

The Alpro Sustainable Development Report 2013 Summary



We published the first Alpro Sustainable Development Report in 2010. Since then, we have made great strides in the three pillars of our 'Caring for People and Planet' programme: Passion, Plant Power and Performance. This summary outlines the outstanding progress we have made to date, and our continued commitment to sustainable development in the future.

Why have we produced this report?

As our efforts in Sustainable Development become more important to ourselves and our stakeholders, we consider this report as an effective tool to trigger and stimulate two-way interaction. We have opted to structure our report in line with Global Reporting Initiative G3 guidelines level C for both content and key performance indicators. By doing so we are aiming to give stakeholders a clear and comparable understanding of the progress we are making.

European market leader in plant-based foods



LOVE YOUR FUTURE

Alpro Group, the European segment of US-based The WhiteWave Foods Company, is the European market leader in plant-based foods and beverages.

Alpro currently markets two main brands: Alpro® for the mass retail segment and Provamel® for the health-food segment. Alpro's product range comprises drinks, desserts, plant-based alternatives to yoghurt and cream, margarine and meat-free products. Alpro has a market share of 38% in the European plant-based, non-dairy retail market, 4 times that of its nearest competitor. (Source: Nielsen 2012)

Mission and values



Alpro's mission is to "create delicious, naturally healthy, plant-based foods, for the maximum wellbeing of everyone and with the utmost respect for our planet." We complement this mission statement with five people-driven and five performance-oriented values. These are applied actively throughout the organisation.

Performance-oriented ✓ Ambition ✓ Leverage ✓ Professionalism ✓ Results ✓ Ownership

People-driven ✓ Authenticity ✓ Leadership ✓ Passion ✓ Respect ✓ Openness

We are a signatory to the UN Global Compact and adhere to its ten principles in our everyday business life.

Healthy, resource-efficient choices

Innovative food solutions that care for people and planet

The heart of sustainable development at Alpro lies in the sustainable food products we offer to health conscious consumers through the combined commitment of our passionate employees.

With a world population of 7 billion people and growing, consuming more and more resource-intensive animal products as purchasing power rises, the global balance between food supply and demand is coming increasingly under pressure. That is where plant-based foods can play a vital role: they not only offer healthy alternatives to meat and dairy but are also more resource efficient since using less natural resources per unit food produced.



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Three pillars of sustainability

Our drive for sustainability is founded on 3 main pillars which are Passion, Plant-Power and Performance. These 3 P's underpin all our efforts in this field.

Passion

✓ A growing yet stable, motivated workforce

Over the last five years our workforce has grown steadily and seen a very low level of employee turnover and absenteeism. This may be due in part to the excellent training our employees enjoy and our good safety record.

✓ Passionate employees

Our employees are passionate about developing, producing and marketing tasty, naturally healthy, plant-based foods. To keep that passion burning strong, we have developed the Alpro Excellence Programme so that we understand our employees' needs and motivations better. The Alpro Excellence Programme set up a series of focus groups in the past to discuss various aspects of the Alpro activities in order to formulate a number of recommendations which lead to concrete measures. The programme encompasses employees from factory floor to research and marketing.

✓ Ongoing communication and training

Alpro devotes a lot of energy and resources to engaging its people, both through training and open communication. Among other communication channels, there is the employer magazine "Focus", the new Alpro Yammer internal social network and our regular Town Hall and Leadership Council meetings.

✓ Passion for our communities

Passion for what we do runs through our company, so it's only natural that we should have a passionate commitment to the communities in which we operate.

In Belgium, the Alpro Social Fund helps people who are facing exceptional setbacks due to illness or accidents.

Alpro UK organised a tie up with the local Wildlife Trust to support an area of special scientific interest, the Twywell Hills.

In China, we support the EcoSocial label which requires strict adherence to quality criteria and initiatives in human, social, environmental and economic development. Alpro is the sole corporate sponsor of the Malnutrition Matters, the Canadian NGO which runs the innovative Vitagoat projects in the developing world to produce healthy, great-tasting foods in regions vulnerable to famine.

Employees (#FTES)					
	2008	2009	2010	2011	2012
BC	402	395	402	412	424
WC	157	157	159	174	187
ST	185	185	192	200	213
Total	745	737	753	786	824

BE	455	447	461	486	527
UK	116	118	118	123	123
FR	81	81	82	80	81
NL	69	69	70	74	69
GE	23	22	23	23	23
Total	745	737	753	786	824

Employee free turnover (%)					
	2008	2009	2010	2011	2012
BC	3,6	3,2	2,2	3,4	2,6
WC	4,2	3,0	3,0	2,2	5,3
ST	7,5	6,9	3,7	7,6	6,6
Avg	4,7	4,1	2,8	4,2	4,2

BE	5,4	3,7	2,8	4,1	4,1
UK	7,0	7,4	4,2	7,4	4,7
FR	0,0	0,0	0,0	1,2	1,2
NL	2,8	5,3	2,7	2,6	7,9
GE	0,0	4,5	4,3	4,3	3,8
Avg	4,7	4,1	2,8	4,2	4,2

Absenteeism (%)					
	2008	2009	2010	2011	2012
BE	2,0	2,4	2,2	2,3	2,9
UK	2,6	2,0	1,9	2,1	3,4
FR	2,1	1,3	3,9	4,8	2,8
NL	4,9	3,7	3,8	3,0	2,1
GE	3,1	1,9	2,5	2,9	1,8
Total	2,4	2,3	2,5	2,6	2,9

Training hours per employee per gender (#hours/year)					
	2008	2009	2010	2011	2012
Men	30,9	28,9	21,2	24,4	21,7
Women	28,1	27,9	18,4	24,2	18,7

Plant Power

Good for people and planet

Plant-based foods are good for both people and planet. While it is generally accepted that we should all eat more fruit and vegetables for our health, it is less well known that plant-based foods are also better for the planet, as they use less land and water and emit less CO₂. This is very well visualised in the double pyramid from the Barilla Center for Food Nutrition.

1/3 – 2/3

Generally speaking, it is widely accepted that a healthy, balanced diet should consist of 2/3 plant-based foods and 1/3 animal-based foods. The reality today, however, is the exact opposite. Given the double advantage of plant-based foods over animal-based foods, Alpro considers it part of its responsibility to help promote a gradual rebalancing of our diets in collaboration with other stakeholders such as governments, NGOs and retailers.

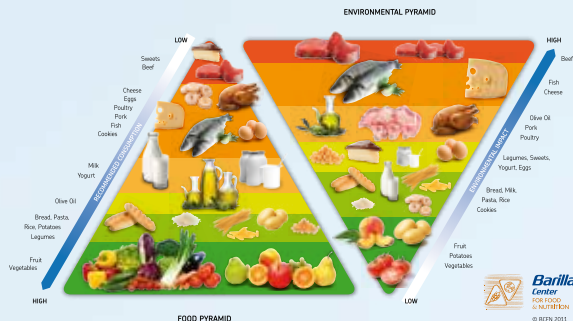


Beyond soy

In 2011, Alpro started working on broadening its product portfolio beyond soy, in order to provide consumers with even more variety and choice. While our Provamel brand already included a number of rice and oat products, the Alpro brand was enriched with almond and hazelnut drinks which hit the market in early 2012.

Less land, less water and less CO₂

Since plant-based foods are more productive than animal based-products in their use of natural resources, they have an important role to play in addressing the food security challenge. The key innovation of non-dairy, plant-based products is that they eliminate an important step in the production process, i.e. the animal. Rather than feeding soy to animals for the production of milk and meat, the plant-based ingredient is processed immediately into a final consumer product. In this sense, a shorter value chain is a more productive and resource-efficient value chain, as confirmed by LCA analysis. In addition to the obvious advantages when it comes to land usage, LCA analysis has shown that soy- and plant-based meat and dairy alternatives also use significantly less water and emit less CO₂ than their animal-based alternatives.



	Cow milk production process	Alpro Soy drink production process	Alpro Almond drink production process
Land usage	2.12 (m ²) 	÷3 0.65 (m ²) 	÷1.5 1.16 (m ²)
Water usage	1006 (L) 	÷2.5 365 (L) 	÷1 916 (L)
CO ₂ -eq	1.30 (Kg) 	÷5 0.25 (Kg) 	÷3.5 0.38 (Kg)

	Beef burger production process	Alpro Soy burger production process
Land usage	51 (m ²) 	÷45 1.1 (m ²)
Water usage	15.500 (L) 	÷20 775 (L)
CO ₂ -eq	16.0 (Kg) 	÷10 1.5 (Kg)

Source: Ecofys



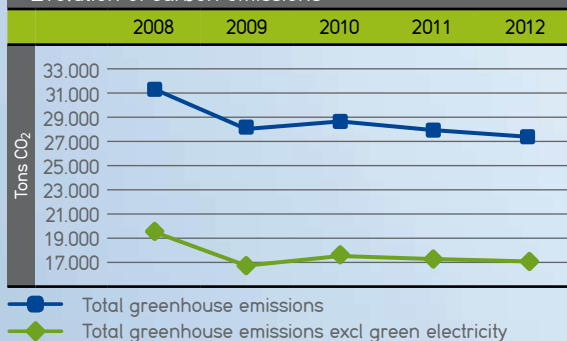
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Performance

Alpro, a profitable growth company

	2009	2010	2011	2012
Volume (Ktons)	246.5	259.4	264.8	272.9
Net Sales (M€) (US GAAP)	239.2	257.4	264.6	286.0
Operating Income (M€)	13.4	17.5	20.3	19.1
Capital Expenditure (M€)	9.1	7.4	9.7	9.0
of which energy-related investments (M€)	1.2	0.7	1.1	1.5

Evolution of carbon emissions



Economic performance

The plant-based nature of Alpro's products is very much in tune with the market trend towards healthier and more sustainable foods. As a result of this, Alpro is also very much a typical growth company. Despite the European economic crisis, Alpro has been able to sustain growth in both its top and bottom line over the past several years. This growth further fuels investments in our brands, our innovation projects, customer relationships, technology, partnerships and employees, and these investments, in turn, fuel further growth. More information regarding the financial performance of Alpro, the European business segment of The WhiteWave Foods Company, can be found on The WhiteWave Foods Company website (www.whitewave.com).

Ecological performance

Since 2008, we have reduced our CO₂ emissions by 14% to 17,419 tonnes despite a 17% increase in production volume. We invest in renewable energy and have implemented a range of projects to help us achieve our ultimate goal of carbon-neutral production.

Our Provamel brand is a front runner in the market, having achieved CO₂-neutral production since 2010. It does so partly by offsetting a percentage of remaining CO₂ emissions through support for a wind farm development project in China by the UK-based organisation, Pure.

Other sustainable initiatives

The soybeans we use are now delivered directly to our Wevelgem plant by barges which deliver up to 20 containers at a time, reducing truck deliveries by 1,200 per year. Our soybeans, increasingly sourced in Europe, are produced to the ProTerra standard and have a full non-GMO traceability system. They also do not come from cleared rainforest.

In May 2011, Alpro joined the WWF's Climate Savers programme. This brings businesses together to find ways of reducing greenhouse gas emissions in collaboration with the WWF. Alpro CEO Bernard Deryckere said, "Our partnership strengthens the continued development of our existing climate plans." In our commitment to the programme we have pledged to keep our CO₂ emissions in 2013 below 2008 levels, the equivalent to a 42,000 tonne reduction at current production levels.

For more information about Alpro's vision on sustainable development or any of our concrete initiatives, please do not hesitate to contact us. Email: ann.dejaeger@alpro.com, koen.bouckaert@alpro.com, basiel.debruyne@alpro.com

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