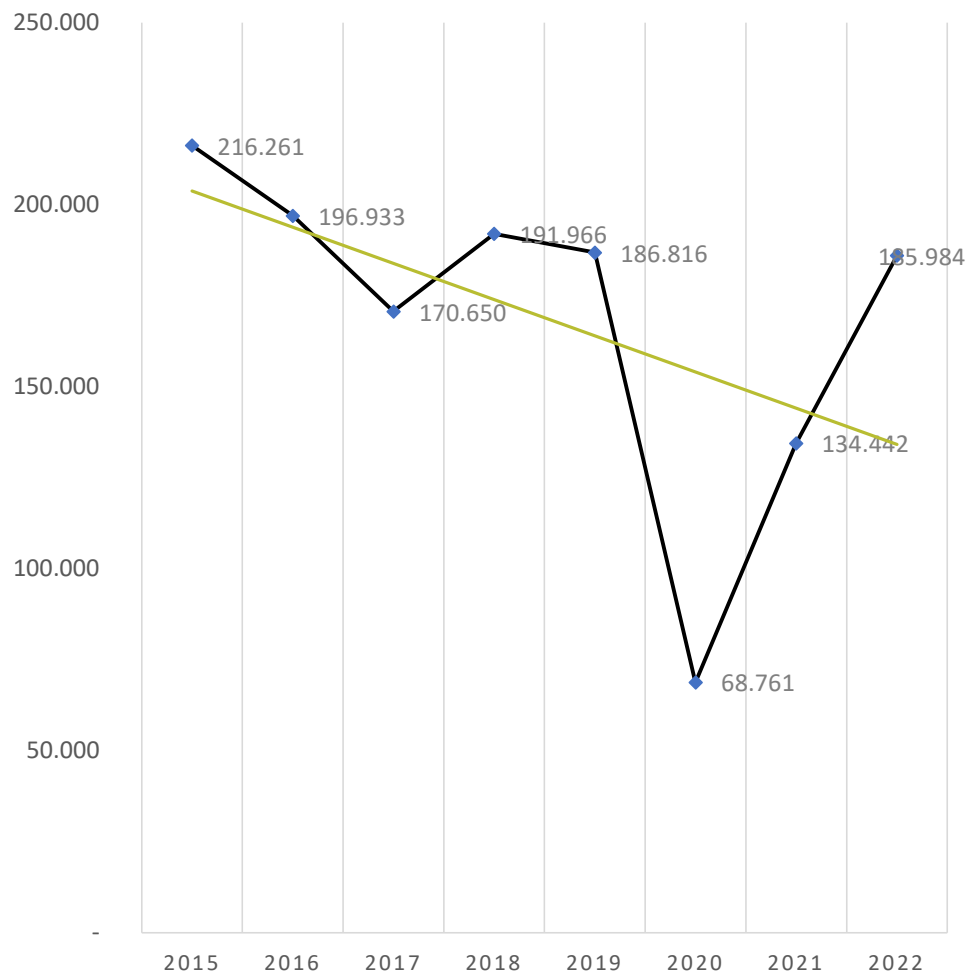
OUR PROJECTS FOR 2023-2024

Overhaul the freezing process and consider replacing the existing equipment in order to optimize energy efficiency.

EVOLUTION OF THE ANNUAL NITROGEN CONSUMPTION IN KG



EVOLUTION OF THE ANNUAL GAS CONSUMPTION IN KWH



CLIMATE & ENERGY (4/5)

GAS

Our gas consumption has decreased by 23% since 2013.

In order to reduce our gas consumption, several actions have been implemented:

- Insulation of offices to limit heat loss,
- Installation of a new, more energy efficient boiler,
- Revision and maintenance of our infrastructures every year.

CLIMATE & ENERGY (5/5)

MOBILITY

By 2023, we will have replaced the entire company's fleet of vehicles with a 100% hybrid and electric fleet. With an average emission of 30g of eq. CO₂ per km (compared to the current 90g), greenhouse gas emissions linked to transportation will be divided by 3.

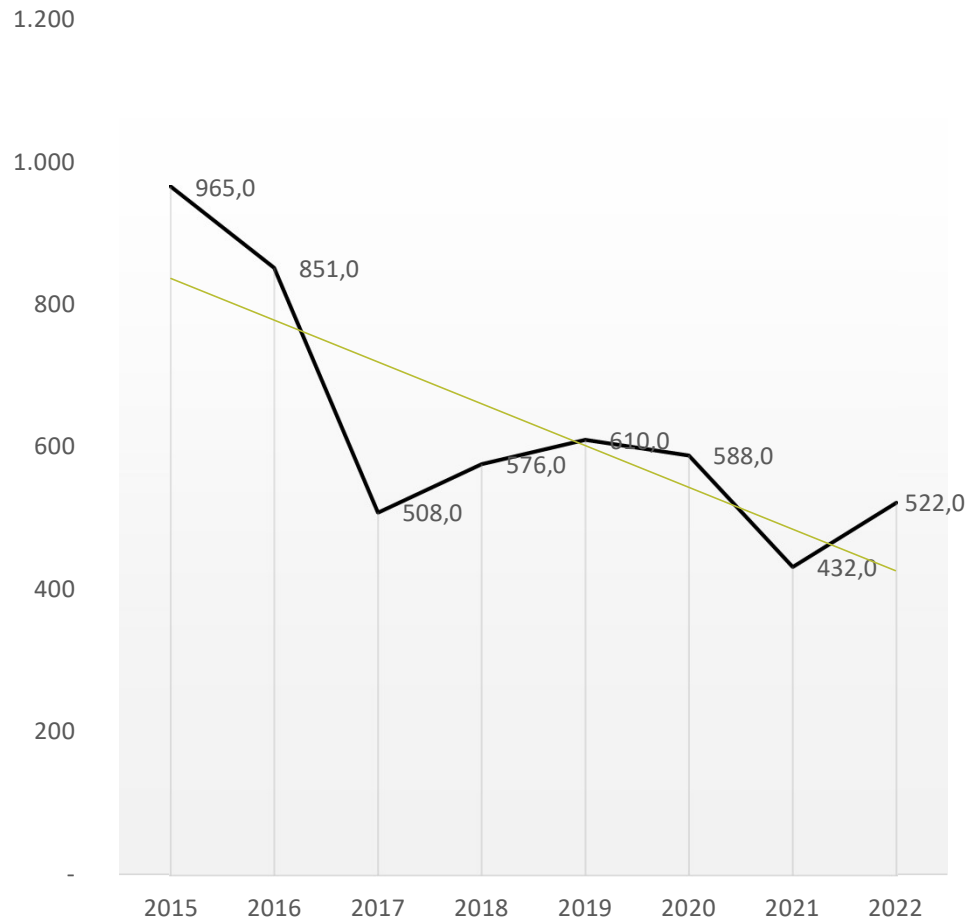
4 electric charging stations have been installed in the company's parking lot in 2022.

In addition, we encourage our employees to work from home to limit their number of travels.

We provide 100% of our employees with the necessary equipment for remote working while protecting our critical IT infrastructure from the risk of a cyber attack.



EVOLUTION ANNUAL WATER CONSUMPTION IN M3



WATER FOOTPRINT

Our water consumption has been divided by two in 7 years.

OUR PROJECTS FOR 2023-2024

We plan to completely renovate our industrial cleaning infrastructure to improve operational efficiency and further reduce our water footprint.

We are also working to improve the quality of water in our systems.



FOOD WASTE

PRODUCTION OPTIMIZATION

We plan our production in such a way that it is adapted to our customers' orders. By doing so, we guarantee a good rotation of our stocks of finished products and raw materials, and we can limit losses.

VALORIZATION OF PRODUCTS APPROACHING THE USE-BY DATE

At Food N'Joy, we assume that no food product should be destroyed:

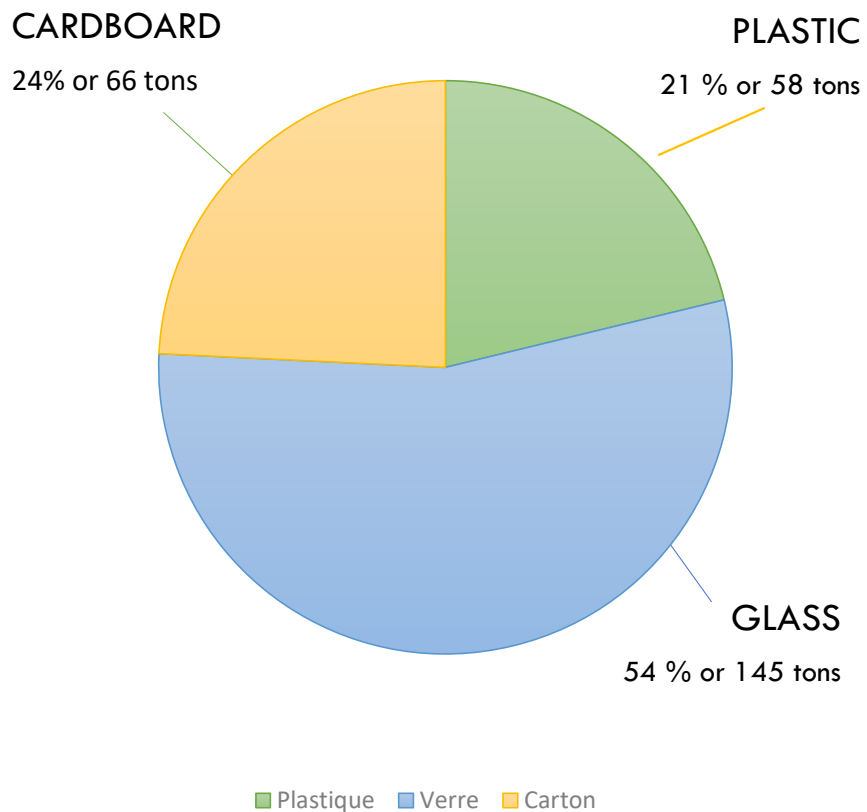


Since the end of 2019, we have been selling products approaching their use-by date at a reduced price via the Too Good To Go platform.



In addition, we regularly make donations to the Banque Alimentaire du Hainaut.

DISTRIBUTION OF PACKAGING USED BY MATERIAL



PACKAGING

REUSE

The use of 19,000 reusable Europool bins allows us to save up to 6.5 tons of cardboard each year.

RECYCLABILITY

97,84% of the packaging we use (primary and secondary packaging as well as containers) is recyclable, which is a 0,21% increase from 2021.

OUR PROJECTS FOR 2023-2024 : RECYCLED COMPONENTS

We pay a particular attention to the origin of our packaging: tests are underway to integrate recycled PET in our containers and packaging, without compromising their quality and safety.

3

Creating a safe and fulfilling work environment





RESPECTING DIVERSITY AND WORKING TOGETHER

At Food N'Joy, we strive to provide our employees with a pleasant work environment adapted to their professional needs. This is achieved through, for example:

- The **implementation of new work tools** adapted to their needs and facilitating the organization within the company: new ERP in 2019, new CRM in 2023.
- **Respect for the individuality of each person:** no discrimination either in hiring or in daily life. Diversity of profiles within our employees, as shown in the graphs below.
- A company organisation that favours **project-based work**, collective decision-making and **collaboration**. Our governance aims to open the company to the outside world in order to adapt to changes in our environment.



HEALTH AND SAFETY AT WORK

Safety is a priority at Food N'Joy. We do everything to ensure that our employees work without putting themselves in danger.

- Compliance with Belgian and European labor regulations (validated by the SPF Emploi, Labor and Labor Consultation inspectorate)
- Annual control by an external service of prevention of professional risks and action plan.
- First aid training: 3 first aiders in the company are trained and updated every year.
- Installation of a defibrillator in 2019 and training in its use.
- Fire protection: evacuation exercise of the company every year; training of an internal team with a precise distribution of the roles to play in case of fire (SLCI). Annual maintenance and regular inspection of fire-fighting equipment by an external service provider.





CAREER DEVELOPMENT

We ensure that our employees are regularly trained and supported in their careers. This includes :

- Regular training for all employees on important issues in our sector, such as food safety and hygiene.
- Periodic evaluation and career development interviews, so that everyone can express their wishes and progress.

OUR PROJECTS FOR 2023-2024

We hire trainees and alternates in our quality team. We accompany them on a daily basis to enable them to quickly gain competence.

4

Generating value for our ecosystem





COMPETITIVENESS FOR GROWTH

At Food N'Joy, we attach great importance to innovation and to the creation of new products to meet new needs.

We adapt our offers to specific diets. This year we specifically developed a range of products adapted to customers with an entirely plant-based diet (plant-based nutrition, vegan...).

The products in this range are entirely composed of plant-based products, containing a minimum of inputs and having the lowest possible environmental impact.

SUSTAINABLE SUPPLY CHAINS AND TRACEABILITY

We ensure complete traceability of our products, both upstream of production (raw materials) and downstream (finished and semi-finished products): strict control of raw materials upon receipt (especially temperature), computerized management of batch numbers, automated quality blocking, etc.



Food N'Joy is certified by the British Retail Consortium for the reliability of its food safety management system.

Every year, we carry out product blocking and recall exercises to ensure that our procedures are operational.



LOCAL SUPPLY AND ANCHORING

Our research and development department as well as our production are 100% Made in Belgium. We use traditional techniques and know-how to guarantee the quality of our products.

Several of our employees are involved in national or regional representative organizations, such as FEVIA (Federation of Belgian Food Industries).

We try to source our packaging and raw materials as much as possible in Belgium or in Europe. Our raw materials are all labelled "European preferential origin".



THANK YOU !

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