



# **SUSTAINABILITY COMPASS**

## **2025 - 2026**





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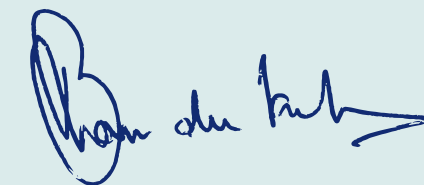
## OUR MISSION

At Haacht Brewery, we are very aware that our actions have a major impact on our customers, suppliers, employees, society and the planet as a whole.

Corporate Social Responsibility has been at the heart of our business operations for decades. Haacht Brewery is more than just a family business that brews excellent beverages. We aim to achieve progress in all the areas that help to make up the ecosystem of our brewery.

Our sustainability vision is based on four equal pillars: people, society, environment and product.

We encourage growth, and we are continuously improving our business processes in order to sustain our performance in the long term. We are aware of the limited carrying capacity of the earth and respect the world of today and tomorrow.



Boudewijn van der Kelen  
CEO, Haacht Brewery





**SUSTAINABLE DEVELOPMENT GOALS**

## OUR COMPASS

The United Nations' 17 *Sustainable Development Goals* (SDG) serve as the guiding principle for all sustainability activities at Haacht Brewery.

We have distilled various projects from these SDGs, which translate our sustainability vision into concrete actions based on the following four pillars:

## PEOPLE

## SOCIETY

## ENVIRONMENT

## PRODUCT

## THE SDGS HAVE 3 GOALS

1. To create a **common basis and framework** for social themes that are formulated in concrete terms, with clear **objectives** and 2030 as the horizon.
2. To strengthen **internal and external awareness** and contribute to strategy formation, in order to achieve **sustainable entrepreneurship**.
3. To provide a framework for monitoring **progress** and reporting on it, both internally and externally.



# PEOPLE





## PEOPLE-FOCUSED PERSONNEL POLICY

Our people are our most important asset. This fundamental insight serves as the basis of our people-focused personnel policy. Mental balance, physical health and happiness at work take centre stage here. As a company, Haacht Brewery strives to create a healthy working environment and to establish and stimulate constructive dialogue between its employees and the brewery.

For us, corporate social responsibility goes far beyond our sustainability agenda and purely ecological aspects. At Haacht Brewery, we constantly focus on the well-being of our employees.

### Training and coaching make all the difference

We have set ourselves the goal of ensuring that all our employees feel genuinely at home at our brewery, regarding themselves as valued members of a team that conveys passion to the customers.

We provide coaching and support our employees with training to help them achieve this goal. We are also continuing our **annual training plan** in 2025. In this training programme, we mainly focus on the following:

We have introduced a dynamic flexitime system for office workers

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

and have extended the possibility to work from home, adding a second optional day.

In addition to the many social accomplishments that we have achieved in the brewery over the past decades, we have also been focusing on employee mobility for several years. By means of numerous incentives, a larger bicycle shed and by doubling the number of charging stations for electric bicycles, we have already been able to motivate 1 in 4 colleagues to opt for bicycles for their daily commute. In 2025, we will continue to support this approach and are launching a **bicycle leasing programme**.

New employees are offered an induction programme when they join the company. We organise an induction day twice a month, and twice a year, we invite new colleagues and their families to a tour of our brewery.

Previously, the **hospitalisation insurance** had already been extended. We have significantly increased the employer's contribution for sustainable commuting, with up to 100% contribution for public transport season tickets and a bicycle allowance of €0.32/km.

## TOGETHER, WE FOCUS ON OPEN AND TRANSPARENT INTERNAL COMMUNICATION

We strive to communicate with each other in an open, transparent and clear way. This allows us to encourage a connection between all our employees and the various departments, supporting and enhancing the proximity of supervisors and the management team. We consider it important for all colleagues to step into their power, using and developing their talents and skills to the full.

### Digital signage

Information screens have been placed at various locations in the brewery to keep our employees informed in general about what is going on at our brewery, and in particular about the initiatives, projects and events that we undertake internally or with external partners.

The use of QR codes on these information screens also makes the internal channels more accessible to smartphones.

### Management Updates

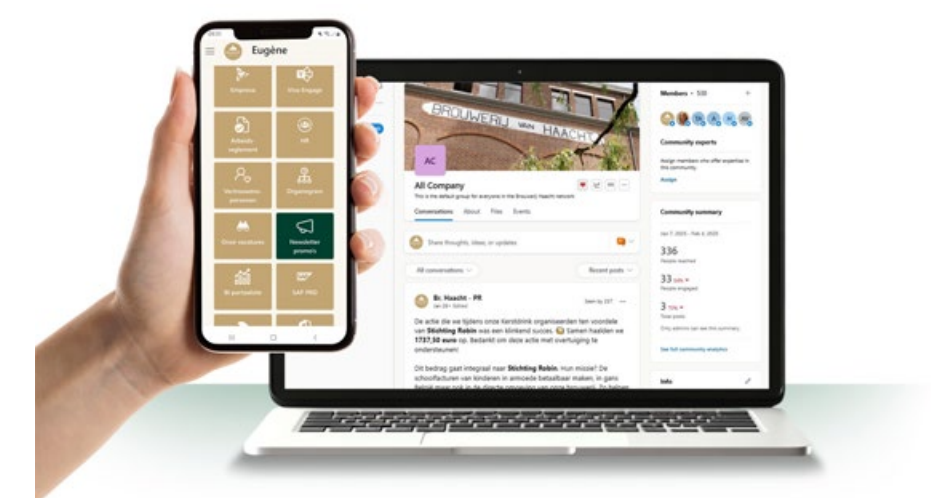
Every three months, we take the time to inform our team managers about the state of affairs within our brewery in our Management Updates. In these updates, we discuss our strategy and objectives for the current year and the progress of strategic initiatives and projects. They are a platform for open, transparent discussions in which we cover matters such as best practices, lessons learned and success stories from all departments within the brewery.

### Discussions and information exchange

The brewery is also committed to transparent and insightful operational discussions. This takes place during daily consultations or 'beer case sessions', as well as regular team meetings or 'brew moments' that focus mainly on personal growth and development discussions and further improving the general cooperation with each employee and their well-being.

### Kiosk PCs

The brewery has installed kiosk PCs at four locations to reach all employees digitally. These PCs provide access to email and the internal channels, such as our intranet 'Eugène' and Viva Engage for internal messages, documents and news. They are intended for brief use only and a number of guidelines apply in order to ensure their responsible use.







## Electrification of our vehicle fleet

In recent years, we have invested in our fleet, which is now largely electrified (earlier than expected). We have also installed charging stations in the brewery car park. In the short term, we also hope to expand the number of charging stations at the *Brasserie Brouwershof* car park opposite the brewery.

## Internship and thesis support

We continue to offer internships and provide internship and thesis support for students at *KU Leuven* and *HOGENT* (among others), coach marketing students at *UCLL University of Applied Sciences* and actively participate in the hotel management programme at *VIVES*.

## Employee awareness

Using water and energy sparingly is second nature for our 380 employees. We also make them more aware of the need to adopt a conscious approach to waste flows. This allows us to put a stop to litter on our premises together, among other things.



## PROMOTING A HEALTHY LIFESTYLE

Under the heading "*Healthy@Haacht*", we encourage our employees to adopt and promote a healthy lifestyle. We do this through many initiatives, e.g. helping people to stop smoking and participation in running and walking competitions.



"We will also continue our intensive collaboration with social enterprises in 2025, up to at least 400 person days per year."

## Haacht Brewery is switching to sustainable workwear

For our new safety shoes, we chose the supplier *Sixton* and more specifically the *Resolute collection*. This collection is environmentally friendly and focused on animal welfare. The shoes are leather-free, contain water-based adhesives and are made of recycled materials. For example, material made from recycled PET bottles is used for the lining, insoles, laces and labels. In addition, *Mascot* – our new workwear supplier – has only been using completely sustainable materials since the end of 2023. Mascot also extends its sustainability policy to the working conditions of its employees.







# SOCIETY

## COLLABORATION AND CONNECTION

The social context in which we market our beers, waters, soft drinks and wines has changed greatly over the years. Awareness of corporate social responsibility has increased significantly in recent years, as has the brewery's commitment to engage with the society to which it belongs.

This commitment has resulted in significant efforts on our part to adopt the most sustainable approach towards water, packaging and energy, for example.

In 2023, we insulated and re-covered the roofs of our buildings. We also invested in new high-voltage cabins, in preparation for the installation of additional solar panels.



### A few of our initiatives

- By donating products, we support **food banks**, fourth-world organisations and the non-profit organisation *Moeders voor Moeders* (*Mothers for Mothers*).
- Our **second-hand** catering furniture gains a second or third life through the charity store circuit.
- We donate outdated sensors and other equipment to schools for **training purposes**.
- With our **'Draf in galop'** project with *Vives University of Applied Sciences*, we are conducting research to develop new food products using spent grain (draff) as a raw material.
- We also support research into the refinement of Belgian hop varieties through the **HopBel** breeding project.





Long-term support of  
social projects

**Robin**

The **Robin Foundation** aims to make the school-related costs of children from poverty-stricken backgrounds affordable, throughout Belgium but also in the immediate vicinity of our brewery. In this way, we support vulnerable children and help them to get the most out of their school careers, so that they can fully develop their talents too.



### Blind-spot training

We take our Haacht semitrailer to various schools in our region. By teaching 5th and 6th grade pupils how to deal safely with trucks in traffic, we are committed to improving road safety.



### Digital for Youth

**Digital For Youth** collects IT and multimedia equipment, refurbishes it and gives it a second life. With our donations of laptops, PCs, smartphones, monitors and printers, we support children and young people with an interest in technology and give them the resources to further develop their digital skills. In this way, we help to reduce the digital gap for children and young people.



# ENVIRONMENT



# WE ONLY HAVE ONE PLANET

As a brewer of various drinks, we obviously use the raw materials and energy sources offered by the planet. Throughout our production process, we constantly weigh up whether we are taking sufficient account of our planet and the environment of which our ecosystem forms part. This includes everything from the choice of packaging material to the packaging, processing, cleaning, production, transport and recycling methods that we use.

In 2024, we will continue to replace old oil-fired boilers with high-efficiency gas boilers in our service centre, install heat pumps for fermentation in the ‘warm rooms’ and reuse purified water for cleaning.

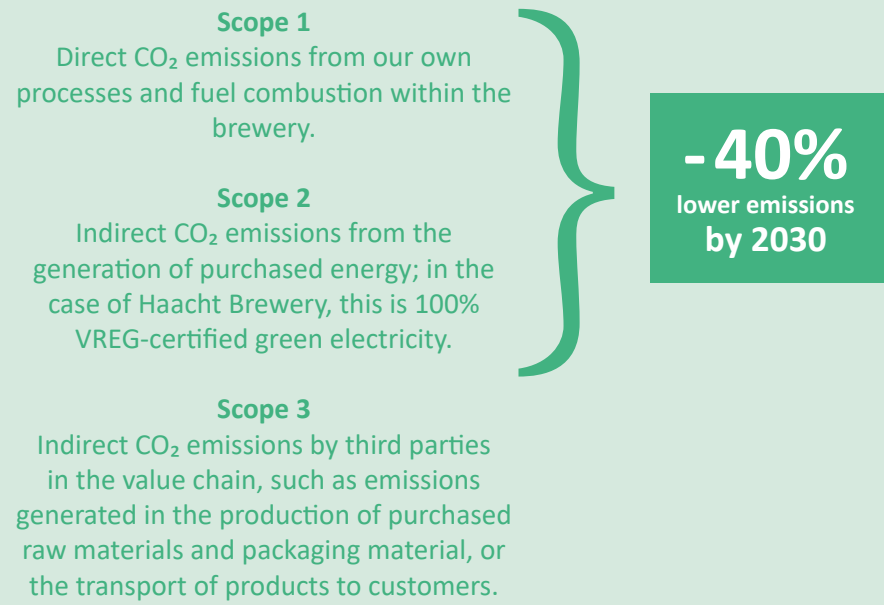
We also prefer to work with local transporters to keep kilometres and emissions as low as possible.

In addition, we have renewed our energy policy agreement (EPA) with the Flemish government.

## ClimateCamp

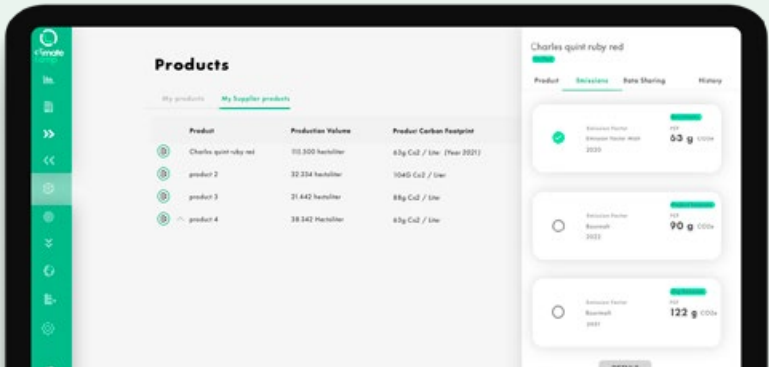
We use *ClimateCamp*, an innovative and user-friendly software platform that enables companies to map their carbon footprint in detail, for both internal emissions and those of the supply chain as a whole. ClimateCamp has extensive experience of the food and beverage industry, with a particular focus on breweries.

When calculating our carbon footprint, we take 3 scopes into account:



ClimateCamp improves the calculation of emissions, based on current data and insights into the CO<sub>2</sub> reduction efforts of suppliers. It also provides insights into the reduction targets of suppliers, streamlines the approach to emission reduction and automates statutory reporting.

In this way, ClimateCamp helps organisations respond better to the increasingly stringent regulations regarding greenhouse gas reporting in the supply chain.



In recent years, we have made the following investments (among others) to ensure that our equipment remains state-of-the-art:

- Use of frequency converters.
- Insulation of production lines.
- Recovery of compressed air heat for CO<sub>2</sub> evaporation.
- Extra-powerful CO<sub>2</sub> compressor and process optimisation to recover more CO<sub>2</sub>.
- Investment in a new air compressor with energy-efficient dryers.
- Investment in an energy-efficient centrifuge to clarify beer before filtration.
- Relighting in offices and warehouses with LED lighting and motion detectors.
- We want to electrify 100% of the cars in our fleet by the end of 2025; these can be charged at the charging stations in our car park.
- 1,080 additional solar panels, representing an annual total of 604,000 kWh of green electricity.

## A new energy policy agreement

By re-joining the **energy policy agreement** (EPA) with the Flemish government, we are taking further steps to increase our energy efficiency. By lowering CO<sub>2</sub> emissions and reducing our energy costs, we are actively contributing to the achievement of the Flemish CO<sub>2</sub> and energy efficiency targets.

As well as an energy plan, joining the energy policy agreement also requires the preparation of a climate plan.

The action plan for this EPA was completed in April 2023 and proposes a number of measures that will be further elaborated in the 2023-2026 energy plan.

The **TETRA project** encourages cooperation between companies, colleges and universities. Our brewery is involved in research into ‘LowBoil’ techniques, so that boiling can take place at a lower temperature during the brewing

process in an energy-efficient manner and without loss of quality.

We have also subscribed to the Belgian ‘Environmental Charter of Companies in the Food Industry’. By doing so, we agree to evaluate our own environmental performance and improve it wherever possible.







### Sustainable use of water

We constantly focus on reducing our water consumption and improving the reuse of water. As a food company, we take care to use water responsibly and economically.

With our own groundwater extraction and an organic water treatment plant, we have been taking a sparing approach to the

water used for the production of our beers and soft drinks for decades. In 2023, we installed two MBR filters to significantly improve the quality of our purified water.

We also removed the paving from the sewage system to ensure that rainwater is fed directly to our pond. As a result, we need less energy to purify and aerate water.

Some of the rainwater is collected in a 5000-litre cistern by the garage to provide the car wash with water.

Numerous water meters continuously monitor consumption in the production departments. At the slightest deviation, we look for the cause and resolve the issue.

### ACTION PLAN FOR 2024-2026

We will send out sustainability surveys to our 20% largest suppliers, accounting for over 80% of the goods purchased, for supplier assessment. This puts pressure on these suppliers to deliver sustainable products or services.

Thanks to investments in new control systems and extra compressor capacity, we are recovering more CO<sub>2</sub> from the fermentation process. As a result, we need to purchase around 15% less CO<sub>2</sub>.

### Significant expansion of our solar park

After thorough research, we first renewed and insulated the roofs where necessary. This not only improves the EPC value but also increases the sustainability of our buildings.

To be future-proof and make the best use of the green power generated by this solar park, we installed new high-voltage cabins and upgraded our high-voltage network.

We installed 1,080 additional solar panels on the warehouse, the HST and joinery departments and the bottling plant. This brings the total to 1,638 panels, generating 604,000 kWh annually – equivalent to the consumption of 120 families.



100%

**Fleet electrification**  
100% by the end of 2025



50%

**Reuse of rainwater**  
By the end of 2025, 50% of our sanitary facilities will be flushed with rainwater.



100%

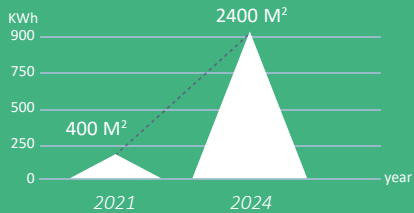
**100% VREG-certified green energy**  
Since 2023



-5%

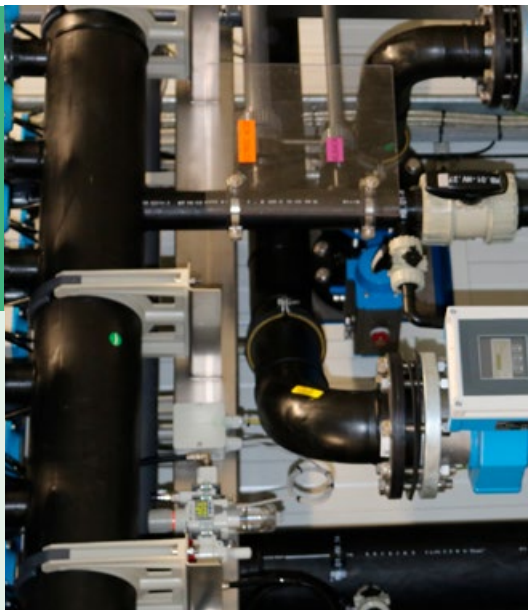
**Energy savings**  
At least 5% compared to 2024

**ELECTRICITY PRODUCED BY 400 M<sup>2</sup> SOLAR PANELS IN MEGAWATT HOURS/YEAR**  
This area was increased sixfold in 2024.



Wherever possible, we also reuse rainwater for flushing the toilets in our sanitary facilities.

As a brewery, we are investigating the technological options for reusing 65% of our waste and process water. This can result in water savings of 20 to 50%.







# PRODUCT

## SUSTAINABLE PRODUCTS FOR CONSCIOUS CONSUMERS

As a brewer, we not only produce beers and wines but also a wide range of waters, soft drinks and coffee. This makes us unique in the sector. When developing products, we try to expand our portfolio with health and well-being in mind.



We understand the importance of healthy drinks and a healthy range, and we take the number of calories, sugar and alcohol content into account.

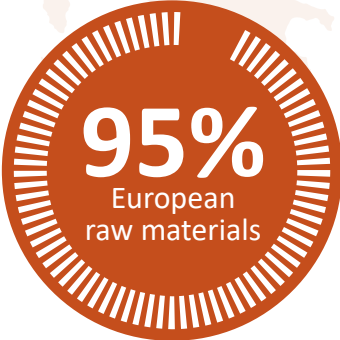
It is onto this vision that we graft our strategy for the future. In this context, we continue to promote our recently introduced non-alcoholic and low-sugar beers SUPER 8 Flandrien 0.0 and SUPER 8 Rouge 0.0.

We will also review the collaboration with our waste processors in 2025, constantly opting for the most sustainable processing methods. At the same time, we will try to bundle our waste flows even more in

2025 and look into specialised waste processors.

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

Our export policy focuses mainly on the Belgian, Dutch and French markets, rather than on the other side of the world. Mainly keeping sales close to home allows us to limit CO<sub>2</sub> emissions and keep our ecological footprint within specific limits.





Comprehensive waste policy



We have been separating our waste streams for years. With no less than 22 waste containers on our premises, each for a different type of waste, we apply a strict sorting policy.

The secondary flows from the production process, spent grain and yeast, go to local farmers as feed or to compound feed manufacturers. Our water purification sludge is

discharged to fermentation or composting plants.

This sludge used to be spread immediately on agricultural land in the region, but this switch means we will no longer have to add lime – thus saving around 500 tons of lime per year.

Haacht Brewery also subscribes to the Packaging Prevention Plan

issued by *Fevia*, the federation of the Belgian food industry. This plan combines various packaging measures that are scheduled over a period of three years.

Finally, by means of our affiliation with *Fost Plus* and *Valipac*, we are committed to selectively collecting and recycling the household and industrial packaging that we put on the market.

Our packaging policy

As a brewer for the hospitality industry, Haacht Brewery mainly relies on stainless steel kegs and HDPE crates for the transport of beer and soft drinks. The capacity of the kegs varies between 15 and 50 litres, with 30 litres as standard.

The major advantage of stainless steel kegs is their long lifespan of 30 years and more. We overhaul our stainless steel kegs every ten years or so.



In addition to kegs, Brewery Haacht uses crates to transport returnable bottles. In line with market trends, the plastic crates are becoming lighter, more robust and more sustainable.

Crates that are damaged during transport, or that have been exposed to UV light for too long and are discoloured as a result, are recycled into grinding stock, which is then used in the production of new crates.

The average lifespan of a reusable glass bottle is between five and ten years. The correct configuration of

the machines allows us to limit the use of water and detergent when rinsing the bottles.

Disposable packaging, on the other hand, is only used once and then reprocessed. This results in additional transport costs to sorting and recycling parks. In addition, single-use packaging adds to the waste mountain, requires a large quantity of raw materials and is more likely to end up in nature as litter.

For our canned beers, we use high trays with no plastic film.

Bottled drinks with a deposit

More than 90% of the drinks offered by Haacht Brewery are packaged in kegs and returnable bottles. We recover and clean all our glass material ourselves: this is how we can guarantee the quality and sustainability of our reusable bottles.

100% recycled, PEFC or FSC-certified cardboard

For our cardboard packaging, we have been using 100% recycled PEFC or FSC-certified cardboard for years. These European eco-labels guarantee that the cardboard is made using wood from sustainably managed forests.

The paper and cardboard we use at the brewery is collected separately and ultimately transported to a paper mill. Here, all unwanted components such as lacquer, staples, varnish, adhesive residues, plastic and string are removed. The paper pulp is then dewatered, pressed

and dried. In this way, our old paper and cardboard is turned into new packaging cardboard.

By replacing O-packs with smaller clips, we are also able to significantly reduce the amount of cardboard used.







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