

GRI table 2016

General Standard Disclosures		Report Page number(s)	Remarks
Vision and strategy			
G4-1	Statement from the most senior decision-maker	Introduction to the annual report	
Organisational profile			
G4-3	Name of the organisation		Vreugdenhil Dairy Foods
G4-4	Primary brands, products, and/or services	Creating Shared Value Overview 2016	
G4-5	Location of the organisation's headquarters		Nijkerk
G4-6	Number of countries where the organization operates	Creating Shared Value Overview 2016	
G4-7	Nature of ownership and legal form		http://www.vreugdenhildairyfoods.com/about-vreugdenhil/
G4-8	Markets served	Creating Shared Value Overview 2016	
G4-9	Scale of the organisation	Creating Shared Value Overview 2016	
G4-10	Employee data		359 employees in Total, of which 15% is female and 85% is male.
G4-11	Number of total employees covered by collective bargaining agreements		257 of the 359 employees.
G4-12	The organization's supply chain	Creating Shared Value Overview 2016	
G4-13	Significant changes during the reporting period	Creating Shared Value Overview 2016	
G4-14	Whether and how the precautionary approach or principle is addressed by the organisation	Introduction to the annual report Creating Shared Value Overview 2016	
G4-15	External charters, principles, or other initiatives to which the organisation subscribes		Global Reporting Initiative, MVO-prestatieladder, de

	or which it endorses	Transparantiebenchmark, RSPO, ProTerra, BREEAM, FSSC22000, ISO22000
G4-16	Memberships of associations and national or international advocacy organisations	Duurzame Zuivelketen, NZO, LTO, MadeBlue, WorldVision

Identified material aspects and boundaries

G4-17	All entities included in the organization's consolidated financial statements or equivalent documents	Sustainability Sustainability management
G4-18	Process for defining the report content and the aspect boundaries	Sustainability Stakeholders and material topics for sustainability report 2016
G4-19	List of all material aspects	Stakeholders and material topics for sustainability report 2016
G4-20	Aspect boundary of each material aspect	Sustainability management Stakeholders and material topics for sustainability report 2016
G4-21	Aspect boundary of each material aspect outside the organization	Sustainability management
G4-22	Any significant restatements of information	N.A.
G4-23	Any significant changes in scope and aspect boundaries	N.A.

Stakeholder dialogue

G4-24	List of stakeholder groups engaged by the organisation	Stakeholders and material topics for sustainability report 2016
G4-25	The basis for identification and selection of stakeholders	Stakeholders and material topics for sustainability report 2016
G4-26	The organisation's approach to stakeholder engagement	Stakeholders and material topics for sustainability report 2016
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics	Stakeholders and material topics for sustainability report 2016

Report profile

G4-28	Reporting period	2016
G4-29	Date of most recent previous report	May 2016
G4-30	Reporting cycle	Annual
G4-31	Provide the contact point for questions	creatingsharedvalue@vreugdenhil.nl

	regarding the report or its contents	
G4-32	Report the 'in accordance' option the organisation has chosen, the GRI Content Index for the chosen option and reference to external Assurance	Core, www.vreugdenhil.com/sustainability

G4-33	The organization's policy and current practice regarding external assurance	Sustainability management
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Governance

G4-34	The governance structure of the organization	Sustainability management
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Specific standard disclosures

Economy

G4-DMA		Stakeholders and material topics for sustainability report 2016
EC9	Proportion of spending on local suppliers at significant locations of operation	Sustainable dairy farming Creating Shared Value Overview 2016

Environment

G4-DMA		Stakeholders and material topics for sustainability report 2016
EN1	Materials used by weight or volume	Sustainable dairy farming Creating Shared Value Overview 2016
EN6	Reduction of energy consumption	Environmentally friendly factories and offices Creating Shared Value Overview 2016
EN7	Reductions in energy requirements of products and services	Environmentally friendly factories and offices Creating Shared Value Overview 2016
EN19	Reduction of greenhouse gas (GHG) emissions	Environmentally friendly factories and offices Creating Shared Value Overview 2016
EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	Environmentally friendly factories and offices Creating Shared Value Overview 2016

Labor conditions

G4-DMA		Stakeholders and material topics for sustainability report 2016
LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	Healthy and engaged staff members Creating Shared Value Overview 2016
LA7	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	Healthy and engaged staff members Creating Shared Value Overview 2016
LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	Healthy and engaged staff members Creating Shared Value Overview 2016

Mensenrechten

G4-DMA		Stakeholders and material topics for sustainability report 2016
HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Fair and environmentally friendly purchasing Creating Shared Value Overview 2016
HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	Fair and environmentally friendly purchasing Creating Shared Value Overview 2016

Society

G4-DMA		Stakeholders and material topics for sustainability report 2016
SO1	Operations with significant actual (or potential) negative impacts on local communities	None

Product responsibility

G4-DMA		Stakeholders and material topics for sustainability report 2016
PR1	Product and service categories for which health and safety impacts are assessed for improvement	Nutritious and tasty products Creating Shared Value Overview 2016
PR3	Type of product and service information required by the organization's procedures	Nutritious and tasty products Creating Shared Value Overview 2016

PR5 Results of surveys measuring customer satisfaction

[Nutritious and tasty products](#)
[Creating Shared Value Overview](#)
[2016](#)
