



# CSR REPORT

2021





## MANAGING DIRECTOR LETTER

### DELIVERING DAIRY PRODUCTS IN A CHALLENGING WORLD

As I write you this letter, Corona and the War in Ukraine have a major impact on the world, the (dairy) supply chains and (dairy) commodity prices. We have seen the world anticipating on a new reality with a lot of implications for everyone involved.

Since the start of the company in 2011, Numidia has been used to changing environments. With a volume of almost 400.000 MT (in 2021) of dairy products, we are one of the main players in the global dairy supply chain.



*Figure 1: Han van Hagen - Managing Director  
(photo made by Ivo Hutten)*

This comes with responsibilities. In this report, we are accountable to you and to the rest of the world.

We'll take you through the many exciting projects and tasks we're working on. Not only "to become the best and most sustainable supplier of standard dairy products for our customers" (which is our mission), but also to show that we care about all our stakeholders.

This is embedded in our strive for long term relationships, with employees, suppliers, customers, business partners and all other people and organizations connected to Numidia.

You will see that we are not only looking at the world of today. We also have in mind the generations to come. With our Charity Foundation we support children in need with giving them better living conditions and future perspectives by creating more possibilities for proper education.

We want to be the most sustainable company in the dairy supply chain. Since 2019 we are the first global dairy trading company to voluntarily compensate CO<sub>2</sub>. We are very proud of that.

We couldn't be where we are as a company, without the hard work and dedication of our employees ("The Numidians"). We are grateful to them for that. And that's why our priority lies in creating a safe and inspiring working environment for them: working at the office, working from home or traveling to business partners.

I wish you a lot of fun and inspiration in reading this report. And please feel free at any time to contact me or one of my colleagues whenever you have questions, remarks or even ideas which can make Numidia a better company.

With kind regards

Han van Hagen  
Managing Director



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## 1. INTRODUCTION NUMIDIA

Numidia is established in December 2011 in the Netherlands and is specialized in the international dairy trade. Numidia can rely on an extended international network of customers, suppliers and distributors. The main focus of Numidia is the worldwide purchase and sales of standard dairy products (commodities).

The Numidia **philosophy** is based on openness and transparency towards producers and buyers by giving full disclosure about the related activities and information. Furthermore Numidia provides international market information and expert product knowledge. Numidia has a proven record in dairy commodity and related ingredients trade. The knowledge and experience, gained in the last decade, is the basis for the success of Numidia. The organization currently exists of more than 85 people and realized a turnover of 894 million euro in 2021.

Numidia Holding is headquartered in Herten (NL), with offices in Singapore, Montevideo (UYU) and Dallas (USA) and commercial representatives in Argentina, Poland, Italy, Ireland, France and China (2). With this network of offices/representatives around the globe, Numidia is able to anticipate on the changes in the global dairy market, being able to offer products at all times to customers (always being in the market). With a 50% participation in the VCC factory (Belgium), Numidia Holding made the first step in a backward integration with investing in cheese production capacity. Together with the broad product range (Fat and Protein products in combination with Futures and Options), Numidia has the basic elements of being a leading global dairy trading company.

Numidia aims to contribute to the Sustainable Development Goals (SDG's) within any of its processes. In this report, various references are made towards certain SDG's by presence of SDG logos. In the concerned sections where one of more specific SDG goal logos are placed, this section or chapter contributes to this/these SDG's in one or several ways.



### 1.1 Vision



We believe that everyone worldwide should be able to enjoy the benefits of Quality Dairy Products. We see it as our task to contribute in making that happen!

### 1.2 Mission



Numidia wants to be the best and most sustainable supplier of *standard* dairy products in the world for the food and feed market. We want to add value (commercial, logistics, financial, administrative and technical) for our suppliers and our customers with whom we want to establish a long term relationship. **Our people make the difference!**

### 1.3 Our values

- Numidia is **transparent** and has an open and direct culture. We are practical and we practice what we preach;
- **Reliability** : our main driver: we keep our promises;
- **Authentic**, entrepreneurial and decisive people make the difference for our suppliers and customers. They are empowered by the directors who take active part in the commercial team, which creates speed and **flexibility**.
- We are enthusiastic about our work, our business relations and our colleagues and we strive for **long-term relationships**.



## 1.4 Our Environment



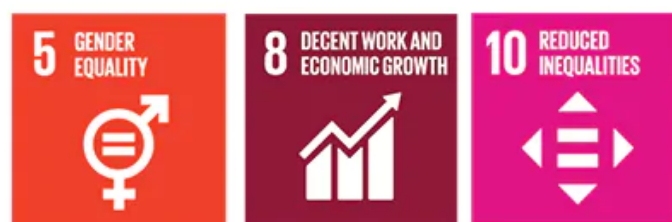
Numidia wants the best for its employees, customers, suppliers and surroundings; today and in the future. We are committed to reducing the environmental impact. Not only the direct footprint, but also the footprint for transport and warehousing organized by Numidia.

## 1.5 Our Charity



Mindful of Numidia's vision, to take care about the environment and "the belief that everyone worldwide should be able to enjoy the benefits of quality dairy products" (which is our vision), Numidia founded the Numidia Charity Foundation at the end of 2015. A foundation with the main aim of supporting underprivileged children or to help children in need all over the world. Since then, the foundation has participated in a number of projects and has also started and completed its own initiatives, initiated by colleagues involved.

## 1.6 Our Team



Author, businessman and speaker Stephen R. Covey once said that strength lies in differences, not in similarities. We believe that our team reflects just that. Our high-value team is composed of dynamic individuals who bring with them years of experience, a variety of backgrounds, entrepreneurship and a multitude of expertise. Our team members are technically trained to manage and deal with specialized distributors. Numidia takes advantage of a multilingual team. We can offer our customers and suppliers service in Dutch, English, German, Arabic, Chinese (Mandarin and Cantonese), Portuguese, Spanish, French, Italian, Romanian and Russian.





In a digital environment, employees have ample opportunities to remain constantly up to date and have access to a staff manual that applies to everyone, which also includes integrity rules, codes of conduct, safety and health aspects.

Numidia believes in transparency and shares its goals and objectives throughout the organization. With strong leadership and transparent decision-making, the company is able to inspire its employees as well as encourage them to further increase their skills and expertise, whilst maintaining their personal uniqueness.



Figure 2: Team Numidia at the rooftop of the Headquarter (Herten)

### 1.7 Quality Certificates and approvals



Numidia is IFS Broker and BRC Agents & Brokers certified. These are international food-safety-management systems, which outline the requirements for food-safety for all organizations within the food chain.

Numidia is GMP+ B3 certified. This indicates that we can trade, store and transship feed products with the applicable requirements of the GMP+ B3 standard which is a part of the GMP+ FSA module of GMP+ International.

Numidia is also AEO (Authorized Economic Operator) approved. Because of that, we can offer our customers an advantage with customs controls and we need in general less information for the customs declarations. So we can work more (cost) efficient.





Numidia is also SKAL approved. We can supply organic products

Numidia B.V. is a member of Sedex. Sedex is a global membership organization dedicated to driving improvements in responsible business practices in global supply chains.

### 1.8 Quality and Efficiency

Quality and Efficiency are the main drivers in our processes, systems and operational delivery. We prefer to do things first-time-right. We have a state-of-the-art automated system and we accept and embrace that there are always more efficient ways of working.

Our failsafe motto: **“what can’t go wrong, won’t go wrong”**. Numidia is (as mentioned before) certified for several food and feed safety quality management systems. What this means for all our partners, is that by doing business with us, they are assured that quality of processes and food- and feed- safety are guaranteed. We take care of this. Which gives our business partners peace of mind.

## 2. MATERIALS

To determine what the significant aspects for Numidia are, an aspect assessment has been performed in which the various Significant Environmental Aspects (SEA), Significant Social Aspects (SSA) and Significant Governance Aspects (SGA) have been identified. See Appendix B for this Significant Aspect identification. Some aspects such as waste are not identified as significant emission sources, but are taken in account in the minor environmental objectives.

## 3. ENVIRONMENT



Numidia has great focus on reducing any adverse impacts on the environment caused by its processes, or from its partners. By certifying for ISO 14001:2015, we set out the criteria for our environmental management system. This system provides assurance to our management, employees and external stakeholders that our environmental impact is being measured and improved continuously.



### 3.1 Environmental Policy

Numidia wants the best for its employees, customers, suppliers and for the world around it; today and in the future. We are committed to reducing the environmental impact. Not only the direct footprint, but also the footprint for transport and warehousing organized by us.

We at Numidia consider it our responsibility to contribute to CO<sub>2</sub> reduction and compensation. We are proud to be **the first global dairy trader to voluntarily compensate CO<sub>2</sub>** in its operations and pursuing continuous improvement in environmental performance, with reasonable practice, by setting objectives and targets in compliance with environmental management systems and EU legislation. With specific focus on the major emission sources such as transport of product.

Numidia is committed to continuous improvement of environmental performance. This Policy is communicated to all staff, and is available for the public, contractors and suppliers.

### 3.2 Stakeholders

The QESH department receives most inquiries such as certification requests, or other QESH related subjects. Therefore input from the QESH department is used to determine the needs from the stakeholders. Next to that, an Environmental Stakeholders Questionnaire (ESQ) has been provided to the major part of the Numidia employees, which provided input to determine needs of the various stakeholders.

#### Transporters

As Numidia's core business is trading of products, these products require transport from A to B (supplier → transport → customer, supplier → transport → warehouse → transport → customer). Transport is mostly done by truck, ship or train. During gathering of input for the CO<sub>2</sub> Footprint, various transport companies were approached for input on environment aspects which showed a very minimal number of companies that really has focus on this.

#### Warehouses

Numidia uses various types of storages, e.g. ambient, cooled, frozen and besides this also uses warehouses for the purpose of freezing & defrosting products such as butter. During gathering of input for the CO<sub>2</sub> Footprint, various warehouses were approached for input on environment aspects which showed also here a very minimal number of warehouses that already have focus on this.

#### Product suppliers

Numidia is in close contact with different contact persons from their suppliers of various departments (Trade, Quality, Operations, HR, and Finance). The ESQ indicated that no signs have been received which demonstrates suppliers having any environmental requirements towards Numidia as their customer (and company to market their products). Investing in sustainability can however be a positive factor for suppliers to work with Numidia. In future, Numidia will likely require compliance from product suppliers regarding objectives applicable to this stakeholder.

#### Customers

Customers of Numidia differ in size and are located globally (in more than 100 countries). For customers who are working on environmental management, some indications have been seen, by e.g. questionnaires (and contractual terms and conditions), in which focus on environmental requirements is showed. The ESQ indicated that some customers have environmental requirements towards Numidia as their supplier. Although at this point there is no significant and overall focus from customers towards environmental management, this can (and for sure will) change in the future.



Numidia's investment in sustainability can be a positive indication for customers to work with Numidia.

### *Employees & Management*

Numidia employees are key in the contact with business partners and the success of Numidia. Their support and cooperation in achieving goals is essential. The ESQ indicated that the main motivation for employees is to reduce the negative impact Numidia has on the environment. From the trade department, it is also observed, that a strategic competitive advantage is a major motivation. Additionally, research showed that employees are more loyal towards a company that is investing in sustainability (UCLA Study, 2013).

## 3.3 Environmental Objectives

- **Reduce emissions company cars**

Since 2020, all new company cars are (semi) electric vehicles. With this, Numidia reduces the emissions originated from company cars.

From 2025 onwards, all new company cars need to be:

- Electric vehicle (EV) or
- Fuel cell vehicle (FCV) or,
- Fuel cell electric vehicle (FCEV)

- **Minimize emissions of Numidia Head office where possible**

Numidia aims to reduce any emissions emitted from its head-office and be as self-sustaining as possible. Current implementations include solar panels, geo-thermal heating, phase changing material (PCM) for cooling, but also reducing waste by e.g. replacing cans of soda with water taps. Where reducing waste is not possible, separation of waste is performed, such as PMD separation.

- **Reduce emissions of truck & ship transport**

Numidia is prioritizing collaborations with transport vendors which are putting effort in reducing their negative impact on the environment.

- **Create environmental awareness of customers and suppliers**

Towards suppliers, various agreements are made to assure they meet all sustainability requirements. The level of involvement with sustainability is identified to determine environmental ratings for each supplier. Although for customers there is no direct influence on their efforts to reduce their environmental impact, Numidia does consider this as its responsibility to promote with following goals.

- **CO<sub>2</sub> Footprint for sales & option to purchase Green Label Product.**

Providing all customers with total CO<sub>2</sub> footprint of products purchased from Numidia, with the option to purchase Green Label product.

- **30% voluntary CO<sub>2</sub> compensated sales in 2030.**

By 2030, 30% of all sales contracts are to be purchased from voluntary carbon credited sources.

- **Green Routing**

By end of 2022, Green Routing can be provided to each customer as option for purchasing.



### 3.4 Numidia head office

The head office of Numidia is an almost self-sustainable building, with use of 110 solar panels, geothermal temperature conditioning, phase changing material ceiling for cooling and various innovative systems to minimize energy usages. All company cars are currently transitioned to consist out of hybrid and electric vehicles, minimizing the adverse effects of emissions.

### 3.5 CO<sub>2</sub> Footprint

Numidia has identified its Carbon Footprint, which is performed based on the GHG Protocol (<https://ghgprotocol.org/>) and is focused on Carbon Dioxide or equivalent (CO<sub>2</sub>-eq) emission. See Appendix A for the Numidia Carbon Footprint scopes and the percentages of emissions on the total Carbon Footprint.

The Carbon Footprint of Numidia includes scope 2 and 3 emissions (scope 1 emissions are not applicable for Numidia). This means CO<sub>2</sub>-eq emissions have been identified from every product transport (by freight and truck), storage, freezing process, business travels, commuting and energy usage from the various offices. All these identified emissions in Numidia's Carbon Footprint are compensated by offsetting with VCS Carbon Credits.

As verification, Numidia has been ISO 14001 certified since 2018, with the focus of this Environmental Management System to reduce Carbon emissions. Therefore since 2020, CO<sub>2</sub> Reduction Management has been added to this ISO 14001 certification, which is achieved without Non-Conformances.

### 3.6 CO<sub>2</sub> Offset

For 2021 emission offset, Numidia has selected a hydro-electric project called the Vishnuprayag Hydro-electric Project (VHEP).

Vishnuprayag Hydroelectric Project is erected in the Alaknanda River near to Lambagar village in the Chamoli district of Uttarakhand in India. The hydroelectric project has an installed capacity of 400 MW. The type of plant is Dam having run of river generation. The type of power house is underground having 4 units of 100 MW each. The status of power plant is Operational. The source of river water for generation of power is from Alaknanda River. The hydroelectric region, where the plant is located is Northern Hydroelectric Region. The hydroelectric basin of power plant is Ganga Basin. The type of Dam is Diversion Barrage.





### 3.7 Waste

Although waste is a relative small part of the environmental impact that Numidia has, there is still a great focus to reduce emissions from waste where possible and to separate waste in a way that provides more recycling possibilities. Numidia already separated any paper and cartons from its waste stream. However since Q4 2021, 50% of standard residual waste stream is replaced by PMD (Plastic packaging, Metal packaging, Drink cartons) stream.

Estimated is that 20% of standard waste is consisting of packaging materials. By separating these packaging materials with the PMD waste stream, the amount of recyclable waste is increased. This prevents CO<sub>2</sub> emissions originating from waste requiring incineration.

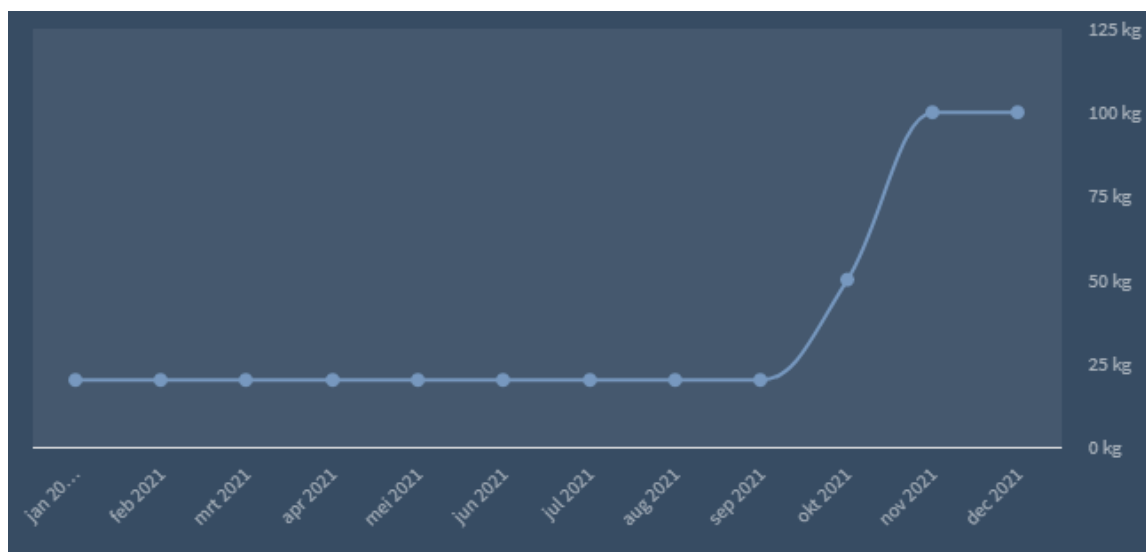


Figure 3: Avoided kg CO<sub>2</sub> emissions 2021.

Figure 3 shows the amount of CO<sub>2</sub> emissions which have been reduced during 2021. As seen, starting from October 2021 this amount increased due to implementation of the PMD route.



Figure 4: Total volume waste 2021 & recyclable waste streams

Figure 4 show the total volume of waste by Numidia BV in 2021, and the division of possible recycle streams from waste.



### 3.7 Environment 2021

From 2021 onwards, scope 3 emissions from products will also be available for any customer. These emissions will not be included in the offset of Numidia, but will be used to provide customers the possibility to purchase products with an identified CO<sub>2</sub> Footprint, and/or the possibility to purchase Green Label products.

### 3.8 EcoVadis

EcoVadis is one of the world's most renowned providers of business sustainability ratings, intelligence and collaborative performance improvement tools for global supply chains. Numidia has been rewarded with a Silver Rating in 2021.



EcoVadis Highlights:

- **Overall Score:**  
Numidia is therefore in the top 8% of companies rated by EcoVadis in this industry.
- **Environment:**  
Numidia is therefore in the top 4% of companies rated by EcoVadis in this industry.
- **Labor & Human Rights:**  
Numidia is therefore in the top 20% of companies rated by EcoVadis in this industry.
- **Ethics:**  
Numidia is therefore in the top 17% of companies rated by EcoVadis in this industry.



### 3.9 Roadmap

In the below figure 5 is the roadmap which Numidia has planned for 2021/2022 regarding sustainability.

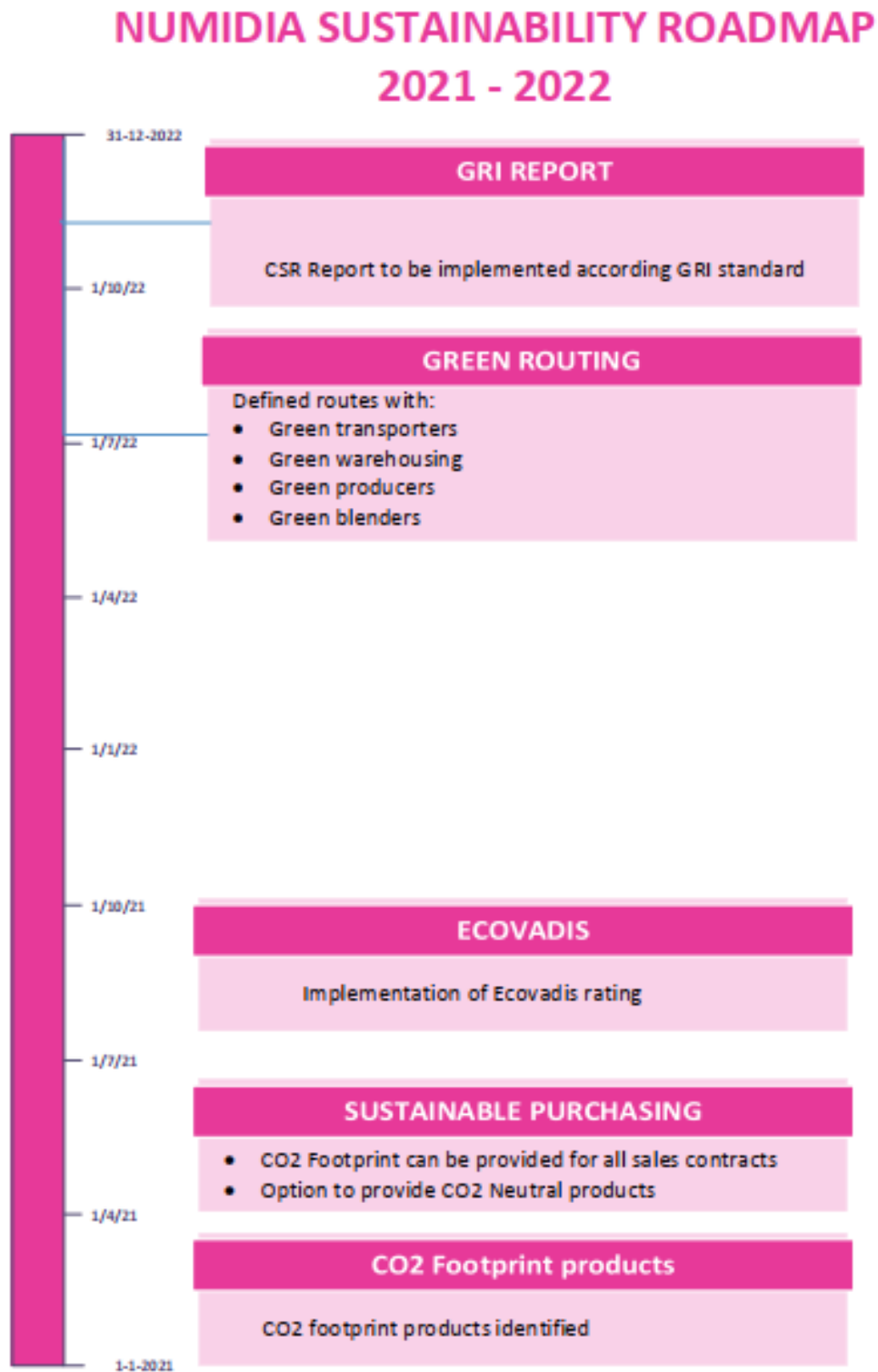


Figure 5: Sustainability Roadmap 2021 - 2022





### 3.10 Green Routing

Numidia has identified a sustainability rating for all its suppliers (product & service). This means that next to voluntary compensating CO<sub>2</sub>, Numidia also offers its customers the possibility to purchase products which are produced, stored and transported with use of suppliers that have been identified as having a positive impact on sustainability. Numidia aims to have Green Routing implemented end of 2022.

## 4. SOCIAL



### 4.1 Our Employees

#### Age divisions

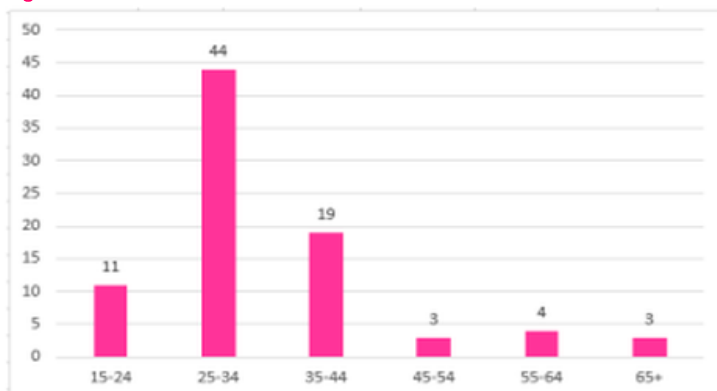


Figure 6: Age division 2021



## Gender

Numidia strives for equal opportunities for everyone. Male/female division within Numidia is as follows:

	Male		Female	
	#	%	#	%
Trade	25	30	4	5
OPS	11	13	25	29
QESH	1	1	3	4
Finance	6	7	5	6
General Support	1	1	1	1
HR	1	1	1	1
<b>Total</b>	<b>45</b>	<b>54</b>	<b>39</b>	<b>46</b>

Figure 7: Gender division 2021

## 4.2 Employee benefits

Achievements of Numidia would not be possible without the great effort of its employees. Therefore, next to the employee's own performance bonuses, Numidia also shares a yearly bonus based on the company profit.

## 4.3 Quality Education

Numidia cooperates with universities (Maastricht and Wageningen (AI project), HAS (dairy training), internships, and invests in schools with the Numidia Charity Foundation to promote quality education. With offering a study finance scheme, employees are encouraged to increase knowledge they desire and needed for their career development.

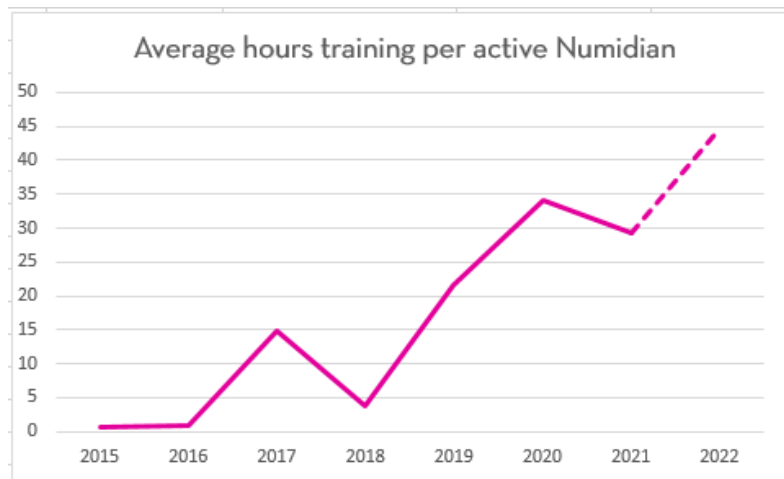


Figure 8: Average training hours Numidians.



#### 4.4 Employee satisfaction

Numidia wants the best for its employees. Certification for “Great Place To Work” has been achieved with a high score of 81% from its employee. This assessment will be performed yearly to monitor employee satisfaction.



Also yearly, every employee provides their rating on satisfaction of Numidia as employer, which has received a score rating of 3,98 out of 5.00 in December 2021.

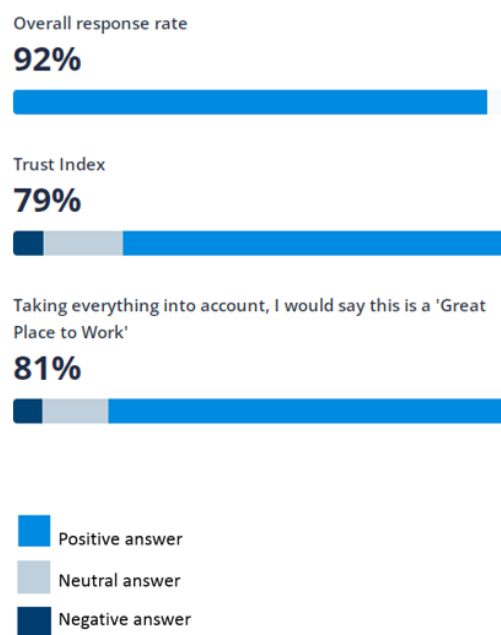


Figure 9: Results Numidia 2021

#### 4.5 Leave & Absence

Numidia aims for the best work environment possible to its employees and promotes a healthy lifestyle. Numidia also offers a preventive medical examination for all employees. Absence due to sick leave (in any form) is a KPI used to monitor this aspect. Numidia has set a target KPI of maximum 1.5%. Even though Covid-19 has caused an increase in the amount of absences, Numidia is well below this target with a score of 1.3%.



#### 4.5 Charity Foundation

Numidia cares not only for the Numidians, but also for our environment and underprivileged children. With the Numidia Charity foundation, we help children in need all over the world with education, nutrition and financial aid. These projects are initiated by Numidians and they will keep involved in the projects. More about this in 'Inspiring'.

Not only we give to charity in places far from our home, but there are also children in need in our own community. Since 2019 we sponsor a local play garden: Kitskensberg, where we give underprivileged children a carefree day. We aim to let underprivileged children participate and have fun in things that is normal and self-evident for others.



Some other projects:

#### *Dormitory Adesso Primary School / Kumi hospital (2021 - 2022)* **Kumi, Uganda**



The Adesso Primary School is a school with 1.000 students, divided over 7 groups. There are 13 teachers and 7 class rooms. The children in the highest group (group 7) get extra support from the teachers to prepare them on their final exams. This result predominantly determines their access to the next study. This preparation is done via extra lessons. With this, the days at school are longer for these students.

Especially children with longer travel times can get

stuck in this situation. That's why the school has the facility (dormitory) to stay at the school in the night. At the moment 56 students use this facility.



With the money of the Numidia Charity Foundation the renovation of the current dormitory (see photos) and new beds and mattresses can be financed.



### *Comedor and Centro Cultural Dorita (2021-2022)*

#### **Rosario, Argentina**

The funds of the Numidia Charty Foundation will make it possible to continue the work in the community during this special and complicated year. Comedor and Centro Cultural Dorita prepares food for more than 100 families from Monday to Friday. The donations will be used for the purchase of food and to improve the place where they prepare meals and where they will go on with activities for children when authorized again.



### *Foundation Ile de Mar 2021 - 2022*

#### **Ile de Mar (Senegal)**



Foundation Ile de Mar is a governmentally recognised nonprofit organisation which through its financial support of secondary education on the island Ile de Mar in Senegal, strives to invest in the futures of Senegalese children. In its almost 14 years of existence, the Foundation has established the first secondary school (Collège d'Enseignement Moyen) and Lyceum on the island, and allowed about 1500 children to complete a secondary education.

The Numidia Foundation is funding scholarships for eleven students to be able to continue and complete their remaining three years of secondary education at the Lyceum Ile de Mar. And the foundation provides financing for the tutoring program for 120 students.

### *Mundo de Talentos A.C 2020 - 2021*

#### **San Cristóbal de Las Casas, Chiapas ( México )**

Every day, 1,800 students drop out of Mexican high schools, most of them in the first year. Out of every 10 students entering a university, only two finish with a degree. Moreover, around 7 million youngsters in Mexico are unemployed and receive no education at all.





An important reason for these staggering statistics, is that youth in many regions has not received appropriate vocational training. Adequate vocational training helps to decrease drop-out rates.



Mundo de Talentos ([www.mundodetalentos.mx](http://www.mundodetalentos.mx)) contributes to the personal and professional development of Mexican youth. We take into account the strengthening of their self-esteem, and the improvement of their sense of belonging in society by providing vocational guidance for children between 10 and 13 years, through a three-year program on Saturdays. Passionate professionals share work experiences with children and invite them to engage in group exercises and excursions. The program covers 15 modules including architecture, entrepreneurship, biology, arts, medicine and law, among many others, which are held in the Pequeño Sol elementary school. The program focuses both on academic and artistic subjects, and on enhancing socioemotional skills of youth, to prepare them to become responsible and strong actors of society.

The main focus of the project caters to children from low-income families that attend public school, who otherwise, would not have access to vocational training.





## 5. GOVERNANCE

Numidia wants the best for its employees. Wages and benefits, as well as working hours expectations for Numidia employees meet legal standards and industry benchmark standards. Abuse in any way within Numidia, or from its relations towards employees is not accepted.

Numidia maintains an open structure where every employee is encouraged to address any topics as they see fit being an improvement for the employee, or Numidia itself.

Employee health & safety of Numidia employees is considered a top priority. Therefore, the health & safety team assures a safe and hygienic work environment by performing health & safety audits. Medical investigation is offered to each employee every 3 years.

Numidia promotes healthy food consumption. Therefore once a week, a joint lunch is provided which is prepared with fresh healthy ingredients. Next to this, fresh fruit is delivered several times a week and all soda drinks are free from sugar.

Workplaces of employees are improved in any way possible, providing tools and having a great focus on maintaining or approving the social environment between all employees. At the offices, but also at the home-offices.

Numidia assures no child labor or any other forms of misconduct is performed in its processes or suppliers. These requirements are described in [Numidia's Code of Conduct](#). A zero-tolerance policy is maintained for any relation who does not respects this Code of Conduct. Pre-start of cooperation with relations, various checks are performed to assure compliance to this Code of Conduct, such as:

### 5.1 Country check

Numidia wants to restrain itself from direct business with countries that are sanctioned by the leading authorities. Therefore, we do not engage in direct business to: Sudan, Iran, North-Korea, Yemen and Syria.

### 5.2 Know Your Customer (KYC)

Every new customer is screened by a third party which checks e.g. the ultimate beneficial owner (UBO), ownerships structure, Politically Exposed Persons (PEP) and Special Interest Persons (SIP). Persons involved with important political positions will be reviewed by Numidia for possible risks and suitability for involvement with Numidia. In case any person is listed in e.g. international sanction lists, Numidia will decide to not be involved with this relation in any way.

### 5.3 Covid-19

Within Numidia several rules were implemented (March 2020 – March 2022) to keep our employees safe and prevent the corona virus from spreading:

- No travelling to business partners, except for local visits. No business travel per airplane
- No visitors are allowed at the office (except DHL, Fedex etc.) unless approval from the Managing Director;
- If Employees cough, sneeze and/or have fever: employee must stay at home;
- If one (or more) of the people with whom the Employee lives together is coughing, sneezing and/or has fever: the employee must stay home;
- Most employees work from home;





- No handshakes;
- The employee must wash his/her hands for at least 20 sec: at least 6 times per day;
- Keep 1.5 meter (or 6 feet) distance. 1 desk is left open in between employees. Also keep 1.5 meter (or 6 feet) distance in the meeting rooms;
- Employees who have been ill need the approval from the Managing Director before coming back to the office;
- Routing is installed in the office;
- Daily cleaning of railings, light switches, door handles and other points that are often used;
- Front door will open automatically.
- Employees who have visited 'orange' COVID-19 areas, can come to the offices after a quarantine period of 10 days.

Following the guidelines received from Gemzu (the association of dairy traders in the Netherlands), Numidia adds the following rules:

- Employees must use disinfecting material to clean employees' desk at the end and start of the day. Numidia will arrange cleaning materials;
- Employees can only use their own stationery. If employees don't have the right equipment Numidia will order them;
- For the Herten office: employees can't use the elevator and have to keep right on the stairs.
- Cutlery is prepacked to exclude the cutlery tray as a possible source of infection;
- Disinfection gel is placed at the entrance, restaurants and coffee machines;
- Employees need to disinfect their hands before and after using the
  - o Microwave
  - o Coffee and water machines
  - o Printer
- If Employees need to travel with public transport, Numidia will provide face masks;
- Each employee has their own designated workplace and must not deviate from it;
- A schedule is installed who will work at the office on what day and who will work from home.

## 5.4 SEDEX

Numidia is committed to assure collaboration with the greatest focus on ethics.

Since 2018, Numidia B.V. is a member of Sedex and committed to sourcing responsibly. Sedex is a global membership organization dedicated to driving improvements in responsible business practices in global supply chains.

Sedex is one of the world's leading organizations for helping companies to manage responsible sourcing, and operates a collaborative online platform that enables members to collect and share ethical data and identify risks in their supply chain. Sedex's collaborative approach enables buyers and suppliers to work together to better manage their social environmental performance, and protect people working in their supply chain.



Sedex tools and services are used by more than 50,000 members in over 150 countries. Sedex works across 35 industry sectors, including food, agriculture, clothing, packaging and chemicals. Sedex also owns SMETA (Sedex Members Ethical Trade Audit), one of the most widely used social audit methodologies in the world.

In 2021, the SMETA audit was completed without any non-conformances.

The company reference number of Numidia B.V. is ZC403665132

## Numidia 2022

We hope this report has clearly provided you with the CSR performances of Numidia. We will keep improving these performances and are looking forward to present you the results of these improvements in our 2022 CSR report.

We encourage any dialogue regarding our CSR performance. In case you would like to open this dialogue, please do not hesitate to contact Han van Hagen (Managing Director) or Aaron Valentijn (QESH Manager).

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## APPENDIX A (Carbon Footprint 2021 Numidia)

Scope	Emission Source	%CO <sub>2</sub> of total
2	Numidia Headoffice (Herten)	0,00%
2	Numidia Dallas	0,04%
2	Numidia Melbourne	0,00%
2	Numidia Montevideo	0,03%
2	Numidia Singapore	0,03%
2	Lease cars	0,05%
2	Business travel (BT):	1,02%
2	Work/living employees	0,32%
3	Warehouses	0,69%
3	Freezing (process)	0,17%
3	Transport trucks	75,69%
3	Ocean Freight	21,96%



## APPENDIX B (Significant Aspect Identification)

### Environment

	Environmental Aspects	Evaluation of Significance				
		Resource Use	Legal	Environmental Impact	Corporate Concern	SEA
Office Activities						
	Electricity consumption for lighting	1	0	1	0	Y
	Electricity consumption for air conditioning (not AC)	1	0	1	0	Y
	Electricity consumption for office equipment and other purposes	1	0	1	0	Y
	Water consumption (for drinking, cleaning, flushing)	1	0	1	0	Y
	Consumption of papers	1	0	0	0	N
	Consumption of stationery and office equipment	0	0	0	0	N
	Consumption of cartridges for printers, copies, fax machines	0	0	0	0	N
	Noise from office equipment	0	0	0	0	N
	Disposal of waste	0	0	0	0	N
	Disposal of toner cartridges	0	0	0	0	N
	Disposal of recyclable waste (paper, plastic, aluminum cans)	0	0	0	0	N
	Disposal of used detergent	0	0	0	0	N
	Cleaning and waste collection services provided by subcontractors	0	0	0	0	N
Lease cars						
	Emissions	1	0	1	0	Y
Business travels						
	Trains	1	0	1	0	Y
	Flight	1	0	1	0	Y
	Car	1	0	1	0	Y
	Taxi	1	0	1	0	Y
Work/Living traffic employees						
	Car / Public transportation	1	0	1	0	Y
Work/Living traffic employees						
	Transport	1	0	1	1	Y
	Freezing	1	0	1	0	Y
	Storage ambient	1	0	0	0	N
	Storage chilled	1	0	1	0	Y
	Storage frozen	1	0	1	0	Y
	Blending/Repacking	1	0	0	0	Y



## Social

	Social Aspects	Evaluation of Significance				
		Resource Use	Legal	Social Impact	Corporate Concern	SSA
Employees						
	Gender Equality	0	0	1	1	Y
	Discrimination	0	1	1	1	Y
	Education / knowledge	1	0	1	1	Y
	Health & Safety	1	1	1	1	Y
	Diversity	0	0	1	1	Y
Cummunity						
	Quality Education	1	0	1	1	Y
	Life on Land	1	0	1	1	Y
	Good Health and Well-Being	1	0	1	1	Y

## Governance

	Governance Aspects	Evaluation of Significance				
		Resource Use	Legal	Governance Impact	Corporate Concern	SGA
Employees						
	Wages & Benefits	1	1	1	1	Y
	Education / knowledge	1	1	0	1	Y
	Anti- Bribery & Conflicts	0	1	1	1	Y
	Health & Safety	0	1	1	1	Y
Customers						
	High Risk customers	0	0	1	1	Y
	Sanctioned countries	0	1	1	1	Y
	Country	0	1	1	1	Y
Suppliers						
	Country	0	1	1	1	Y
	Child Labour	0	1	1	1	Y
	Food Safety	1	1	1	1	Y