

SUSTAINABILITY COMPASS



Corporate Social Responsibility
2023-2024



Corporate Social Responsibility has been at the heart of our operations for decades.

3 **Our mission**

5 **People**

10 **Society**

13 **Environment**

17 **Product**





HAACHT

BROUWERIJ
HAACHT
BRASSERIE



SUSTAINABILITY COMPASS

OUR MISSION

Here at Haacht Brewery, we are very conscious that everything we do has a significant impact on our customers, suppliers, employees, society and the planet.

For decades, Corporate Social Responsibility has played a key role in our business operations. Haacht Brewery is far more than a family-run business that brews first-class drinks. Our aim is to make progress in all the areas that make up our brewery's ecosystem.

Our sustainability outlook is based on four equally significant pillars: People, society, environment and product.

We stimulate growth and continuously improve our business processes to maintain our performance in the long term. We are conscious of our earth's finite carrying capacity and are respectful of the world of today and tomorrow.

Boudewijn van der Kelen
CEO, Haacht Brewery

Kom
tege



PEOPLE

SUPER 8
BIJEN - BIÈRES - BEERS

SUPER 8
BIJEN - BIÈRES - BEERS

PEOPLE-ORIENTED STAFF POLICY



Our people are our greatest asset. This fundamental insight lies at the heart of our people-focused staff policy. Mental balance, physical health and happiness at work are central to this policy. Haacht Brewery makes every effort as a business to create a healthy working environment and to establish and stimulate a constructive dialogue between the brewery and its staff.

Our corporate social responsibility looks far beyond our sustainability agenda and the purely ecological aspects of our business. Haacht Brewery pays constant attention to the well-being of its employees.

We make a difference with training and coaching

We have set ourselves the goal of ensuring by 2025 that our employees see our brewery as a **welcoming home** where they feel part of a team that radiates passion to its customers.

We provide coaching, and we support our employees with training to help them achieve this goal. In 2023, we drew up an **annual training plan** with which we will continue in 2024. This training process mainly focuses on the following goals:

- Health, safety and environment (HSE)
- Quality
- Job-related training
- Leadership training and coaching
- Team development
- Sales training

In partnership with the sectoral organisation Alimento, we are tackling **training for over 55-year-olds**. This initiative is part of our collective labour agreement at company level for Workable Work. This year, we are providing a second day of training aimed at our target group of people aged 55-62 and at the 60 to 62-year-old age group who are already closer to retirement. We have reduced the **time of service required for extra days of leave at the end of a career** to three years instead of the five years stipulated by the sector. Reduced working time in the year of retirement does not affect this.

When new employees start work, we offer them an onboarding process. We organise an onboarding day twice a month. Twice a year, we also invite new colleagues and their families to take a guided tour of our brewery. In addition, we are taking other practical steps towards turning our brewery into a welcoming home for all our staff. For example, we have extended our **hospitalisation insurance**. We have considerably increased the employer's contribution to sustainable travel between home and work, a contribution of up to 100% to public transport season tickets, and a reimbursement for cyclists of €0.32 per km.



We continue to offer work placements, provide placement and thesis mentoring for students at the KU Leuven, HoGent and elsewhere, coach marketing students at UCLL, and actively contribute to the hotel management course at VIVES.

RAPSI SURVEY

Haacht Brewery is committed to workable work. With the support of our external health and safety at work service, we conducted a 'Risk Analysis for Psychological and Social Aspects', or RAPSi survey for short. This study enquired into the **well-being of our employees** at work.

The questionnaire covered various aspects such as stress, pressure of work and aggression at work, as well as positive points such as satisfaction, social support and participation.

Based on the results of the RAPSi survey, four areas to work on were established in order to improve the psychological and social wellbeing of our staff:

1. **Improve user friendliness** and extend the available information on the intranet.
2. Broaden communication about the training plan to be better able to assess the **training needs** of all employees.
3. More extensive reporting of the overtime hours for each department to **map the workload** for leaders.
4. Promote meetings between teams and encourage working groups to **improve communication** with each other and reduce silo thinking.



PROMOTING A HEALTHY LIFESTYLE

We encourage our employees to adopt and promote a healthy lifestyle as part of the "Healthy@haacht" campaign. We do this through various initiatives, including smoking cessation counselling and participation in running and walking competitions





WELLFIE

An online survey investigated the mental and physical well-being of our staff in the context of the Collective Labour Agreement for Workable Work. The results of this survey, referred to as a 'Wellfie scan', gave us a better insight into how our sta generally feel. Based on these findings, we drew up an action plan for 2022-2024, with five main principles:

1. Commitment to our employees' mental resilience and physical health, with attention to workplace ergonomics and risk prevention.
2. Investment in employee engagement and a growing community spirit.
3. Development, promotion, and embedding of a learning culture by raising our employees' awareness of the opportunities for professional and personal growth, with a coherent training portfolio and a renewed evaluation process.
4. Stimulation of leadership and promotion and dissemination of a unifying communication style.
5. Reinforcement of employer branding to retain competent employees and attract new talent.

CONSCIOUS EMPLOYEES

Using water and energy sparingly is second nature to our 380 employees. We have launched an awareness-raising campaign, supported by the promotional materials of moimakers.be, to put an end to litter on our site.

Alongside our many social accomplishments in the brewery over the past few decades, we have also been focusing on our

employees' mobility for several years. By providing numerous incentives, a larger bike shed, and doubling the charging stations for e-bikes, we have successfully motivated one in four of our employees to use a bike for their daily commute.

"In 2024, we will continue our intensive partnership with social enterprise companies, to include at least 400 days worked per year."





SUPER 8
BIEREN · BIÈRES · BEERS

SOCIETY

WORKING TOGETHER AND CONNECTING

The social context within which we market our beers, waters, soft drinks and wines has undergone significant changes over time. Awareness of corporate social responsibility has increased considerably in recent years, as has our brewery's commitment to the society it belongs to.

This commitment includes considerable efforts to be as sustainable as possible in our use of water, packaging and energy.

In 2023, we insulated the roofs of our buildings and added a new roof covering. We also invested in new high-voltage cabinets. That prepared us for the installation of extra solar panels.



SOME OF OUR INITIATIVES

- For a year, we made an empty building available to two Ukrainian families who had previously fled the war in their country. The Haacht municipality honoured us as a '**Sustainable Hero**' for this.
- We donate products to support the **food banks**, the Fourth World organisations, and Moeders voor Moeders (Mothers for Mothers).
- Our used catering furniture finds a second or third life through **second-hand shops**.
- We donate obsolete sensors and other equipment to schools for **training purposes**.
- In collaboration with Hogeschool Vives, we are conducting research on the alternative processing in food of our by-product streams with the project "**Draf in galop**".
- We also support research into the cultivation of Belgian hop varieties via **HopBel**.
- We donate written-off laptops and PCs to **Digital For Youth**, which refurbishes them and offers them to children and young people aged 6 to 25 to reduce the digital divide in Belgium.

STRUCTURAL SUPPORT FOR SOCIAL PROJECTS

For many years, we have been supporting **Kom Op Tegen Kanker** (Combat Cancer).



We have decided to set up a **SUPER 8 Foundation**.

To mark our 125th anniversary, we organised an Open Day. We welcomed local residents to come and celebrate with us, raising a toast to our presence in the community.

We donated six window coolers to the food bank, thus supporting one of their store concepts in the field.

During our SUPER 8 Classic and our Open Day, we launched a campaign to support the organisation **Te Gek!?**



**Te
Gek!?**

Te Gek!? focuses on **mental health** and works towards a mentally healthy Flanders where people with a psychological vulnerability can participate in society without any stigma or discrimination.





SUSTAINABLE WATER USE

Consuming less water and reusing water better are ongoing attention points. As a food company, we ensure that we take a responsible and economical approach to water use.

Our own groundwater extraction facility and biological water treatment plant mean that we have been able to use the water we need for the production of our beers and soft drinks sparingly for decades.

In 2023, we installed two MBR filters, considerably improving the quality of our purified water.

We also disconnected the pavements from the drains, so that the rainwater flows directly into our pond. The result is that we need less energy to purify and aerate water.

Some of the rainwater is collected in a 5000-litre rain tank by the garage to provide rainwater for the car wash.

Numerous water meters constantly monitor consumption in the production departments. Whenever the slightest anomaly occurs, we look for the cause and deal with it.



Two thirds of all our toilet facilities have already been converted to rainwater flushes. All of the toilets will be converted by the end of 2025.

As a brewery, we are investigating the technological capacity to reuse 65% of our wastewater and process water. That may result in a water saving of 20 to 50%.





ENVIRONMENT

WE ONLY HAVE ONE PLANET

As the brewers of a wide range of beverages, we naturally use the raw materials and energy sources that the planet provides. We always consider whether we are taking enough care of our planet and ecosystem during our production processes. The decisions we make range from the choice of packaging materials to the methods of packaging, processing, cleaning, production, transport, and recycling.

We have signed the Green Deal for our sector with eight other brewers. The objectives of this Green Deal have been the benchmark of our business operations for many years.



We also invested in charging stations in our car park in 2023, because a large proportion of our fleet is now electric, earlier than planned.

In 2024, we also replaced old oil boilers with gas condensing boilers and reused purified water for cleaning.

Moreover, we prefer to work with local carriers to reduce mileage and emissions.

We have also renewed our Energy Policy Agreement (EnergieBeleidsOvereenkomst - EBO) with the Flemish government.

In 2023, we used the software platform ClimateCamp to map out our CO₂ footprint fully and transparently. After analysing the data for the calendar years 2022 and 2023, we will set targets in 2024 to progressively reduce our CO₂ footprint.

To ensure that our equipment stays state-of-the-art, we have made these and other investments in recent years

- use of frequency converters
- insulation of production lines
- recycling compressed air heat for CO₂ evaporation
- investment in new compressed air compressors with energy-efficient dryers
- investment in an energy-efficient centrifuge to clarify beer for filtration
- replacing the lighting in oces and warehouses with LED lights and motion detectors



A NEW ENERGY POLICY AGREEMENT

By renewing our participation in the Energy Policy Agreement (EBO) with the Flemish government, we are taking further steps to increase our energy efficiency. By reducing CO₂ emissions and reducing our energy costs, we are actively contributing to achieving the Flemish CO₂ and energy efficiency targets.

Besides drawing up an energy plan, joining the Energy Policy Agreement also involves designing a climate plan.

The action plan for this EBO will be ready by April 2023 and will further develop several measures proposed in the 2023-2026 energy plan.



GREEN DEAL BREWERS

This Green Deal aims to launch practical initiatives within the brewing sector to use water more sustainably. This is possible by using less water or limiting groundwater use from strata in poor condition.

While water is one of the principal ingredients of beer, it is also a key resource for brewing beer. This includes cleaning, rinsing, steam production and so on.

Why should a brewery participate in this Green Deal?

The Green Deal creates a learning network with other breweries, stimulates interaction with the government, and helps to resolve any bottlenecks collectively.

ENERGY AUDIT COVENANT FLANDERS

Haacht Brewery is a member of the Energy Audit Covenant Flanders. This is a commitment to invest annually in ways to reduce CO₂ emissions.

We have also signed the 'Environmental Charter of Food Industry Enterprises'. With this, we agree to evaluate and improve our own environmental performance wherever possible.



ACTION PLAN 2024-2026

From 2022, we will ask the top 20% of our suppliers, accounting for more than 80% of purchased goods, to complete sustainability questionnaires for our supplier assessments. In this way, we can persuade these suppliers to deliver sustainable products or services.

Investments in extra compressor capacity have enabled us to recuperate more CO₂ from fermentation. This means we purchase **50% less CO₂**.

One of our two largest ammoniac condensers has been replaced this year. That represents a great step forward in terms of energy and water consumption. And that's really good news, because our condensers work day and night to keep the many cooling processes in the brewery going. Hopefully this colossus will last as long as the previous one.



20%

Reuse of treated wastewater

Reuse 20% of effluent for cleaning by the end of 2026.

25%

Fleet electrification

25% by 2025

50%

Reuse of rainwater

By the end of 2025, all sanitary blocks will be equipped with rainwater flushing.

100%

Green energy

from 2023

-5%

Energy savings

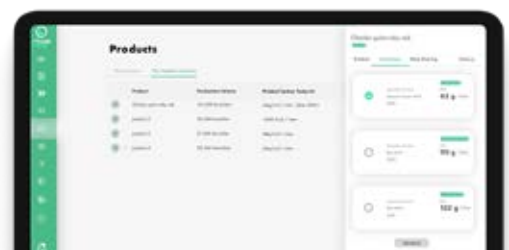
At least 5% on 2023

CLIMATECAMP

This innovative and user-friendly software platform is mainly aimed at the food and beverage industry and breweries in particular. The platform makes it easy to chart a company's own CO₂ footprint and even that of the entire supply chain.

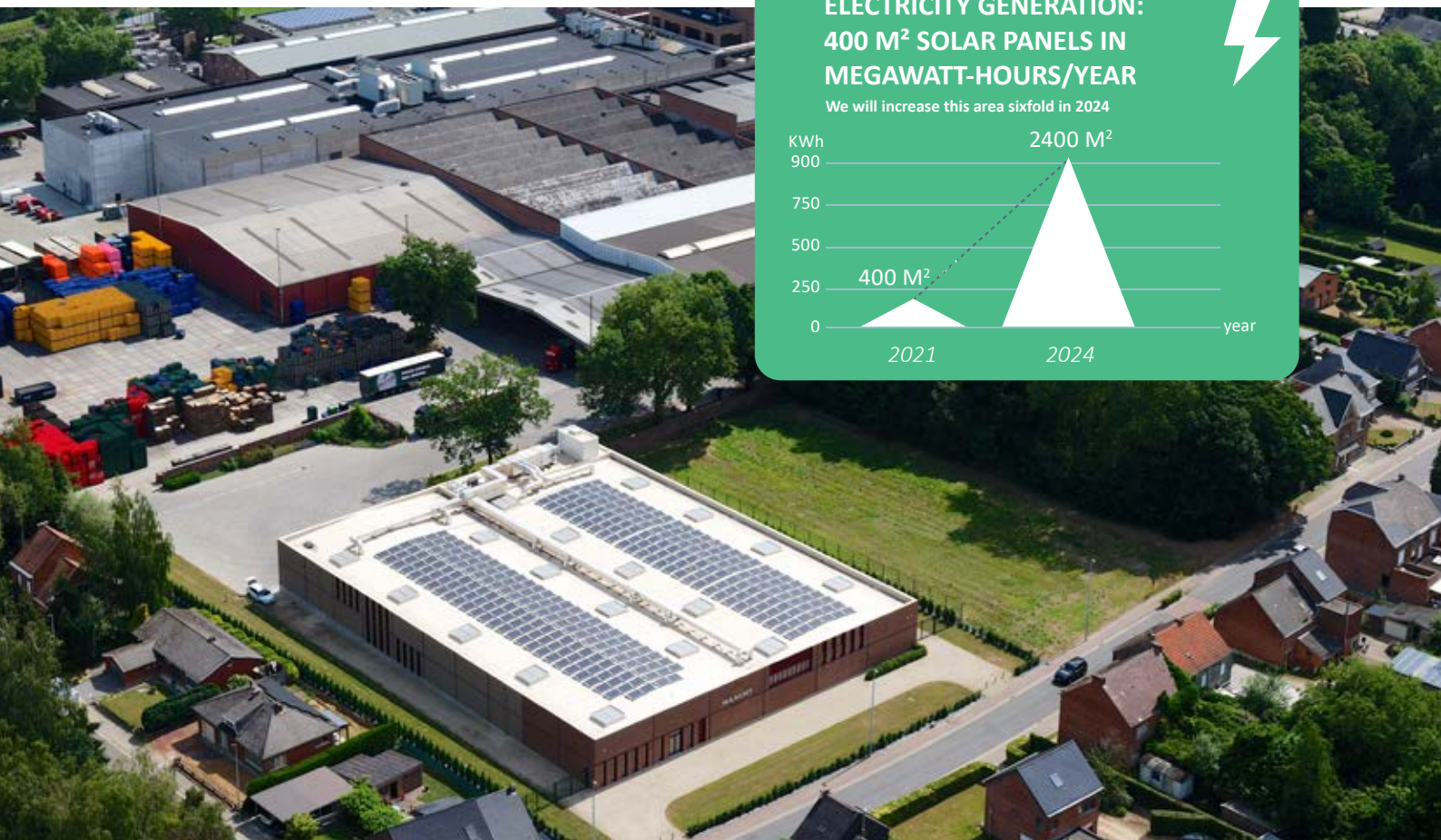
ClimateCamp enables companies to calculate emissions more accurately, based on current data and insights into suppliers' CO₂ reduction efforts. Furthermore, it provides insight into the goals set by suppliers, streamlines organisations' approach to emission reduction and automates legal reporting.

In doing so, the software platform offers a response to the stricter regulations for the reporting of greenhouse gas emissions in the supply chain.



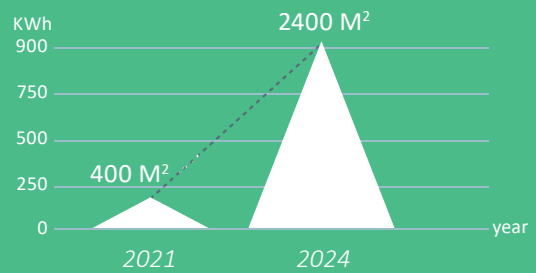
NEW CENTRIFUGE ON OUR LARGEST FILTRATION LINE

We recently replaced the centrifuge on our largest filtration line in the Fermentation-Layering-Filtration department with a new state-of-the-art model. In addition to greater operational reliability, the new centrifuge also offers better efficiency and also consumes less electricity. At the same time, we installed a cooling unit and purchased a circulation system. This allows us to capture the yeast even better and resell it as a residual flow for compound feed.



ELECTRICITY GENERATION: 400 M² SOLAR PANELS IN MEGAWATT-HOURS/YEAR

We will increase this area sixfold in 2024



A large, polished copper brewing vessel, likely a mash tun or brew kettle, is the central focus of the image. It features a tall, narrow neck and a rounded body. The vessel is situated in a modern industrial or brewery environment, with large windows in the background and a mezzanine level with a metal railing visible on the right. The lighting is warm and directional, highlighting the metallic sheen of the copper. An orange banner is overlaid at the bottom of the image, containing the word "PRODUCT" in white, bold, sans-serif capital letters.

PRODUCT

SUSTAINABLE PRODUCTS FOR CONSCIOUS CONSUMERS



As a brewer, we produce not just beers and wines but also a broad range of waters, soft drinks and coffees. That makes us unique in the sector. When it comes to product development, we seek to expand our portfolio with everyone's health and well-being in mind.

We understand the value of healthy beverages and a healthy product range and pay attention to the number of calories, sugar and alcohol content. This vision is the basis for our strategy for the future.

In 2024, the products we launch will include two alcohol-free beers.

We will also be reviewing our partnership with our waste processors in 2024, opting for the most sustainable processing methods. Additionally, we will try to combine our waste flows even more in 2024.

We are also looking for more sustainable alternatives to the chemicals we use and switching to non-halogenated solvents for our cleaning products.

We will launch our first gluten-free, organic pilsner in the spring of 2022. We also support our local economy and employment and prefer to buy locally. That is how we keep carbon emissions down.



100% RECYCLED, PEFC OR FSC CERTIFIED CARDBOARD

For years, we have been using 100% recycled, PEFC or FSC certified cardboard for our cardboard packaging. These European eco-labels certify that the cardboard originates from wood from sustainably managed forests. The paper and cardboard used at the brewery are collected separately and transported to a paper factory. All unwanted materials such as lacquer, staples, varnish, glue residues, plastic and rope are removed.

The paper pulp is then dewatered, pressed, and dried. In this way, our used paper and cardboard are turned into new packaging cardboard.



COMPREHENSIVE WASTE POLICY



We have been separating our waste flows for years. Our strict waste sorting policy involves having as many as 22 waste containers for different types of waste on our premises.

The by-products from the production process, such as dregs and yeast, are sent as fodder to local farmers or compound feed manufacturers. We transport

the water treatment sludge to fermentation or composting plants. This sludge used to be spread directly onto farmland in the area. Thanks to this transition, we no longer need to add lime, which saves about 500 tons of lime per year.

Haecht Brewery also subscribes to the Packaging Prevention Plan by the food industry organisation

Fevia. This prevention plan combines various packaging measures that are planned over three years.

Finally, having joined Fost Plus and Valipac, we have to selectively collect and recycle the domestic and industrial packaging that we put on the market.



OUR PACKAGING POLICY

As a brewery for the hospitality sector, Haacht Brewery mainly uses stainless-steel kegs and HDPE crates for transporting beer and soft drinks. The volume of the kegs varies from 15 to 50 litres, with 30 litres being the standard.

The main advantage of stainless-steel kegs is that they have a long service life of 30 years and more. About every ten years, we overhaul our stainless-steel kegs. Besides kegs, Haacht Brewery uses crates to transport returnable bottles. The plastic crates are becoming lighter, more robust, and more sustainable, in keeping with market trends.

Any crates damaged during transport or discoloured by exposure to UV light for too long are recycled into crushed material. This crushed material is then reused in the production of new crates. The average service life of reusable glass bottles is between five and ten years. Careful adjustment of the machines helps us keep the consumption of water and detergent for bottle rinsing to an absolute minimum.

In contrast, disposable packaging is only used once and then reprocessed. This increases transport costs to sorting and recycling centres. What's more, single-use packaging adds to the waste mountain, consumes a lot of raw materials, and often ends up as litter in nature. Wash-off labels are standard at Haacht Brewery. Even the small percentage of single-use packaging we use wash-off labels, so that no problems will occur if these bottles are returned anyway.

For our canned beers, we use tall trays without foil.



Sustainable cups for any event

We strive to become the first brewery to switch from plastic cups to paper cups without any plastic residues.



Beverages in bottles with a deposit

More than 90% of the Haacht Brewery products are conditioned in returnable bottles and barrels.





Haacht Brewery

Provinciesteenweg 28

3190 Boortmeerbeek

Tel. : +32 (0) 16 60 15 01

www.haacht.com

info@haacht.com