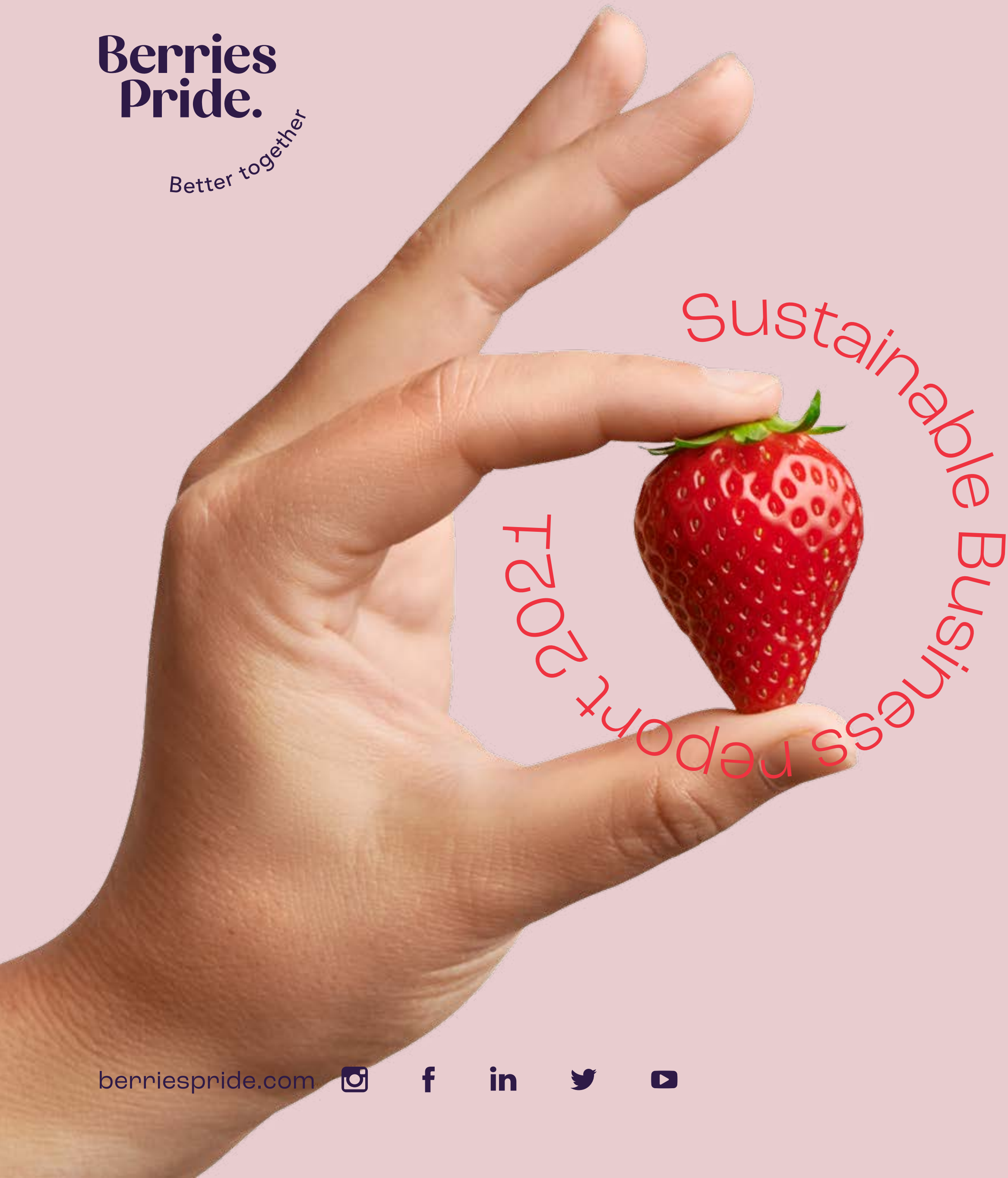


Better together

Sustainable Business report 2021

**Berries
Pride.**





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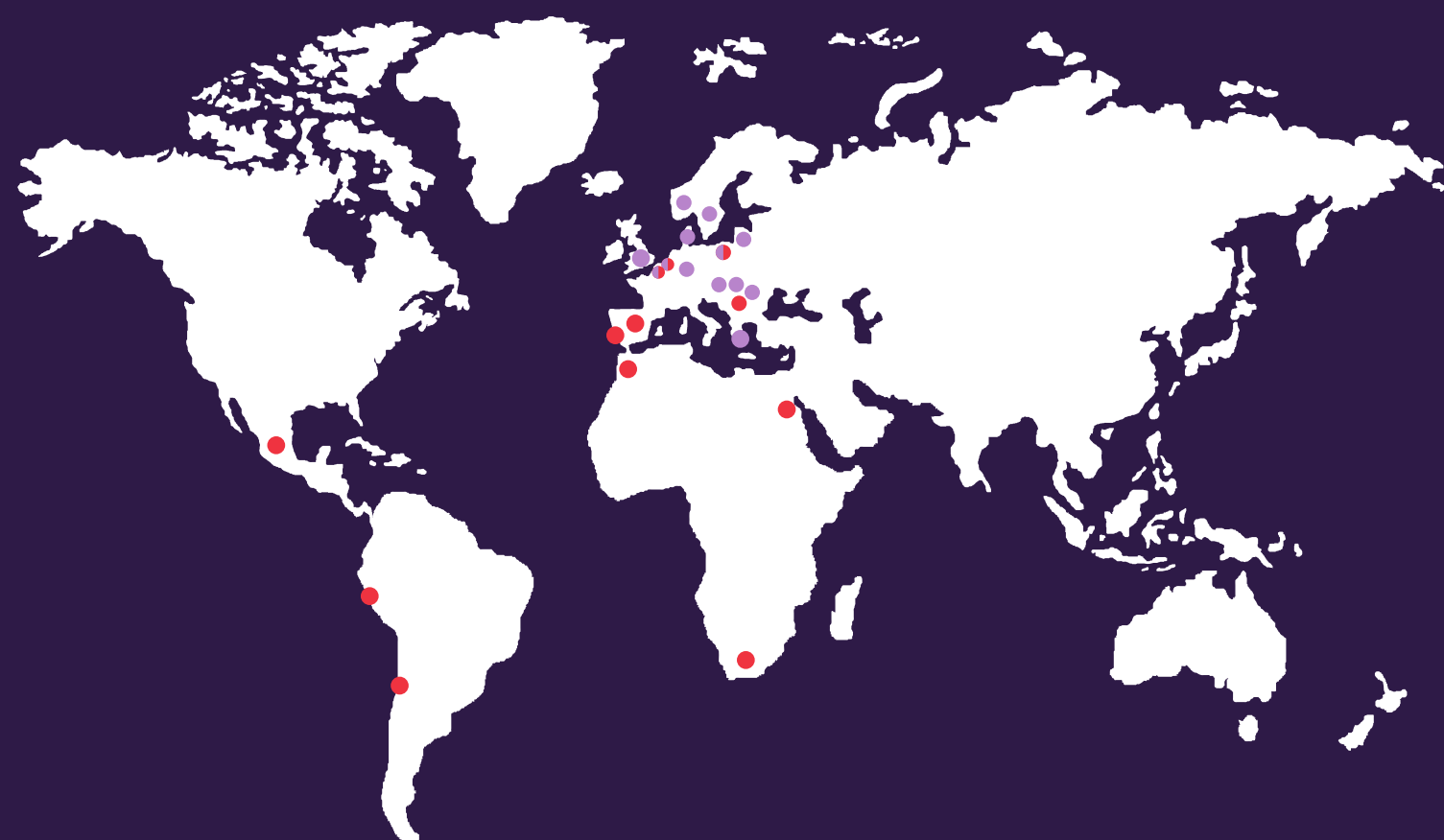
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"We empower consumers to make
sustainable choices through
transparency"

Aimée Theijs
Marketer





- Countries of origin
- Destination countries

Introduction

Sustainability is a word which is used often nowadays. However, it's meaning can be different for each one of us. For me personally sustainability means how people and our planet can live and work together in harmony as to leave our lands and products for future generations to come.

For Berries Pride, working with care for our people and nature is at the heart of our business. Picking berries is very labor intensive. Good working conditions for the people that grow, harvest and pack our berries are a priority to us. Together with our growers we monitor and work on improvement of working conditions on a continuous basis.

On the environmental side, we are working on developing more sustainable packaging, working towards 100% recyclable packaging and using less plastic. Next to that, we work on reducing CO₂ emissions by looking at alternative ways of transporting our berries. Last but not least, we work on responsible water use in our growing areas. Berries Pride and its growers are at the forefront of responsible water use. Water is a buying criteria for us. Our buyers followed our in-house water training and we are working with our growers in water sensitive areas to manage water responsibly through an independent water audit. In addition, we actively work together with all partners in the chain at sector level and in catchment areas in our countries of origin.

We could not make these great steps without our dedicated growers, partners and customers for which we are very thankful.

We all have our responsibility in working with care for our people and nature. At Berries Pride we take ours. Every day, together with our growers, we are making a positive and sustainable impact through our business.

Better together.

Marek Kędzierski | CEO Berries Pride

import
from
12 countries

67
growers

12
types of
berries

5 million
boxes sold

Selling in
13
countries

24
customers



"It's a satisfaction to work with our growers on the fields, to see the care and attention that they put on their farms and the fact we share the same values"

Jose Castilla de Los Santos
Quality Assurance Officer





Sustainable Business plan 2023

Vision

To create category growth for European customers through consistent supply of quality berries all year round and by enhancing consumers well-being

3 GOOD HEALTH AND WELL-BEING



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



17 PARTNERSHIPS FOR THE GOALS



Good business

Improving livelihoods



Reduce environmental impact



100% Social monitoring & top themes Beyond Social Compliance

100% recyclable or reusable packaging

Reduce CO₂ emissions

Responsible water use in our growing areas

We are working on the UN Sustainable Development Goals



"We are proud to deliver the most healthy and tasteful berries grown, harvested and packed with care for people and nature"

Stefanie Vermaesen
Sustainable Business Manager



Progress 2021

Improving livelihoods 100% Social monitoring and top themes beyond compliance



- 99% of our focus and core products from our partners in high risk countries are socially monitored
- Working together with our partners on continuous improvement of labour conditions



Reduce environmental impact 100% recyclable or re-usable packaging



- 940,300 topseal punnet vs lidded punnet saving 40% plastic use per punnet
- 131,300 cardboard shakers saving on average 90% per punnet vs. plastic punnet
- Total amount of plastic saved: 7,500 kg = 1 garbage truck

Reduce environmental impact Reduce CO₂ emissions



- Average emissions per kg sold product: 2.75 kg CO₂-eq / kg
- Total emissions of sold products: 37,012 ton CO₂-eq
- Scope 1 emissions: 113,181 kg CO₂-eq and scope 2 emissions: 7,657 kg CO₂-eq

Reduce environmental impact Responsible water use in our growing areas



- 6 Berries Pride buyers certified in 5-month Water Training
- 13 strategic growers in high water risk countries did a water audit
- Driving sector collaboration on water through SIFAV. Agreement on ambitious collective targets for water audits and efficiency



"Making a change by providing our customers with sustainably grown berries is what gets me out of bed every morning"

Lucas Wennekers
Account manager



Improving livelihoods



Our goal

100% Social Monitoring & top themes Beyond Social Compliance

Activities

People are at the heart of our business. Here in the Netherlands, but especially abroad. Every day, thousands of persons worldwide harvest and pack our berries. Their well-being is our priority. We select growers that share this priority. And have buyers that put this on top of the list in their conversations with the grower.

A social audit gives us an initial insight into potential risks. But we don't stop here, at the surface. Berries Pride has the commitment, knowledge, and tools to get to the heart of the matter. Our in-house experts and tailored dashboards provide us with unique insights. We listen, engage, and analyze data. This makes all the difference. Because whether a situation is acceptable or not depends on the details. For instance, overtime is in itself not problematic, unless it is excessive or involuntary. True improvement of well-being for the people in the countries of origin flows from true commitment by all actors in the value chain, from grower, importer, to the client in Europe.

Progress

99% of our focus and core products from our partners in high risk countries are socially monitored

99%





"Creating best sustainable practices in our food supply chain is challenging, yet inspiring. It's a journey that never ends!"

Grietje Hoefsloot
Advisor Sustainable Business





Berries Pride projects

Better education for 4000 children

Better Together is our philosophy. We follow this mindset in everything we do, including the communities our growers are located in. In North-West Morocco –an important sourcing area for Berries Pride – we teamed up with our grower Roy Agri and local NGO Sanady to work in 7 schools with over 4000 pupils. Over 2,5 years we worked to increase the interpersonal skills and cultural knowledge of children, transform their schools into Eco-Schools focused on sustainability, and provide COVID19 support to them, their parents, and the community. The positive impact has exceeded our expectations. Click on the link to see a video and learn more.

[Read more →](#)



"Best water practices are at the heart
of our way of doing business"



Coen van Iwaarden
Sr. Advisor Sustainable Business



Berries Pride projects

Best water practices in Spain: we go the extra mile

Illegal water use and poor water management are serious concerns in Southern Spain. We want clients and consumers to have peace of mind when enjoying our berries. Responsible water use is our top priority.

First and foremost, we carefully select our suppliers and only work with a handful of best-in-class growers. We have our own expert in the sourcing area who engages daily with them. Our growers have the GLOBALG.A.P. SPRING audit which independently verifies legality and best practices. They also participate in the Life4Doñana program which aims to reduce water and fertilizer use by 20% and 10% respectively.

We also look beyond the farm, at the catchment. We participate in a technical study coordinated by platforms WRAP and SIFAV, which maps joint water challenges and opportunities to improve overall water management in the area.

Moreover, considering the unique flora and fauna of the Doñana wetlands, Berries Pride has taken specific precautionary measures. Its growers are the first to successfully complete the additional water check recommended by the World Wildlife Fund Spain (WWF).

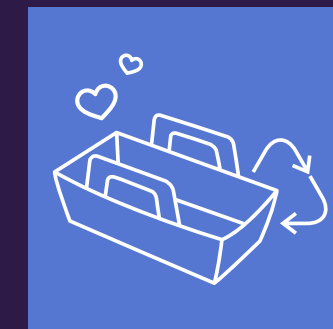
[Read more →](#)

"Sustainable business is important
to create a better world
for the coming generations"

Michael Aagaard
Buyer blueberries



Reduce environmental impact



Our goal

100% recyclable and/or re-usable packaging

Activities

Smart and effective use of packaging contributes to reducing environmental impact by reducing food waste. At the same time, it costs energy to make and dispose packaging material itself. Berries Pride makes conscious choices about the packaging material it uses. We work towards 100% recyclable packaging and an overall reduction of packaging materials. Where plastic is the best option for shelflife, we choose to use recycled plastic instead of virgin plastic when possible.

This year we invested in a new topseal packaging machine at our facilities which enables us to save around 40% plastic per punnet compared to a traditional plastic lidded punnet. Moreover, we introduced our 'berries shaker', which is made almost completely of cardboard, saving on average 90% per punnet versus the traditional plastic lidded punnet (125 and 225 grams). Consumers can separate the window from the punnet and offer both carton and plastic for recycling.

Progress

- 940,300 topseal punnet vs lidded punnet saving 40% plastic use per punnet
- 131,300 cardboard shakers saving on average 90% per punnet vs. plastic punnet
- Total amount of plastic saved:
7,500 kg = 1 garbage truck



Saving 90% plastic per punnet





"Working together as a buyer in a triangle with our growers and our sustainability team is one of the best parts of the job!"

Robin Euwe
Buyer raspberries





Reduce environmental impact



Our goal

Reduce our CO₂ emissions



Activities

A 1.5°C world is still possible, but only just. In August this year, the IPCC issued its most explicit warning so far. We still have an opportunity to avoid catastrophic climate change, but the window is closing fast. Through our commitment to the Science-Based Targets Initiative, Berries Pride is taking action to avert a global temperature rise of above 1.5°C.

As we were founded mid 2020, we will use this year to set an emission reduction target as part of our new Sustainable Business Plan for 2028. This year we started importing part of our blueberry volume by boat in bulk which resulted in lowering our CO₂ emissions. The shape of our new carton blueberry shaker also allows us to transport more volume per pallet, thus also contributing to lowering our CO₂ emissions from transport.

Progress

- Average emissions per kg sold product: 2.75 kg CO₂-eq / kg
- Total emissions of sold products: 37,012 ton CO₂-eq
- Scope 1 emissions: 113,181 kg CO₂-eq and scope 2 emissions: 7,657 kg CO₂-eq

CO₂-emissions in three scopes

Scope 1

Direct emissions from our own business activities (fuel of lease cars and gas use in buildings).

Scope 2

Indirect emissions from own business activities (business trips and consumption of electricity and heat for buildings).

Scope 3

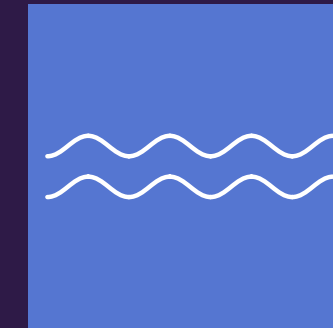
Indirect emissions from other activities in the chain (commuting, the purchase of goods and services such as materials, transport, etc.).

"Our goal is to continuously improve our choices of packaging materials and transport methods. With this reducing food waste and lowering our carbon footprint"

Britt Dijkxhoorn
Advisor Sustainable Business



Reduce environmental impact



Our goal

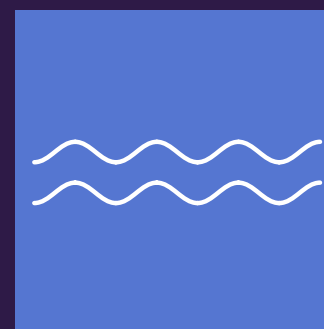
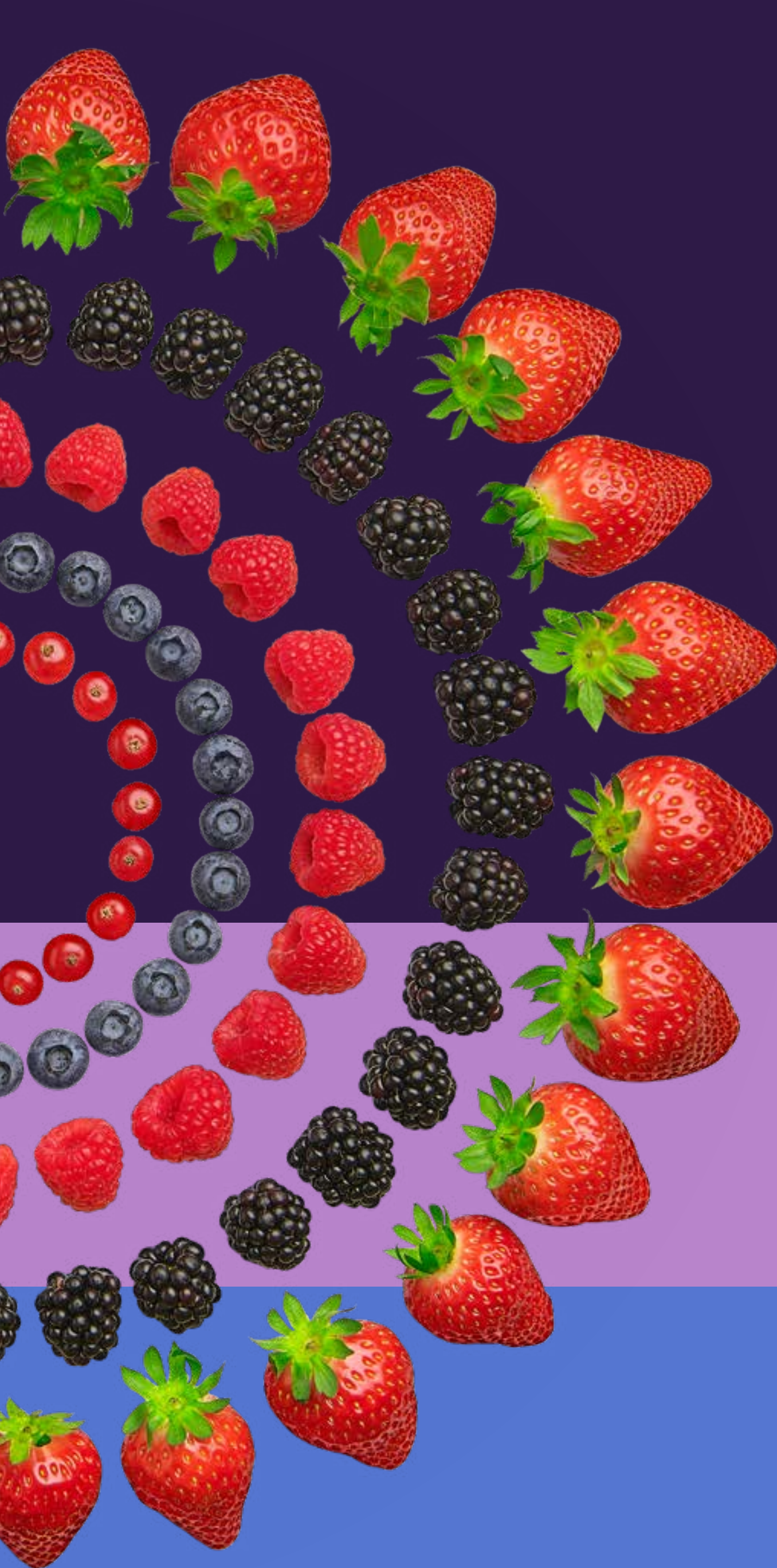
Responsible water use in our growing areas



Activities

Water is the source of life. Most likely, when a European consumer opens the tap she or he rarely stops to think how valuable water is. The reality for many people in countries of origin is often very different. Four years ago, Berries Pride set out to radically better understand water use in its value chain. We reached out to experts, our growers, clients, collaborated with many partners, gained deep insights, and shared what we learned along the way. The result of this huge time and financial investment is our best-in-class Water Strategy.

We take action on three levels: 1) our 'own house' - our buying decisions and our growers, 2) we drive ambitious water goals in our sector through SIFAV, and 3) we improve water management in countries of origin by looking at the underlying, systemic water challenges and gathering local and international stakeholders around actions for improvement.



Responsible water use in our growing areas

Progress

A multi-level Water Strategy

Own operations

- The first to implement water audits in our sector.
- 13 strategic growers in high water risk countries did a water audit.
- Only the best growers, who lead in water saving techniques: state-of-the art irrigation, water re-use, good soil management.
- 6 Berries Pride buyers certified in 5-month Water Training.
- Water as procurement criterion: risk maps, Water Protocol, Water in Suppliers Agreement.

Sector

- Driving sector collaboration on water through SIFAV. Agreement on ambitious collective targets for water audits and efficiency.

Responsible water management in countries of origin

- Understanding shared water challenges and possible solutions in Spain.



"Everyone has to see the big picture,
our future and that of mother earth
depends on sustainable business"

Yannic Ophorst
Warehouse Manager



Goals 2022

Improving livelihoods 100% Social monitoring and top themes beyond compliance

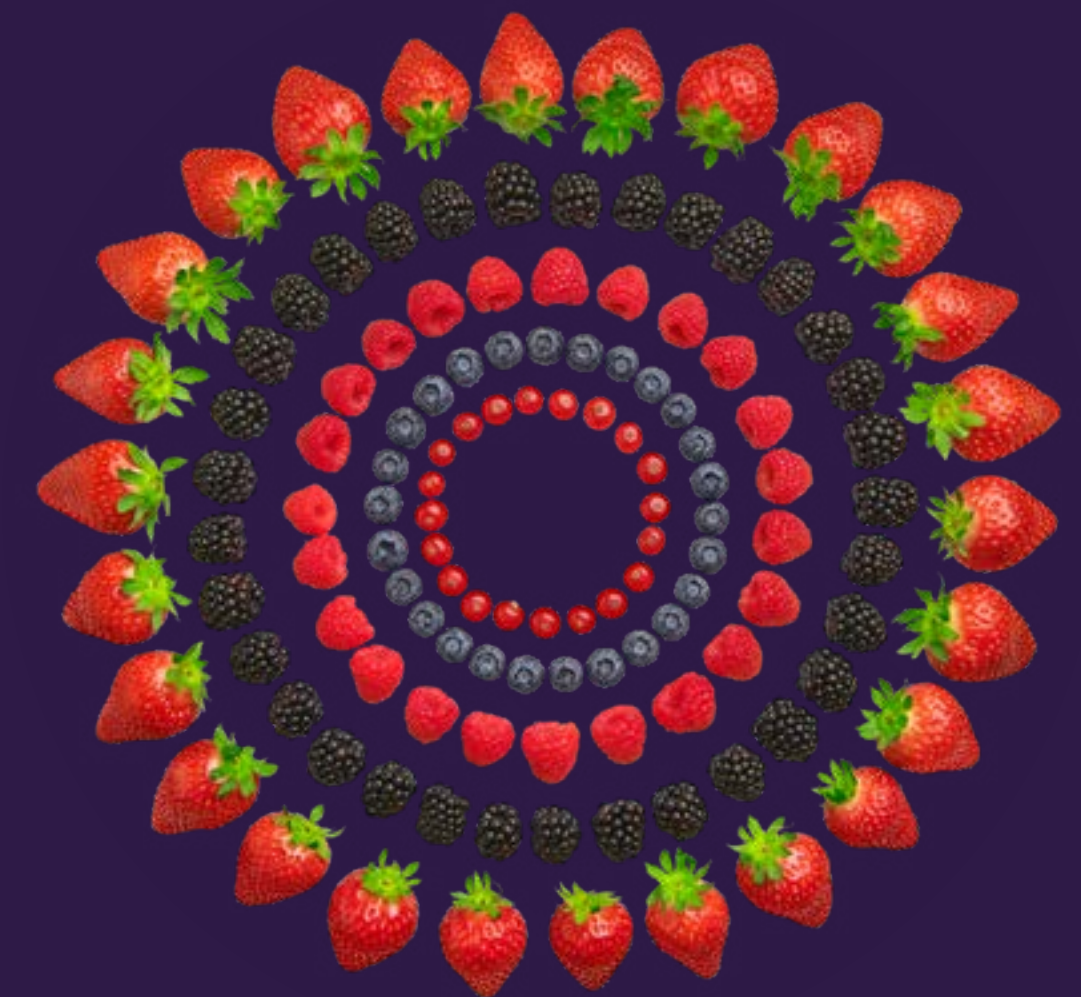


- 90% of the volume from our partners in high, medium and low risk countries is socially audited
- Working together with our partners on continuous improvement of labour conditions

Reduce environmental impact 100% recyclable or re-usable packaging



- 10% more sustainable packaging by moving to topseal and cardboard



**Berries
Pride.**
Better together

Reduce environmental impact Reduce CO₂ emissions



- Analyze 2021 CO₂ emission results and determine actions

Reduce environmental impact Responsible water use in our growing areas



- 55% of priority fields from strategic growers in high water risk countries has done a water audit
- Continue sector collaboration through SIFAV to understand shared water challenges and possible solutions in Spain

Berries Pride.

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berriespride.com



Sustainable Business report 2021

Berries Pride is a sister company of

