

BE A RESPONSIBLE CORPORATE CITIZEN

Social Charter

At Vandemoortele we believe in the power of sustainable relationships with our associates, our business partners and the communities we serve.

People are central to our sustainable success. The ambition to have positive, fair and ethical relationships with all our stakeholders is essential to our mission and has impact on our financial, social and environmental performance. We want to be a responsible corporate citizen.

THE BOARD OF DIRECTORS



KEY ELEMENTS TO FULFILL OUR COMMITMENT

SAFETY & WELLBEING

We provide a **COMFORTABLE, SAFE AND HEALTHY WORKPLACE**, in consultation with our associates. We will address and remediate identified issues and risks to avoid injuries and health impacts and ensure overall wellbeing.



INCLUSION & DIVERSITY

We value and advance the diversity of the people with whom we work and the contributions they make. We are committed to equal opportunities for all. We want to maintain **INCLUSIVE WORKPLACES & PROFESSIONAL JOURNEYS** free from discrimination or harassment based on race, sex, colour, national or social origin, beliefs, age, disability, sexual orientation and expression, gender identity, marital status, or any other status.



KEY ELEMENTS TO FULFILL OUR COMMITMENT

ENGAGEMENT

We ensure that our associates are **HAPPY, ENGAGED AND FEEL WELL** in their workplace and during their professional journey at Vandemoortele. To make this happen we invest in the competences of our people, in career opportunities, good leadership, solid communication, mental & physical health, ... and measure engagement and wellbeing at least once per year.



TALENT ATTRACTION & DEVELOPMENT

We offer **JOB OPPORTUNITIES** to all people based on their competences and their potential to learn. We promote internal job-mobility in function of the personal interests of our associates to broaden, deepen or lead. As important is the investment we do in the development of our people who want to remain (sustain) in their current job for a longer time.



KEY ELEMENTS TO FULFILL OUR COMMITMENT

REWARD FAIRNESS & EQUITY

We reward and compensate our associates in a fair way. We ambition to **REWARD OUR PEOPLE EQUALLY** in function of competences and contributions, and competitively relative to our industry and the local labour market. As a minimum this will be in accordance with all terms of applicable collective agreements and in full compliance with applicable legislation.



HUMAN RIGHTS & LABOUR STANDARDS

We respect the **INTERNATIONALLY PROCLAIMED HUMAN RIGHTS** as defined in the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights and the ILO Core Conventions on Labour Standards and in particular the freedom from forced labour, the freedom from child labour, the freedom from discrimination at work and the freedom to form and join a union and to bargain collectively.



KEY ELEMENTS TO FULFILL OUR COMMITMENT



RESPONSIBLE SOURCING

We source responsibly and do not act at the expense of local farmers or at the health of our planet. We source our ingredients with respect for people and planet and **MAKE CONSCIOUS CHOICES** when purchasing key commodities like palm oil, soy, cocoa, wheat, eggs, etc.



BALANCED NUTRITION

We offer food products that are not only tasty and of high quality, but also demonstrably safe.

We strive to offer **CLEAN AND SAFE PRODUCTS** with a good nutritional balance.



KEY ELEMENTS TO FULFILL OUR COMMITMENT

DATA PROTECTION & PRIVACY

We take our stakeholders' **PRIVACY** seriously by protecting their personal data during collection, treatment, and usage.



STAKEHOLDER RELATIONS

We **ENGAGE** with all relevant stakeholders (suppliers, customers, consumers, communities,) to provide the opportunity to **SHARE** ambitions, concerns or grievances with our organisation in a transparent and easy way.





QUESTIONS?

Marc Croonen

Chief HR & Sustainability

marc.croonen@vandemoortele.com