

The SVZ Sustainability Passport

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Foreword from Our CEO

Sustainability is at the core of SVZ. Our business depends on farmers and nature, so supporting farmers and protecting the resources we rely on is essential to our future. For us, sustainability also means going beyond legislation and reporting. We focus on what we can do for our suppliers, particularly **small stakeholder** farms, and how we can help them improve. This is where SVZ can make a real difference: at the source and in the field.

Over the three years, the continuity of our efforts has given me confidence in our sustainability journey. We continue to invest in farmer training in Poland and in better monitoring and data at our factories so we can measure and improve our impact. Sustainability is also increasingly considered in our investments, from solar panels and energy efficiency to heat recovery and electrification. Our continued investment in long-term agriculture programmes in Spain further shows how sustainability is becoming an integral part of how SVZ operates.

At the same time, our industry faces significant challenges. Climate change is creating increasingly volatile growing conditions. Drought, heat and other extreme conditions put pressure on farmers, making it important to help them maintain sustainable practices rather than relying heavily on irrigated water, fertilisers or pesticides. We also need to ensure that sustainability does not become solely about legislation, data and paperwork. Compliance is important, but sustainability ultimately needs to lead to real action and behavioural change.

Making that progress requires commitment from our employees, suppliers, customers and partners. Our people need to consider how their work can contribute, while suppliers need to be willing to participate in programmes, test new approaches and improve their practices. We are proud of what we have achieved together, from farmer-led programmes to investing in initiatives that help farmers improve their yields. These partnerships are key to our progress.

Responsible sourcing remains a major focus for SVZ. Sustainability extends beyond our own operations to the entire value chain. We need to consider the real end-to-end impact of our products, from responsible farming and worker treatment to water use, factory operations, transportation and packaging. Our ambition is to improve the sustainability of the whole value chain, not just one part of it.

I am excited about what comes next and look forward to continuing this journey together with our people, growers, customers and partners.

Johan Cerstiaens, SVZ CEO

A handwritten signature in dark ink, appearing to read 'Johan Cerstiaens', with a stylized, looped flourish at the end.

A Message from Our Sustainability Manager

Sustainability is not something that sits separately from our business. For a company like SVZ, operating in the food and beverage industry and relying directly on agriculture and natural resources, it is inherently connected to how we operate today and how we prepare for the future.

That connection is visible across several dimensions. Water, biodiversity and carbon are central to how we address our environmental impact, while social and human rights are equally important, both within our own workforce and throughout our supply chain.

Taking this broader view also means recognising the economic implications of sustainability. Climate change is already affecting crop yields and availability, while greater irrigation needs and additional energy requirements across production can further increase costs. These effects can flow through the value chain, influencing the price of the final product for customers and consumers.

This makes action increasingly important, but meaningful change cannot be achieved by one company alone. Working with growers, customers, researchers and other partners allows us to share knowledge, resources and perspectives, and to work towards solutions with greater potential for lasting impact. At SVZ, this is reflected in multi-stakeholder initiatives such as RABE, as well as investments within our own operations, including our transition towards renewable energy.

These efforts require investment and dedication, but the cost of inaction can be far greater. Continuing to invest and collaborate is therefore an important part of strengthening the resilience of our business and supply chain for the future.

Kati Hermann,
SVZ Sustainability Manager

About Us

SVZ is a preferred supplier of high-quality fruit and vegetable ingredients to the food and beverage industry. With more than 150 years of expertise across the agro-supply chain, we produce a broad portfolio of purees, concentrates, NFC juices and IQF ingredients for food and beverage manufacturers around the world. We work closely with growers, customers and suppliers, combining knowledge of agriculture with expertise in processing and ingredient quality.

Information	Details
Legal form of the company	Private
NACE sector classification code(s)	46311 - Groothandel in groenten en fruit
Balance sheet total (in euros)	€ 93.436.177,-
Turnover	€175.844.450,-
Number of employees	321

SVZ is part of the Döhler Group, connecting our longstanding expertise in fruit and vegetable ingredients with Döhler’s global presence and broader portfolio of natural ingredients and ingredient solutions.

Our performance and practices are supported by independent assessments, and certifications. In 2025, SVZ was awarded an EcoVadis Silver Medal, placing us among the top 15% of companies assessed. We also participate in Sedex, supporting transparency and responsible practices across our business and supply chain via the 4-Pillar SMETA audits at each of our production sites.

As quality and food safety are equally important to our operations, our sites are certified against BRCGS Food Safety, with grades ranging from A to AA+ across our four reporting sites.



Our Locations



Our Sustainability Strategy

At SVZ, our sustainability strategy is structured around three interconnected pillars: Sustainable Agriculture, Efficient Operations, and Valuing People. Together, these pillars guide how we address our environmental and social impacts, from the sourcing of agricultural raw materials and our relationships with growers to our own operations and people.



Sustainable Agriculture

We are committed to sourcing our raw materials responsibly while having a positive impact on the countries and communities we source from.

Targets:

- Co-developed farm-level programs with suppliers and clients in our main sourcing areas.
- 100% of our core ingredients are certified ethically sourced by 2030.

Our strategy is supported by policies covering key environmental, social and business conduct topics, including our Environmental Policy, Social Responsibility Policy and Code of Conduct. These provide the foundation for our commitments, while specific targets and initiatives under each pillar translate them into action. Progress across the three pillars is presented throughout this report.



Efficient Operations

We aim to reduce our GHG Emissions cross our value chain, from seed to ingredient, by reducing CO2 Emissions, and increasing water efficiency.

Targets:

- GHG emission intensity gradual reduction versus our baseline year: (Scope 1 & 2)
- Set up optimization projects to reduce or reuse water in each production site.
- Advance circular economy practices across our operations and reduce the material footprint of our packaging



Valuing People

We are committed to treating everyone equally and with respect – not only our employees but also the communities where we source from.

Targets:

- We prioritize health and safety of our employees, and work toward zero preventable accidents in our workplace.
- We are committed to recruiting, developing, and retaining a diverse workforce and consciously fostering an inclusive workplace.

Our Sustainability Strategy



Our sustainability strategy extends beyond our own activities. Through our membership in several industry initiatives and platforms, we strengthen our efforts to accelerate progress on our three sustainability pillars. Through these multistakeholder partnerships, SVZ is able to collaborate with value chain members to ensure meaningful actions can take place.

Our Sustainability Strategy

Sustainable Development Goals (SDGs)

As a producer of fruit and vegetable ingredients, agriculture and the natural environment are central to SVZ's business. The availability and quality of our raw materials are intrinsically linked to healthy soils, water availability and favourable growing conditions. At the same time, agricultural production is increasingly exposed to the effects of climate change, including shifting weather patterns, prolonged periods of drought and changing temperature conditions. These developments can have significant implications for crop yields and quality, as well as for the long-term business resilience of our agricultural supply chains.

These considerations extend beyond agricultural production. The processing of fruit and vegetables requires energy, water and other resources, while our activities are embedded within a broader network of employees, growers, suppliers, customers and local communities. Recognising these interdependencies is pivotal to our approach, as environmental, social and economic considerations cannot be addressed in isolation.

For SVZ, these interconnected challenges help shape where we focus our sustainability efforts and where our activities can make a meaningful contribution. We are committed to supporting the United Nations Sustainable Development Goals (SDGs), which provide a valuable framework for connecting our priorities with broader global sustainability challenges. Accordingly, we have identified six SDGs that are particularly relevant across our business and value chain:



Our Reporting Approach

This Sustainability Report for the 2025 reporting year has been prepared in accordance with the Voluntary Sustainability Reporting Standard for SMEs (VSME). SVZ has adopted Option A, reporting on the disclosures set out under the Basic Module only of the standard.

The report presents information on a group level basis, covering SVZ's operations in the Netherlands, Belgium, Poland and Spain. Unless otherwise stated, the sustainability information and data presented throughout the report reflect these areas and cover the period from 2023 to 2025. Where the reporting scope or period differs for a specific disclosure or indicator, this is indicated in the accompanying footnote.



“Our sustainability journey is built on the choices we make every day and the relationships behind those decisions. Working closely with our growers and partners, we drive more responsible sourcing, strengthen the resilience of our supply chain, and take greater care of the resources and communities we rely on.”

Pedro Vier, Head of Sourcing
- SVZ International



SUSTAINABLE AGRICULTURE

Our first sustainability pillar is dedicated to nature.

Just as the rain, sun and soil nurture the fruits and vegetables that make our products, we return the favor by doing everything we can to care for the natural world. Let's explore how we honour the land at each of our partner farms and processing facilities, dotted across Europe from east to west.



Agronomy for all: How we serve farmers

One of our top priorities as a business is to source high-quality fruit and vegetables while supporting our growers.

Our in-house team of expert agronomists work in the fields across our partner farms in Poland and Spain year-round to provide essential advice. Our suppliers count on our input at every stage of fruit and vegetable cultivation — from sowing and planting seedlings to harvesting. In some cases, we even provide the seedlings and offer free-of-charge soil analyses to help farms develop a robust planting plan.

Our agronomists continually monitor crop conditions and provide farmers with practical support throughout the growing season. This includes advice on soil-friendly fertilization techniques, water management and the safe storage of plant protection products (PPPs). We also distribute wildflower seeds and beehives to help promote biodiversity.

This on-farm support is complemented by dedicated training on sustainable agricultural practices. In Poland, SVZ Tomaszów organises annual sessions for fruit and vegetable suppliers covering topics such as PPPs, fertilization and soil quality. These sessions involve different stakeholders, including life science institutions, agricultural advisors and our in-house agronomy team. In 2025, three large training sessions were held in Tomaszów and Krasnystaw, bringing together more than 500 farmers.

“ Technical assistance and knowledge exchange enables farmers to do their job in the best way possible. We can't live without farmers and our job is to support and care for them and value what they do.

Anna Sereda, Purchase and Agronomy Manager - Poland

”

Responsible Sourcing

Every year, we strive to increase the share of sustainably grown fruit and vegetables supplied throughout our grower networks. Certification provides an important framework for translating this ambition into consistent standards across our supply chain.

Our progress across the global supply chain is reflected in the growing share of sustainability sourced raw materials (77%) across SVZ, with both our core raw materials and full range showing continued improvement in 2024.

We continue to work closely with our Polish growers throughout the **SAI FSA Silver Sustainable Agriculture Certification** process by helping them prepare assessments, navigate certification requirements, and drive continuous improvement. As of 2026, **1964 farmers** within our Poland grower network hold SAI FSA certification.



Our 10 core raw materials:



These long-term partnerships support our ambition to increase the share of sustainably sourced raw materials while building a more resilient and responsible supply chain.

Our membership of the **Sustainable Juice Covenant (SJC)** further demonstrates our commitment to advancing responsible sourcing as we work towards sourcing 100% sustainably produced raw materials by 2030.



Tales from the Farm

Nadija's story:

Nadija is a female farmer, originally hailing from Ukraine, who has lived and worked in Poland since the year 2000.

In 2007, she leased five hectares of land in the Lubelskie region of Poland where she has been farming raspberries ever since. Nadija's collaboration with SVZ Poland began in 2009. She not only provides us with raw ingredients, but consistently joins our farmer training sessions and has established a close relationship with our agronomy teams in Poland. Nadija is a true self-starter, having equipped herself with knowledge and expertise to run her farm independently and have full control over the cultivation process, something she extremely values.

Nadija looks to the future with optimism. She plans to increase her acreage for raspberry cultivation while maintaining the traditional farming methods that keep her in close harmony with nature. As a mother and grandmother, she has seen firsthand how healthy, safe, and tasty fruits help feed the body, and nourish the soul.

Piotr's story:

Piotr can confidently be called a 'life-long' farmer, having operated a farm in Strzyżowiec (Lubelskie region) since his youth.

He initially received his first few hectares of land from his parents, before gradually acquiring more land over the years. Today, he owns over 100 hectares, while leasing another 50 from outside investors. Piotr's crops include vegetables, such as beetroot, pumpkin, and carrots, as well as corn, wheat, and rape seed. He has been supplying SVZ for over a decade, providing approximately 700 tons of orange carrots per year. He deeply appreciates the relationship he has built with the company over the years, particularly the agronomic support and the opportunity to participate in numerous trainings. Piotr, as an experienced farmer, approaches his work with calmness and distance. Despite the unstable market, he always strives to glean satisfaction from caring for his fields and is dedicated to constantly developing his skills as a farmer.



Regenerative Agriculture

It comes as no surprise: Agriculture is facing growing pressure from climate change and changing environmental conditions, with consequences for crop productivity and the long-term security of agricultural supply. For SVZ, regenerative agriculture is one way we are working to strengthen farming systems, support our growers and help to secure the supply of high-quality fruit and vegetable ingredients for the future.

SVZ aligns with the **SAI Platform** regenerative agriculture definition mentioned in their **Regenerating Together Programme**. The four pillars focus on outcomes across soil health, biodiversity, climate and water while supporting farmer livelihoods. It also recognises the importance of tailoring regenerative, good agricultural practices for each farmer working with their individual agroecological conditions and farming production systems.

Case Story

Regenerative Berries

Starting in July 2026, SVZ is putting this approach into practice through RABE: Regenerating Berries. Built on a public-private partnership (PPP) scheme, the programme brings together funding from the Dutch Government through TKI Delta Technology grant with expertise, and resources from private partners. It connects SVZ, Wageningen University & Research, Aldi Süd Holding, Innocent Drinks, Berries Pride, and Port International to work together with growers. This partnership represents different parts of the soft berry value chain, enabling knowledge sharing across the stakeholders.

Over three growing seasons, the programme will explore how regenerative agriculture can be applied in practice through several EMEA regions. For SVZ this will involve growers in our key sourcing regions of Poland and Spain.

Building on research by the Wageningen University*, participating growers will explore regenerative practices suited to their specific conditions. Potential approaches include cover crops, crop diversification, biological control, biodiversity measures, water reuse and smart irrigation system, and a non-exhaustive list of many others. The relevance of these practices reflects the different challenges and production systems in each region, from water stress and heat in Spanish advanced irrigation system to the different climatic pressures in Poland, with predominantly soil-based production systems.

Collaboration is key to creating change at scale. By working towards a shared goal, partners can support farmers in overcoming practical, technical and financial barriers to adopting regenerative practices, and creating a stronger foundation for wider, longer-term change.

The transition doesn't happen alone. We welcome partners across the value chain to be part of it!

*Source: Wageningen University & Research (WUR), [Soft fruits and Doñana: Can regenerative agriculture balance production and sustainability?], [2025]. Available at: <https://edepot.wur.nl/700556>

Case Story

Smarter Irrigation: Taking HIDRIX from pilot to farm scale

Water is one of the biggest challenges facing strawberry growers in Huelva, Spain. The region is one of Europe's most important strawberry-growing areas, where growing irrigation demand over recent decades has placed significant pressure on limited water resources. More unpredictable weather, including prolonged drought and flash flooding, is adding to this challenge. During recent drought periods, farmers have faced cuts of up to 50% in their allocated water supply, making it increasingly important to get as much value as possible from every drop.

That is why, in 2024, we partnered with innocent drinks, Cuna de Platero, GEISA, and KNITINK Technologies to explore a smarter approach to water and fertiliser management in our strawberry supply chain, namely HIDRIX. We set two ambitious targets for the project:

- reduce water use by 20%
- reduce fertiliser use by 10%

over the strawberry growing season, while supporting the productivity and livelihoods of the growers involved.

How HIDRIX Work

At the heart of the project is HIDRIX, a smart, on-demand irrigation and fertigation system. Rather than requiring growers to decide every day how much water their crops need, HIDRIX combines information from sensors in the field with weather data and crop modelling. The system uses this information to determine when irrigation is needed, adjusting how frequently the crops are irrigated according to their needs.

For growers, this can shift their role from programming daily irrigation to supervising the system's performance, reducing the time needed to manage irrigation.



Results and Lesson

The first season showed encouraging results. In **April 2025**, across the three pilot farms, HIDRIX achieved an **average water saving of 12.7%**, alongside progress towards reducing fertiliser use.

But the pilot has also shown us that technology alone is not enough. Farms operate differently, and successful implementation depends on both the existing irrigation infrastructure and the people using it. Training and close grower involvement are therefore an important part of building the knowledge and confidence needed to manage HIDRIX successfully.

By bringing together growers, technology specialists, the cooperative and partners across the supply chain, we can test the technology under real commercial farming conditions and understand what is needed to make more efficient irrigation practical at a larger scale.

The 2025/26 season built further on these results. Across the two farms that implemented the system, HIDRIX achieved **average water savings of 27.7%** while maintaining yields. On one farm, **yields even increased slightly by 2.3%**, giving the grower the confidence to expand the system to almost the entire farm.

Scaling for Greater Impact

Building on the progress made through the pilot, HIDRIX is now moving into next phase. With funding secured for a further two years, the project will expand from individual pilot plots towards farm-scale implementation across six or more farms, with the ambition to increase the area covered from around 10 to as much as 65 hectares.

This next phase will help demonstrate how HIDRIX can work at scale, supporting more efficient water and fertiliser use and more resilient strawberry production across our supply chain



EFFICIENT OPERATIONS

Our second pillar is all about efficiency at our production sites.

Many of our operations at SVZ, including washing, sorting, milling, separation, filtration, concentration, freezing, among others, are inherently energy- and water- intensive activities, making it even more critical for us to search outside the box for innovative solutions. In 2022, we stepped up our efficiency ambitions with a renewed focus on energy conservation through establishing GHG Emissions Scope 1 & 2 accounting and the 2019 SVZ baseline, as well as an accelerated decarbonization plan which also includes packaging. These may be the headline initiatives, but there's so much more we do to show the food industry a path to a waste-free future.



Continuous Improvement, Consistent Success

True efficiency is rarely achieved overnight. Often, optimization happens over months, if not years, through a series of small improvements that add up to a big difference. At SVZ, we apply this continuous improvement approach to the running of our processing plants around Europe

The history of the **SVZ Tomaszów** plant dates back to 1962, when the “Tomasovia” Fruit and Vegetables Processing Plant was founded. In 1993, “Tomasovia” established its connection with SVZ International B.V. and three years later was acquired by the company and renamed SVZ Poland. The site began production of vegetable and fruit concentrates in 2005, with an upgrade to include IQF and a new puree line coming in 2013. Yet another updated puree concentrate production line was installed in 2016, when the plant was also honoured with the TPM — Total Productive Maintenance Excellence Award.

The production plant that would become **SVZ Rijkevorsel** achieved the BRC Global Standard for Food Safety basic quality level in 2001, followed by BRC high level by the end of 2002. The next year saw the addition of a cold storage area to cover a total of 12,500 pallets, as well as additional investment in converting the steam boiler installation from heavy fuel oil into natural gas, and an upgrade to the deep-freeze filling line. 2003 also marked the installation of new-at-the-time ERP software, helping improve logistical support and provide a smooth transfer of information to the purchasing, sales, and quality departments. Twenty years later and the improvements are still going, with the plant’s acquisition of a new, more efficient, and ecofriendlier pasteurizer that extends our capacity while protecting the planet.

There has been a similar story of gradual optimization at our **SVZ Almonte** processing plant. Starting construction in 1985, the site became operational in 1987 with its IQF line. An aseptic puree line was added in 2005, followed by a major upgrade in 2017, including the installation of LED lightning in our production areas to help lower energy consumption. Our latest improvements to date have been an overhaul of our aseptic puree line to reach a higher capacity (10.000 litre/hour) along with the building of a –18 degrees storage room with a capacity of up to 2,000 pallets, an important investment given the growing need for effective cold storage.

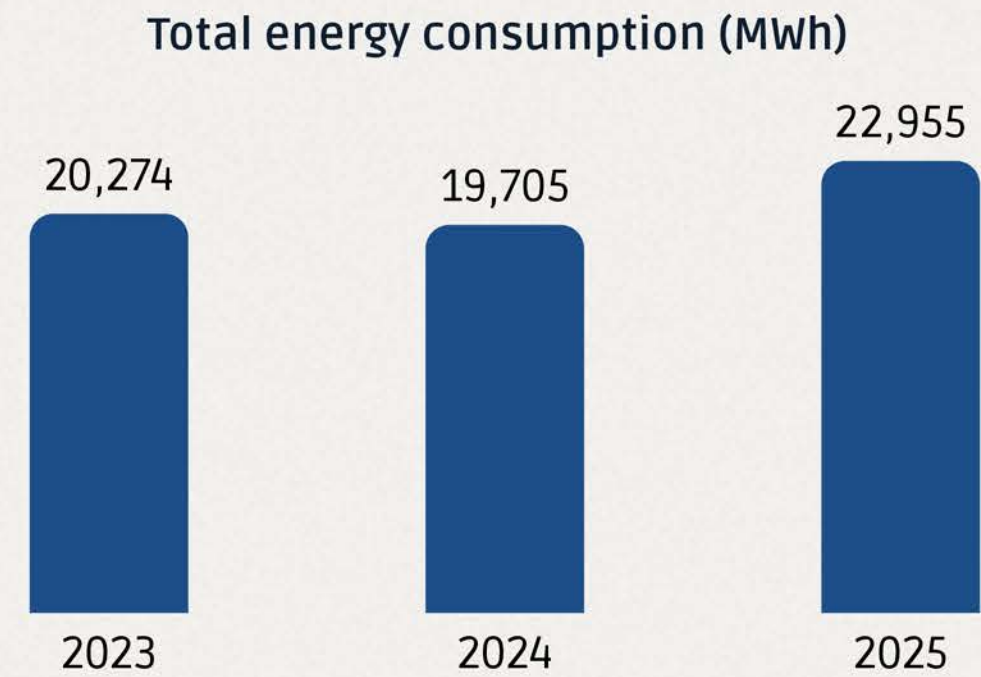
Driving Energy & Carbon Efficiency

Energy Consumption

Energy is an important part of our operations, particularly in the processing, heating and cooling of fruit and vegetable ingredients. Monitoring our energy consumption helps us understand how energy use develops across our operations and where opportunities for greater efficiency may exist.

In 2025, total energy consumption across our reporting sites was 22,954.96 MWh, compared with 19,705.06 MWh in 2024. This increase reflects higher production volumes during the year. We continue to monitor our energy performance alongside production activity as we work to improve the efficiency of our operations.

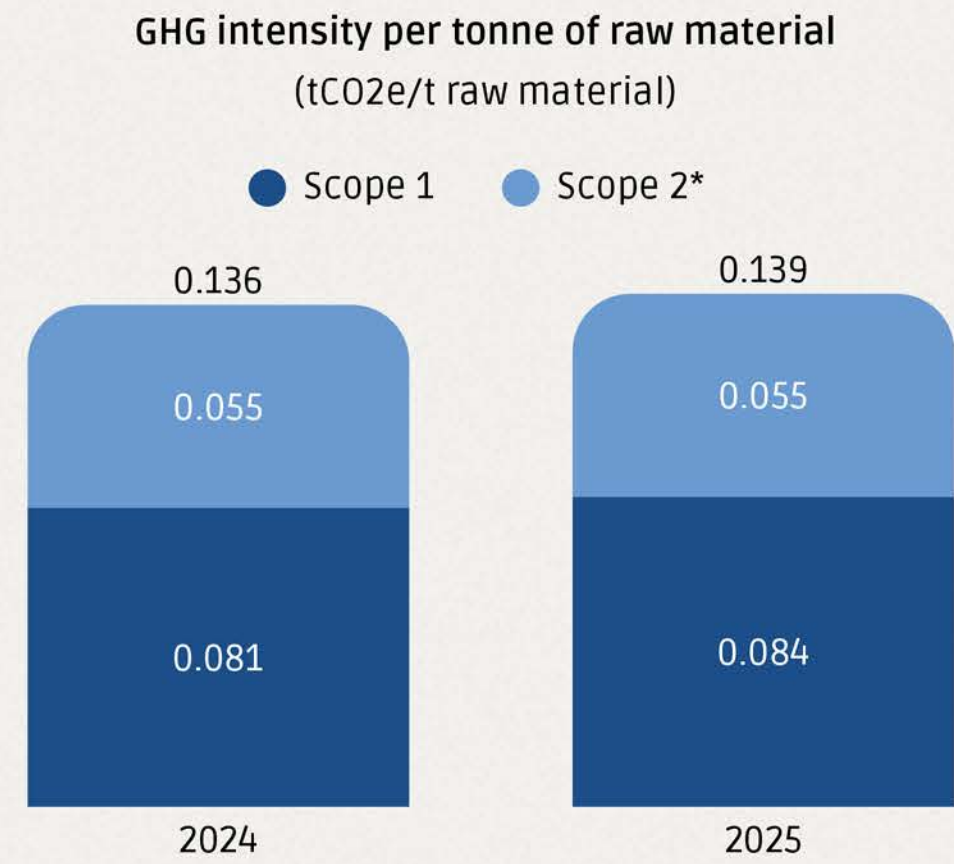
We are also actively taking concrete steps to improve how energy is used and sourced across our operations, including by integrating renewable energy in our operations. This effort has been traced back to 2023 in Almonte's site by integrating solar panels and will continue to be implemented starting in Tomaszów in 2026.



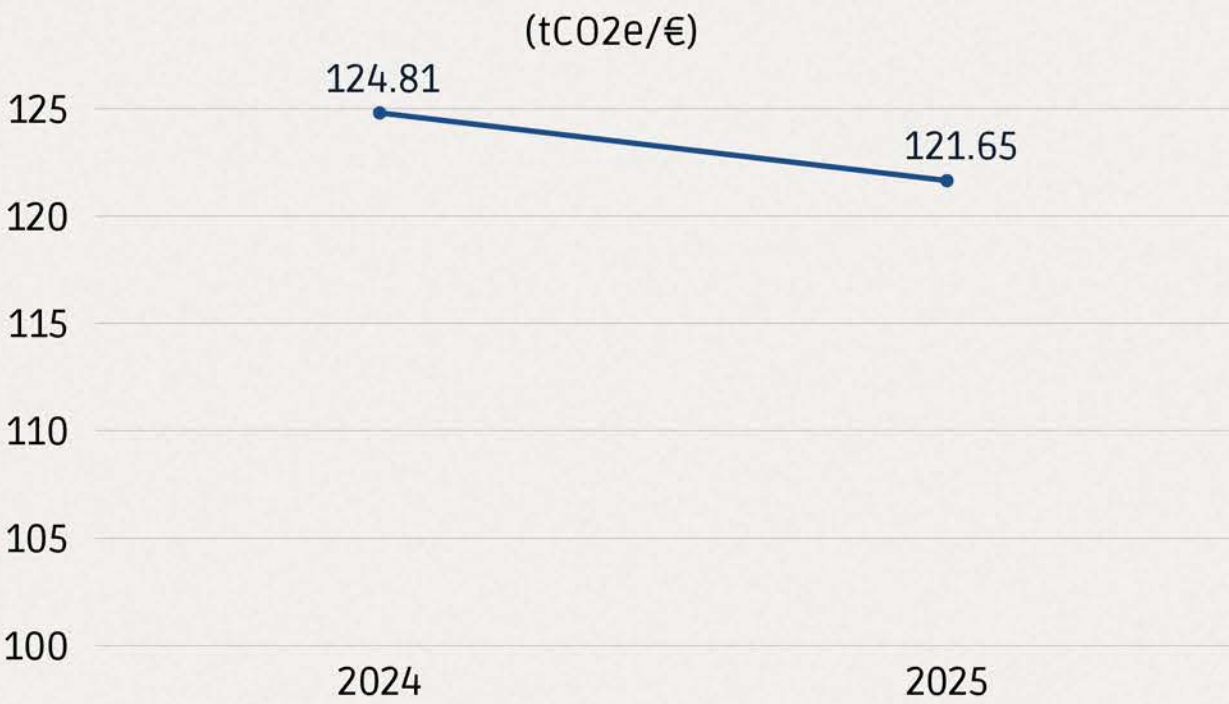
Driving Energy & Carbon Efficiency

Greenhouse Gas Emissions

In 2025, our Scope 1 GHG emissions intensity increased slightly compared with 2024, while Scope 2 emissions intensity remained stable. At the same time, our combined Scope 1 and 2 emissions intensity per net turnover decreased, reflecting an improvement in carbon efficiency relative to revenue.



Scopes 1+2 Emissions Intensity per net turnover: location-based



Future of Carbon Accounting

Concerning Scope 3 agricultural emissions, SVZ already has several life cycle assessments (LCAs) available on key ingredients.

Starting in the 2026 reporting year, SVZ will use an in-house GHG Protocol-aligned carbon accounting system developed through our parent company, Döhler, to calculate cradle-to-gate GHG emissions for all finished products. This will include Scope 3 FLAG and non-FLAG emissions, using the latest robust data available. Product carbon footprints (PCFs) will also be available upon request.

SVZ is extremely excited for this next step in our carbon accounting journey! In addition, SVZ will be included in Döhler's 2027 submission to validate its SBTi targets. In line with these targets, SVZ will develop a specific decarbonization roadmap for all production sites and raw key ingredients, using a baseline of 2024.

**For Scope 2, emissions are calculated using the location-based approach. From 2026 reporting onwards, we plan to calculate and report location-based and market-based Scope 2 emissions separately.*

Driving Energy & Carbon Efficiency

One of the biggest challenges we face as a company committed to sustainability is energy usage. Big issues often require both basic and big solutions, so over the past decade we have implemented dozens of strategies aimed at reducing or electricity, gas, and water usage all with the goal of lowering emissions. These range from smaller efficiency measures to larger investments across our site.

A non-exhaustive list of our foundational actions in this area:

- LED lighting installed as standard in all the production and storage areas in each of our three main processing plants.
- The introduction of steam accumulators — essentially extensions of the energy storage capacity of the boiler — to help avoid unnecessary energy loss by supplying extra steam during peak times without the need to heat additional water.
- Investment in a system that recovers heat from ammonia waste at SVZ Tomaszów. Thanks to this investment in 2022, we reduced gas consumption by approximately 120,000 m³/year.
- Gas furnace burners replaced regularly to increase efficiency and maximize heat recovery.
- Two hundred twenty solar panels were installed on the plant roof at SVZ Spain, producing 200MWH each year — close to 3.5% of the plant's total energy consumption, equivalent to 44 tons of CO₂.
- While in Poland, a photovoltaic installation is planned with an expected annual generation of 1,200 MWh, designed to meet 12-14% of the site's electricity demand and reduce carbon emission by an estimated 773 tonnes per year.

Building on these foundational actions, we are taking our energy efficiency efforts further through larger initiatives.



Driving Energy & Carbon Efficiency

Our Main Energy Efficiency Initiatives:

Machine Insulation

As part of its ongoing energy-efficiency investment programme, SVZ Tomaszów continued to improve the insulation of heat-intensive production equipment in 2024 to reduce energy loss at source. Building on earlier improvements, additional insulation was installed on two evaporative columns and their associated pipelines, as well as on the main concentrate line and heat exchangers used in blanching.

By retaining more heat within the production process, these measures improve equipment efficiency and reduce the amount of energy needed to generate steam. Together, the improvements deliver annual savings of approximately 474 MWh of energy and 41,900 m³ of gas.

Additionally, thanks to the support mechanism offered by the Polish government for investments aimed at improving energy efficiency, it gives SVZ Tomaszów the opportunity to obtain additional funds in the form of white certificates (energy-efficiency certificates).

Economizer

We are also improving the efficiency of our steam generation systems across our sites. In 2024, SVZ Tomaszów upgraded one of its steam boilers through the installation of an economizer and modernisation of the boiler automation system. The economizer recovers heat from hot exhaust gases to preheat the water entering the boiler, reducing the gas required to generate steam. Together, these improvements were designed to increase boiler efficiency by approximately 5% and support stable operation during the vegetable processing season, with calculated annual savings of around 548 MWh and 48,900 m³ of gas.

At our Rijkevorsel site in Belgium, an economiser similarly helps recover heat from the boiler system, improving energy efficiency and reducing gas consumption by approximately 3%.

Chiller

In 2024, SVZ Tomaszów initiated the replacement of an ageing chiller at its Opole Lubelskie plant to safeguard the reliability of the fruit-pulp cooling process. The existing unit, in operation since 1994, had reached the end of its operational life and used R22 refrigerant, which has been phased out in Europe.

The new low-temperature chiller uses propane-based R290 refrigerant and provides 220 kW of cooling capacity, supporting the efficient cooling of up to 8,000 litres of fruit pulp. By modernising this critical cooling equipment, the project helps reduce the risk of unplanned downtime while transitioning the site away from an obsolete refrigerant.

Case Story

Supernova Project

In 2022, SVZ launched the SuperNova Project, a strategic investment to replace the existing pasteurizer at our Rijkevorsel, Belgium, production site. Named after the powerful transformation signified by a supernova, the project marked a major step forward in modernising one of the site's most important production processes.

As production volumes and product requirements evolved, the existing pasteurization process had become a bottleneck, limiting production capacity and the site's ability to support future growth. The project aimed to increase production capacity while improving the energy efficiency of one of the site's most important production processes.

The new pasteurizer-sterilizer was commissioned in 2023 and significantly expanded the site's processing capabilities. Pasteurization capacity doubled from 5 to 10 MT/h at 95°C and increased from 3.3 to 10 MT/h at 105°C. The new installation also introduced sterilization capability of 5 MT/h, which was not possible with the previous system. Designed specifically for the Rijkevorsel factory, it provides greater flexibility to process both the current and future product portfolio, including highly viscous products.

Alongside the increased capacity, the project introduced integrated heat recovery. The pasteurization process heats fruit and vegetable ingredients to high temperatures for a short period to eliminate harmful microorganisms while preserving taste, nutritional value and product quality. Rather than relying entirely on new steam, the new system recovers thermal energy from the outgoing product stream and reuses it to preheat incoming products. Next to that it recovers thermal energy from the cold incoming product stream and reuses it to support the cooling of the outgoing product.

In total, **achieving heat recovery of up to 60%** and significantly reducing the steam- and cooling capacity required during pasteurization.

Beyond increasing capacity and improving energy efficiency, the SuperNova Project has also improved day-to-day operations. The higher processing capacity better aligns pasteurization with upstream production, reducing waiting times before products are processed and helping **preserve product quality**. Larger production runs reduce product changeovers and cleaning cycles, contributing to more efficient operations while **lowering water use and wastewater generation**.

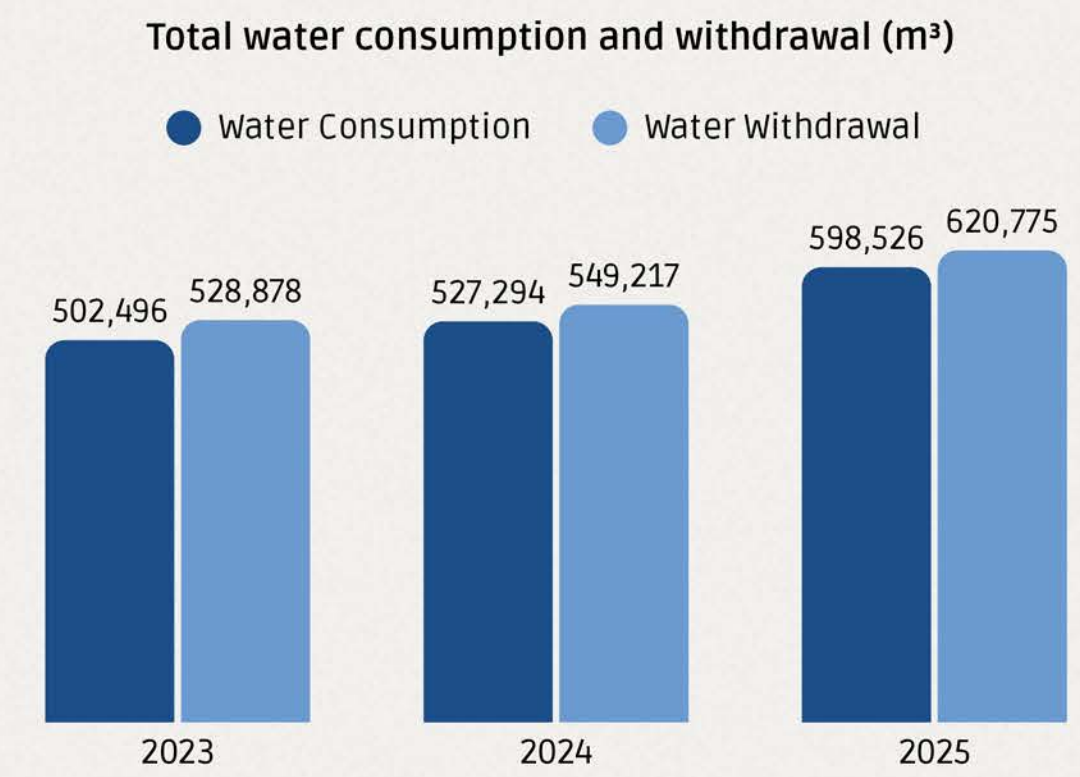
Together, these improvements demonstrate how a single strategic investment can strengthen operational performance while supporting SVZ's decarbonisation ambitions.



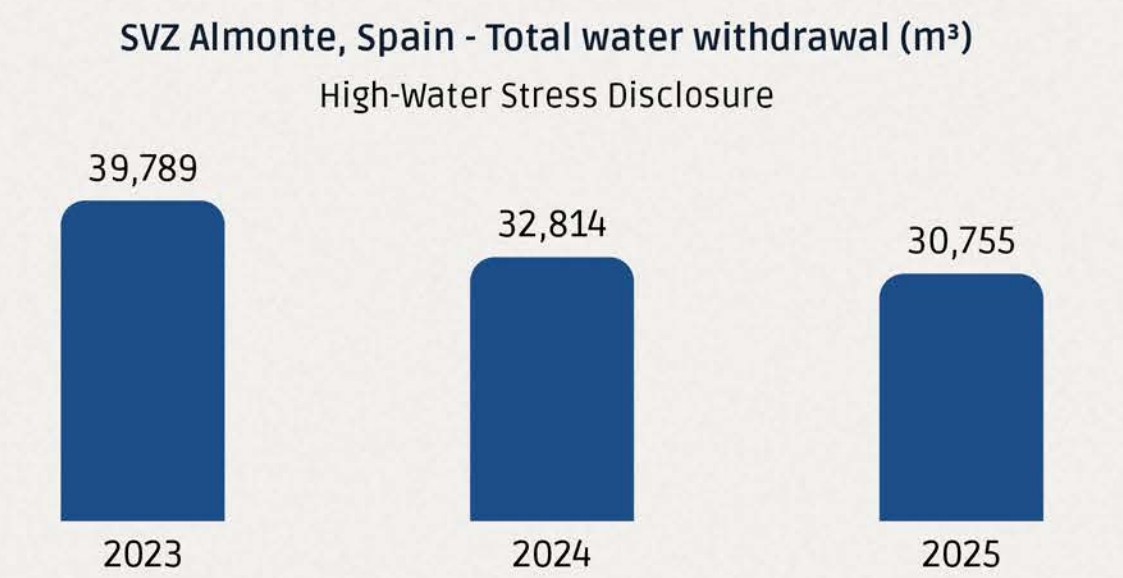
Efficient Water Cycle

As production grows, so does the importance of using water efficiently. Across SVZ, we continue to improve production processes, recovering water where possible and investing in technologies that help reduce water consumption.

In 2025, total water consumption amounted to 598,526 m³, compared with 527,294 m³ in 2024, reflecting higher production volumes across the reporting sites.



According to the **WRI Aqueduct Water Risk Atlas**, our Belgium and Netherlands site are located in areas of low water stress, our Poland site in an area of low to medium water stress, while Spain site is in an area of extremely high water stress (>80%).



At our Spain site, improving water efficiency remains a particular focus. Thanks to the pasteuriser’s water recovery system, which recovers processing water and returns it to the cooling towers for reuse, our Almonte facility increased annual water savings from 609 m³ in 2023 to 3,355 m³ in 2025. Over the same period, water intensity decreased from 2.99 m³ to 2.49 m³ per tonne of raw material processed.



Efficient Water Cycle

Water efficiency is being improved through operational initiatives at all of SVZ sites. Before this year's strawberry season, SVZ Poland introduced a water recovery system for its air-water washers. Excess process water is collected in a gravity-fed buffer tank and redirected to the crate washer used for pre-washing, allowing water to be reused within the production process. The initiative is expected to save approximately 3,194 m³ of water annually.

Additional improvements at SVZ Poland include the installation of a settling tank in the root vegetable concentrate production line, which is expected to reduce wastewater by approximately 18,000 m³ per year, and the replacement of the site's water softener with a higher-capacity unit that is expected to save a further 1,963 m³ of water annually by requiring less water during regeneration.

Wastewater

Wastewater is managed as part of SVZ's overall approach to responsible water use.

Our processing sites in Poland and Belgium carry out on-site pre-treatment of wastewater. These processes, including separation, buffering and flotation, help remove solids and other impurities, allowing wastewater to be safely disposed of without negatively impacting human, animal or plant populations and surroundings.

Meanwhile, at our Spain facility, we continue to explore opportunities to further improve wastewater management, with potential solutions currently under assessment.



Biodiversity

We assess the potential exposure of our operations to biodiversity-sensitive areas using the World Database of Key Biodiversity Areas (WDKBA), complemented by the WWF Biodiversity Risk Filter as a screening tool. WDKBA analysis showed that none of our production sites are located within biodiversity-sensitive areas, while our sites in Tomaszów, Poland, and Almonte, Spain, are located near such areas.

Location	Sealed Area	Nature-oriented Area	Total Area
Spain	23,000	10,000	33,000
Belgium	23,500	6,500	31,362
Poland	61,112	28,980	90,092

The WWF Biodiversity Risk Filter further provides additional insight into biodiversity-related risks around our operations. The assessment identified low risk at Breda, medium risk at Tomaszów, medium-to-high risk at Rijkevorsel, and high risk at Almonte. The higher risk identified in Almonte reflects the ecological sensitivity of the wider Doñana National Park area.

In Spain, we are already taking action to protect biodiversity in the Doñana area through our participation in **WRAP's (The Waste and Resources Action Programme) Doñana Water Roadmap Collective Action** programme. In addition, 100% of our Spanish suppliers are GLOBALG.A.P. and GRASP-certified, which includes biodiversity-related measures, and we also address biodiversity through our regenerative agriculture work with growers.



Case Story

Creating Space for Nature

At our Rijkevorsel plant, local biodiversity has become part of what our site is. We've established flowerbeds around the plant's perimeter to help improve natural pollination in the area.

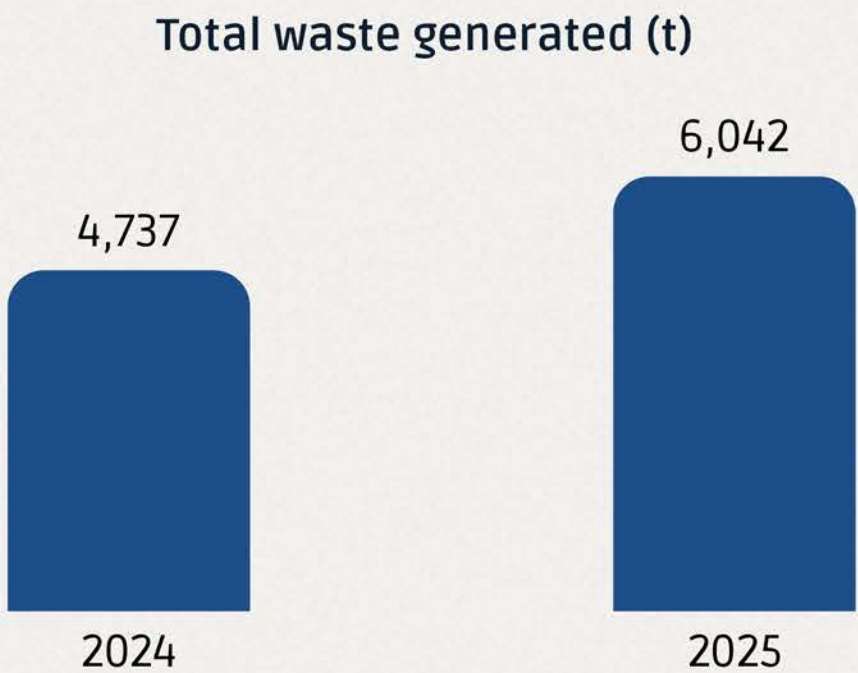
Our bee hotel and biodiversity lanes round it out, giving bumblebees, butterflies, and wild bees somewhere to forage, and birds somewhere to nest — small additions that add up to a livelier, more balanced ecosystem, with nature doing a bit of pest control of its own along the way.

Each year, that effort gets a boost from the whole team: to mark International **Mother Earth Day**, our employees plant sunflower seeds in a self-made garden built from recycled kiwi boxes by one of our own colleagues, turning the day into a celebration of nature and biodiversity right on our own doorstep.



Waste and Circularity

SVZ monitors waste streams across its operations to better understand where waste is generated and identify opportunities to reduce material loss, increase recycling and improve resource efficiency.



Total of waste generated by waste type in ton (t)

Year	Hazardous	Non-Hazardous
2024	1.3	4,736
2025	1.8	6,042

Percentage of the total waste that was diverted to recycle or reused (%)

Year	Waste recycled or reused
2024	81.97%
2025	89.20%

Our approach to circularity in production reflects two core circular economy principles*: **eliminating waste and pollution**, and **circulating products and materials at their highest value**. In practice, this means looking beyond how waste is treated to how we can reduce material loss, recover value from processing streams, extend the life of packaging and find new uses for materials that might otherwise go to waste.

Across our sites, waste is managed according to local operational processes and available recovery routes. At SVZ Poland, our biggest production site, the majority of waste comes from organic residues generated during fruit and vegetable processing.

These residues are fully directed to biogas production, supporting energy recovery and reducing disposal, while selected by-products such as carrot pomace are reused as animal feed.

At our Almonte site in Spain, the majority of organic waste is directed to composting. Meanwhile, in Belgium, waste streams from the organic processing line are collected by a local farmer and used as an active ingredient in biofermentation activities, while other organic processing residues are used as animal feed.

Through these different recovery routes, we aim to retain value from our processing streams rather than treating them simply as waste.

*Circular economy principles based on the Ellen MacArthur Foundation framework, as referenced in the VSME Standards

Waste and Circularity

Packaging

The EU Packaging and Packaging Waste Regulation (PPWR) provides an important framework for the future of packaging, with an increasing emphasis on reducing packaging waste, improving circularity and making effective use of materials. At SVZ, we are preparing for the relevant targets towards 2030 and beyond by continuing to develop how we use and manage packaging more responsibly across our operations.

Our approach begins with minimizing the material required and increasing the use of reusable and returnable packaging where operationally appropriate. Reusable conical drums, stainless steel containers and ARCA boxes are returned, cleaned and used again, with some remaining in service for more than 20 years.

At our Rijkevorsel site, metal drums are sourced in reconditioned rather than new condition wherever possible. A specialist supplier refurbishes the drums by repairing damage and applying a new food-grade coating before returning them to use in the food industry, extending their lifespan through multiple life cycles.

Packaging waste is also managed responsibly. At our all site, paper and cardboard packaging and plastic packaging waste is segregated and sent for recycling.



Case Story

Giving Side Streams a Second Life

The same circular thinking also shapes how we source raw materials. By working with partners across the supply chain, we identify opportunities to recover value from surplus fruit that no longer meets fresh-market requirements but remains perfectly suitable for processing.

For more than 13 years, SVZ has been giving surplus kiwi fruit a second life. Surplus fruit arriving through the port Zeebrugge is sourced by SVZ and transformed into fruit ingredients sold at market prices. As with all our raw materials, the fruit must meet defined quality parameters before processing, ensuring the quality of the final ingredient. In 2025 alone, this circular supply chain resulted in approximately 2,662 tonnes of kiwi purée being processed at our Rijkevorsel site.

What began as an opportunity to recover value from surplus produce has developed into a long-standing and strategically important business, demonstrating that circularity can become part of a commercially viable supply chain rather than a one-off initiative.

Building on this experience, SVZ is now exploring whether a similar approach could be applied to tropical fruit, starting with mango. With two major ports located close to our Belgium site and a steady flow of imported tropical fruit entering Europe, the opportunity was a natural one to explore.

The project is still in its early stages. Current efforts are focused on understanding the availability of suitable surplus mango and building relationships with fresh-market suppliers to establish the foundations for a viable new supply chain.

These examples illustrate how SVZ approaches **circularity** in different ways. From recovering processing residues and extending the life of packaging to finding new uses for surplus raw materials, we continue to look for opportunities to keep valuable resources in use for longer.



VALUING PEOPLE

If nature is the heart of our business, people are its soul.

The human side of sustainability is too often overlooked in conversations about building a better, more responsible food industry. At SVZ, we hold people and their needs to the same standard as our responsibility to the natural world — ensuring everyone touched by our business, from grower to picker, from plant operator to office colleague, is treated with respect, compassion, and equality.

Here's how we make fruit and vegetable processing personal for everyone who makes it possible:



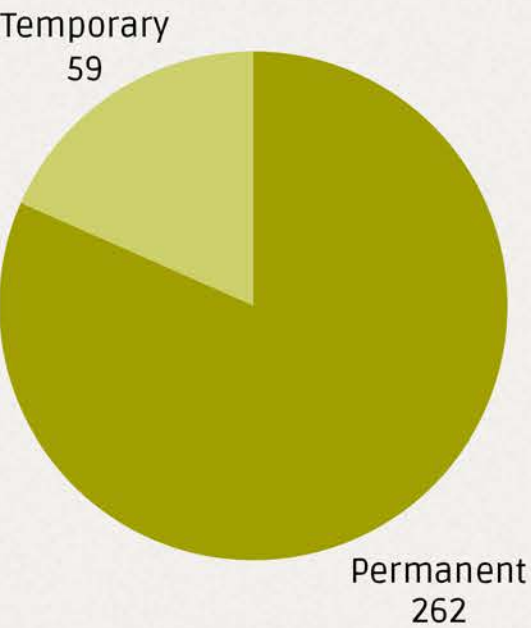
Our People, by the Number

In 2025, SVZ employed a total workforce of 321 direct colleagues across four sites, spanning Belgium, Poland, Spain, and the Netherlands.

Country	2025
Netherlands	60
Belgium	79
Poland	141
Spain	41
Total	321

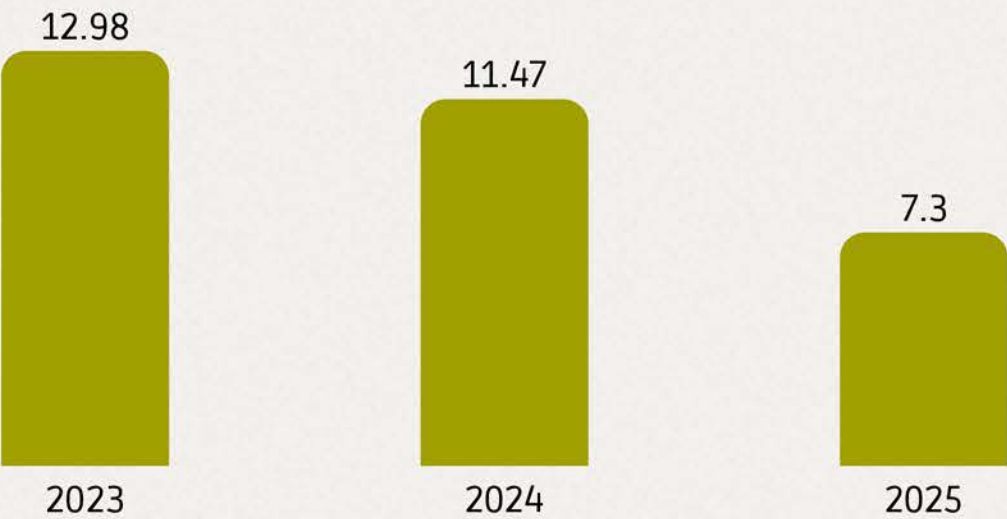
Of this workforce, most of our colleagues call SVZ a long-term home, holding permanent positions that reflect our commitment to stable, secure employment, with a smaller share employed on a temporary basis – reflecting the seasonal nature of harvest-driven production at some of our sites.

Employees by contract type



Workforce turnover during the year stood at 7.3%, calculated against our headcount at the start and end of the reporting period. This continued decline in turnover is an encouraging indication that our colleagues are choosing to continue building their career with SVZ.

Employee Turnover Rate (%)

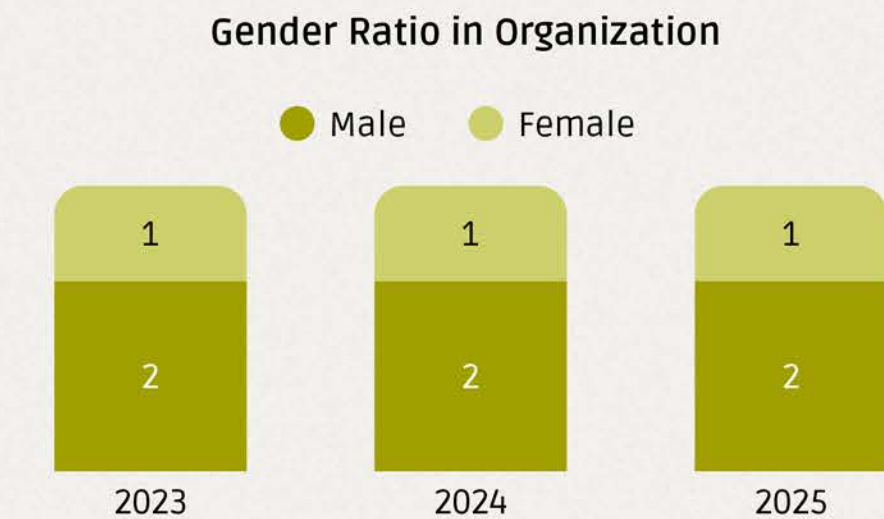
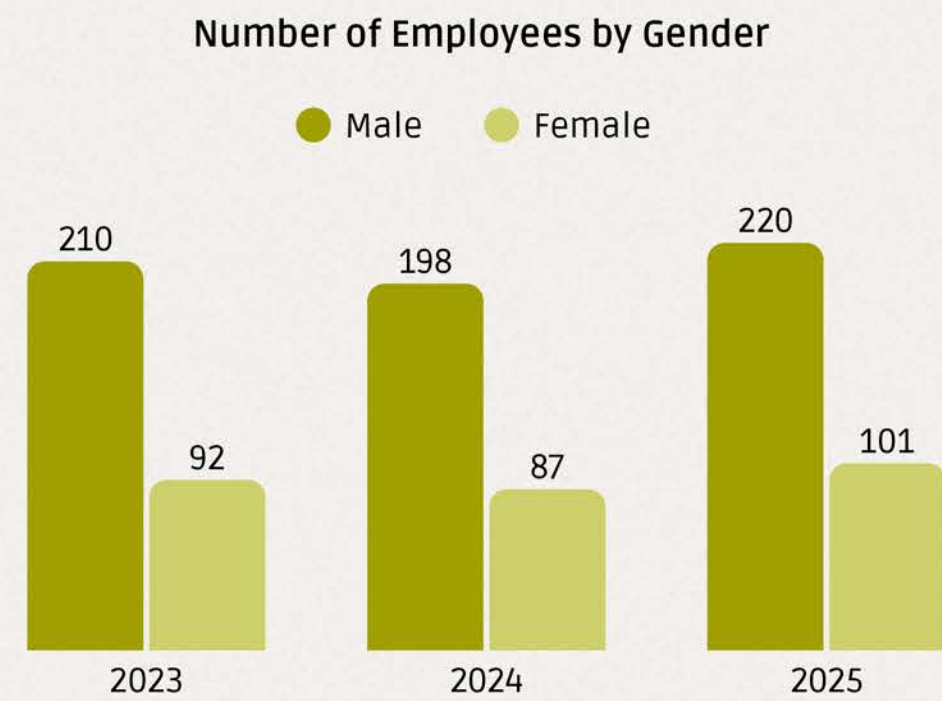


Diversity, Equity, and Inclusion

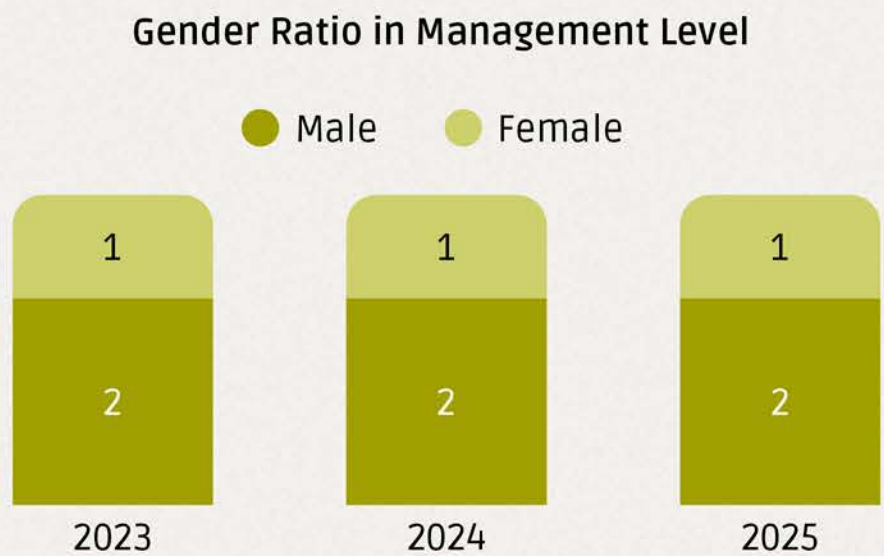
Our commitment to building a workplace where everyone regardless of background, gender, or role has the opportunity to belong and to lead runs through every one of our sites.

Gender Distribution

That commitment shows up in our gender balance. Women represent roughly a third of our total workforce, a ratio that has held steady since 2023.



Where we have seen movement is in leadership with women's representation in management level rising from 34% to 36% over the same period.



Diversity, Equity, and Inclusion

“At SVZ Rijkevorsel, our ‘Everybody is welcome’ sign reflects the kind of workplace we want to create every day. It means being open to different perspectives, respecting what each person brings and learning from one another. That is how we build a stronger team together.”

Miranda Prins,
Human Resources Manager SVZ Belgium

Gender is just one dimension of the diversity that shapes SVZ. Our Belgium site alone brings together at least 20 nationalities, many of whom are members of the Muslim community. To support them, we've equipped the site with a calm, dedicated reflection room for daily prayers — a small step that makes a real difference in helping everyone feel free to be themselves at work.

Supporting inclusion also means helping employees feel connected in their day-to-day work. At our Rijkevorsel plant and Breda headquarters, this includes offering free Dutch lessons to employees who want to join, helping to strengthen communication within our diverse teams.

A highlight of every year, on par with events such as Christmas or Easter, is the plant's annual Eid al-Fitr celebrations, in which the entire plant comes together to mark the end of Ramadan with delicious Halal food — and of course plenty of sweets!



Investing in Our People

Supporting our people means creating the conditions for them to be fairly rewarded, represented and able to continuously develop throughout their careers at SVZ.

Social Dialogue

Across SVZ, employees are represented through different forms of social dialogue, reflecting the labour frameworks in each country where we operate. This includes collective bargaining agreements (CBA) at almost all of our sites, while 100% of our employees at our Tomaszów site in Poland are **represented** through the Workers' Council.*

Percentage of employees covered by collective bargaining agreements

Location	2023	2024	2025
Belgium, Netherlands, Spain	100%	100%	100%

Gender Pay Gap

Just as importantly, we ensure that pay across the group complies not only with applicable national minimum wage regulations, but also above living wage in each country we operate in. From there, we go further: pay equity is something we track closely. In 2025, our group-wide unadjusted gender pay gap was -6.54. This reflects the composition of our workforce, with men representing a larger share of blue-collar roles, while women are more represented in white-collar positions. We continue to monitor pay equity as part of our commitment to fair and equitable pay across the organisation.

Average unadjusted gender pay gap**

Year	Gap %
2023	-11.07
2024	-4.04
2025	-6.54



*In Poland, CBA can only be concluded with trade unions. As there is no trade union at our Tomaszów site, direct CBA coverage is not based here.

** A negative (-) gender pay gap indicates that women earn more than men

Investing in Our People

Training and Development

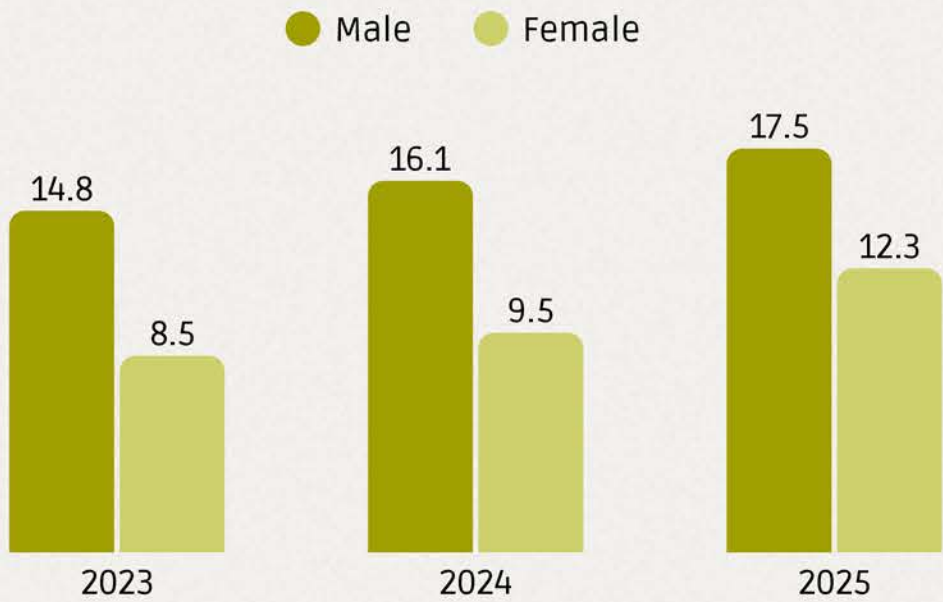
At SVZ, we believe that sharing knowledge and skills makes us better at what we do. This belief underpins our approach to learning and development, where we encourage every colleague to keep learning, build new capabilities and take ownership of their own development, while creating opportunities for them to grow.

In 2025, employees across the group completed an average of nearly 16 hours of training each, reflecting our continued investment in learning and development for everyone at SVZ.

Average number of annual training hours per employee

Year	Hours
2023*	15.5
2024	14
2025	15.9

Average training hours by gender



Across our sites, employees have access to a variety of learning and development opportunities. For example, at our Rijkevorsel plant in Belgium, employees can access a personal training budget of up to €2,500 through an external training partner to support their professional development.

On top of that, the site’s hands-on leadership programme also equips production operators with coaching and leadership skills directly on the shop floor. Over the past three years, the programme has created a pathway into leadership, with several former operators progressing to shift leader roles.

At our Tomaszów site in Poland, employees are offered free English language courses as part of our commitment to their continued development. The programme helps employees strengthen their language skills, supporting both their personal growth and future career opportunities within SVZ.

Alongside these local initiatives, a dedicated leadership framework provides managers with structured coaching and development opportunities to strengthen their leadership capabilities across the business.

*Training data for the Netherlands was not available in 2023; the group average therefore represents Belgium, Poland, and Spain only

Investing in Our People

Emerging Leaders

In 2025, we partnered with Innocent Drinks and Emerging Leaders to provide leadership soft skills and financial literacy training to 30 staff members of Frutas Ester, one of our Spanish strawberry partner farms.

With the support of Emerging Leaders, we set up a 3-day workshop. The aim was to maintain a productive, effective, and cohesive farm community and transform it into a place where everyone feels valued and appreciated. The training focused on improving worker and supervisor relationships, encouraging a sense of ownership and engagement among supervisors, and introducing methods to improve productivity and cost savings on the farm.

The impact was immediate and significant, with participants reporting high satisfaction and a strong desire to implement their learnings to create a productive, effective, and cohesive team where everyone feels empowered to achieve their full potential.



Health and Safety

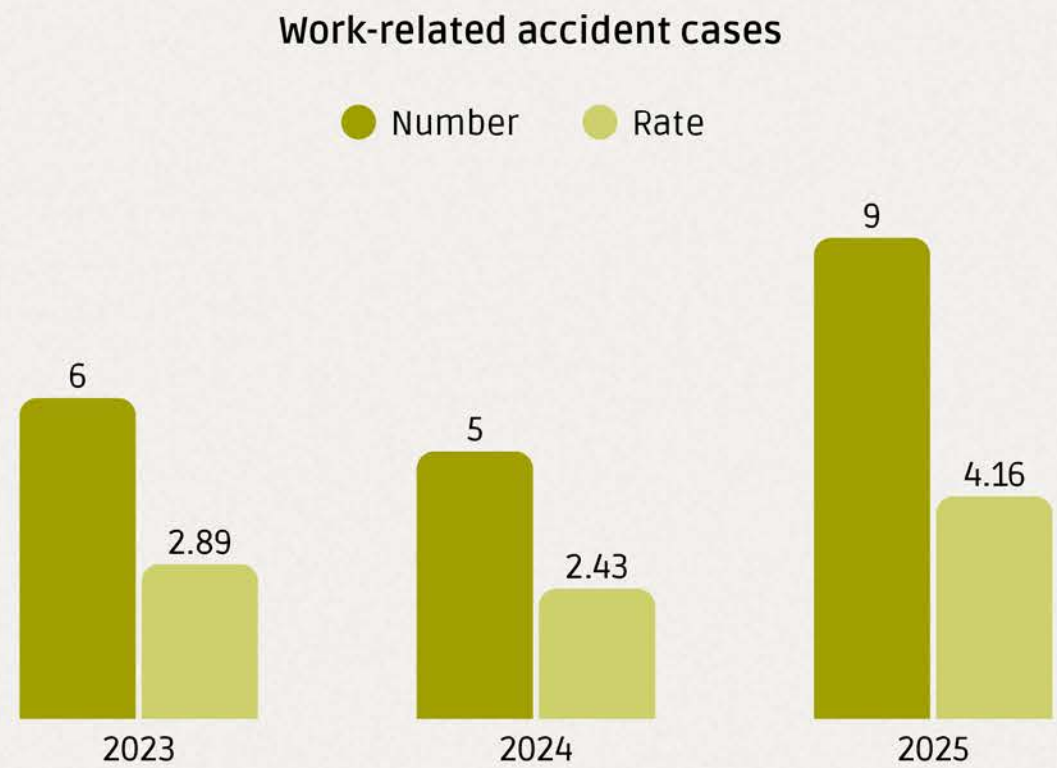
Health and safety are fundamental concerns for every business, but doubly so for food ingredients producers like us at SVZ.

At our plants in Rijkevorsel and Tomaszów, we have partially implemented the Total Productive Maintenance (TPM) approach, which optimizes production to deliver zero breakdowns, zero defects, and zero accidents. A key part of TPM is that it involves equipment operators in the daily maintenance and upkeep of machines. That isn't to say TPM eliminates the need for maintenance personnel. Instead, it teaches operators to take responsibility for the equipment they use by involving them in basic maintenance functions.

TPM has many components, which are sometimes called the eight TPM pillars. Our Safety, Health and Environment (SHE) plan in Belgium and Poland is aligned with the Safety/Health/Environment eighth TPM pillar, which focuses on keeping the workplace safe and accident free. SVZ Tomaszów has also implemented the Kaizen approach to improve production efficiency, safety, and quality, along with a digital system for reporting safety observation and potential hazards

Our safety performance

In 2025, we recorded zero work-related fatalities for the third consecutive year (2023-2025). However, recordable work-related accidents increased from 5 in 2024 to 9 in 2025, with the group-level recordable accident rate rising from 2 to 4. These results reinforce the need to prevent incidents and continually improving how we manage safety, as shown on the next page.



Health and Safety

The day-to-day business of keeping employees safe

That focus on prevention continues on the factory floor. Managers conduct daily safety rounds, observing working practices and speaking directly with employees about safety to identify potential risks and unsafe behaviours before they lead to incidents. Employees can also report hazards and safety observation through Mendix, using a tablet to capture a photo and submit the information directly through the application.

When an incident does occur, understanding why is essential to preventing it from happening again. Our **Root Cause Analysis (RCA)** process looks beyond the immediate cause to identify the underlying and contributing factors and determine the corrective actions needed. The process is managed digitally through the WeSolve app and include a 5-Why analysis, immediate and longer-term corrective actions, assigned responsibilities and a subsequent effectiveness review. Lessons learned can also be shared between sites, helping us apply what we learn from an incident at one location more widely across our operations.

Safety also starts before new equipment reaches the factory floor. Safety personnel are involved in the design of new machinery, production lines and processes, allowing potential risks to be identified and addressed from the outset rather than making changes once equipment is already in operation.

Rewarding safe behaviour

At SVZ, we encourage employees to play an active role in promoting and improving safety. At our Tomaszów plant, we support this through initiatives that recognise and reward safe behaviour.

Any employee can report potential hazards or submit ideas to improve plant safety through our safety card system. Employees earn points for their contributions, which are reviewed quarterly, with financial rewards awarded based on the points collected. Employees and initiatives that make an outstanding contribution to safety are also recognised annually. A similar approach is also in place at Almonte.



Case Story

Energy4Growth

Feeling your best at work starts with more than the work itself. Through **Energy4Growth**, SVZ promotes employee vitality through four pillars that support physical and mental wellness: Move4Performance, Relax4Performance, Fuel4Performance and Recharge4Performance.

At our Breda headquarters, Move4Performance comes to life through Bike@Work, where employees can use company bicycles to step away from their desks, take an active break and head into the city. By making movement an easy part of the working day, the initiative encourages healthier habits and helps employees return to work feeling re-energised.



Protecting Human Rights & Fostering a Safe Workplace

Ethical Business Conduct

We are committed to conducting our business responsibly and with integrity across our relationships with employees, growers, customers, suppliers, and other business partners. Our Code of Conduct sets out the standards we expect in how we do business, including our approach to preventing corruption and bribery.

In 2025, SVZ had no conviction or fines for violations of laws relating to corruption and bribery.

Protecting Human Rights

Respect for human rights is equally fundamental to how we conduct our business. SVZ International's Social Responsibility Policy sets out the human rights standards applicable across our operations and supply chain. In line with the principles of the International Bill of Human Rights, the policy addresses fundamental human rights risks, including child labour, forced labour and human trafficking, and reinforces our commitment to respecting the rights and dignity of workers.

We also use the UN Guiding Principles on Business and Human Rights (UNGPs) as a framework for identifying, preventing, and mitigating potential adverse human rights impacts. As part of our continuous improvement approach, we seek to strengthen our processes and policies for identifying and addressing human rights risks across our operations and supply chain.

Across the group, zero incidents of child labour, forced labour, nor human trafficking were recorded in 2023, 2024, and 2025.

Maintaining this standard requires ongoing due diligence, particularly where seasonal and migrant workers support peak harvest and production periods. Temporary labour plays an important role in several regions where SVZ operates or sources raw materials, making responsible employment practices essential to protecting workers' rights. At the heart of this is our responsibility to respect and protect the rights of the people working across our supply chain.

Protecting Human Rights & Fostering a Safe Workplace

To support this, SVZ uses a self-assessment checklist for labour provider agencies across relevant entities.

At SVZ Spain, we continue to participate in the Ethical Trade Forums platform as part of our responsible sourcing approach. By working closely with raw material suppliers, the platform helps strengthen labour standards across the supply chain.

In Poland, SVZ Tomaszów works with trusted external labour providers during the high harvest season. Agreements with these providers include requirements prohibiting child labour, forced labour, and the charging of recruitment, administrative, or travel fees to workers. SVZ also requires compliance with applicable labour standards and ethical employment practices.

In practice, this means that SVZ not only relies on contractual requirements, but also reviews key working and living conditions linked to seasonal employment. This includes checks on wage conditions, accommodation standards, employment-related costs, and overall worker welfare.

In the past, many of the seasonal workers at SVZ Tomaszów came from Ukraine, which could place them in a more vulnerable position. To provide additional protection, SVZ ensured that workers received their legal employment benefits and were registered through the **Just Good Work App**. The digital tool provides simple, up-to-date employment information in workers' own language, helping to protect migrant workers from exploitation during their job search.

Together, these measures help ensure that temporary workers are treated fairly and that human rights standards are upheld throughout the employment period.

“

At SVZ Poland, we believe that every employee—whether permanent or seasonal—deserves to work in a safe, respectful and supportive environment. We are committed to providing good working conditions, and we are proud that many of our seasonal employees choose to return year after year. To us, that's the best reflection of the workplace we have created.

Malgorzata Cholewinska,
Human Resources Manager SVZ Poland

”

Protecting Human Rights & Fostering a Safe Workplace

Grievance Mechanism and Whistleblower Protection

To foster a safe and respectful workplace, SVZ promotes an environment where employees and third-parties feel comfortable raising concerns and asking for support.

Managers, HR, and dedicated ombudspeople are available to provide guidance and support in addressing concerns, while the Döhler Compliance Hotline provides employees and third parties with an additional confidential reporting channel. Reports can be submitted anonymously or openly and are managed by an independent external provider to safeguard confidentiality. Individuals who report concerns in good faith are protected against retaliation, while all reports are reviewed, investigated and followed up with appropriate corrective action when necessary.



Doing Good Together

Sustainability at SVZ doesn't only happen on the farm or the production line, it also shows up in the small, hands-on moments our teams create together, and the causes we rally behind as one team.



Case Story

Sharing Energy for a Good Cause: Santa Run

As 2025 was drawing to close, SVZ colleagues came together for the Santa Run, a charity challenge, this time, supporting Alpe d'HuZes and the fight against cancer. The event invites employees to walk, run, or cycle, with each kilometre contributing to sponsorship for the good cause.

Together, in 24 hours, colleagues completed 150 km of running/walking and 220 km of cycling, raising €2.938 for Alpe d'HuZes. An additional €812 was later donated in recognition of Mirjam Huysmans' cycling performance during the Alpe d'HuZes event at the beginning of June '26, which resulted in a total donated amount of €3,750.

Around 50 colleagues were involved in the initiative, not only by running and cycling, but also by supporting the event through cooking, organizing activities such as Bingo, and cheering on participants. The Santa Run showed how teamwork, vitality, and community spirit can be turned into action that supports a cause that touches many lives.

Earth & Planting Day

In November 2025, SVZ colleagues rolled up their sleeves for a morning of tree planting. Earlier in the year, as part of our biennial customer satisfaction survey, we committed to planting a tree for every response received. Thanks to the participation of our colleagues, 200 trees were planted.

The planting day turned the customers input we received into something tangible, while giving colleagues a chance to step outside our everyday work and contribute to the local environment.

Appendix - VSME Reporting

VSME Disclosure	Topic	Pages
Basis for preparation (B1)	About Us	5-6
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Energy and greenhouse gas emissions (B3)	Driving Energy & Carbon Efficiency	20-25
Pollution of Air, Water and Soil (B4)	Not Applicable	NA
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The road to a greener future will be long and filled with unexpected twists, turns and challenges, but the rewards will be remarkable. SVZ is ready for the ride, are you?

For sustainability inquiries, please contact SVZ's Sustainability Manager, Kati Hermann:

[Email Kati](#)

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