



Communication on Progress

1) In general UN Global Compact

Awareness and promotion of UN Global Compact and its 10 principles.

JBT Food & Dairy Systems B.V. expresses their commitment to Global Compact and its 10 principles in the specific projects executed. We put effort in making the internal organization, our suppliers and customers aware of Global Compact.

2) The 10 principles

Human rights (Principles 1 - 2)

- 1) Businesses should support and respect the protection of internationally proclaimed human rights;
- 2) Make sure that they are not complicit in human rights abuses.

These principles are fully embedded in our business culture and laws we have to comply to. Annual mandatory JBT ethics training for all staff also covers this subject.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

We are as a company in the Netherlands fully supportive of collective bargaining. We have a Works Council (with union representatives in it) and good relations with both Works Council and Unions representing the employees.

Principle 4: The elimination of all forms of forced and compulsory labour.

These principles are fully embedded in our business culture and laws we have to comply to. No specific needed projects or actions have been executed in this area of responsibility.

Principle 5: The effective abolition of child labour.

When sourcing products and services abroad, we are alert on the labour conditions of our suppliers. These principles are fully embedded in our business culture and laws we have to comply to. No specific needed projects or actions have been executed in this area of responsibility.

Principle 6: The elimination of discrimination in respect of employment and occupation.

In hiring new employees one of our principles is that our labour force always reflects the composition of the population, regardless religion, colour, nationality, political preference etc. We are committed to respecting and valuing all of our employees, embracing and celebrating their differences and creating a culture of inclusiveness and belonging.

Our international website <https://www.ibtc.com/en/emea/careers/oneibt-oneworld> contains additional information to clearly express our principles.

Also awareness sessions for the management around Diversity & Inclusion has been initiated.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges.

- In 2012 JBT Food & Dairy Systems B.V. developed an Environmental Management System that has been ISO 14001 certified in July 2012. An internal audit program has been implemented since. In June 2013 the external audit by 'Bureau Veritas' was completed successfully and renewed successfully in August 2014 and is valid until August 2017. The annual interim assessment by Bureau Veritas in December 2015 on our internal audits and progress on set environmental goals was again completed successfully on December 16th, 2016. In order to be certified for ISO 14001, we need to comply with strict environmental goals. Maintaining our ISO 14001 certificate shows that our Environmental Management System is successful. The last ISO audit - executed by the certification agency "DNV" in 2020 – resulted in certification of our entire Management system for ISO 14001:2015 including a CO2 reduction program certification.

Principle 8: Undertake initiatives to promote greater environmental responsibility.

- Two internal organisations (a Workgroup for Health, Safety & Environment and a Company Emergency Group) have been formed with members of all ranks from the company, monitoring the processes, analysing the causes of (near) accidents and taking measures to reduce and prevent the number of (light) personal injuries. No environmental incidents took place in 2020.
- JBT (worldwide) provides additional awareness through safety reminders / updates and trainings, also on environment.
- Employees of suppliers and contractors, who carry out activities on behalf of JBT Food & Dairy Systems B.V. in our premises or at a customer site, are informed on our HS&E rules.
- We maintain our auditing and selection process of new suppliers. They are audited and selected based on their Environmental policy and performance. Existing suppliers are encouraged and requested to develop environmental plans in case they have none. JBT Food & Dairy Systems B.V. also incorporates the supply chain in its approach to sustainability and quality. We don't make any distinction between ourselves or our suppliers and contractors in our policy for quality and HS&E. (Potential) suppliers are invited to fill out a standard Request for Information on their certificates (ISO 9001, ISO 14001, OHSAS 18001, VCA etc), documented Quality and Environmental Management Systems, compliances with HS&E law & regulations etc. More information is gathered through audits carried out by our purchasers. Based on this information our preferred suppliers are selected through a standardized selection method. During cooperation the performance of each supplier is monitored by both Strategic and Operational Purchasing. The results are reviewed on a quarterly basis.
- We embedded continuing energy saving measurements within our production and test facilities in our annual Environmental Year Plan and monitor the progress thereof.
- We have replaced our copier/printer park which results in less energy consumption and double sided printing of documents will lead to less use of printing paper.
- In 2014 we have invested substantially to replace all lighting in our production department for low energy lighting including daylight-dependent control. Even with increased production of machines, the electricity consumption still slightly decreased.
- In 2014 we invested substantially in the replacement of our boiler system which reduces the gas consumption substantially.
- In addition we reduced our water consumption as result of the new boiler system and additional adjustments to our water re-circulation system.
- We replaced all office lighting with low energy consuming LED lighting in 2018.
- All separate office air-conditioning systems have been removed in 2018 and replaced by a new central air treatment system (for heating, cooling and air filtering) resulting in a reduction of both gas as well as electricity. In addition, the new air treatment system now only contains fully approved cooling liquids.
- We have successfully received a CO2 reduction program certification in 2019. In 2019 the focus lays on a better understanding of our CO2 reduction and monitoring so we can take the appropriate measures in the upcoming years. In 2020 we again positively passed the certification process.
- In 2019 we have successfully updated our leaflets, brochures and an introduction scheme for new employees and visitors to inform them on the JBT Food & Dairy Systems B.V. safety and environmental rules.

- We are encouraging our employees who are eligible to lease a company car to lease cars with an electrical or hybrid engine. We have invested in more charging stations on our parking lot.

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

- We are constantly developing new products and production processes in cooperation with Universities, Schools of Polytechnics and food specialists that employ new technologies, processes and materials to reduce energy consumption and the use of possibly hazardous consumables.
- We implemented an overall work method by which we obligate ourselves to focus on energy saving actions, within every development project that we initiate.
- In 2020 we have successfully launched 3 newly developed next generation machines who have a very positive impact on the energy consumption and waste of our customers and eventually end user of the products.

Anti-corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery. We emphasize on our rules of conduct in doing business with our suppliers as well as with our customers. For that reason, we still avoid doing business in regions where currently bribery still is part of doing business. During every international Sales & Service meeting this item is on the agenda. Every sales manager has to comply with our rules of conduct.

Several annual JBT ethics trainings also cover this subject (mandatory for all employees).

Amsterdam, December 8th, 2020

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JBT Food & Dairy Systems B.V.



