



**Holland.Malt**  
your quality in our hands

# Corporate Social Responsibility Report 2022





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# Introduction



# About this report

Enjoy reading our CSR report 2022. The report focusses on 2022, however the presented data covers the activities of Holland Malt during the period 1-1-2019 to 31-12-2022. We have two locations with production facilities, in Lieshout (NL) and Eemshaven (NL). All locations, including the head office, are included in the scope of this report.

The content of this report has been developed through interviews with various internal stakeholders, such as our CEO and the CSR/QT manager.

Furthermore, interviews were held with selected external stakeholders. Their stories are presented under the section “we care about”.

Holland Malt has not formally adopted the Global Reporting Initiative (GRI) framework for this report. However, we have referenced the relevant core principles of the GRI reporting system as it relates to our sustainability practices and performance across our business in preparing this report.

Where possible, information and data for prior periods have been provided for comparative purposes. Data presented in this report and appendices are based on data from Holland Malt’s management systems and reports. KPMG has provided limited assurance on selected CSR indicators. Some of those data indicators are included in the section ‘environmental performance’ and ‘health and safety’.



# Foreword from our CEO

2022 was again a special year to us. A year during which we were faced with the war in Ukraine and the resulting volatility and uncertainty in the grain-, transport- and energy markets.

**We are proud that we have been able to manage the challenges together with our team, our customers and our partners.**

But 2022 was also a year during which we have been looking ahead. Towards a 100% emission-free production process in Eemshaven. Towards a sustainable future for our malt, for our industry, for our 70 employees and of course for our clients.

In 2022 we have worked hard to start realizing our plans for the world's first emission-free malthouse. However, the energy transition of our malthouse is only possible because we work together in the chain towards a common vision: Limiting our environmental impact to a minimum to build a sustainable and circular future, together.



## Sustainability is part of our DNA

Since 2021 sustainability has become part of our identity. Through our sustainable approaches we may not be able to reverse climate change, but we can help stop it by starting at the source of beer. Our malt.



## Looking to a better future

Finally, 2022 was also a year in which there was a lot of attention for our project in Eemshaven. For example, in December 2022 we were rewarded with the local Dutch Sustainability Award “De Groene Groninger”. We are proud and grateful having received so much support and valuation for our project. We continue to make choices that contribute to a better, healthier and more sustainable business. This is how we pass on our company to the next generations even more sustainable.

Please enjoy Holland Malt's CSR report 2022..

Jos Jennissen, CEO Holland Malt

*J. Jennissen*





# Our values



## We create

We create the **sole of beer**. Our malt.

We are **passionate craftsmen** with **generations of experience**.

Combining **artisanal** malting techniques with the **newest technologies**.

**Pure taste. Premium quality.**



## We care

We care about the most important resource for life. **Our environment.**

From **sustainable farming** to **eco-friendly production**. We dare to change. Today, we are on the verge of becoming **world's first zero emission maltings**. Building a better future for next generations. **We make the source sustainable.**



## We guarantee

We guarantee premium quality malt.

**Delivered worldwide.**

Fast and smart. Sourcing the finest malting barley. Carefully selected to ensure **constant quality. Optimizing our processes**, day by day.

Resulting in the **purest malt**.

**Your quality lays in our hands.**

# Our values

## Making malt for more than a century

As a family company we are proud of our long and rich history. Generations of experience. Producing malts for brewers and distillers for over 100 years, with increasing success. Always with the focus on high quality malts, superior customer service and sustainability. For small independent companies as well as large multinationals.

Today, we export to more than 50 countries. We manage to execute our operations with a great team of passionate employees, our family. And in the end, we like to raise a glass together, as we already did in the early 1900, where brothers Jan, Frans and Piet already raised a glass with their father Jan Sr.



## A family of maltsters

### We are a family business

The story of Holland Malt is about passing on a better company from generation to generation. But also, about passing on experience from maltster to maltster. The photo above tells the story of father and son Trilsbeek.

Our colleague Christian Trilsbeek has been working at Holland Malt for over 26 years. He succeeds his father Theo, who was with the company for 38 years. From an early age Theo introduced Christian to the beautiful business of malt. Christian: "I was 15 when I started holiday work on Saturdays, but before that, as a child I went with my father to the lab on Sundays to count grains. Later when I started working for Holland Malt, I understood that we did this to determine the germination level."

Now 26 years later, Christian works as a lead maltster for our malting plant in Lieshout: "Being involved with the source of beer every day is fantastic to me. I'm glad that I can share this passion with my dad". Together, as a team,

**We are**   
**Holland.Malt**  
your quality in our hands



# Our people

## Welcoming young power

Having studied chemical technology in Breda and experienced the brewing industry through an internship, Lauri van de Laar joined Holland Malt in 2021 at the age of 24. She works as product and process technologist and is responsible for our production processes, as well as research on product and process innovations. Lauri explains, that since she joined the company, she received trust and freedom to develop herself. “While malting and brewing is still somewhat of a male dominated industry, I feel very comfortable at Holland Malt.

## New insights vs. tradition

Being new in the team Lauri brings in a different view on things and shows the capability of coming up


with new ideas. This perfectly fits into the pioneering spirit of Holland Malt. Holland Malt explores a variety of innovations, process wise, but also product wise. “The company sees a lot of opportunities, that others don’t see or are not up to yet. This open-minded mentality suits who I am. I was given the opportunity to lead a project of rebuilding one of our research laboratories”.

## Special care for special malt

“Being surrounded by the huge volumes of raw material is what I like in particular. I find it remarkable, that with the pure use of the same natural ingredient, barley, we’re able to create totally different products by influencing the process”. This process includes much more techniques than one would expect,

especially when it comes to special malts. Even during steeping the barley is already treated with special care and this continues throughout the whole process. This requires a lot of knowledge and experience from our maltsters.

By the way, when it comes to beer, Lauri is fan of a good glass of blond beer. Cheers to Lauri!



It was quite a switch from studying in a micro-environment during my education to the rough and big malthouse.



# Our purpose & ambitions

## Our purpose

Holland Malt was founded over 100 years ago with the goal to deliver quality malt at all times, now and for future generations. As a family-owned business, we are determined to reduce our environmental impact in our production, create a safe work environment and take responsibility for our products and in our supply chain to safeguard the well-being of future generations.

## Our CSR ambitions

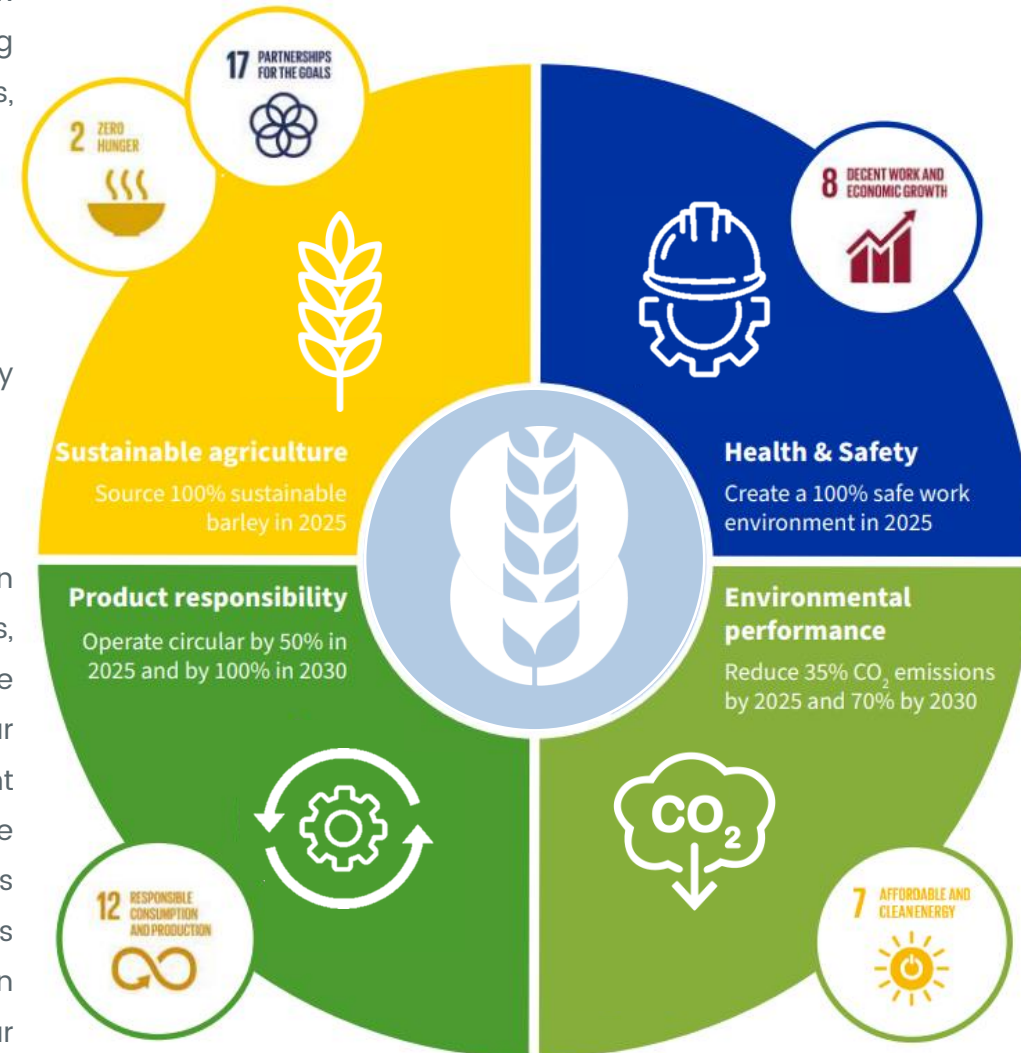
We have been dedicated to sustainability for years and have concrete, measurable ambitions in place that focus on four big impact areas:

- Sustainable agriculture
- Environmental performance
- Health and safety
- Product responsibility

These four pillars form the basis of our CSR strategy. We are working on the following ambitions, thereby benefitting farmers, employees, clients, consumers and our environment:

- Source 100% sustainable barley
- Create a 100% safe work environment in 2025
- Reduce 35% CO<sub>2</sub> emissions by 2025 and 70% by 2030
- Operate 50% circular in 2025 and 100% by 2030

All of our commitments have a wider impact on our value chain and benefit farmers, employees, clients, consumers and our environment. We see our efforts in a broader perspective and align our ambitions to the UN Sustainable Development Goals (SDGs). As shown in the visualisation on the right, each of the four pillars and ambitions contributes to a specific SDG. These are the SDGs to which we can contribute the most. In the section Our CSR Performance, we share our efforts and our performance by means of KPIs for each CSR pillar.





# Our CSR performance



## Sustainable Agriculture



66%  
of sustainably  
sourced barley



4/5<sup>th</sup>  
was SAI Silver,  
equivalent or  
higher



## Health & Safety



LTA



Fatalities



## Environmental Performance



118 kg  
CO<sub>2</sub> per ton  
malt



2,8 m<sup>3</sup>  
water per ton  
malt



## Product Responsibility



20 years  
Quality  
Management  
Excellence



99% of our  
co-products  
is circularly  
re-used



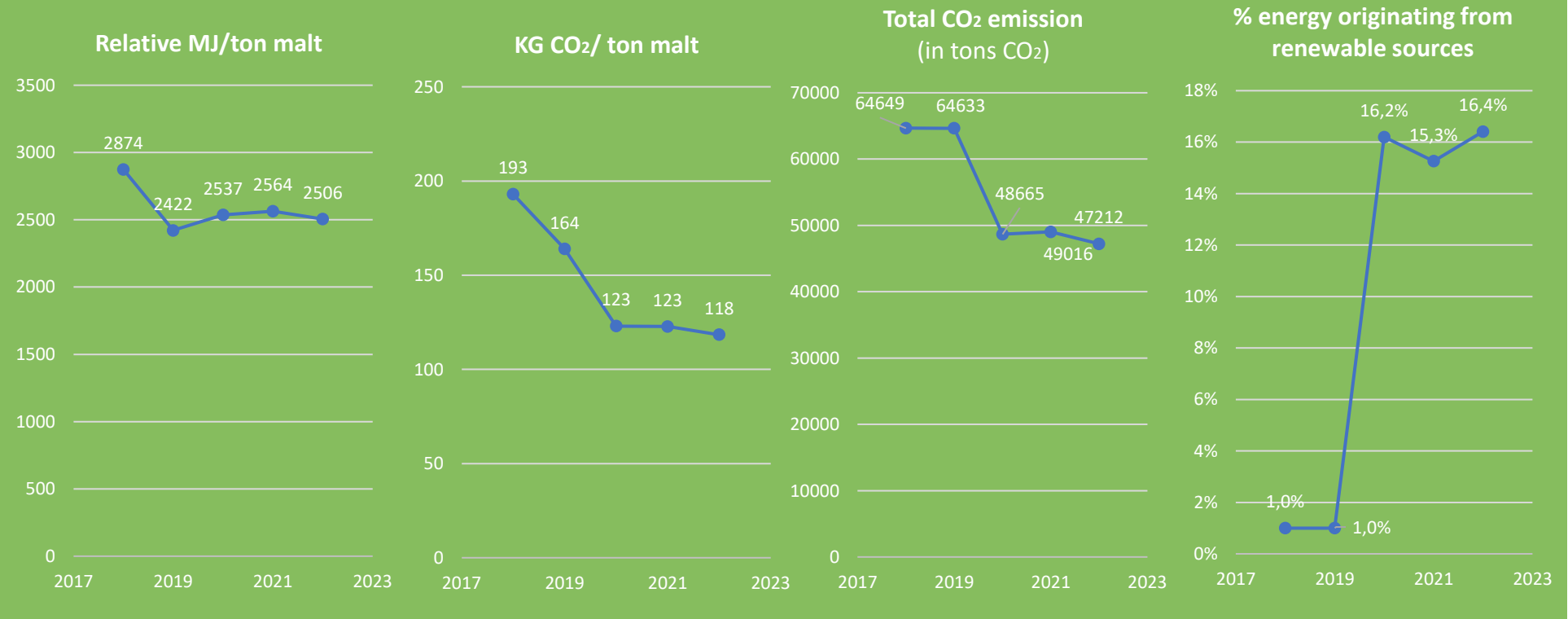


**We care**



# Energy & CO<sub>2</sub> Emissions

## Energy performance at Holland Malt





# Energy & CO<sub>2</sub> Emissions

## Science Based Targets initiative



In 2022 we signed up for the Science Based Targets Initiative (SBTi). The SBTi-model is set up by non NGO's such as United Nations Global Compact and WWF. With this initiative they want to help companies to fulfill the climate goals that have been set as part of the Paris Climate Agreement.

To become climate neutral means that the amount of Greenhouse Gasses (GHGs) that are emitted due to the actions of a company is becoming neutral. The most important GHG here is CO<sub>2</sub> emitted by the burning of fossil fuels. Lowering the emission of CO<sub>2</sub> helps in preventing further global war-

ming. Setting targets on our carbon footprint within SBTi helps us to find the right path to zero emissions. SBTi helps in structuring the carbon footprint in such a way that direct and indirect emissions are scored and counted independently. As such action plans can be developed to decrease both direct as well as indirect emissions.

## Zero Emission Maltings

In 2022 we started with the first investments into our Zero Emission maltings. This project will be finalized by the end of 2023 which will mean that Holland Malt Eemshaven will be completely emission-free at the start of 2024. Our CSR ambition formulated earlier is thus reached 5 years ahead of schedule!

## Scope 3 emissions

In addition to the direct emissions caused by burning fossil fuels, so-called Scope 3 emissions contribute significantly to the carbon footprint of malt. In 2022 we calculated our carbon footprint of the malt based on the Euromalt carbonfootprint calculator. The calculation of our carbon footprint will help us to further engage in projects to decrease carbon emissions in the supply chain. Partner up with both suppliers as well as clients will be done to make significant steps. We will inform you on this in future reports.





# Sustainable Farming



## Sustainably sourced barley

At Holland Malt, we believe that more sustainable barley is key for our future. SAI stimulates sustainable agricultural practices and production systems that preserve future availability of resources and enhance their efficiency. It is one of the most used and respected standards for sustainable agriculture. SAI also offers a benchmark for farmer cooperatives to become 'SAI certified'. This certification indicates that farmers work according to sustainable practices. It's in the end about creating a healthy soil envi-

ronment by using the right practices and farm management. In the past years we worked on helping our Danish, Swedish and French suppliers to become certified. After carrying out the Farm Sustainability Assessment, they have become SAI certified on bronze, silver or gold level. From all our barley suppliers, 66% is now sustainable certified, thereby continuing a trend over many years. We are focused to continue the enlargement of our supply with sustainable barleys in order to reach 100%.

## Carbon Footprint of Farming

Holland Malt is dedicated to lower its carbon footprint. As such we have started first investigations on the carbon footprint of barley in 2022.

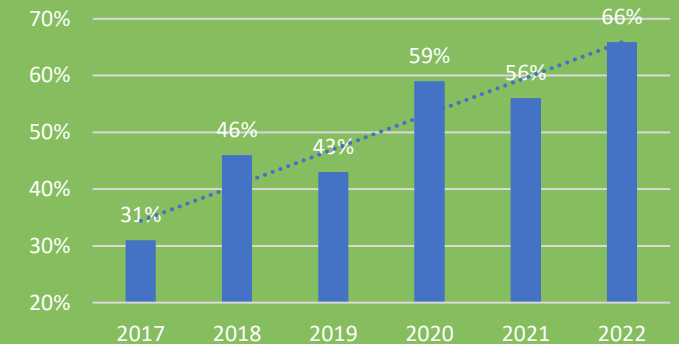
This calculation showed some interesting facts:

- The carbon footprint is determined by 4 main topics: transport, cultivation techniques (ploughing, sowing, etc.), application of fertilizer, field emissions.
- Fertilization (the sum of the applications and the field emissions) is by far the largest factor in the carbon footprint of barley

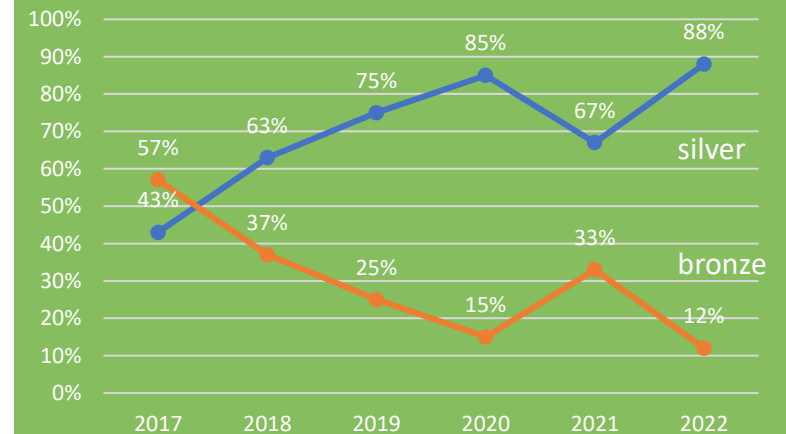
For this reason, we have started projects with different suppliers on regenerative farming practices with the long-term goal to lower the carbon footprint of barley.

## SAI development at Holland Malt

% sustainable sourced of total production (target KPI)



% SAI Bronze vs Silver or higher of total sustainable sourced.





# Sustainable Farming



## Regenerative farming projects

Barley is a rain fed crop and the plant has different strategies to cope with heat and drought. It is often a rotation crop. For example, a farmer will first grow potatoes and then barley. This rotation improves soil quality and yields by giving the soil a period of rest from the intensive use. As a result, soil life and biodiversity can recover.

In 2022 we continued our projects with farmers and brewers. Projects such as our Premium Dutch Pilsner malt, which focusses on acquiring healthy Dutch malting barley for local and regional beer production. We do see a growing interest for 'locally grown'.

Furthermore, we doubled our efforts to grow and produce organic malts from organic barleys. Barley requires a relative low input of crop protection or fertilization. If the barley is then grown organically, this further improves the sustainable nature of our product.

“

Farming is the work of generations, as farms are mostly owned generation on generation. Regenerative farming helps farms to stay healthy for a next generation.

”

**Martijn van Iersel,**  
Quality Manager Holland Malt





# Water Resources

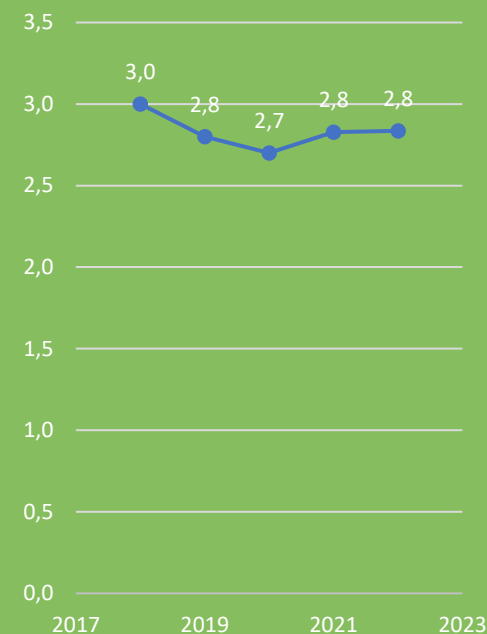


## Water Footprint

Since the construction of our malthouse in Eemshaven in 2004 our site makes use of an innovative water-recycling-system which allows us to limit our water footprint. We are proud of this performance and are looking for ways of achieving the same results in our second malthouse in Lieshout.

Our water usage in the maltings can already match benchmark KPI's in the malting industry. None-the-less we do see opportunities where we can improve. Therefore, we are currently aiming our water usage at even lower levels. Further improvements, e.g. by recuperating more water from the kilning process would enable this decrease. In addition, enhanced inline cleaning of steepwater could not only reduce the waste load in the discharged water, but could even enhance the steeping process to lower the water needed here.

## Water usage





# Water Resources



## Boer Bier Water

The project Farmer Beer Water is a collaboration examining how water can be handled the most efficient way. The project is located in Laarbeek, The Netherlands and aims to ensure a good quality of the ground and surface water in the area, with minimal drought damage for the farmers. It is a collaboration of the municipality of Laarbeek, Water Boards Aa and Maas and de Dommel, ZLTO (department of the Dutch Federation of Agriculture and Horticulture), Rijkswaterstaat, the province of North Bra-

bant and Rabobank and local farmers. As part of the project the residual water of Holland Malt's plant in Lieshout is purified and redistributed among farmers. Dams are placed and additional ditches are dug to prevent dehydration of the ground. The project is part of Water Action Hub by the UN, a global online collaboration and knowledge sharing platform for water sustainability and climate resilience.







**We guarantee**



# Health & Safety



## Safety is Key

High-quality employment conditions and a healthy and safe working environment are essential for Holland Malt. Offering opportunities for continuous personal development and giving attention to ideas are key elements in our policy. We ensure a safe environment with measurements from our 'Safety Master Plan': We eliminate industry risks, educate employees, provide and repeat safety trainings and obligate personal protection equipment.



Our ambition is to create a 100% safe work environment. To realize our ambition, we continuously strengthen the culture around safety. It is discussed at the beginning of each day during the morning meeting and so-called Safety Champions regularly walk observation rounds to identify any unsafe situations and discuss these with all operators. Safety training and first-aid trainings are being given to all operators.

## Our performance

In 2022 a total of six accidents were reported within Holland Malt, four of these six accidents resulted in a period of absence.

Incidents were discussed with responsible persons to come to an effective root-cause analysis and solution.

Table safety data		
	Lieshout	Eemshaven
Accidents with leave	2	2
Accidents without leave	1	1
Incident	0	0
Near accident	1	0
Dangerous situation	6	0

# Our product responsibility

We have a strong sense of responsibility and a continuous focus on quality. We strive for both excellence in quality and product safety for all products of Holland Malt, and in addition we want to assist our clients with valuable information as to what they may expect each new crop. Firstly, as part of the food sector, we are fully aware of our highest responsibility and have been HACCP certified for over 20 years. Quality is our license to operate and our mission. As such quality is an intrinsic and integral part of our business. We stick to our motto: your quality in our hands. For this reason, we made an additional effort in our responsibility and had our systems certified according to FSSC 22000.

**Expanding Certification: Moving towards FSSC 22000 Certification in 2022**



FSSC 22000 provides companies in the food industry with an ISO-based food safety management system certification that is recognized by the Global Food Safety Initiative (GFSI). This provides worldwide acceptance from food manufacturers and retailers.

## Product Quality

Secondly, in 2022 we, for the third line in row published our crop report on the quality of the new crop. This report has in the past 3 years gained significant attention and appreciation from our clients. The information in this report is based on visits to the different sourcing areas, by swift analysis of first samples, and an elaborate micromalting program to assess the malting quality of these new crop samples. In addition, industrial trials corroborate and add to the information.

The new crop is also evaluated within the variety commission of NIBEM, the Dutch organization for brewers and maltsters. Chaired by our head of quality Dr. Martijn van Iersel, NIBEM assesses the quality of new malting barley varieties on both malting and brewing performance.



# Our product responsibility

## Multiple sourcing strategy

When it comes to sourcing, we focus on cooperations with farmers in Western Europe; We work with barley from The Netherlands, France, the UK and Scandinavia, which are all located relatively close to our home-base and are known as excellent areas for the cultivation of malting barley. The multiple sourcing strategy we handle enables us to balance qualities depending on the harvest outcome. Consequently, we can guarantee the quality of our products and stick to our word: Your quality in our hands.





# Thank you for reading

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#### Tell us what you think

We welcome feedback on our sustainability strategy and initiatives, our progress and our reporting. Please contact us at [info@hollandmalt.com](mailto:info@hollandmalt.com)