

Indicator	Place in report
Strategy and Analysis	
1.1 Statement from the most senior decision-maker of the organization.	Foreword
Organizational Profile	
2.1 Name of the organization.	Vreugdenhil Dairy Foods
2.2 Primary brands, products, and/or services.	p. 7
2.3 Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	p. 6
2.4 Location of organization's headquarters.	Voorthuizen, The Netherlands
2.5 Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	p. 7
2.6 Nature of ownership and legal form.	p. 6
2.7 Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	p. 7
2.8 Scale of the reporting organization.	p. 4-5, 7
2.9 Significant changes during the reporting period regarding size, structure, or ownership.	p. 6
2.10 Awards received in the reporting period.	p. 8
Report Parameters	
3.1 Reporting period (e.g., fiscal/calendar year) for information provided.	2013
3.2 Date of most recent previous report (if any).	June 2013
3.3 Reporting cycle (annual, biennial, etc.)	Annually
3.4 Contact point for questions regarding the report or its contents.	mvo@vreugdenhil.nl – p. 3
3.5 Process for defining report content.	p. 8
3.6 Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	p. 8
3.7 State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	p. 6
3.8 Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	N.A.
3.10 Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	N.A.

3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	p. 6
3.12	Table identifying the location of the Standard Disclosures in the report.	p. 6 – www.vreugdenhil.nl under the title 'Sustainability'
Governance, Commitments and Engagement		
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	p. 3
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	p. 3
4.3	For organizations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.	N.A.
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	p. 18
4.14	List of stakeholder groups engaged by the organization.	p. 8
4.15	Basis for identification and selection of stakeholders with whom to engage.	p. 8
Performance Indicators		Place in report
Economic Performance		
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	p. 26
Environmental Performance		
EN1	Materials used by weight or volume.	p. 4
EN5	Energy saved due to conservation and efficiency improvements.	p. 19
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	p. 19
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	p. 19
EN16	Total direct and indirect greenhouse gas emissions by weight.	p. 19
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	p. 19
EN29	Significante milieugevolgen van het transport van producten en materialen die worden gebruikt voor de activiteiten van de organisatie en het vervoer van personeelsleden.	p. 19

Social Performance: Labour Practices and Decent Work		
LA1	Total workforce by employment type, employment contract, and region, broken down by gender.	p. 5
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	p. 18
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	p. 18 and p. 21
Social Performance: Human Rights		
HR2	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.	p. 13
HR5	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.	p. 13
Social Performance: Society		
SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	p. 26
Social Performance: Product Responsibility		
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	p. 24
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	p. 24
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	p. 24