Dear reader,

In front of you lies Intertaste’s CSR annual report 2015. Making an Impact Together! By means of this report we wish to give you an insight into – as in previous years- how we conduct sustainable business.

One of our core values is We Connect. We, as Intertaste, strive for success by collaborating with you. This Intertaste core value manifests itself in many ways. Collaborating is not only done by entering into intensive project development processes with our clients in order to market new and innovative products. More and more, we collaborate to bring out the best throughout the whole value chain. That, to us, is sustainability.

Also, within Intertaste we work together towards a sustainable result. The business units Finished Products and Food Ingredients joined forces in order to do so. A good example is the campaign ‘Economise, avoid waste!’ which recently started at Food Ingredients. Within Finished Products various improvement projects have taken place in 2015 under the header ‘Collaboration & Focus’, among other things to prevent product waste. This way everyone contributes to making a difference for the future.

‘Alone you go faster, together you make more impact’. This African proverb will continue to inspire us over 2016. A number of challenges, such as healthy food and the fight against food fraud, we will gladly take on together.

On to a sustainable future!

Ben van Looij
Finished Products

Herman Janssen
Food Ingredients
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Intertaste: about the company

At Intertaste, we are driven by flavour! Over 80 years of knowledge and experience with natural herbs and spices are at the heart of Intertaste. From source to plate, we are the best collaborative partner and supplier who think along. We supply a wide range of flavouring products for major players in the food industry. Due to our extensive knowledge of products and applications combined with a large dose of culinary creativeness and enthusiastic employees, we are at the forefront of flavour.
Corporate Social Responsibility (CSR) and sustainability are two important themes here at Intertaste. As a company, we want to create added value for the various stakeholders while at the same time, building a better world for the future. CSR, to Intertaste, means that we, as a company, should do what we do best. We always consider the consequences for people in our company and those outside and the environment in all our corporate decisions – our decisions are not based purely on their economic significance.

“We Care”

Intertaste assumes responsibility.

“We Control”

Intertaste chooses efficiency and transparency.

“We Connect”

Intertaste aims for success by building on partnerships.

“We Know”

Intertaste invests in knowledge for continued innovation.

“The core of our story centres around four main values”
The following chapters will provide more information on the various cornerstones of Intertaste’s CSR policy. The sustainable initiatives and improvements achieved in 2015 will be discussed per cornerstone and you will have a glimpse of our plans for 2016. A subdivision has been made between Finished Products and Food Ingredients’ activities.
# Summary

<table>
<thead>
<tr>
<th>Cornerstones of CSR</th>
<th>Results for 2015</th>
<th>Targets for 2016</th>
</tr>
</thead>
</table>
| **General**
Corporate Social Responsibility (CSR) and sustainability are important themes here at Intertaste. Intertaste takes full responsibility. | • CSR report 2014 | • CSR report 2015
• Renewal of ISO 26000 Self Declaration |
| **Care for People**
We have many different stakeholders here at Intertaste. Intertaste assumes social responsibility. | • Safety first
• Continuation FSSC 22000, BRC and IFS certificates
• RiskPlaza Audit+
• Healthier products
• Halal certification | • Food safety certification
• Product composition improvement
• Reduction of food waste
• Safeguarding food authenticity |
| **Care for Planet**
Here at Intertaste, we are committed to minimising the impact of our plants on the environment. This is how Intertaste assumes responsibility for the environment. | • Reduction of energy consumption
• Reduction of waste stream
• Reduction of water pollution
• Inventory of packaging | • Campaign ‘Avoid Waste’
• Reduction nitrogen use
• Reduction energy consumption
• Reduction of water pollution
• Reduction of waste
• Making packaging more sustainable |
| **Care for Supply**
Here at Intertaste, we aim to create a reliable and sustainable value chain. Intertaste assumes responsibility in the supply chain. | • Commitment to SSI
• Sourcing sustainable spices
• Sourcing sustainable fruits & vegetables
• RSPO SCCS certification | • Sourcing sustainable Herbs, Spices & Vegetables
• Sourcing sustainable ingredients
• Assurance sustainability |
Care for People

As a company operating in the food industry, Intertaste has many different stakeholders. Transparency is a very important aspect of our relationships with the stakeholders in the food industry. We meet the highest standards within the industry. Intertaste is committed to its social responsibilities.
Caring for a safe and healthy work environment

Safety absolutely comes first within the whole Intertaste group. We aim to make excellent products in a safe and healthy work environment. Throughout 2015 training and awareness campaigns have been held in all locations in order to hold on to this awareness. To us, safety is a shared responsibility.

Finished Products
Un fortunately, a number of accidents has occurred with more and less serious injuries at our Nijkerk location over 2015. The positive trend is that the number of accidents has declined compared to 2014. The longest accident free period over 2015 was 322 days. These numbers are updated weekly on the digital signage so everyone is informed of the current accident free period.

Our Utrecht location, unfortunately, wasn’t free from accidents over 2015 either. Most accidents were connected to mobile movements such as with fork lifts and pump jacks. Throughout the year we focussed on these risks. One example is a presentation which continuously runs in the smoke and rest areas; for raising awareness with both drivers and pedestrians. All production staff was ATEX (explosion safety) trained in 2015. This training is next to a separate interactive group training supported by posters and a continuous presentation in the smoke and rest areas.

Food Ingredients
Unfortunately, a number of accidents has occurred with more and less serious injuries at our Puttershoek location over 2015. The number of accidents has significantly declined compared to 2014. In April of 2015, we launched the campaign ‘Safety, I’m in!’ All employees participated in this campaign for a year. A safety theme was dealt with every month. And awareness was raised by means of posters and discussion of the theme in toolbox meetings. This way the importance was emphasised even more. The campaign not only raised awareness but also led to a number of technical adjustments.
Meeting the highest standards

Being a food company, Intertaste aims to meet the highest standards for food safety, quality and ethical entrepreneurship. Therefore, every location within our organisational structure has a QESH (Quality, Environment, Safety and Health) department to raise the bar bit by bit, in these areas.

Finished Products
Both Finished Products locations have successfully recertified according to FSSC 22000 in 2015. The Nijkerk location also recertified for BRC grade A. The Utrecht location recertified according to the IFS 6 schedule.

Besides meeting the standards, annual trainings in the area of food safety are held at both locations.

Food Ingredients
In 2015 our Puttershoek location successfully recertified according to FSSC 22000, BRC and RiskPlaza audit+. RiskPlaza is a database with information about potential hazards relating to ingredients and control measures that can be implemented to control those hazards.

Intertaste Food Ingredients has assessed the hazards of its products and introduced the necessary measures.

Intertaste Food Ingredients has successfully passed the SMETA audit pillar 4 in 2015. SMETA (Sedex Members Ethical Trade Audit) is an assessment system with regard to the principles of ETI (Ethical Trade Initiative). SMETA is an initiative of the SEDEX-platform (Supplier Ethical Data Exchange) where purchasing organisations and suppliers can record their practical realisation of ethically responsible business conduct in a database and exchange information with each other. The SMETA audit pillar 4 consists of the assessment areas of labour standards, safety & health, environment and commercial practices. Intertaste Food Ingredients proves that we run the company in an ethically responsible manner, by successfully passing the SMETA-audit.
Food and health continue to be of great interest to society. In 2015, this could be seen—amongst others—in the publication of health guidelines of the WHO, the Dutch Health Council and others. Healthy food is a shared responsibility of producers and consumers. Intertaste, as food manufacturer, takes responsibility for contributing to a healthier product supply. Salt reduction and clean label have our special attention.

**Finished Products**
As Finished Products, we are involved in achieving the Akkoord Verbetering Productsamenstelling (Agreement on Improvement of Product Composition) through the Dutch Association of Soup producers and the FNLI. The intent of this agreement is to reduce salt levels, saturated fat and calories (sugars and fats) in products.

Most of the soups developed and produced in Utrecht comply with the IKB norm (salt levels lower than 350 mg Na/100 ml). The challenge is to achieve the new norm of 2017 (salt levels lower than 330 mg Na/100 ml). We will be redeveloping a number of recipes in 2016 in order to be able to continue to comply with the IKB norm.

We have put in much effort in developing clean label recipes for the Nijkerk location. First of all, a study was done over the perception and application of clean label. A challenge with the development and production of clean label sauces is the retention of functionality. A wealth of knowledge is acquired thanks to these reformulation tracks.

**Food Ingredients**
Within Food Ingredients we are in the excellent position to support our clients in their effort to improve their product composition thanks to our expertise in herbs & spices. Simple solutions often don’t exist. In consultation with our clients, we work on a gradual salt reduction and preserving the quality in relation to flavor, texture, structure and shelf life. In 2015 we also reduced the salt levels in a large number of products and have created salt reducing solutions for our clients. We will be focusing even more strongly on this, in 2016, as more of our products will fall within the scope of the Agreement on Improvement of Product Composition.
Contributing to the social environment

A few years ago Intertaste decided to no longer send Christmas cards and/or business gifts but instead donate the budget thereof to a charity. The 2015 charities were:

**Helping Thulo Parsel**
The foundation *Helping Thulo Parsel* aims to help the inhabitants of the eponymous village in Nepal to rebuild houses after the earthquakes.

**Topsport for Life**
*Topsport for Life* is an initiative led by a number of people with a background in top level sports who are devoted to helping people with a life-threatening disease.

**Food Ingredients**
At Food Ingredients, we have a share of our products in stock at our external warehouse. In some cases, these products aren’t delivered on time. Naturally, we try to keep these quantities as small as possible. Even then the products don’t need to be thrown away. In 2015, we made a number of deliveries to the Foodbank so that these products still have a meaningful destination.
Care for Planet

Intertaste is committed to reducing the impact of the manufacturing processes of the Intertaste plants on the environment. Our environmental responsibilities for our plants consist of using resources sustainably and preventing pollution. We have made it a priority to reduce our energy and water consumption, emissions and decreasing & recycling of waste flows as part of Intertaste’s environmental efforts.
Reduction of energy and water consumption and emissions

Each month, we register the consumption of electricity, gas and water and the volumes of waste for our three production facilities in Puttershoek, Nijkerk and Utrecht in the Envirometer. Registering is knowing. The Envirometer gives us an insight into our environmental consumption flows. Based on this information we consider how to implement actual improvement programmes to consistently improve our environmental performance.

Electricity/gas consumption

Finished Products

Nijkerk location: there was a slight decrease in the total electricity consumption. On the other hand, the gas consumption increased slightly. This was also the case for the electricity and gas consumption per kilogram of manufactured product. Thus making the energy consumption for 2015, comparable to that of last year.

Utrecht location: the absolute electricity consumption over 2015 increased. However, consumption per kilogram of manufactured product remained at the same level as in 2014. Absolute gas consumption decreased slightly; this correlates with relatively high outdoor temperatures. Although, gas consumption per kilogram of manufactured product further decreased.

Food Ingredients

The Puttershoek location shows a further increase of energy consumption over 2015 compared to 2014. There was also an increase in electricity consumption per kilogram of manufactured product. The gas consumption over 2015 showed a similar pattern as the electricity consumption.

Electricity/gas improvements

Finished Products

In the past year we had a scan done for our Nijkerk production location, this showed that we have our affairs in order. It is important to now also harvest the less low hanging fruit. We chose to install LED lighting during the refurbishment and relocation of the production departments in 2015.

In 2015, we took the next step for the Utrecht location in replacing conventional lighting with LED lighting. We installed this environmentally friendly lighting in the storage spaces.

Food Ingredients

We took up a number of outstanding improvements from the 2015 energy scan of the steam system of the Puttershoek production location; such as insulating boiler appendages and HTST installation. We checked the compressed air system for leaks and other faults and immediately carried out a large number of repairs.

We will be drawing up a structured energy savings plan for our Puttershoek location in 2016. The first steps have already been taken. The energy savings plan must lead to a list of measures of improvement for the coming three years in order to provide more structure to the saving of energy.
Report for 2015
Water consumption

Finished Products
Water consumption for the Nijkerk location increased significantly over 2015. However, the environmental impact decreased significantly thanks to the reduction of pollution. Over the past year, the focus has been on reducing the burden of pollution. Many improvements have been realised, especially in the production area, as a result of which less product residues are discharged into the sewer. Staff plays a key part in this reduction. Moreover, the improvement of the CIP system has our continued attention. Besides the prevention of pollution of water at the source, we are in intense debate over the extraction of organic material in the waste water. We are in search of a common and lasting - ‘end of the pipe’- solution, together with a number of parties in and around the industrial area Arkervaart.

The water consumption is negligible in the total environmental impact for the Utrecht location; one of the dry factories.

Food Ingredients
Water consumption for the Puttershoek location is limited. The largest user is the steam boiler. A lot of this water is clean cooling water being discharged on the surface water.

Emissions
Intertaste has calculated the CO2 emissions generated on the basis of our energy and water consumption. Please reference the graphs concerning the distribution over the three locations for 2015, compared to the previous years.

Reduction and improved separation of waste flows
Intertaste wants to use raw materials as sustainable as possible, which means producing as efficient as possible with minimal losses. Manufacturing at our plants releases various residual flows: residual waste, swill (food waste), paper/cardboard, foil, plastic, building and demolition waste, scrap metal (used iron), jute sacks, hazardous waste and fats. At Intertaste, we use Lansink’s Ladder to manage our waste. Separating waste and reducing the amount of residual wastes are our top priority. This is how we can increase the options for more sustainable processing methods (energy production, recycling, re-use).

Volume of waste flows

Finished Products
Nijkerk location: the absolute volume of waste as well as the volume of waste per kilogram of manufactured product increased. Especially the residual flows of swill, paper/cardboard and residual waste further increased. The residual flow of foil did decrease compared to 2014. The percentage waste separation deteriorated to 65%.

Utrecht location: the absolute volume of waste as well as the volume of waste per kilogram of manufactured product increased. Especially the residual waste showed a considerable increase. This caused the percentage waste separation to deteriorate to 42%. There is much room for improvement in 2016.

Food Ingredients
Puttershoek location: the volume of waste as well as the volume of waste per kilogram of manufactured product stayed more or less the same. The residual
flows of paper/cardboard and residual waste further decreased. However, the residual flows of foil showed a significant increase. The percentage waste separation significantly improved to 85% (Envirometer score for waste separation).

Residual flow improvements

Finished Products

Utrecht location: in 2015 we have again attempted to collect boxes for reuse. A new system of disposal by means of special trollies was introduced and, also, a separate shipping container was placed. Unfortunately, this procedure ended after 6 months despite a successful start because our buyer couldn’t find sufficient customers for the boxes.

Food Ingredients

We have been successful in separating waste at the source within the Puttershoek location. Nevertheless, the food waste share remains relatively large. Therefore, we hope to focus extra on preventing waste in 2016.

Sustainable logistics

Our external warehouse will be relocated to Waddinxveen in 2016, also, our new partner is Lean & Green certified.

Sustainable packaging

The FNLI Brancheverduurzamingsplan Verpakkingen (FNLI plan for sustainable packaging per industry) was published in June 2015. Intertaste will contribute to this at industry level in 2016. Also, we will be committing to individual sustainability track for our own customary packaging.
Care for Supply

Intertaste’s vision expresses the wish to be appreciated for our reliable and sustainable value chain. We are therefore continuously committed to further chain control. We at Intertaste take our responsibilities in the supply chain in order to promote sustainability in all links of the chain.
Participation in SSI and execution of PSPs

Food Ingredients
Sustainable Spice Initiative
The Sustainable Spices Initiative has grown from an originally Dutch initiative into a worldwide sector initiative with partners from the whole value chain. An example hereof is the launch of a local programme in India and in Vietnam. Especially considering the major problems with pesticides in the cultivation of pepper in Vietnam, but just as much in the cultivation of spices in India; this is of the utmost importance.

As mentioned in the previous CSR report, the SSI has completed a standard benchmarking process in collaboration with the International Trade Centre (ITC). This resulted in a set of standards according to which spices upon verification can be considered sustainable. Intertaste has defined our scheme rules as was described in the Intertaste Protocol Sustainable Sourcing on the basis hereof. Intertaste considers a product sustainable if it has been verified according to one of the following standards:

<table>
<thead>
<tr>
<th>Standard</th>
<th>Applicable to</th>
<th>Logo’s</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sustainable Agriculture Network (SAN) standard</td>
<td>Crops within the SAN standard</td>
<td><img src="image" alt="SAN Logo" /></td>
</tr>
<tr>
<td>Sustainable Agriculture Code (SAC)</td>
<td>All crops</td>
<td><img src="image" alt="SAC Logo" /></td>
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</tbody>
</table>

Sustainability projects
The cloves project in Madagascar dealt with a setback due to the bankruptcy of the implementing party. Thankfully, the project could continue as a result of ICCO Madagascar taking over all activities. A new project staff started energetically in order to meet all goals by the end of 2016 and market sustainable cloves.

Upon commencement of the project in 2013, an inventory was made of the clove farmers who were willing to participate in the project. This inventory was improved in 2015 through the introduction of the AKVO-FLOW system. AKVO-FLOW is a data collection system especially developed for remote areas. The system makes it possible to simply collect and exchange data. The farmer’s basic data has been entered into the system, such as GPS coordinates, a photo and a short questionnaire over the number of trees, production yields, etc.

In 2015, brochures about quality and hygiene were (re)developed and distributed amongst the farmers. These brochures were a part of the trainings given in the 2nd half of the year. A total of 352 farmers participated in the trainings which were held by the project staff. Besides a theoretical element, the training consisted of practical training on the proper maintenance of the clove trees and the production of compost.
An element of the sustainability project is the cultivation and planting of new clove trees to ensure long term production. Contrary to expectations, young clove trees were still purchased for this purpose in 2014. In 2015 the set-up of cultivation centres actually began and in November of the same year the first acquisitions were made and trainings held.

In August 2015, the project staff was trained to carry out the sustainability assessments and Intertaste was present at these trainings. The farmers where the verification must take place were then selected. Data collection takes place according to the AKVO- Flow system. The verification began in November and will be finished in the spring of 2016. The 2016 harvest will then therewith expected to be sustainable.
Sustainable Sourcing

**Sustainable sourcing**

**Food Ingredients**

**Sustainable Spices**

Over the period of 2010-2015, Intertaste Food Ingredients has made the procurement of ten priority sustainable spices: black and white pepper, cumin seed, coriander, ginger, cayenne pepper, nutmeg, turmeric, celery seed and cloves. This period was marked by the start of the Sustainable Spices Initiative. Intertaste motivated a number of suppliers to the sustainable cultivation of spices through this initiative. In 2013, we introduced the first quantities sustainable spices: turmeric and cayenne pepper from India.

Two spices were added in 2014: black pepper from Vietnam and cassia from Indonesia. In 2015, the number of spices was expanded with cumin seed from India. Also, we purchased a number of sustainable herbs: chives, parsley, celery leaves and coriander leaves. Sustainable product is not yet available for five of the priorities.

**New strategy**

Intertaste has decided to take a next step in the sourcing of sustainable herbs and spices for the period 2016-2020, despite the fact that the objectives for 2015 were not met. We have selected twenty iconic products based on purchase volume, risk assessment and sourcing possibilities. We strive to have source these iconic products completely sustainable in 2020. We will increase the sustainable share step by step by purchasing according to the Mass Balance Principles in the interim transformation period.

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<table>
<thead>
<tr>
<th>Year</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>2016</td>
<td>20%</td>
</tr>
<tr>
<td>2017</td>
<td>40%</td>
</tr>
<tr>
<td>2018</td>
<td>60%</td>
</tr>
<tr>
<td>2019</td>
<td>80%</td>
</tr>
<tr>
<td>2020</td>
<td>100%</td>
</tr>
</tbody>
</table>
Food Ingredients & Finished Products

Sustainable Palm oil

Again at the end of 2015, the RSPO audits were performed to assess our procurement and handling of sustainable palm oil. The outcome of the audits was with positive results. Additionally, we are noticing more availability of RSPO Segregated material. This year, Intertaste has also converted a number of palm oil products from RSPO Mass Balance to RSPO Segregated.

Sustainable Fruits & Vegetables

We have sourced a number of sustainable fruit and vegetable products, as component of the ambitious sustainability programme of one of our clients. In doing so we took a big step especially with regard to the sustainability of onion products.

### Iconic Products

<table>
<thead>
<tr>
<th>Available</th>
<th>Herbs</th>
<th>Spices</th>
<th>Vegetables</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Chives</td>
<td>Cassia</td>
<td>Onion</td>
</tr>
<tr>
<td></td>
<td>Parsley</td>
<td>Cumin seed</td>
<td>Tomato</td>
</tr>
<tr>
<td></td>
<td>Celery leaves</td>
<td>Black and white pepper</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Coriander leaves</td>
<td>Turmeric</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Chillies</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Upcoming</td>
<td>Basil</td>
<td>Cloves</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Marjoram</td>
<td>Ginger</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Oregano</td>
<td>Nutmeg</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Mace</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Aniseed</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Fennel seed</td>
<td></td>
</tr>
</tbody>
</table>