



Serving

the GoodLife

Sustainability update GoodLife Foods 2024

GoodLife
FOODS



PREFACE

GoodLife Foods is constantly evolving. In recent years, we have experienced significant growth in both turnover and production. We aspire to amplify this success with the support of our new partner IK Partners. In 2023, IK Partners acquired the majority stake in GoodLife Foods from Egeria Capital Management. With the support of IK Partners, we can achieve our ambitions to grow internationally through new initiatives, mergers, and acquisitions. Simultaneously, this collaboration also brings new focus to our sustainability ambitions as IK Partners stimulates growth in a sustainable way.

This brochure is our first Corporate Social Responsibility (CSR) communication report. This document illustrates our initiatives related to sustainability and how CSR is integrated in the organization. Creating this brochure and our CSR house has proved to be invaluable. I am proud that CSR is becoming more ingrained within our company. And this is only the beginning.

CSR is a constant journey. And as long as we are taking steps, we are on the right track.



Dirk van de Walle - CEO
"With small steps we make big impact"

Bicky Burger
Just 7 ingredients



23% of our meat is Better Life Label (BLK) certified

100% Use of green electricity

700 Employees

Innovating in the worlds of meat, cheese and plants

We produce 1 million frikandellen per day

Carbon compensated
For scope 1 and 2 since July 2023

6 Production facilities in Europe

Your partner for sustainable solutions

100% Veggie

New Bicky Balls launched

HIGHLIGHTS at GoodLife Foods

About GoodLife Foods

GoodLife Foods stands for good taste and enjoyment the Burgundian way since 1951. We are foodies who are always aiming for the highest quality. With six unique factories and 700 employees across Europe, we believe that our products should be both delicious and made from the best ingredients at our disposal. This is what all our brands have in common.



“Let's not think of sustainability as something separate. It is something we must do throughout all our business operations.”

Evelyne van Oosterhout
Group European QESH -Manager

Sustainability at GoodLife Foods

We believe that crafting high-quality food products requires a dedicated focus on sustainability. At GoodLife Foods, we are constantly working to develop new, more sustainable products, while improving our classic product line. Therefore, we have committed to the Sustainable Development Goals (SDGs) 3, 12 and 13. We are convinced that we can create the biggest impact on these three goals in our daily operations.



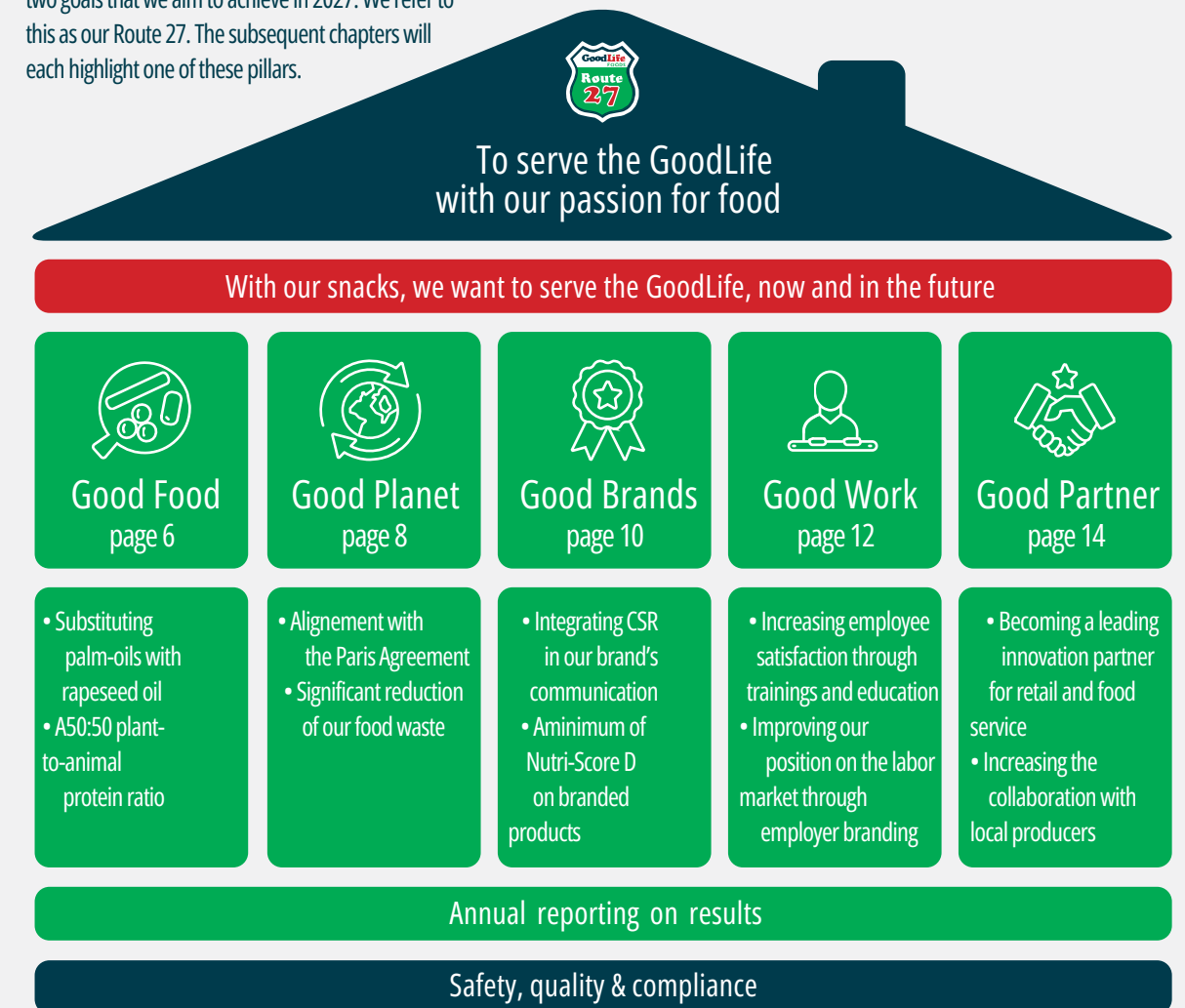
Governance

To strengthen our commitment to sustainability, we have created a CSR-team. This team operates within our CSR framework (illustrated on the next page as a house). Each member of the CSR-team is responsible for a specific pillar within our CSR-house. In this manner, we ensure the implementation of CSR across our organization.



CSR-house

Our CSR-house clusters our sustainability strategy, initiatives and goals into five pillars. Each pillar contains two goals that we aim to achieve in 2027. We refer to this as our Route 27. The subsequent chapters will each highlight one of these pillars.



Pilar 1

Good Food

At GoodLife Foods, we only produce products that we are truly proud of. We guarantee high-quality food made of first-class ingredients which give our products their distinctive taste. In order to ensure having the tastiest snacks today and in the future, we are increasingly focused on responsible sourcing and healthier products while maintaining our high standards of food safety.



GoodLife Foods is working towards:

- Substituting palm-oils with rapeseed oil
- A 50:50 plant-to-animal protein ratio



Healthier products

In the last couple of years, we took great steps towards healthier snack products. However, this is only the beginning. We believe that we can make all snacks healthier. Firstly, by being pro-active in the development of new products regarding clean label guidelines and impactful themes such as Nutri-score. This results in further reducing salt and fat usage in our products for example. Secondly, by lowering the meat content in our existing products and substituting a portion of this with vegetables, soy or wheat, we ensure that you can experience the unique taste of our snacks in a healthier way.

“I highly believe that finding the right balance between animal-based products and plant-based products is crucial. To help consumers in this transition and give them time to get used to more future proof snacking, developing appealing plant-based snacks with the right flavour & texture is nr. 1 on our innovation roadmap”



Agnes van der Niet
Group Innovation & Product Technology Manager



Responsible sourcing

Responsible sourcing is important to us. Therefore, we are replacing palm oil by rapeseed oil. In 2022, we reduced palm oil usage by 200 tons. For 2027, our goal is to fully replace palm-oils by rapeseed oil. Our responsible sourcing strategy also affects the sourcing of our animal products. In our commitment to ensuring responsible sourcing practices, we actively collaborate with reputable certifications, including IFS and the Better Life Label (BLK). Currently, 23% of all our meat is BLK-certified.



Food safety and transparency

Our food could not be considered good without our high standards of food safety. Through our on-pack product information, we aim to be as transparent as possible about all our products to our clients.

Embracing plant-based products

We firmly believe that the future of Good Food will head towards a more plant-based approach. To ensure our product range remains relevant and progressive, we have established a strategy in line for the protein transition. Our goal is to develop a vegetarian alternative for every meat product and substitute meat-ingredients with vegetables, or meat-mimicking ingredients. We are working on innovations within our three Worlds (more information in the Good Brands pillar). Currently, 39% of our products are meat-free. Our commitment to the protein transition not only reduces our environmental footprint but also preserves our distinctive taste.



Good Planet

At GoodLife Foods we want to enjoy good and tasty food. Now and in the future. That is why we want to contribute to a Good Planet with our products. So far, we have implemented various sustainability measures in our operations, leading to a significant reduction in our carbon footprint. But we are not done yet. We are constantly improving the sustainability of our day-to-day operations. GoodLife Foods offers the snacks of the future. Tastier and more sustainable.



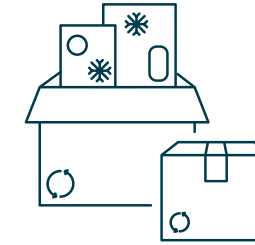
GoodLife Foods is working towards:

- Alignment with the Paris Agreement
- Significant reduction of our food waste

Reducing food waste

We have set up various initiatives to reduce our food waste by 20% in 2027:

- Collaborate with centralized waste provider Milgro for all our plants
- Selling our used rape seed oil to a trader
- Donating food items that have reached their store delivery date to food banks (Voedselbanken)
- Re-using food products that cannot be sold in new products (re-work)
- Fermenting products to generate biogas
- Introducing Skaeve Mini Roller, a bag with disapproved spring rolls for an appealing price, at a key retailer in Denmark



Packaging

For our industry clients, we used to pack our frikandellen (a traditional snack in the Netherlands) in carton boxes. Now, we use re-usable plastic containers for a total of 5000 tons of frikandellen per year. Our aim is to contribute to a circular economy. This means using packaging that is re-usable and does not diminish the food quality and safety of our products.



Reducing CO footprint

In recent years, our efforts have led to a remarkable 67% reduction in our CO2 footprint in scope 1 and 2, since 2020. More recently, we became fully carbon compensated for our scopes 1 and 2 emissions in 2023. Simultaneously, all our factories run on green energy. By 2024, we aim to gain insights into our scope 3 emissions.



Reducing your carbon footprint is only possible when armed with the right data. Now equipped with the necessary numbers, we can take additional steps forward in our sustainability efforts.

Steven van Belleghem
Group Operations Manager



Transportation

We strongly believe in process optimization, specifically in reducing transportation within the value chain. Where possible we source locally and currently, we are setting up direct deliveries to industry clients to avoid double handling and extra transport. As a result, we will avoid extra transport for a total of 5000 tons of product.

Pilar 3



Good Brands

At GoodLife Foods, our focus is on crafting products tailored to meet the needs of our customers. Each of our different brands have their own unique touch. Our broad portfolio of brands allows us to experiment with innovations, reach a wide range of consumers and therefore, maintain a healthy sustainable business. No matter the problem, at GoodLife Foods we have the solution for your snack challenge.



GoodLife Foods is working towards:

- Integrating CSR in our brands' communication
- A minimum of nutri-score D on branded products

Welcome to our World(s)

We serve a wide variety of customers with our snacks. Since 2022, we have categorized our products into three distinct domains: the world of meat, the world of cheese and the world of plant. We see the world of cheese and the world of plant as great emerging markets. Creating new opportunities for product development and innovation. In these domains, we are actively crafting innovative snacks inspired by a variety of cuisines, including Mexican, Arabian, and Asian cuisines.

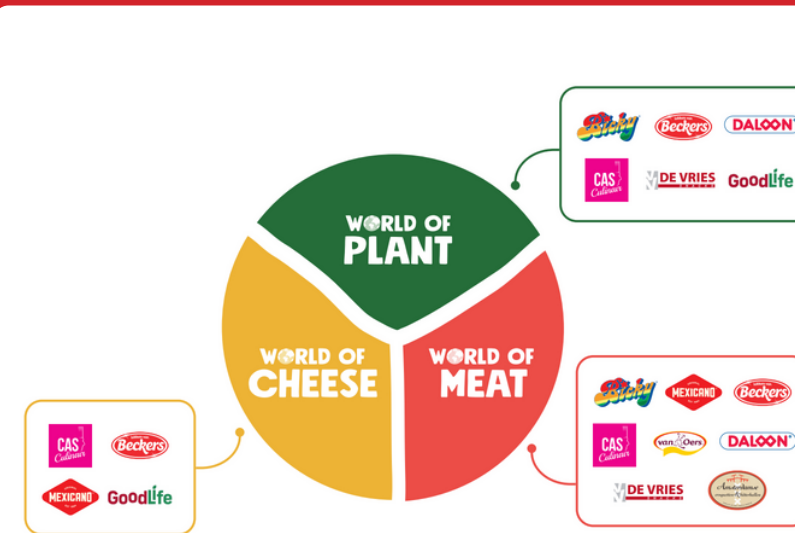
"We offer a solution for every snack challenge. Whether you want a healthier or more sustainable snack. Our broad portfolio has the solution."



Tom Stevens
Region Marketing Manager BeNeLux & France

Broad portfolio

GoodLife Foods is known for its strong brands such as Beckers, Mexicano®, Daloon® and Bicky. But we are also active within Private Label. As we collaborate with various companies, you can enjoy GoodLife Foods everywhere.



Bicky: A brand for everyone

Starting in 1981, our Bicky hamburgers have evolved into a strong brand in Belgium. Bicky is snackinclusive. Or in other words, a brand for everyone. Catering to both meat lovers and vegetarians. With its iconic branding, Bicky has slowly become a lifestyle brand beyond food products. Our online Bicky boutique sells official Bicky merchandise. The place for every fry fashionista. In the upcoming years, we will evaluate how to strategically use the Bicky brand for our CSR communication and activation.



Pilar 4

Good Work



GoodLife Foods is committed to providing an environment that supports employee growth. Recognizing the significance of our workforce, we understand that their dedication is instrumental in enhancing corporate and financial value for shareholders and ensuring the success of GoodLife Foods. Which is why GoodLife Foods establishes a sustainable and safe environment in which employees are empowered to grow with GoodLife Foods' developments and changes.



GoodLife Foods is working towards:

- Increasing employee satisfaction through training and education.
- Improving our position on the labour market through employer branding

MyGoodWork App

In March 2023 we launched the MyGoodWork app. The MyGoodWork app offers a central platform for various programs such as onboarding, employee satisfaction, performance management and learning and development. This app helps to improve internal communications and to make it easier to get in touch with your colleagues.



Core values

Central in this are the core values: connected, down to earth, transparent, entrepreneurial.



"Only with the dedication and involvement of happy and healthy employees we can grow and make a difference."

Saskia de Groot
Chief Human Resources Officer



Regular health checks

We stimulate vitality because you can only grow a healthy business with a healthy team.



All new lease cars are 100% electric



We invest in employees with (online) training and education



700 employees



Safety awareness program

Production work can be dangerous from time to time. The safety awareness program is a top priority for production work.



Free fruits for everyone

Introduction of the bicycle plan to promote cycling



Monthly townhall sessions on key developments

Colleagues give updates from recent projects and developments in their teams.



Good Partner

'If you want to go fast, go alone. If you want to go far, go together.' This is an often-used quote within GoodLife Foods. Our partners are key in our daily operations and also for future developments. We cherish long term partnerships and aim to achieve sustainability goals together. We are often praised for our knowledge and efficiency. This is something we are proud of. Looking ahead, it's essential to harness these qualities as we work collaboratively with our partners to transition towards a more sustainable food system.



GoodLife Foods is working towards:

- Becoming a leading innovation partner for retail and food service in our three worlds of product development
- Increasing the collaboration with local producers

Chain Responsibility

Taking responsibility in the supply chain has become a hot topic. At GoodLife Foods, we also feel the responsibility for our own supply chain. The introduction of the Corporate Sustainability Reporting Directive (CSRD) guidelines has put transparency and responsible sourcing on the agenda at all large food companies. We believe that this introduction creates opportunities for increased collaboration within the chain.



Your partner in private label

GoodLife Foods is strong in private label. Most of our business consists of making products for others. We are proud that we can offer solutions for many different clients. For the near future we aim to improve the collaboration with our supply chain partners. Together with customers and suppliers we need to make ambitious plans for the sustainability challenges ahead of us.

A Dutch retailer: closing the loop

Together with a Dutch retailer, we initiated a project focused on maximizing the full value of the Welfare chicken. Leftover meat from the retailer's chicken supply chain is processed by us into an ingredient for their private label snack products, contributing to the reduction of food waste within the chicken supply chain.

Trees for All & FairClimateFund: growing towards carbon neutrality

Trees for All foundation and FairClimateFund are partners of GoodLife Foods. Trees for All is a foundation that plants trees in the Netherlands and abroad. FairClimateFund invests in climate projects that benefit people most vulnerable to the impacts of climate change. Together they make sure that our CO₂ emissions for scope 1 and 2 are compensated.



"GoodLife Foods aims to be a pioneer in the field of new product introductions and sustainability. We want to take on a leading role more frequently and involve chain partners to create impact together."



Marc van Hemert
Region Director Benelux & France

KLM: a match made in the sky

For more than 27 years, we have been dedicated to supplying KLM passengers with delicious meals. From fresh salads to the iconic Dutch 'broodje kroket', the GoodLife can be enjoyed on board. We develop tailor-made products based on the latest product trends to offer a delicious meal for passengers and crew. This is the service we provide to all our customers."



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If you have any questions regarding
this publication, please reach out
to CSR@glfoods.com



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our website
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social media

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