

# Corporate Social Responsibility

with



## CSR results

**Reduction of environmental impact relative to revenue**  
Target: 3% less each year

**Reduction of CO2**

Target: 50% compared to 2018 by 2030

**Reduction of material loss**

(achieved compared to target)

**Absenteeism**

(achieved compared to target)

**Time to hire**

(achieved compared to target)

**Employee satisfaction**

(achieved compared to target)

	2019	2020	2021	2022	2023
Reduction of environmental impact relative to revenue	94%	72%	68%	53%	43%
Reduction of CO2	96%	66%	76%	66%	59%
Reduction of material loss	81%	100%	133%	98%	121%
Absenteeism		177%	93%	135%	113%
Time to hire		135%	185%	215%	110%
Employee satisfaction		98%	100%	No measurement	++

## Executed actions

13 CLIMATE ACTION



Energy-efficient measures for future renovation

Energy-saving measures

3300 solar panels

7 AFFORDABLE AND CLEAN ENERGY



3 projects with green and recyclable raw materials

Affiliated with SBTi

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



8 DECENT WORK AND ECONOMIC GROWTH



Absenteeism training and coaching intensified

Work by employees who are distanced from the labor market

All plastic waste is recycled

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

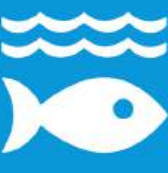


4 Six Sigma projects reducing material loss

15 LIFE ON LAND



14 LIFE BELOW WATER



Animal facilities on industrial estate

Fresh fruit

Pilot project 'Own control' with SPDI

3 GOOD HEALTH AND WELL-BEING



Lifting aid in production  
Toolbox meetings

## Targets 2024 and beyond

2 projects per year to reduce CO2 footprint and/or use green raw materials

50% CO2 reduction compared to 2018 by 2030

1 Six Sigma project for raw material reduction

Expand 5S implementation

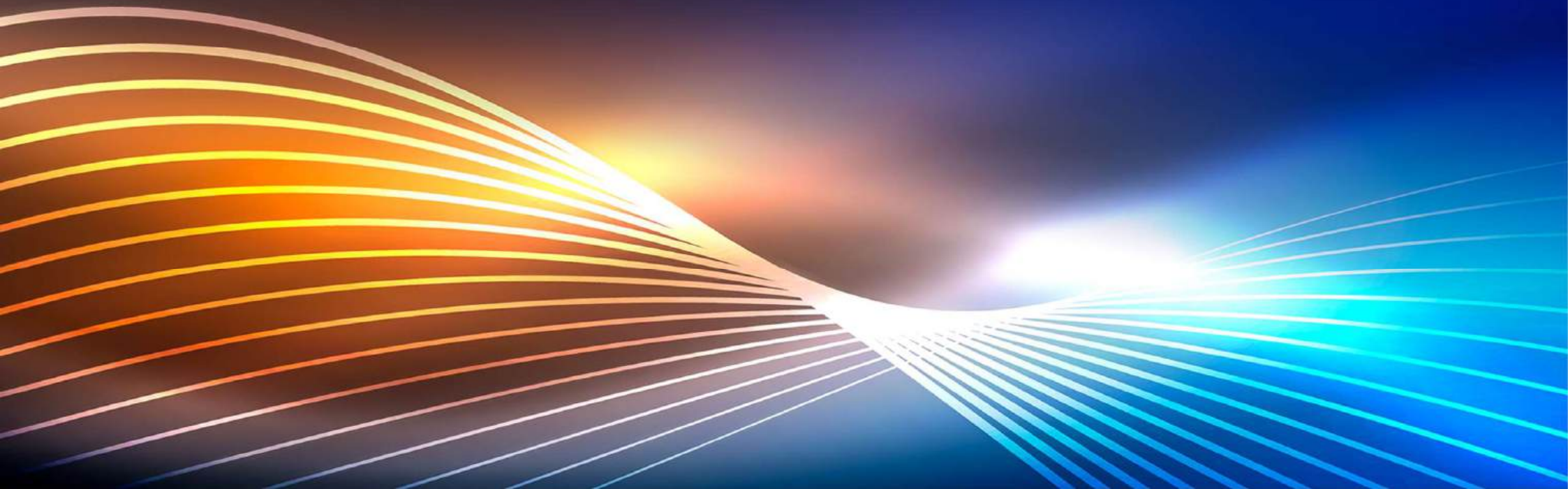
Organizationally implement the MAA department

Continuation of 'Own control'

Further automate packing operations



# CSR annual report 2023



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# Introduction

Meldon aims to contribute to the United Nations Sustainable Development Goals through a policy focused on Corporate Social Responsibility (CSR). This policy focuses on the three pillars of People, Planet, and Profit. By responsibly dealing with people, the environment, and finances, Meldon wants to contribute to a sustainable future for all of us.

## SUSTAINABLE DEVELOPMENT GOALS



## Introduction

CSR is integrated into Meldon's strategy, and the CSR performance ladder serves as the basis for CSR policy. Meldon believes that the implementation of this system contributes to improving its societal impact. The CSR performance ladder's themes have been assessed for relevance by important stakeholders. Objectives have been established for the most relevant themes, aiming to at least meet the industry average.

The CSR system focuses on continuous improvement in the field of CSR performance and compliance with legal obligations.

A frequently asked question is whether Corporate Social Responsibility (CSR) is the same as sustainability. The main difference between the two is that CSR not only focuses on ecology and the environment but also encompasses a social dimension. CSR combines social and environmental aspects.



## Relevant themes

In the CSR system, stakeholders have selected 31 themes relevant to Meldon. These themes are linked to the Sustainable Development Goals (SDGs) established by the United Nations. The table below shows the relevant themes for Meldon along with the SDGs to which Meldon contributes:

Most relevant themes	Sustainable Development Goals	Toelichting
Energy	7 Affordable and Clean Energy. 13 Climate Action	The organization makes its energy use transparent and takes measures to reduce energy consumption and utilize energy from sustainable sources.
Resources	12 Responsible Production and Consumption	The organization makes its resource consumption transparent and takes measures to increase the use of resources derived from recycling processes or waste.
Emissions, wastewater, and waste	9 Industry, Innovation, and Infrastructure 13 Climate Action	The organization makes its greenhouse gas emissions, waste production, and emissions of (environmentally) hazardous substances transparent and takes measures to reduce them.



Relevant themes

Most relevant themes	Sustainable Development Goals	Toelichting
Employment	8 Decent Work and Economic Growth	The organization ensures the well-being of its employees by securing employment and fulfilling contractual obligations regarding employees.
Health and safety	3 Good Health and Well-being 8 Decent Work and Economic Growth	The organization ensures the safety and health of employees, local residents, and third parties by using safe facilities, technologies, and practices and by being prepared for emergencies.
Biodiversity	14 Life Below Water 15 Life on Land	The organization ensures that its presence and activities have minimal adverse effects on biodiversity in the surrounding environment.



In 2022, objectives and actions were defined for the relevant CSR themes within the management system for the first time. Meldon aims to be certified at level 3 of the CSR performance ladder in the summer of 2023. This CSR annual report provides insights into the defined objectives, achieved results, and ambitions of Meldon over 2023.

CSR Results

Results related to Energy, Resources, Biodiversity, Emissions, Wastewater, and Waste  
 The achieved result is presented as a percentage in relation to the objective.  
 For environmental impact, 2018 is taken as reference year

	2018	2019	2020	2021	2022	2023
Reduction in environmental impact compared to revenue Target: every year 3% reduction	100%	94%	72%	68%	53%	43%
Reduction CO <sub>2</sub> Target: in 2030 50% vs 2018	100%	96%	66%	76%	66%	59%
Reduction material loss	-	81%	100%	113%	98%	121%





CSR results

Results related to Employment, Health, and Safety

	2020	2021	2022	2023
Absenteeism (achieved against target)	177%	93%	135%	113%
Time to hire (achieved against target)	135%	185%	215%	110%
Employee satisfaction (achieved against target)	98%	100%	Geen meting	Geen meting



# CSR results 2023 vs 2022

Reduction CO2 -10%

Reduction environmental  
impact -6%

Reduction absentism -16%

Reduction time to hire

Reduction material loss +24%

## Actions taken energy

Meldon partially uses solar energy through the 3,300 solar panels at the company. The remaining energy is purchased. Each year, an assessment is made of which portion of the purchased energy is considered green energy to meet the CO2 targets.

Due to the energy crisis that arose in 2022 and the resulting increase in energy prices, Meldon established an energy-saving team. The goal of this team was to reduce energy consumption by 15% in 2023 while maintaining the same production volume. Initial actions were taken in 2022, and further investigations were conducted in 2023. It was found that it was not feasible to reduce energy consumption by 15%.

The energy target was shifted in 2023 from environmental impact to CO2 emissions, aiming to halve the amount of CO2 by 2030 compared to 2018. To achieve this, Meldon has joined the SBTi (Science Based Targets initiative) and thereby aligns with European climate goals. Government-recommended energy-saving measures have been identified and included in the planning. In future renovation plans, energy-efficient measures such as 'going off gas' and heat recovery have been implemented.



## Actions taken Raw materials

In terms of raw materials, Meldon has focused on using green and recyclable materials. This has led to three projects involving green materials and one project for a client with a lower CO2 footprint.

Meldon has successfully found a partner who can recycle all plastic waste from the production process, and since mid-2023, all waste follows this recycling route. As a result, the environmental impact has significantly decreased.

The target for reducing material waste has not been achieved. Subsequently, four Six Sigma improvement projects were launched to address the root cause. These projects are also aimed at reducing material consumption waste.



## Actions taken Emissions, Wastewater, and Waste

As previously reported, Meldon has successfully found a partner who can recycle all plastic waste from the production process, and since mid-2023, all waste follows this recycling route. This has significantly reduced the environmental impact.

The target for emissions was shifted in 2023 from environmental impact to CO2 emissions, with the goal of halving the amount of CO2 by 2030 compared to 2018. To achieve this, Meldon has joined the SBTi (Science Based Targets initiative) and thereby aligns with European climate goals.



## Actions taken employment

A department has been developed at Meldon in collaboration with external partners, where employees with a distance to the labor market are engaged in various tasks. Currently, 15 people are actively employed in this department. This initiative allows Meldon to make a significant social impact.

The year-end gift for customers was assembled by a sheltered workshop.

Although there has been an improvement compared to 2022, the targets for absenteeism and time to hire were not achieved in 2023. Absenteeism training sessions were conducted in 2023, and individual guidance and coaching were intensified. With the measures already in place, it is expected that the targets will be met in 2024.



## Actions taken Health and Safety

In 2022, Meldon began holding periodic toolbox meetings to raise colleagues' awareness of workplace risks and the influence they can have on them. Through these meetings, employees are regularly informed about safety procedures and regulations, thereby increasing workplace safety. In 2023, this practice was established as a regular process.

In addition to these toolbox meetings, Meldon also focuses on employee well-being through internal coaching and guidance. Together with SPDI, a pilot project called 'Own Initiative' was launched to further improve the sustainable employability of employees. According to the survey, we scored better than the benchmark. However, since Meldon aims to continue improving, additional improvement actions have been initiated. Due to this survey, it was decided not to conduct an additional employee satisfaction survey.

In production, an assistive device for lifting long profiles has been implemented, and the project to automate monotonous work is in its final phase.

Fresh fruit is made available at the workplace for the employees.



## Actions taken Biodiversity

A study has been conducted to explore the possibilities of installing bat boxes, bird nests, or insect hotels on the company premises. The costs have been mapped out and will be further defined in the 2024 budget. Birdhouses were distributed to employees along with the Easter eggs that are given out annually.





## Objectives for 2024 and beyond

### Energy

Meldon has joined the European climate goals. To achieve the ultimate target of a 50% reduction by 2030 compared to the reference year 2018, a significant step has already been taken. To achieve further reductions, more measures will be necessary, such as increasing the use of green energy and implementing energy-saving measures. These will be carried out in the coming years. CSR (Corporate Social Responsibility) requirements will be implemented in the supply chain with relevant suppliers. The goal is to eventually phase out the use of gas; during future renovations, the infrastructure will be converted to energy-efficient solutions.

### Raw Materials

Meldon is increasingly promoting the use of recyclable and green materials within Sales and Innovation and Development. The aim is to carry out at least two projects per year focused on reducing the CO2 footprint and/or using green materials. The impact and possibilities of the National Circular Plastics standard will be assessed, and at least one Six Sigma project will be identified annually that leads to a reduction in raw material consumption



## Objectives for 2024 and beyond

### Emissions, Wastewater, and Waste Materials

In addition to achieving the CO2 target, an assessment will be made of the possibilities to further separate or eliminate waste at Meldon. The 5S organization setup will be further expanded to improve the cleaning and maintenance of the environment.

### Employment, Diversity and Opportunities

In 2023, the MAA department, which employs people with a distance to the labor market, was established. The activities within this department still need to be implemented organizationally. The actions from the 'Own Initiative' project will be continued.



## Objectives for 2024 and beyond

### Health and Safety

In 2024, periodic medical check-ups will be made available for employees. Additionally, individual coaching and guidance for employees who need it will continue. The 'Own Initiative' project will be continued in 2024, and a graduation project has been initiated to reduce the physical strain on production workers. The automation of packing tasks, or the project to reduce monotonous work, will be effectively transitioned to the use of a packing robot throughout 2024. Further possibilities for automating packing tasks will be explored. Gezondheid en veiligheid



# SUSTAINABLE DEVELOPMENT GOALS





# CSR annual report 2024

