

bergfood
mediterranean specialist

TASTE THE QUALITY
OF A SPECIALIST

VSME Report 2025

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1. ABOUT THIS REPORT | BACKGROUND

At Bergfood B.V. (hereinafter: Bergfood), we believe in great food, honest products and long-term partnerships. This way of working extends beyond taste and quality alone. When it comes to sustainability, we also want to make conscious choices and take responsibility in a way that reflects who we are as an organisation.

We do not see sustainability as an obligation, but as a natural part of responsible business. That is why, for many years, we have been taking step-by-step action on initiatives that contribute to a future-proof organisation and supply chain.

In recent years, we have taken concrete steps in various areas. These include our **energy-neutral and gas-free premises**, the use **of Guarantees of Origin certificates**, **electric company cars** and a **car and bike leasing scheme** for employees. We also critically assess our **logistics processes and packaging**, for example by carrying out labelling activities in-house in order to **reduce transport movements** and by further optimising packaging.

We also consider it important to work with reliable partners and suppliers who share our vision on quality, continuity and responsibility. Certifications such as BRC, SKAL, MSC and Fairtrade play an important role in this. We are also taking steps in the social domain, including working with people who face barriers to employment.

In 2025, Bergfood also committed to the **Science Based Targets initiative (SBTi)**. Through this commitment, we express our ambition to further reduce our CO_2 emissions in line with internationally recognised climate targets.

This report shows where Bergfood stands today in terms of sustainability, the steps we have taken in recent years and our ambitions for the future. We do this in a practical and transparent way, with a focus on quality, collaboration and continuous improvement.

This sustainability report has been prepared in accordance with the **Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME)** and constitutes Bergfood's primary public sustainability report. It contains sustainability information that is material to the company and provides stakeholders with insight into our key topics, performance and objectives.

In addition to this report, the full **VSME Digital Template** has also been prepared as the formal underlying report in accordance with the VSME standard. It contains additional technical and quantitative information, including data points that are not presented separately in this report. The Digital Template can be made available to relevant stakeholders, such as customers, financiers and auditors, upon request.

With this report, we respond to the increasing demand from customers, supply chain partners and other stakeholders for transparent, consistent and reliable sustainability information.



2. ABOUT BERGFOOD

Bergfood has been a family business based in Oosterhout since 1981 and specialises in Mediterranean food products for the business market.

Who we are

At Bergfood, we are driven by a passion for good food and Mediterranean cuisine. Our family business was founded in 1981 and is now managed by the second generation. What began with the introduction of Italian products in the Netherlands has developed into a specialist in food products from across the Mediterranean region. From Oosterhout, we import and distribute a wide range of products, including pasta, rice, grains, pulses and Mediterranean specialities.

We combine knowledge of products and their origins with personal service and a strong focus on quality. We consider taste, composition and how our customers use the products. In addition to our branded product range, we develop private labels, working together with our customers on recipes, packaging and product range composition. Quality and food safety are an important foundation of our activities. Our BRCGS and SKAL certifications support the careful handling of food products and organic products.



Where we operate

We focus on the business market, primarily in the Netherlands and Belgium. Our customers operate in **retail, foodservice and wholesale**. Each serves its own target groups and has different requirements regarding products, packaging formats and availability. By combining our knowledge of Mediterranean cuisine with the needs of these customers, we help them develop and renew their product ranges.

Within the food supply chain, we act as a link between producers and professional customers. We source products from countries including Italy, Spain, France and Greece and manage storage and distribution from our own distribution centre in Oosterhout. This enables us to respond flexibly to customer requirements and support short delivery times. At the same time, we monitor market developments, such as growing interest in organic, plant-based and gluten-free products. Together with our partners, we assess how these developments fit within our product range.

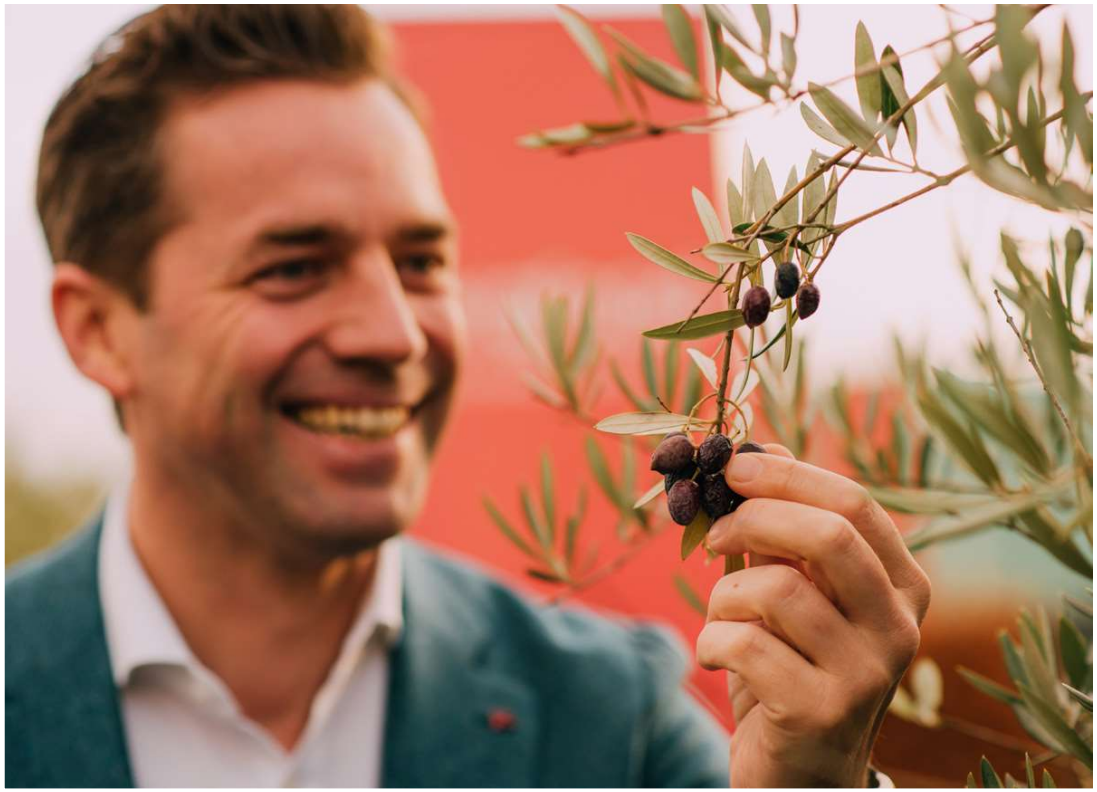
2. ABOUT BERGFOOD

Bergfood has been a family business based in Oosterhout since 1981 and specialises in Mediterranean food products for the business market.

Collaboration throughout the supply chain

Long-term relationships are the foundation of the way we work. We have worked with various producers for many years. Personal contact, mutual trust and clear agreements are important in these relationships. By knowing our partners and their products well, we can provide customers with targeted advice and respond quickly when their needs change. Our approach is practical: together, we look for solutions that suit both the product and our customers' day-to-day operations.

This collaboration also involves the continuous improvement of products, packaging and logistics processes. Together with producers and customers, we determine which recipes, packaging formats and quantities best meet market needs. In doing so, we focus on quality, continuity and the responsible use of materials. From our position within the supply chain, we aim to contribute to conscious choices and joint improvements. In the following chapters, we show how we translate this into concrete measures within our organisation and in our collaboration with partners.



3. OUR SUSTAINABILITY APPROACH: VISION & FOCUS

At Bergfood, we believe that sustainable business starts with making conscious choices. Not because we have to, but because it reflects who we are as an organisation. As a family business, we look beyond the short term and take responsibility for the impact our activities have on people, the environment and the supply chain in which we operate.

For us, sustainability is not a separate topic, but an integral part of our daily operations. When making investments, operational decisions and entering into partnerships, we consider not only quality, continuity and efficiency, but also the impact on people, the environment and the supply chain. We deliberately take a practical, step-by-step approach, focusing on areas where we can genuinely exert influence and achieve structural improvements.

Our initial focus is on topics that we can directly influence as an organisation, such as energy consumption, transport, packaging, logistics processes and the organisation of our business operations. In addition, we actively seek collaboration within the supply chain to jointly take steps towards a more sustainable and future-proof food supply chain.

Our focus areas

Within our sustainability approach, we focus on five themes that align with our activities, supply chain and long-term ambitions:

- Climate & energy
- Circularity & packaging
- Our people
- Responsible supply chain management
- Governance & transparency

Within these five themes, we are working step by step to make our organisation and supply chain more sustainable. We consider not only current legislation, regulations and customer expectations, but also developments that will be relevant to our sector and business operations in the longer term. In the following chapters, we show how we translate these ambitions into concrete results, initiatives and objectives.

Our sustainability approach is practical and step-by-step, focusing on five themes where we can genuinely make an impact.

4. CLIMATE & ENERGY

Our vision on climate and energy

At Bergfood, we do not see sustainability as a separate project, but as part of the way we do business. As a family business, we naturally take a long-term perspective. We believe it is important to use energy responsibly and to make conscious choices regarding mobility, logistics and collaboration within the supply chain.

Our approach is practical and pragmatic. We believe sustainability is primarily achieved by making conscious choices in our day-to-day operations. Sometimes this involves larger investments, such as our gas-free premises and the use of solar panels, but often it involves smaller improvements in processes and collaboration.

There is also increasing market attention on CO_2 reduction and transparency regarding sustainability. Bergfood aims to take responsibility in this area and is working step by step to further professionalise sustainability data and reporting.

To guide our climate ambitions, Bergfood has committed to the Science Based Targets initiative (SBTi). We have set a target of reducing CO_2 emissions by 60% compared with our 2018 base year. In doing so, we align with internationally recognised climate targets aimed at limiting climate change.



4. CLIMATE & ENERGY
OUR CLIMATE IMPACT AT A GLANCE

What do the figures show?

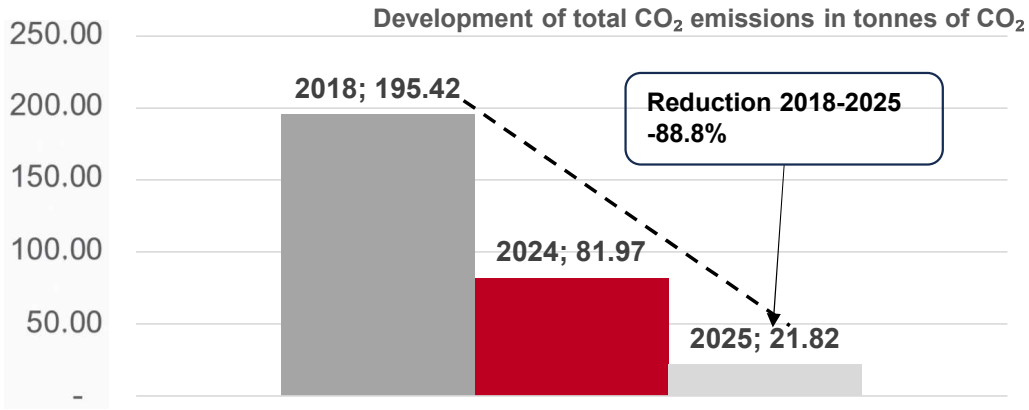
- Total CO_2 emissions decreased from 195.4 to 21.8 tonnes (-88.8%).
- CO_2 intensity decreased from 11.48 to 0.36 tonnes per €1 million in revenue (-96.9%).
- Natural gas consumption has been completely phased out, further reducing direct emissions.
- Electricity demand is fully covered by Guarantees of Origin (market-based: 0 tonnes CO_2). As a result, there are no Scope 2 emissions.
- The installation of 680 solar panels resulted in 132 MWh of renewable electricity generation in 2025.
- The target of a 60% reduction by 2030 compared with 2018 forms the basis of our future climate strategy.
- Current emissions (21.8 tonnes) are well below the SBTi target for 2030 (78.2 tonnes).

Next steps

- Gain insight into Scope 3 emissions and identify priority reduction opportunities.
- Further electrification of mobility and equipment.
- Increase energy efficiency and optimise the use of our own renewable energy generation.
- Explore energy storage to further optimise self-consumption.
- Further improve monitoring, data quality and management information.

CO_2 emissions (Scope 1+2) **21.8 tonnes**	Reduction vs 2018 **-88.8%** **2018-2025**	SBTi 2030 target **78.2 tonnes CO_2** **(-60% vs 2018)**
CO_2 per €1 million **0.36 tonnes** **2025**	PV generation **132 MWh** **2025**	CO_2 savings since 2018 **173.60 CO_2**

CO_2 emissions well below the SBTi target for 2030



Since 2018, total CO_2 emissions have decreased by 88.8%. CO_2 emissions per €1 million in revenue have even decreased by 96.9%.

4. CLIMATE & ENERGY
SCOPE 1 – DIRECT EMISSIONS

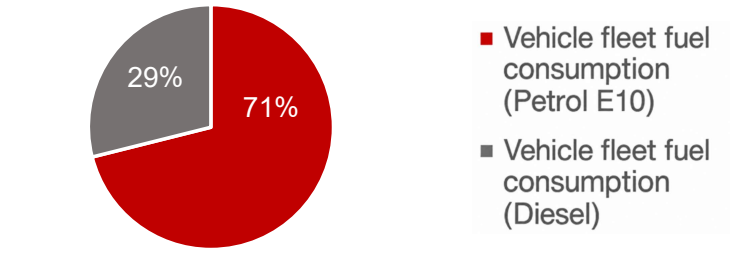
What do the figures show?

- Scope 1 emissions decreased from 124.9 tonnes CO_2 to 21.8 tonnes CO_2 in 2025, a reduction of 82.5%.
- The largest reduction was achieved by completely eliminating natural gas consumption.
- Diesel consumption has decreased significantly as a result of a more efficient vehicle fleet.
- The remaining emissions consist of petrol and diesel consumption.
- Further reductions will be achieved through electrification of the vehicle fleet.

Nest steps

- When company lease cars are replaced, an electric alternative will be chosen wherever operationally feasible.
- Fuel consumption will be monitored periodically to identify additional opportunities for savings.
- Through the Lease-a-Bike scheme, employees are encouraged to cycle more often.
- We will continue to explore how mobility can be organised more efficiently to further reduce the remaining Scope 1 emissions.

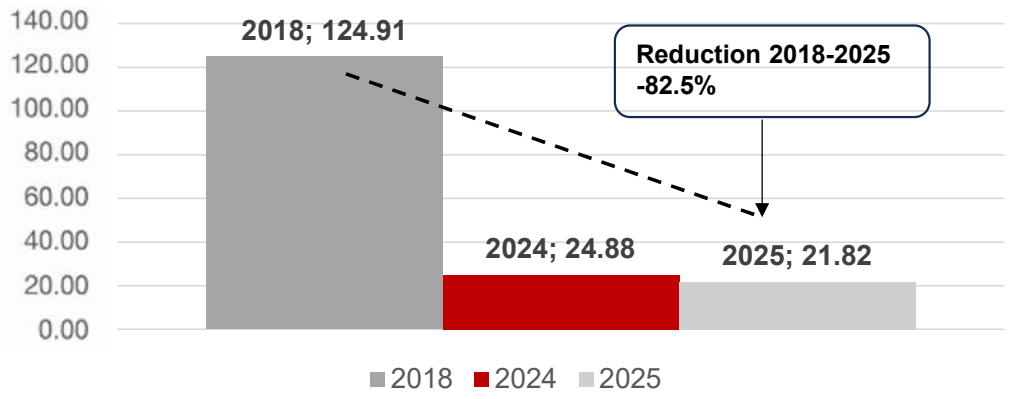
Breakdown of Scope 1 Emissions in 2025 (tonnes of CO_2)



Petrol represents the largest remaining source of emissions within Scope 1.

Scope 1 emissions (direct emissions) **21.8 tonnes**	Reduction vs 2018 **-82.5%** **2018-2025**	Petrol **15.9 tonnes CO_2** **2025**
Diesel **5.9 tonnes** **2025**	Gas **0 tonnes** **2025**	Main source of emissions **Petrol (73%)** **2025**

Development of total CO_2 emissions in tonnes of CO_2



Since 2018, Scope 1 emissions have decreased by 82.5%. The remaining emissions come almost entirely from mobility.

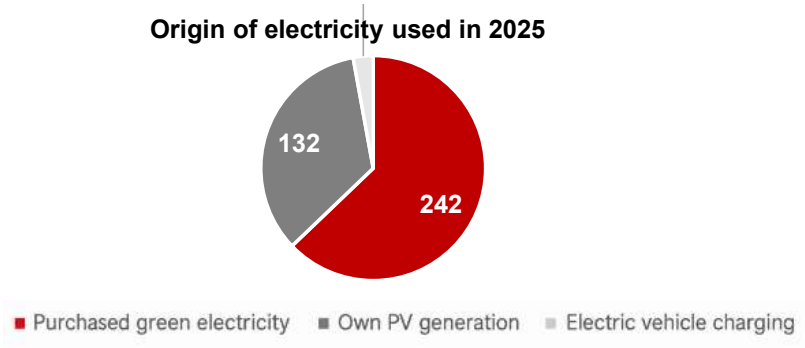
4. CLIMATE & ENERGY
SCOPE 2 – INDIRECT EMISSIONS

What do the figures show?

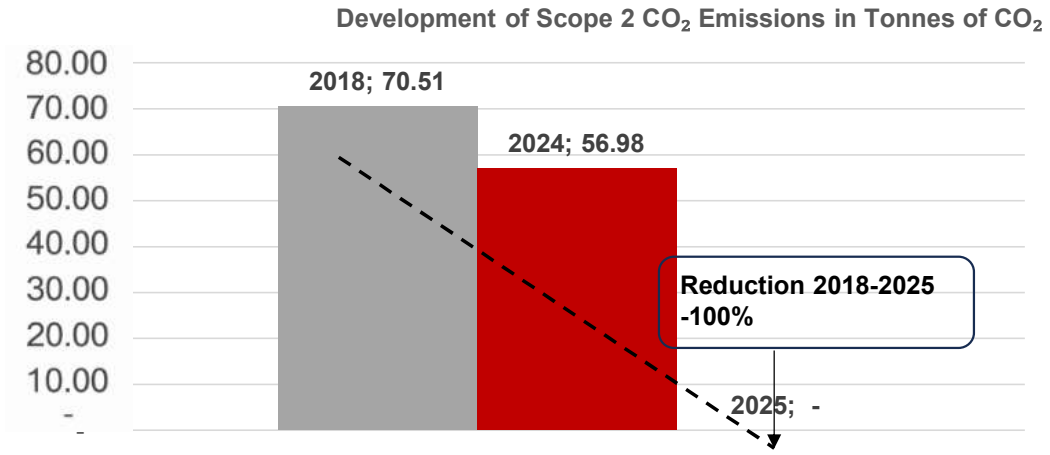
- Scope 2 emissions decreased from 70.5 tonnes CO_2 in 2018 to 0 tonnes CO_2 in 2025.
- Since 2025, all purchased electricity has been covered by Guarantees of Origin (GOs).
- In addition, we generate 132 MWh of renewable electricity from approximately 680 solar panels.
- As a result, Scope 2 no longer generates any CO_2 emissions according to the market-based method.

Nest steps

- Maximise the use of our own solar power by increasing the proportion of direct self-consumption.
- Monitor electricity consumption through continuous insight into consumption and generation in order to identify opportunities for improvement.
- Explore additional opportunities such as energy storage and smart energy management.
- Continue investing in energy efficiency within buildings and installations.



Scope 2 emissions (indirect emissions) **0 tonnes**	Reduction vs 2018 **-100%** **2018-2025**	Guarantees of Origin coverage **100%**
Green electricity **242 MWh**	Own PV generation **132 MWh**	Electric vehicle charging **11 MWh**



Since 2018, Scope 2 emissions have been completely eliminated. Through the combination of green electricity with Guarantees of Origin (GOs) and our own solar energy, market-based Scope 2 emissions in 2025 amount to 0 tonnes CO_2.

4. CLIMATE & ENERGY
ENERGY CONSUMPTION AND ENERGY TRANSITION

What do the figures show?

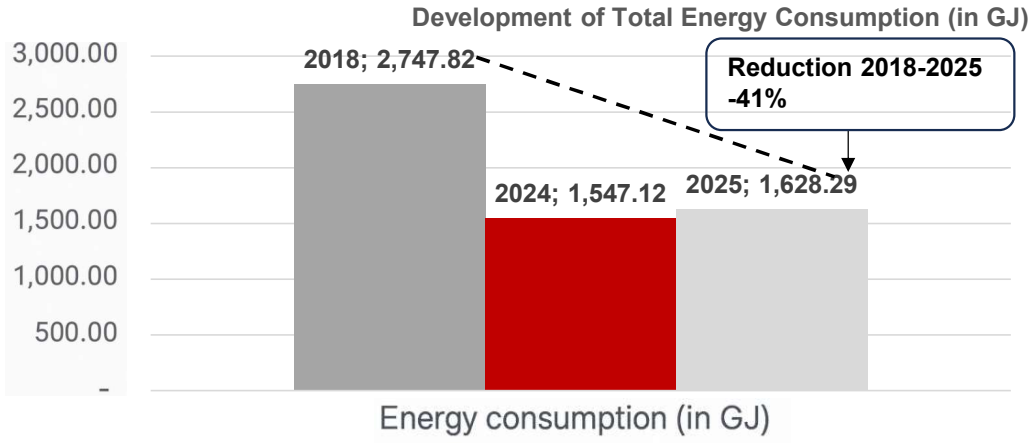
- Total energy consumption amounts to 1,628 GJ. This is 40.7% lower than in 2018.
- Natural gas consumption has been completely phased out (0 GJ in 2025).
- Fuel consumption by the vehicle fleet has decreased by 52.1% since 2018.
- Through electrification and 100% green electricity (GOs), the share of renewable electricity continues to increase.
- Our solar panels generated 474 GJ of renewable energy in 2025.
- Energy intensity improved to 27.01 GJ per €1 million in revenue (-83.3% vs 2018).

Next steps

- We will continue investing in renewable energy generation and aim to maximise the share of direct self-consumption.
- By further optimising buildings, installations and processes, we will reduce our energy demand.
- Explore additional opportunities such as energy storage and smart energy management.
- We will explore opportunities for energy storage, intelligent control of installations and further optimisation of our energy use.

Our total energy consumption is decreasing and is increasingly shifting from fossil fuels to renewable energy sources.

Total energy consumption **1,628 GJ** **−41% vs 2018**	Energy intensity **27.01 GJ per €1 million in revenue** **-83% vs 2018**	Electric vehicle charging **40 GJ** **0 GJ in 2018**
Own solar generation **474 GJ** **0 GJ in 2018**	Gas consumption **0 GJ** **-100% vs 2018 (1,280 GJ in 2018)**	Fuel consumption **243 GJ** **−52 % t.o.v. 2018**



4. CLIMATE & ENERGY MEASURES

Practical sustainability measures

At Bergfood, we work every day to make our business operations more sustainable. Our focus is primarily on practical measures that can be directly applied in day-to-day operations.

Within our business operations, we focus on areas including:
- energy consumption;
- mobility;
- logistics processes;
- packaging and waste;
- collaboration within the supply chain.

Many of these measures have been introduced step by step over recent years and have now become an integral part of our daily operations.

Our CO_2 reductions are the result of concrete measures in our premises, energy use, mobility and logistics.



4. CLIMATE & ENERGY
PREMISES & ENERGY

Premises and energy
In the design and management of our business facilities, we continuously invest in energy efficiency and sustainability. Our distribution centre has been designed with a focus on low energy consumption and uses sustainable installations and local energy generation.

Through a combination of structural measures, energy-efficient installations and renewable electricity, we reduce our dependence on fossil energy and improve the energy performance of our buildings.

The results presented in the previous chapter were achieved in part through the measures below, which have now become a permanent part of our business operations.

Initiative	Year	Contribution
Approximately 680 solar panels	2019	Local renewable electricity generation
Energy label A+ office	2023	Energy-efficient office environment
LED lighting	2024	Reduction in electricity consumption within our facilities
100% green electricity (GOs)	2025	Full transition of purchased electricity to renewable sources
Two heat pumps	2025	More sustainable heat supply
Energy monitoring	Ongoing	Continuous insight into and optimisation of energy consumption

Buildings are an important part of our climate strategy. By combining energy-efficient premises with renewable energy generation, we reduce both our energy consumption and our CO_2 emissions.



Gas-free premises, approximately 680 solar panels and green electricity form the basis of our energy supply.

4. CLIMATE & ENERGY MOBILITY

Mobility is an important part of Bergfood's sustainability strategy. By gradually electrifying our vehicle fleet and encouraging sustainable mobility choices, we reduce our dependence on fossil fuels and lower direct CO_2 emissions.

When vehicles are replaced, electric alternatives are chosen wherever possible. In addition, Bergfood encourages employees to cycle more often through the Lease-a-Bike scheme. The development of our vehicle fleet is reflected in lower diesel consumption and the growth of electric driving.

The results presented in the previous chapter were achieved in part through the measures below, which have now become a permanent part of our business operations.

Initiative	Year / status	Contribution
Charging stations	2024	Supports the transition to electric driving
Lease-a-Bike	2025	Encourages sustainable mobility among employees
Electrification of company lease cars	Ongoing	Reduced use of fossil fuels
Reduction in diesel consumption through the use of petrol and electric vehicles	Ongoing	Lower Scope 1 emissions from the vehicle fleet

Since 2018, energy consumption from fossil fuels within mobility has decreased by approximately 86%. As a result, mobility makes an important contribution to the significant decrease in Bergfood's Scope 1 emissions.



By investing in electric driving, charging infrastructure and sustainable mobility choices, Bergfood is working step by step towards a future-proof and energy-efficient vehicle fleet.

5. SCOPE 3
INTRODUCTION TO SCOPE 3

Scope 3 and value chain emissions

Now that direct emissions have been significantly reduced, attention is shifting towards the indirect climate impact within the value chain. These are indirect emissions generated outside our own operations but related to Bergfood's activities. Examples include emissions generated by suppliers, transport, packaging and other stages in the value chain.

As an importer and distributor of Mediterranean food products, Bergfood works with international flows of goods and an extensive network of suppliers, logistics partners and customers. As a result, a significant proportion of our climate impact occurs outside our own organisation.

Relevant Scope 3 themes for Bergfood

The following value chain emissions are particularly relevant to Bergfood:
- Purchasing of products – food production represents a significant part of the total climate impact.
- Transport and logistics – international flows of goods and distribution generate indirect emissions within the supply chain.
- Packaging and logistics equipment – the use of materials, pallets and packaging affects both raw material consumption and transport efficiency.
- Collaboration with suppliers and customers – by working together on sustainability, emissions within the value chain can also be reduced.

Development pathway

The current focus is on identifying the most significant Scope 3 emissions and implementing practical measures within the supply chain. The next step is to quantify these emission flows, providing greater insight into the climate impact and establishing a basis for future reduction targets.

The following pages show the concrete measures Bergfood already applies in logistics and packaging to gradually reduce the indirect climate impact within the supply chain.

Now that direct emissions have decreased significantly, the greatest impact lies within the value chain: our Scope 3 emissions.

5. SCOPE 3
LOGISTICS & OPERATIONS

Within logistics and operations, we are gradually improving the efficiency of our daily processes.

Within its daily operations, Bergfood continuously works to organise logistics processes more efficiently. Many improvements were originally introduced with a focus on quality, efficiency and cost control, but at the same time contribute to reducing indirect emissions within the value chain (Scope 3). Examples include carrying out labelling activities in-house and working with a sustainable logistics partner.

A concrete example is carrying out labelling activities in-house. Whereas products were previously labelled externally and then transported again, these activities are now carried out within Bergfood's distribution centre. This prevents additional transport movements and improves the alignment of logistics processes.

In the coming years, Bergfood aims to gain better insight into the effects of these logistics improvements. This will include assessing:

- the number of transport movements avoided;
- the number of transport kilometres avoided;
- the associated fuel savings;
- the resulting CO_2 reduction within the logistics chain.

Initiative	Year / Status	Contribution
In-house labelling	2025	Fewer transport movements and more efficient logistics
Optimisation of logistics processes	Ongoing	Less internal handling
Lean & Green transport partner	Ongoing	More sustainable outbound transport
Continuous process improvement	Ongoing	Structural optimisation of operational processes



5. SCOPE 3
CIRCULARITY & PACKAGING

Bergfood is working step by step to use packaging and logistics equipment more intelligently. By optimising packaging, reusing materials and reducing food waste, we reduce the use of raw materials and the environmental impact within our value chain.

An important example is the use of CHEP and LPR pallet systems, which enable pallets to be reused. Together with customers and suppliers, we are also working on smaller packaging formats, more efficient outer packaging and reduced use of plastic film.

Products that can no longer be sold through regular sales channels are, wherever possible, given an alternative destination through specialised buyers. This reduces food waste and keeps products available for consumption.

Further professionalisation

The current focus is on gaining greater insight into the impact of these initiatives. As a next step, Bergfood aims to quantify these effects. This will include assessing:

- kilograms of packaging material saved;
- proportion of reused CHEP and LPR pallets;
- tonnes of products preserved through alternative sales channels;
- further reduction of food waste towards the 2026 target.

Initiative	Year	Contribution
CHEP and LPR pallets	2024	Reuse of logistics equipment
Packaging optimisation	Ongoing	Less packaging material
Reduction in plastic film use	Ongoing	Reduced plastic consumption
Optimisation of outer packaging	Ongoing	More efficient use of materials
Continuous packaging improvement	Ongoing	Lower logistics impact

Bergfood is working step by step towards reducing and improving the use of materials in packaging and logistics.

5. SCOPE 3
OUR AMBITION

From measures to measurable results

Bergfood has taken the first steps towards reducing its indirect climate impact within the value chain. In the coming years, the focus will be on further professionalising the available data, so that measures can be better substantiated and progress can be made transparent.

This development is aligned with the **Science Based Targets initiative (SBTi)**, to which Bergfood has committed. Through this commitment, Bergfood is working towards an increasingly well-founded approach to reducing emissions across the entire value chain.

Stap	Ontwikkeling
2026	Further assessment of relevant Scope 3 emissions
2026	Increase insight into logistics and packaging flows
2026	Further reduce food waste through alternative sales channels
2027	Initial quantification of logistics and circularity measures
Ongoing	Collaboration with suppliers and further implementation of the SBTi commitment



6. OUR PEOPLE
OUR EMPLOYEES IN FIGURES

Our people

At Bergfood, we work together towards a healthy and sustainable future. Our colleagues, with their diverse backgrounds and talents, contribute every day to quality, reliability and innovation in everything we do.

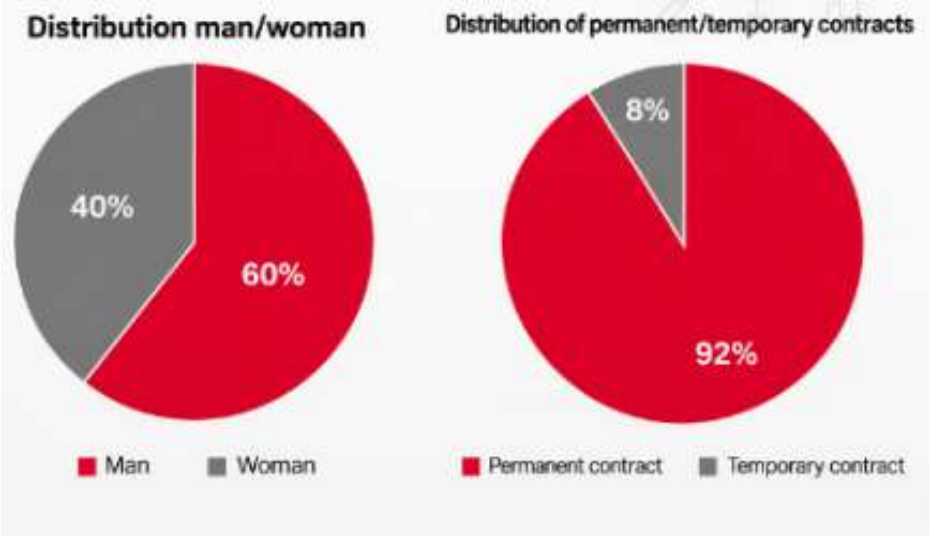
We believe in being a responsible employer, providing opportunities for development, safety and job satisfaction. The figures below provide an overview of our organisation.

What we invest in:
- Sustainable employability and development of our employees.
- Education, training and career development opportunities.
- A safe and healthy working environment for everyone.
- Long-term employment relationships and responsible employment practices.
- Inclusion, respect and equal opportunities for all employees.

Our people make the difference
We continue to invest in our employees and in a working environment where everyone feels safe, heard and valued. Together, we are building an organisation in which everyone can develop and remain sustainably employable.

> **An engaged and stable workforce forms the basis for the quality and continuity of our organisation.**

48 **Employees (number of people)**	43 **FTE (full-time equivalent)**	92% **Permanent contracts (% of total)**
6.2% **Employee turnover (% voluntary turnover)**	0 **Work-related accidents resulting in absence**	100% **Emergency response coverage (proportion trained)**



6. OUR PEOPLE
RESPONSIBLE EMPLOYMENT & DEVELOPMENT

Responsible employment practices

At Bergfood, we believe sustainable business operations begin with responsible employment practices. That is why we invest in a working environment where employees feel safe, can develop and remain connected to our organisation over the long term.

We devote considerable attention to training, personal development and sustainable employability. For example, we offer Dutch language courses and use the results of the employee satisfaction survey to further improve the working environment.

In addition, we encourage vitality and sustainable mobility through the Lease-a-Bike programme and offer employment conditions that in certain areas go beyond the applicable collective labour agreement.

The initiatives below are a permanent part of our HR policy.

Initiative	Year	Contribution
Dutch language course	Ongoing	Support and integration in the workplace
Employee satisfaction survey	Periodic	Continuous improvement of the working environment
Employment conditions above the collective labour agreement	Ongoing	Market-based salaries and attractive pension scheme
Lease-a-bike	Ongoing	Vitality and sustainable mobility

Responsible employment practices are the foundation of an engaged, safe and future-proof organisation in which people can grow.

6. OUR PEOPLE
SAFETY & HEALTH

At Bergfood, employee safety is our highest priority. That is why we continuously invest in safe workplaces, clear work instructions and increasing safety awareness throughout the organisation.

All employees are given the opportunity to participate in emergency response training. For activities requiring specific expertise, such as operating forklift trucks, the necessary certificates are mandatory.

Within our warehouses, we use clearly defined walking routes, personal protective equipment such as safety shoes and high-visibility vests and focus on creating a safe workplace layout. In this way, we aim to provide a safe working environment in which risks are prevented as far as possible. Safe working practices are also supported by internal safety instructions, company regulations and clear procedures.

The measures below form part of our safety policy.

Initiative	Year	Contribution
Emergency response training	Ongoing	Emergency preparedness
Forklift certificates	Ongoing	Safe use of internal transport equipment
Personal protective equipment	Ongoing	Protection of employees
Safe warehouse walking routes	Ongoing	Reduction of safety risks

By investing in training, safe workplaces and preventive measures, Bergfood creates a working environment in which employees can work safely every day. A safe and healthy working environment is a prerequisite for responsible employment practices and is central to our daily operations.



6. OUR PEOPLE
INCLUSION & SOCIAL ENGAGEMENT

Bergfood aims to be an employer where everyone has the opportunity to contribute, develop and be part of an engaged organisation.

At Bergfood, we believe that a strong organisation is built by engaged employees with different backgrounds, experiences and talents. We therefore also provide employment opportunities for people who face barriers to the labour market. We believe it is important that everyone has the opportunity to develop and actively participate in working life.

Our social commitment extends beyond our own organisation. Bergfood supports local initiatives and sports clubs, actively contributing to the region in which we operate. In this way, we aim not only to be a responsible employer, but also an engaged partner within society.

Initiative	Year	Contribution
Employment opportunities for people facing barriers to the labour market	Ongoing	Inclusive labour market
Diversity & inclusion	Ongoing	Equal opportunities within the organisation
Sponsorship of local initiatives	Ongoing	Engagement with the region
Sponsorship of sports clubs	Ongoing	Connection with the local community

6. OUR PEOPLE
INTEGRITY & TRUST

Responsible employment

At Bergfood, we consider it important that every employee can work in a safe, respectful and ethical working environment. That is why the principles of responsible employment are embedded in our HR policy, supported by company regulations, an absence protocol and additional codes of conduct and safety protocols.

There is no place within the organisation for discrimination, harassment, child labour, forced labour or other forms of inappropriate behaviour. Employees have access to a confidential adviser and a complaints procedure, ensuring that concerns can be handled carefully and confidentially.

These principles apply not only within our own organisation. We also expect our suppliers and supply chain partners to act in accordance with applicable laws and regulations and socially responsible standards.

Subject	Status
HR policy & company regulations	✓
Confidential adviser	✓
Complaints procedure	✓
Absence protocol	✓
Equal treatment & respect	✓
Safety and conduct protocols	✓



7. OUR ORGANISATION RESPONSIBLE BUSINESS

At Bergfood, we do not see sustainability as a separate programme, but as a natural part of our business operations. In investments, logistics decisions, collaboration with suppliers and the further development of our organisation, we make conscious choices every day that combine economic continuity, social responsibility and care for the environment.

The initiatives described in this report, from energy savings and circularity to responsible employment and supply chain collaboration, form part of this integrated approach. In this way, energy savings, circularity, responsible employment and supply chain collaboration together form one integrated sustainability approach.

Pillar	Practical examples
Climate & energy	Solar panels, electrification, green electricity
Circularity	CHEP, food waste, packaging
Our people	Development, safety and inclusion
Quality & supply chain	BRCGS, MSC, SKAL and RSPO

Sustainability is an integral part of our business operations and forms the basis for the choices we make every day.



7. OUR ORGANISATION COLLABORATION THROUGHOUT THE SUPPLY CHAIN

At Bergfood, sustainability does not stop at the boundaries of our own organisation. Together with suppliers, producers, customers and logistics partners, we work towards a responsible and future-proof food supply chain.

Through long-term collaboration, transparency and shared quality and sustainability ambitions, we are jointly building a more sustainable food supply chain.

Certification / initiative	Contribution
BRCGS	Safeguarding food safety and quality
MSC	Responsible and sustainable fishing
SKAL	Certified organic product supply chains
RSPO	Responsible production of palm oil
Lean & Green logistics partnerer	More sustainable transport

Certifications are an important tool for Bergfood to safeguard sustainability, quality and food safety within the supply chain. In addition, we work with suppliers and logistics partners who share our ambitions in the areas of sustainability, quality and responsible business. By sharing knowledge, implementing improvements together and building long-term relationships, we collectively work towards an increasingly sustainable food supply chain.

Together with suppliers, customers and logistics partners, we are working towards a more sustainable and future-proof food supply chain.



7. OUR ORGANISATION
OUR AMBITION

At Bergfood, we see sustainability as a continuous process. In the coming years, we will continue to invest in making our business operations more sustainable, strengthening collaboration within the supply chain and developing our employees.

In the coming years, we will focus on concrete improvements that contribute to a sustainable organisation and a sustainable food supply chain.

Ambitions for the coming years:

Theme	Ambition
Climate & energy	Further reduction of energy consumption and CO_2 emissions
Circularity	Further reduction of food waste and more efficient use of raw materials
Our people	Continue investing in safety, development and sustainable employability
Supply chain	Strengthen sustainable collaboration and certifications

By making conscious choices today, together with our employees, customers, suppliers and partners, we are building a healthy and future-proof food supply chain.

Sustainability is a continuous process. In the coming years, we will continue to invest in a future-proof organisation and supply chain.

