Sustainability to the bone.

Sustainability report 2015

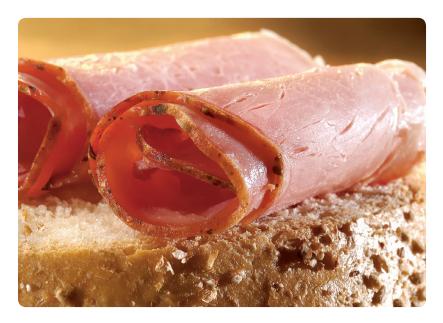


Breydel

A first in the sector

CORPORATE SOCIAL
RESPONSIBILITY (CSR) IS
BECOMING MORE AND MORE
IMPORTANT FOR BUSINESSES.
BUT WHERE TO START WITH
THIS AS A COMPANY? AND IS IT
POSSIBLE TO SEE THE FOREST
FOR THE TREES WITH ALL THE
CSR ASPECTS AND CHALLENGES
THAT CONFRONT YOU? AND HOW
CAN YOU MAKE ALL YOUR EFFORTS
AND RESULTS MEASURABLE AND
DEMONSTRABLE?

Fenavian (Federation of the Belgian Meat Industry) took the lead in coming up with answers to these questions. Breydel acted as one of the pilot companies in this exercise. With the support of the Europees Sociaal Fonds (ESF) and with guidance from an external consultant (Anouk Van de Meulebroecke, www.slidingdoors.be), Fenavian sat down with a few stakeholders. Each of the parties was given the opportunity to indicate which challenges they saw as priorities for the sector in their pursuit of sustainability. This information was subsequently aggregated in a matrix. For the priority subjects, indicators were sought which could be used to monitor these subjects and make the implementations transparent.



The CSR sector passport, and with it the identification of core themes, lowers the threshold for businesses within the sector to tackle CSR. Breydel is using its sustainability report to test this sector passport and we're presenting our efforts so that they can be a source of inspiration for our peers in the sector.



Breydel... so much more than ham!

35 years
of traditional
craftsmanship

5 yearsof Breydel
Promotion Centre

25 years located in Gavere

10 years of Breydel Feasts

5 yearslocated in new
building
in Gavere



For 35 years, Breydel has been putting its delicious products on the menu!

Breydel aims to supply a high quality product that distinguishes itself thanks to its 'uniquely braised with fine herbs' concept. The Breydel brand has grown to become a strong brand in Flanders. And by consistently investing all the profit back into the company, we have succeeded in building a healthy financial structure.

'CSR is a broad concept which entails looking beyond our direct business interests, such as making profit.'

Breydel also wants to focus its attention on long-term indirect interests, such as its surroundings, the environment and energy, the social climate within our business operations, and so on. From my background as an agricultural engineer, the environmental aspect particularly appeals to me. Consequently, when the new building construction started five years ago, Breydel paid particular attention to environmental protection and energy efficiency. Obviously, this focus is also beneficial for the company's image, but that is not a goal in itself. With this sustainability report, we would like to reflect on and take stock of our efforts. Where are we now? And, in particular, where is there still room

for improvement? After all, you can only boast about sustainability and the environment once you have truly taken on the mantle of corporate social responsibility.

It goes without saying that Breydel will continue to invest in its personnel, sustainability and socially responsible business practices, now and in the future. But above all our aim is always to produce great, delicious and high-quality products.

Ivan De Keyser Director



About the sustainability report!

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Antonio Meat Products – better known as Breydel

Vleeswaren Antonio byba (Antonio Meat Products PLC) is a family business that specialises in the production of oven-braised meat products and derived delicacies. Since 1989, it has had its business premises on the industrial terrain at Legen Heirweg 2 in Asper (Gavere), Belgium. Since its establishment in 1979 in Ghent, the company has grown from a butchery with a small production workshop to an SME with forty employees. Its range of foods consists of around sixty products, mainly sold under Breydel (75%), a registered brand name. The flagship products are still 'Breydel Ham' and 'Breydel Bacon'. In addition, Breydel also produces hams and meat loaf that are marketed under a private label or without branding.

Scope of the report

This sustainability report concerns the production company Vleeswaren Antonio byba, referred to here by its brand name, Breydel. Breydel Promotiecentrum byba (Breydel Promotion Centre PLC), which is responsible for supporting brand perception (company tours, cooking workshops, business-to-business and other external operations), does not fall within the scope of this sustainability report.

This report covers the years 2011 to 2013. This report has been compiled according to the GRI guidelines, Core level. It is our intention to publish an update every three years.



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Uniquely braised with fine herbs!

Our mission

To selectively develop Breydel into a high-end brand reference for honest, delicious cold-cuts and delicacies.

Permanent and sustainable knowledge development relating to business management and innovation, with attention for personnel, nature and the environment.

To provide a major contribution to a pleasant internal social climate and attention for social projects on a local and worldwide scale.

Our values



Where does the name 'Breydel' come from?

It's 1300 and Flanders is living at odds with its occupier, France, in part thanks to its good trade relations with France's enemy, England. Important cities like Ghent and Bruges are under the supervision of the French governor, Jacques the Châtillon.

In May 1302, shopkeepers (merchants) in Bruges and supporters of the count, the Klauwaarts, rebel against the occupier and kill many of the pro-French bourgeoisie, the Leliaarts. At the time, the Klauwaarts were led by Jan Breydel and Pieter De Coninck, leaders of the butchers and weavers quilds respectively.

The Klauwaarts revolt went down in history as the 'Bruges Matins' and led directly to the 'Golden Spurs Battle' of 11 July 1302, which took place on the fields of Groeninge in Kortrijk.

Jan Breydel was the front man of the powerful Bruges butchers guild anno 1302. It is difficult to imagine a better name when it comes to butcher products. Jan Breydel, the man, stood and stands for pureness and loyalty. Breydel the brand stood and always stands for an honest product, in the faithful tradition of its famous butcher's name.

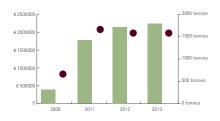
'Jan Breydel stood and stands for pureness and loyalty. Breydel has always been a guarantee for an honest product in the faithful tradition of the famous name that Jan Breydel has as a butcher.'



About Breydel

The private limited company, Vleeswaren Antonio (Antonio Meat Products), was established in 1979 by Antoine De Keyser. At the time, the production workshop was a sideline of his butchery, St-Pierre, in Ghent. In 1989, son Ivan De Keyser together with his father set up a brand new meat products company in Gavere. A key moment was the decision to have a consistent brand policy in 1991. Other significant pillars for Breydel are: focusing on internal quality systems, a team of motivated staff, entrepreneurship and hard work.

Financial health



GROSS MARGIN

VOLUME IN TONNES OF FINISHED PRODUCT

Since then, Antonio Meat Products - better known as Breydel - has grown to become a modern company specialising in preparing oven-braised meat products and derived delicacies. Breydel pays constant attention to innovation and product development. Since July 2009, a new multifunctional and sustainable premises has housed two businesses: Antonio Meat Products, a production company and the Breydel Promotion Centre, a visitors centre.

Corporate Social Responsibility is strongly rooted in Breydel's company policy. This entails being environmentally conscious when it comes to water usage: wastewater is treated biologically and rainwater is used for the sanitary facilities. Modifications to technical installations (installing a condensing boiler, speed controllers on pumps and ventilators, heat recovery from solar heaters and cooling installations) make the production process energy efficient. The new business premises were also built using sustainable methods and with environmentally friendly and

'Important pillars for Breydel are: consistent brand policies, attention for internal quality systems, a team of motivated staff, entrepreneurship and hard work.'

energy-saving systems. In addition, the building has been thoroughly insulated.

Breydel is a **family business** and we endeavour to pass on the family character of our company to our personnel. Care for our staff is crucial to us. Breydel aims for an enjoyable atmosphere and corporate culture.

In the future, Breydel wants to continue to grow, and continue to invest in environmental protection and sustainable development.



Member of Fenavian, Fevia, VOKA en Unizo

Would you like to see more of Breydel?

Breydel is proud of its new building, which is a model in the field of the environment, safety, quality and marketing. We welcome you to our visitors centre, the Breydel Promotion Centre, for company tours, cooking workshops and other customised business-to-business arrangements.

For more information, visit the Breydel website: www.breydel.be/en

Breydel on the move

Our tasting team brings our Breydel products closer to the consumer. So don't be shy if you meet one of our ladies or gents in your familiar shopping place, and do not hesitate to taste our products!











So much more than a delicatessen alone! Come and sample our products, every day!!

Due to its oven-braised character, Breydel is much more than just cold-cuts. Innovation and product development have our full attention. This results in a wide range of high-quality products, such as the Breydel Half-Shank, Breydel Ham Mousse, Breydel Ham Croquette, Breydel Pork Rib-eye and Breydel Meat Loaf (plain, with cheese or with mustard) and so on. There are also two regional products in the range which have been recognised by the Flanders Agricultural Marketing Board: Breydel Ham and Breydel Bacon. A confirmation of our traditional methods and skill!

'A unique flavour and a delicious product that lends itself not only as a traditional filling for sandwiches, but in a range of culinary dishes.'





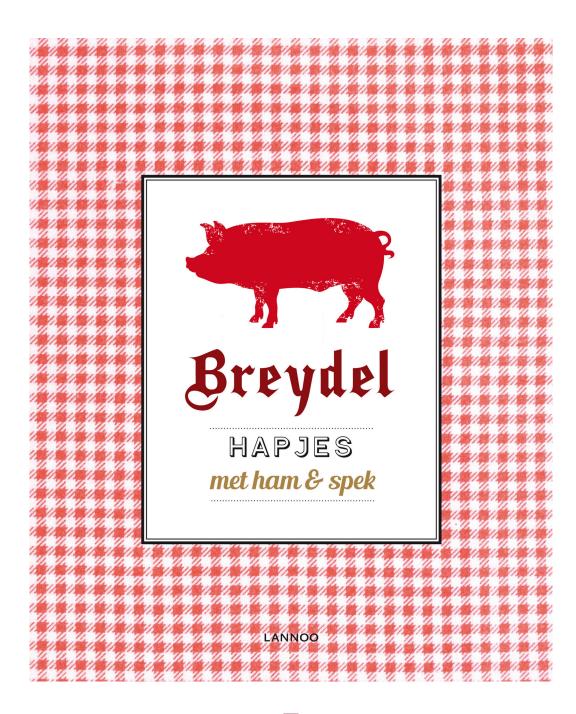




The products are also very suitable in culinary applications and hot preparations. Breydel has a range of options: for breakfast, as a tapas, barbecue, a fully-fledged meal or in salads.

Many top chefs, TV chefs, restaurant owners, companies in the catering sector and food bloggers make use of Breydel.





The production process

Our 1,850 m₂ industrial building has a linear flow layout. This is where our flagship products (Breydel Ham, Breydel Bacon, half-shanks, shanks and rib-eyes) are made. All derivatives, such as the mousses, croquettes and meat loaves, are made by other companies using our ingredients and according to our recipes. The slicing is also outsourced.

4

Salts and design

We brine the meat in our cold processing plant.

Cooking and braising

The products are sprinkled with a secret herb blend and oven-braised in an authentic hot air oven, guaranteeing a unique flavour.

3

Cutting

The cuts are deboned, cleaned and degreased in the cutting room.

Packaging

Finally, our products are portioned and packaged.



Pig farming

Breydel works with a number of regular suppliers (cutting plants) that guarantee pure Belgian pork of the highest standard. This is the result of thorough supplier screening based on a contract book and many years of selection! They buy the livestock from farms. Their selection ensures that we work with breeders who love the business and the animals.

Reception

The cuts are subjected to a thorough entry check (pH, temperature, weight, cleanliness and so on) and are stored in the storage refrigerators for fresh meat.

Our pork does not contain any residue of antibiotics, hormones or tranquillisers, Meticulous inspections safeguard this. (These inspections are carried out internally and by the Federal Agency for the Safety of the Food Chain [FASFC].)

Dispatch

Our products are sent to internal customers (for instance, cutters) and external customers (wholesalers and supermarkets). Around 70% of the product is sold domestically (primarily in Flanders); the rest is exported to France and the Netherlands.

Consumer

The products are available from traditional butchers and selected supermarkets.

4 TO 12 DAYS



















So much more than quality!

Quality is the hottest item within the food sector. In Belgium, the standards we must comply with are particularly strict. In terms of food safety, Belgium is a pioneer, often applying standards stricter than the European guidelines and directives. Furthermore, we are subject to inspections by feed manufacturers, pig breeders and abattoirs. After all, the sector as such also benefits from products that you can rely on for 100%.

1995

In early 1994, at the urging of FENAVIAN,





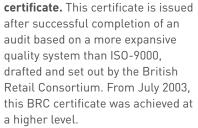
the Belgian sector board of meat product manufacturers, the ISO-9000 quality system was introduced. In November 1995, the activities were successfully completed, and as one of the first companies in the Belgian food world, Antonio was awarded the **ISO 9002 quality standard**.

This gained the company overnight confidence from larger potential customers, and allowed it to rely on an error-free organisation.

This ISO-9002 quality standard implied a production inspection system, controlling the critical points in the production process based on an **HACCP Plan**. This is an internationally certified and legally required inspection system. This enables the producer that no errors are made in the production process; all hazards (critical points) in the process are charted and safe treatment of each of these points is guaranteed. In turn, the application of this system is inspected by FAVV (Federal Agency for Food Safety).

2002

Since early 2002, the ISO quality system was no longer updated, instead being replaced by a **BRC**



2004

The FASFC awarded Breydel an **auto control system (ACS) certificate**. With this, the FASFC acknowledges that our products meet the statutory regulations for food safety, quality and traceability, as well as for supervision for the effective compliance with these regulations in all stages of production and distribution.

2012

In 2012, we switched to certification in accordance with the **IFS standard** (International Food Standard).



Finally, based on an extensive information system, full traceability throughout the entire production process is guaranteed for all ingredients and products. A complex issue that our organisation could never do without, ensuring full food safety or our products.











The Breydel family

Breydel is a family business where care for people is essential.

A pleasant atmosphere and an open corporate culture is part and parcel of Breydel.

We strive to make our workforce as diverse as possible. The Flemish government's 'Diversity works!' project supports our efforts. We employ several staff members above the age of 50, and those with a disability are also welcome.

Did you know that?

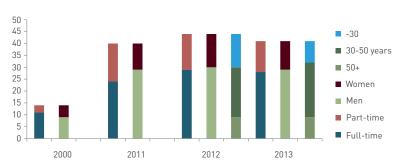
- ✓ Our team has grown threefold since 2000.
- √ The average age at Breydel is 43.77 years.
- ✓ It's great to work at Breydel: on average, our staff have worked for us for 5.23 years.
- ✓ Only 6 colleagues have been working at Breydel for less than 2 years.
- ✓ Our director lunches on a monthly basis with a group of colleagues so that he gets a better idea of what's going on in the workplace.

- ✓ We have a cosy staff room with a bar.
- ✓ We jog together every Wednesday.
- ✓ We can often be found raising a glass together after working hours, for no particular reason or because we have something to celebrate, like achieving good results.
- ✓ At Breydel, you can expand your knowledge and expertise. Because highly qualified people are a must for a high-quality product.





Our team







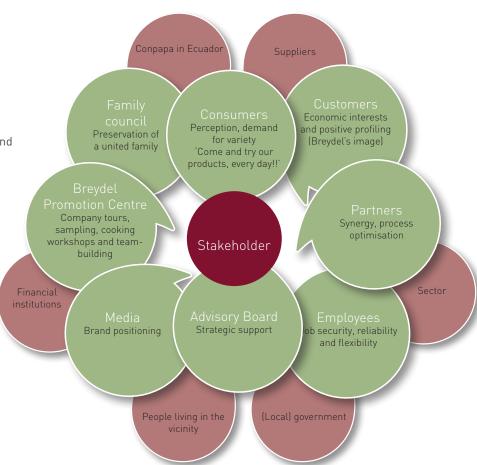


Our stakeholders

Breydel wants to make it clear to a wide audience that it is prepared to make its policies public in an organised and structured way.

Communications with relevant groups contribute to mutual trust and a better understanding among all those involved. It strengthens

Breydel's position in the medium and long term and leads to innovative proposals and initiatives.





Breydel supports...

Breydel is more than a production company. Social engagement is an important aspect of the company's mission. Breydel supports various charities via all sorts of events. For instance, most of the proceeds from the Breydel Feasts are donated to Trias, a Belgian NGO.

Breydel Feasts

Since 2005, Breydel has organised the annual Breydel Feasts in Gavere together with a variety of local associations. Breydel Feasts have grown to become a popular festival which involves cooking a Breydel meal for 1,000 people. The meal is prepared on an open fire in a gigantic pan measuring 3.4 m in diameter. People gather around the pan to party, often with local talent as entertainment. The proceeds have always gone and still go to charity.

Since 2011, Breydel has taken this formula on tour to various events throughout Flanders. The initial concept is always the same: a great party atmosphere around the giant pan and the proceeds always go to a charity.

On 11 July 2014, Breydel organised the Breydel Feasts across the border for the first time during a festival alongside the Tour de France route. On that day, the small village of Plivot, just outside Epernay, became the stage for the first international session and it even made the television news that night!





Potato farmers in Ecuador

Potatoes have been part of our staple diet for centuries. But for Breydel they have taken on more meaning since we started supporting Conpapa in Ecuador. Conpapa is a cooperative of 300 poor potato-growing families who live on the steep slopes of the Andes. They cultivate potatoes for their own consumption and for sale as a source of income. But this is no easy feat, thanks to the climate and the mountainous surroundings. What's more, small producers in Ecuador do not have the means and expertise required to enter the market on their own. For this reason. Trias assists them.

Trias is helping Conpapa to professionalise its operation, so that the cooperative can improve its services to the growers. For instance, they make sure that they have high quality seedlings and they provide subject-specific technical training. Conpapa also lobbies and is active in advocacy. They champion honest price negotiations and invest in storage and sales methods.

Breydel has been supporting Trias and Conpapa since 2012 with the proceeds from the annual Breydel Feasts. This is part of a unique donation system. Every euro that Breydel donates results in nine extra euros in practice.

But the collaboration doesn't stop there. Since 2014, Breydel has had a seat on the committee in Ecuador. Trias wants to involve its partners even more closely through this network, because you can't realise a successful project on your own.



Reducing environmental impact

Breydel does its utmost to contribute to human health and environmental protection. Taking environmental protection measures, in addition to the legal requirements, is part of our company's mission. Breydel recruited an environmental coordinator in January 2007. The coordinator is responsible for the introduction of an environmental management system with particular attention for water consumption, restricting pollution (water, air and noise) and for good internal communication. This requires the maximum involvement of our employees in the environmental policy.

Waste materials are avoided or graded as much as possible. The waste materials produced are processed in an environmentally responsible manner.

Heating and cooling are handled cautiously. We monitor the most efficient cold chain in our production areas continuously. We have invested in fast-closing doors and systems. We take stock of our water usage based on weekly measurements, monitoring our consumption of municipal water and the discharge of our wastewater to ensure that our consumption is rational. We analyse our energy cost items annually.

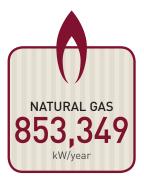
We calculate performance indicators based on consumption for each kilogramme produced.

Installing steam cookers has significantly reduced water consumption. Using electrical ovens has resulted in a remarkable savings of natural gas and fewer emissions.

Key figures 2013









ENVIRONMENTAL POLICY STATEMENT BREYDEL

Breydel wants to do more than merely comply with applicable environmental legislation. The protection of the environment is considered to be a priority in which following policy lines are endorsed:

- Monitoring procedures allow the assessment of whether government and company regulations are observed and whether the company can continuously improve its performance vis-à-vis the environment.
- The necessary measures are taken to prevent or eliminate contamination. If this is not feasible, contaminating emissions are limited to a minimum by applying the best available technology (BAT).
- The production of waste is restricted as much as possible. Those waste products produced are sorted as thoroughly as possible and stored in suitable containers.
- Careful use of resources and energy is an essential part of the environmental policy; awareness of the environment is instilled in employees at every level of the company. The aim here is to ensure that reducing waste, water use and energy consumption is the daily concern of every member of staff.
- The consequences of the ongoing operations for the environment are monitored and evaluated, and the potential impact on the environment of new operations are investigated beforehand.
- Using environmentally friendly products and production processes is key.
- Breydel is drafting an emergency procedure for fire or environmental accidents so that damage to people and the environment can be kept to a minimum.

This environmental policy statement is available for inspection by the public, employees, government authorities and others involved. The aim is to provide information about our environmental policy, not only to direct stakeholders, but also to the general public.



So much more than a production building!

In June 2009 Breydel moved into its brand new 3,300 m_2 business premises. The project cost around 5.5 million euro, of which about 30% was spent on environmentally friendly systems.

Solar heaters

The warehouse has solar panels covering $48\ m^2$ on its roof. The $30,000\ kWh$ of solar power that they produce annually is used to heat water.

Water treatment

We have invested in a biological purification plant to treat our wastewater. The wastewater passes through a biological cycle of filtration through a sieve filter, sedimentation, de-nitrification and aeration, before it is discharged.

Rainwater

We use rainwater for the sanitary facilities and for cleaning the exterior of the vehicles.

Refrigerators on the north side

Heat recovery

Heat is recovered for the production of hot water from the cooling plants, the compressed air system and from ventilation air.

Heat pump

We opted for a heat pump for heating and cooling the offices. This has realised an energy conservation of up to 40% compared with conventional air conditioning systems.

Insulation

When the building was being designed, the focus was on thermal insulation so that energy consumption for cooling and heating could be reduced as much as possible. The aim was to achieve a K-factor of less than K30, which is much better than the statutory standard of K55 for industrial buildings.

Openness and transparency



Pork is still struggling with an image that is not very positive. If meat producers themselves do not act, it will never change. But, of course, this requires creativity when it comes to marketing. We would like to profile ourselves as trend-setters in this regard by launching initiatives that are completely new to the meat sector. And our new building plays a leading role in this. The offices area includes a spacious exhibition hall. This is where company tours

are organised. In the factory, too, we have placed windows in its long corridor so that visitors can follow the entire production process without having to enter the workplace. It is also possible to view some of our environmentally friendly systems like this.

'I firmly believe that physical contact with our company is extremely important for the continued expansion of our brand awareness. Those who have visited us will never forget the name Breydel!'

Looking to the future

This is only the beginning...

I am convinced that a broad approach to CSR will become even more important to generally secure the position of our company in the future. Communicating properly with new consumers in Flanders and the Netherlands about our efforts in this field will become essential if we wish to selectively strengthen Breydel as a brand. Sustainability will also become an increasingly important issue when approaching new markets (Scandinavia, for instance).

Our personnel have been and still are the most important 'pillar' when it comes to continuing our story. A motivated team of staff members is essential for quickly tackling the challenges which confront us, and the same applies in the future. In addition to the various ways in which we are keen to promote the professional performance of our staff in a pleasant working environment, the systematic implementation of informal contact opportunities will be given special attention.

In terms of our **quality policy**, we would like to continue fulfilling our leading role, just as we have done for the past 20 years.

A recent power consumption scan showed that 'we are already working fairly efficiently', but we would like to carry out several smaller efforts to optimise our power consumption. Here I have in mind installing systems for more efficient follow-up of energy flows and an automatic blow-down control on the steam installation so that we can obtain optimum conductivity and minimum energy loss.

Finally, I hope to continue finding the courage in my team to question, scrap and adjust where necessary existing matters (and products, too), and I will especially further encourage the drive required for innovation. The focus will undoubtedly be placed on (a) delicious, high quality, healthy and authentic (regional) product.

Ivan De Keyser Director of Breydel

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| . Orgar | isational profile | | |
| 4.3 | Name of the organisation | Complete | p. 1, 4 |
| 4.4 | Primary brands, products, and/or services | Complete | p. 3, 7 |
| 4.5 | Location of the head office of the organisation | Complete | p. 4, 28 |
| 4.6 | The number of countries in which the organisation operates (with relevance to sustainability issues) | Complete | p. 7, 11 |
| 4.7 | Nature of ownership and legal form | Complete | p. 4 |
| 4.8 | Markets served | Complete | p. 11 |
| 4.9 | Scale of the organisation | Complete | p. 7 |
| 4.10 | Employees | Complete | p. 15 |
| 4.11 | Percentage of employees covered by a collective bargaining agreement. | | 100% |
| 4.12 | Describe the supply chain | Complete | p. 11 |
| 4.13 | Significant changes during the reporting period regarding size, structure or ownership. | | N/A |
| volvem | ent in external initiatives | | |
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| 4.22 | Explanation of the consequences of any reformulation of information provided earlier | | N/A |
| 4.23 | Significant changes compared to previous reporting periods in the scope or definition | | N/A |
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| 4.24 | List of stakeholder groups engaged by the organisation. | Complete | p. 17 |
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| 4.33 | Policy and current practice with regard to providing external assurance for the report | | N/A |
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| Ethi <u>cs</u> | and integrity | | |
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G4 SPECIFIC STANDARD DISCLOSURES

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