



GRI-table VanDrie Group G4 CORE

Indicator	Indicator	Reference
General standard disclosures		
Strategy & analysis		
G4-1	Statement CEO	Letter from the Director Corporate Affairs, see p. 3 of the report.
Organizational profile		
G4-3	Name of the organization	VanDrie Group, see paragraph 'Profile VanDrie Group' of the report.
G4-4	Primary brands, products and services	Primary brands: VanDrie Group Quality Veal, Vitender, Friander, Peter's Farm, Finesse de Veau and Tendriade. Primary products: veal, calf skins and calf milk powder. See also paragraph 'Profile VanDrie Group' in the report.
G4-5	Location of the organization's headquarters	Mijdrecht
G4-6	Number of countries operating	Five namely: The Netherlands, Belgium, France, Germany and Italy. See also paragraph 'Profile VanDrie Group' of the report. Check also the online information concerning our business via: www.vandriegrup.nl/mvo - 2015 - extra information.
G4-7	Nature of ownership and legal form	VanDrie Group is a family business and legal ownership lies with the three directors: Mr. Rene van Drie, Mr. Jan van Drie and Mr. Herman van Drie. See also paragraph 'Profile VanDrie Group' in the report.
G4-8	Markets served	VanDrie Group exports its products to more than 60 countries worldwide. Main markets: France, Italy and Germany. See also the 'Summary' in the report.
G4-9	Scale of the organization	Key figures, see the 'Summary' of the report.
G4-10	Profile of the workforce	Total amount of employees (contract type / gender), see 'Summary 2015'.
G4-11	Employees covered by collective bargaining agreements	Almost all Dutch employees are subject to a collective labour agreement, see also the 'Summary' of the report.
G4-12	Supply Chain	A description of the supply chain is given in paragraph 'Profile VanDrie Group'.
G4-13	Significant changes during reporting period	Mr. Korstiaan Mulderij became director of the Veal Promotion Foundation (SPK). He replaced Mr. Henny Swinkels, see also the information online via: www.vandriegrup.nl/mvo - 2015 - extra information.
G4-14	Precautionary approach	See paragraph 'Management of risks' in the report.
G4-15	Economic, environmental and social charters, principles or other initiatives	VanDrie Group endorses the OECD Guidelines for Multinational Enterprises. VanDrie Group also commits to the set principles of the Global Roundtable for Sustainable Beef. See for more information about these principles: http://www.grsbeef.org/what-sustainable-beef See also paragraph 'Our Organisation', more specific 'Chain Responsibility and trusted partnership' of the report.
G4-16	Memberships of associations	See paragraph 'Our Organisation', more specific 'Chain Responsibility and trusted partnership'. And see the 'Partner page' as attachment in the report. Mr. Henny Swinkels is active in the veal and meat industry and holds inter alia the following positions: Vice President of Central Organisation for the Meat Sector (COV); Member of the Veal Committee at the European Livestock And Meat Trading Union (UECBV); Chair of the Veal Committee at International Meat Secretariat (IMS); Board member of Nevedi (Dutch Feed Industry); Vice-president of the Milk Replacers Committee at the European Feed Manufacturers' Federation (FEFAC); Board member of the Foundation for Quality Guarantee of the Veal Sector (SKV); Vice President of the Foundation Branch organization of the Veal Sector (SBK); Member of the Council for Animal Affairs (Advisory Board to the Dutch Minister of Agriculture); President of the Board for Masterplan Rational use of Antibiotic in the veal sector; Member Task Force Antibiotic Resistance (Ministry of Agriculture); Member of the Advisory Board for the Dutch Society for Protection of Animals; Board member of the Foundation Vlees.nl (meat promotion); Member of the Advisory Board for the Animal Science Group, part of Wageningen University and Research Center; Initial Member of the Holland Center in Shanghai; Board member of the China Chamber at Netherlands Council for Trade Promotion.

Identified material aspects and boundaries		
G4-17	Financial statements	See for statements about the financial results the 'Summary' in the report. The specified turnover data as well as the amount of assets and operational costs can be found in the VanDrie Group's financial annual report. The report 2014 is filed with the Dutch Chamber of Commerce.
G4-18	Report content	Materiality assessment, see p. 53 of the report.
G4-19	Identified material aspects	Materiality assessment, see p. 53 of the report.
G4-20	Material Aspect Boundary within the organization	The VanDrie Group and its activities are effecting the organization and employees, the environment and society at large. Our stakeholders find it important that we report about our intern activities. These subjects are for example employment facilities, business results, energy results, etcetera. The outcome of the materiality assessment learns however that our stakeholders prefer to be informed about the activities outside the organization. This is the reason that VanDrie Group mainly focusses on the material aspects outside the organization. See G4-21 and p. 53 of the report.
G4-21	Material Aspect Boundary outside the organization	VanDrie Group's stakeholders are very interested in the material aspect outside the organization. The main focus of the CSR-report lies therefore on these aspects. Main material themes are: food safety, animal welfare, responsible production. See paragraphs 'Food Safety', 'Animal Welfare', 'Environment & Surroundings' of the report and p. 53 for the materiality assessment.
G4-22	Restatements of information	The method of measurement antibiotic use has been changed. The sectoral antibiotic databank (infokalf) is using the so-called MID-doses when calculating the animal daily dose since January 1, 2015. As a result VanDrie Group adapted its calculating methods to this system, with retroactive effect from January 1, 2007. See also p. 39 of the report.
G4-23	Significant changes in the scope and aspect boundaries	In 2015 we performed a materiality analysis which forms the basis of the CSR report. See for more information about scope of the report p. 58.
Stakeholder engagement		
G4-24	List of stakeholders	Attached to the report is a partner overview, see p. 56/57. But we also provided insight into the stakeholder dialogue. See paragraph 'Dialogue with our stakeholders' of the report.
G4-25	Basis for identification and selection of stakeholders	We have identified 13 stakeholder groups, namely direction, employees, veal farmers, suppliers, purchasers, consumers, shipping agents, government, NGO's, dairy farmers, control institutions, branche organizations, education and knowledge institutes, see also p. 53 of the report and paragraph 'Dialogue with our stakeholders' of the report.
G4-26	Approach to stakeholder engagement	See paragraph 'Dialogue with our stakeholders' of the report.
G4-27	Key topics and concerns that have been raised through stakeholder engagement	See paragraph 'Dialogue with our stakeholders' of the report.
Report Profile		
G4-28	Reporting period	1 January 2015 - 31 December 2015
G4-29	Date of most previous report	30 June 2015
G4-30	Reporting cycle	Yearly
G4-31	Contact point	E-mail: contact@vandriegrup.com or telephone: +31555492152
G4-32	Reporting guideline and reference to external assurance	See the attachement of the report, more specific the paragraph 'Scope', p. 58.
G4-33	Policy and current practice with regard to seeking external assurance	See the attachement of the report, more specific the paragraphs 'Scope' and 'Assurance', p. 57-58.
Governance		
G4-34	Governance structure including committees under governance body	An organization chart is attached as supplement in the report. See p. 63. More information about the different committees is published online via: www.vandriegrup.nl/mvo - 2015 extra information.
Ethics and integrity		

G4-56	Organization's values, principles, standards and norms of behaviour such as codes of conduct and codes of integrity	We test our suppliers of feed raw material on how they ensure human rights and social responsibilities including child labour. The VanDrie Group is applying the OECD Guidelines for Multinational Enterprises. See paragraph 'Supply Chain Responsibility' of the report. Furthermore: our in-house rules and regulations reflect the norms and values of society as well as those of our company. The VanDrie Group expects all employees to act with integrity, as they work with live animals and foodstuffs of animal origin. It goes without saying that our behaviour towards one another and external partners conforms to widely-held norms and values. We endorse the UN's Universal Declaration of Human Rights.
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General Standard Disclosure

Animal Welfare & Healthy Calves (G4 sector supplement Food Processing, aspect: Animal Welfare)

DMA	A. Report why the Aspect is material. Report the impacts that make this Aspect material; B. Report how the organization manages the material Aspect or its impacts; C. Report the evaluation of the management approach	We make every effort to let calves grow up healthy. It is therefore of major importance that we work together with the dairy sector. We raise calves that will not be used in the dairy sector. A good start of the calves is essential in the preventing of diseases and the reduction of antibiotics. Calves are born with no immunity against disease. Enough colostrum (the first milk produced after birth) is needed to provide calves with the necessary antibodies. Animal welfare is related to feed, housing and care. The daughter company Van Drie B.V. is responsible for the contact with our veal farmers. The VanDrie Group district managers visit the farmers at least once a week to conduct on-site audits, provide support, answer queries and share experiences and new insights they have gained into husbandry management. The calves receive the attention they deserve when it comes to animal health and welfare. Our head district managers visit all their farmers several times a year and enter into contracts with them. Once a year, the VanDrie Group organises themed days with vets or even at their individual practices. We encourage contact between the farmer, our advisor and the vet. We also take part in agricultural trade fairs where we meet many of our farmers. We register the technical results of the slaughtered calves in our systems. In this way we can check and evaluate the process on a regular and very detailed basis. See paragraph Animal Welfare, p. 38 and further.
FP-9	Amount slaughtered calves	See for the results the 'Summary 2015' in the report.
FP-12	Policy and practice related to the use of antibiotics	See paragraph 'Animal welfare' and more specific 'Responsible Use of antibiotic's, p. 39.

Food Safety and Public Health (G4 sector supplement Food Processing, aspect: Customer health & safety)

DMA	A. Report why the Aspect is material. Report the impacts that make this Aspect material; B. Report how the organization manages the material Aspect or its impacts; C. Report the evaluation of the management approach	The VanDrie Group has standardised the information flow through the entire production chain and has safeguarded it in its Safety Guard quality system. The VanDrie Group board meeting, which determined quality policy for the group is ultimately responsible for the Safety Guard system. At least once a quarter, it is itemised on the agenda of the board meeting. The Safety Guard Platform is responsible for implementing the quality policy and represents line managers and quality managers from all sites. Safety Guard is based on national and international legislation and regulations and includes the following standards and external codes of conduct: Food Safety Supply Chain System, HACCP, ISO 22.000, ISO 14.001 GMP+, BRC, IFS and IKB Veal Calves' Scheme. Internationally recognised independent certification institutions test the systems regularly to constantly improve the process. See paragraph 'Food Safety', p. 33 and further.
FP-5	Amount production sites which are certified under the Safety Guard quality system	All Dutch production companies apply to Safety Guard.
Own indicator	Amount of recalls	See for the results the 'Summary 2015' in the report.
Own indicator	Amount of audits	See for the results the 'Summary 2015' in the report.

Environment & Surroundings (G4, aspect: Energy, Water)

DMA	A. Report why the Aspect is material. Report the impacts that make this Aspect material; B. Report how the organization manages the material Aspect or its impacts; C. Report the evaluation of the management approach	We aim to impact the environment with our operations as little as possible. Our policy focuses on reducing the environmental burden. In practice that means that we strive to waste as little as possible, to reduce the energy we consume and our CO2 emissions and to make maximum use of our waste flows. The individual companies are responsible for their own environmental strategy and goals. The Safety Guard Platform monitors the results continuously. The results are yearly discussed within this Platform. See paragraph 'Surroundings & the environment', p. 46 and further.
G4-EN5	Use of electricity and gass	See for the results the 'Summary 2015' in the report.
G4-EN6	Reduction of energy use	See for the results the 'Summary 2015' in the report.
G4-EN8	Use of water	See for the results the 'Summary 2015' in the report.

Organisation (G4, aspect: Diversity and Equal Opportunity, Occupational Health and Safety)

DMA	A. Report why the Aspect is material. Report the impacts that make this Aspect material; B. Report how the organization manages the material Aspect or its impacts; C. Report the evaluation of the management approach	Where our employees are concerned, we strive to have healthy and skilled employees in safe workplaces with ample scope for personal development. The individual companies are responsible for their own personnel policy. Their management systems make the results measurable, for instance the sickness and absence levels. These results are monitored weekly. The sickness and absence costs were approximately € 8.8 million in 2015. The calculation was based on the absence level in 2015 and the financial results of 2014. The calculation is based on research and branch/industry data of TNO and CBS. See paragraph 'Our Organisation', p. 31 and further.
G4-LA6	Sickness absence rate	See for the results the 'Summary 2015' in the report.
G4-LA12	Diversity	See for the results the 'Summary 2015' in the report.