



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

# Corporate Social Responsibility Report 2023



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# Introduction



# About this report

A close-up photograph of a person's hand holding a small amount of malted barley grains. The hand is positioned in the upper right quadrant of the frame. Below the hand, a large, shallow container is filled with a thick layer of malted barley grains, which are light brown and have a textured, fibrous appearance. The background is slightly blurred, showing more of the malted barley and some industrial equipment.

The report focusses on 2023, however the presented data covers the activities of Holland Malt during the period 1-1-2019 to 31-12-2023. 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. 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'.

**Enjoy reading our CSR report 2023!**

# Foreword from our CEO

## Looking back to 2023

2023 was again a special year to us in which we worked with full focus on the realization of our sustainability goals. Although the brewing and malting industry have been confronted with a challenging environment, caused by geopolitical events and inflationary pressures in most parts of the world, we considered it our task to follow our set course: We want to fulfill our sustainability ambitions and keep them priority. For the benefit of future generations.

## Paving our way towards 2024

Thus, 2023 was also a year during which we have been paving our way towards 2024; towards the realization of our 100% emission-free malthouse. We started with the new power supply, for which no less than 4 kilometers of cable has been laid, that brings green power to the malting plant. Furthermore, we constructed two large heat buffers, as to supply heat for our malting process. Meanwhile, we built a new energy house next to

our malthouse, which is home to our heat pump system and our heat distribution network. In the last months of 2023, we removed the actual gas burners to make way for our new hot water heat exchangers.

## World's first emission-free malthouse

In 2024, Holland Malt realizes the world's first emission-free malthouse. As proud entrepreneurs, we are excited to share this milestone in energy transition with the international brewing- and malting industry.

Finally, we would like to express our gratitude to all our employees and partners who have worked hard to make our dream a reality. Only together we can make a difference and create a more sustainable future.

Please enjoy Holland Malt's CSR report 2023..

Jos Jennissen, CEO Holland Malt

*J. Jennissen*



**Holland Malt is ready for the future!**

# Our story



2 plants in The Netherlands



Worldwide export

## Location and activities

Holland Malt has two malting plants at port locations in the Netherlands: our original and first malthouse in Lieshout close to Eindhoven and our second modern state-of-the-art malthouse in Eemshaven, located directly at the Dutch North Sea coast. Today, we export to more than 50 countries. We are proud that distilleries and breweries all over the world work with our variety of malts.

## The next generation

The story of Holland Malt is about passing on a better company from generation to generation. It's about entrepreneurship for the long-term. We did so in the early 1900's when our founder Johannes invited his grandchildren to the inauguration of our first malthouse. And we keep on doing so today, still operating 100% family-owned with a strong focus on future generations.

## Sustainability 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.



The next generation in the early 1900's



We make  
the source  
sustainable

The next generation now

# Our people

2023 was a year, in which our team in Eemshaven showed an enormous team spirit in supporting our transition towards zero emission. We are proud on our committed employees and took the opportunity to interview some of them.



**“Our project is important for the future of our children and grandchildren.”**

*Freddy Huberts  
Planner Quality & Production*



**“We are a strong team; colleagues are always willing to help each other.”**

*Albert Huisman  
Head of Technical Department*



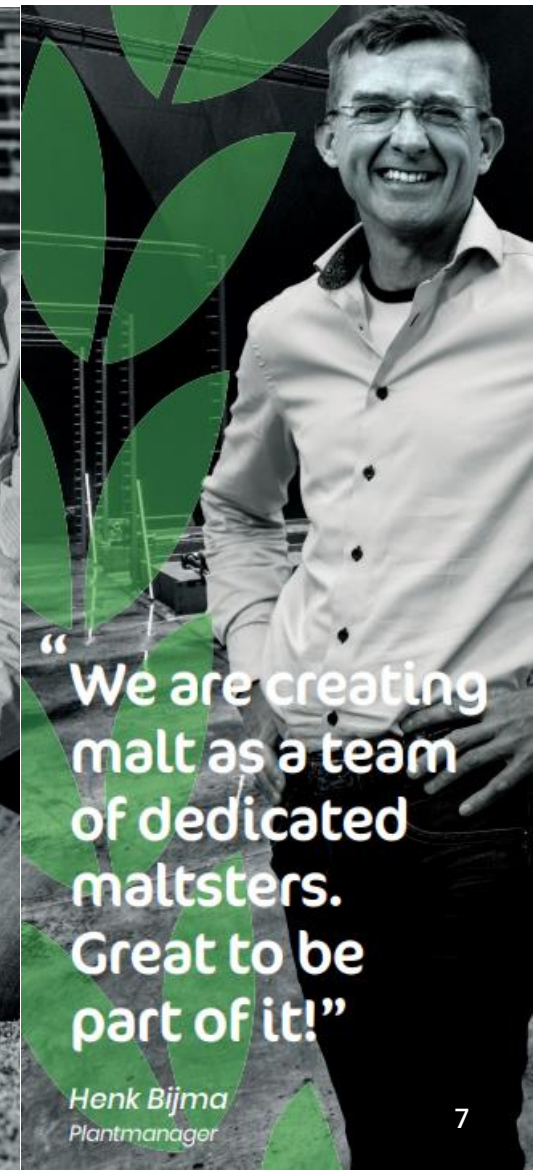
**“I’m glad that we can lead the way in a fast moving world.”**

*Michel Modderman  
Maintenance Engineer*



**“Part of malting is and will always be pure craftsmanship.”**

*Gert-Jan van Veen  
Senior Technologist*



**“We are creating malt as a team of dedicated maltsters. Great to be part of it!”**

*Henk Bijma  
Plantmanager*

# Our ambitions

## Malting for generations

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

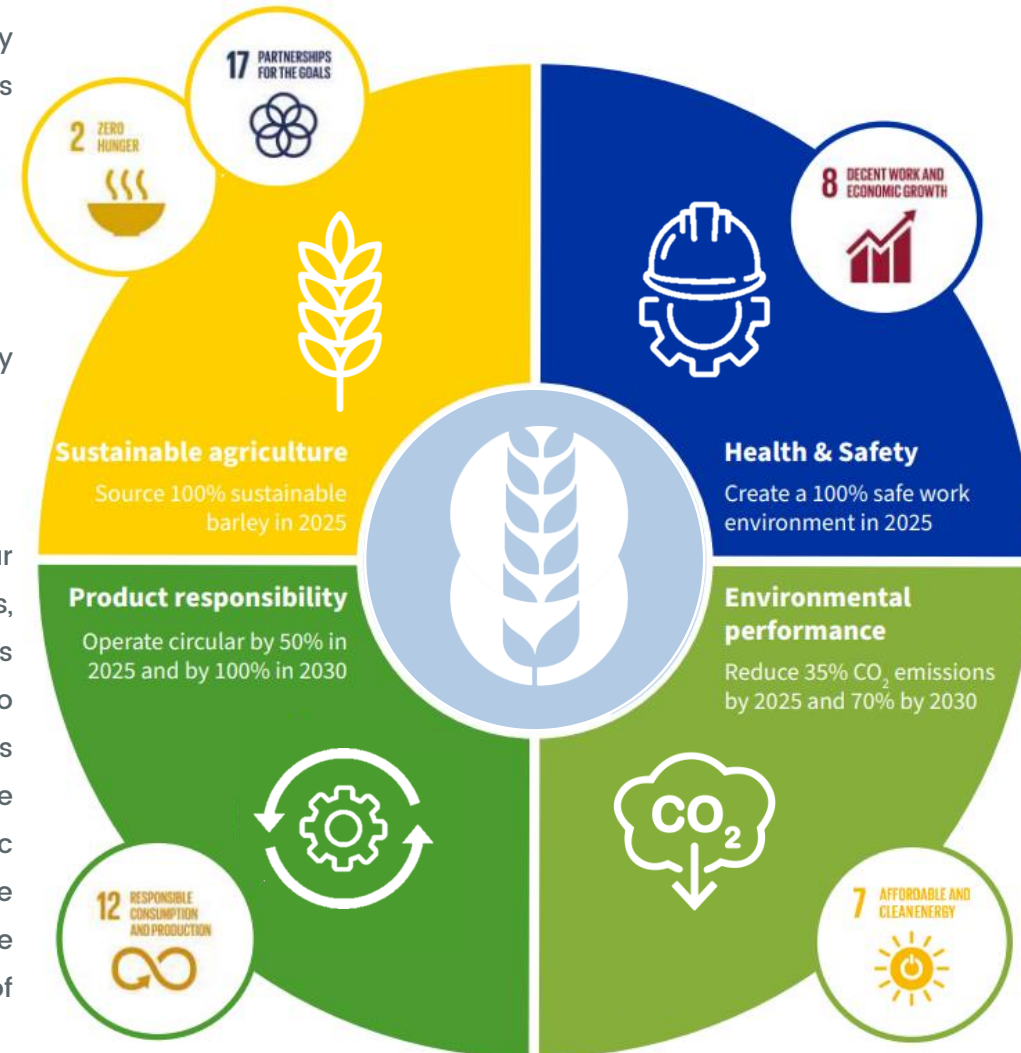
We have been dedicated to sustainability for years and have concrete, measurable ambitions in place that focus on four big impact areas:

- 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

Holland Malt is convinced that we can choose to turn climate change into opportunities for sustainable progress in our industry. By making ourselves part of the solution, we have made ambitious commitments, formalized in our corporate social responsibility report. Since 2020 we measure our steps in sustainability accurately. Below shows our CSR performance for the period from 1.1.2023 till 31.12.2023.



## Sustainable Agriculture



71% of sustainably sourced barley



Sustainable barley: 19% at SAI Gold level. 81% at SAI Silver level.



## Health & Safety

2 0

LTA Fatalities



## Environmental Performance



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



2,6 m<sup>3</sup> water per ton malt



## Product Responsibility



20+ years Quality Management Excellence



99% of our co-products are circularly reused

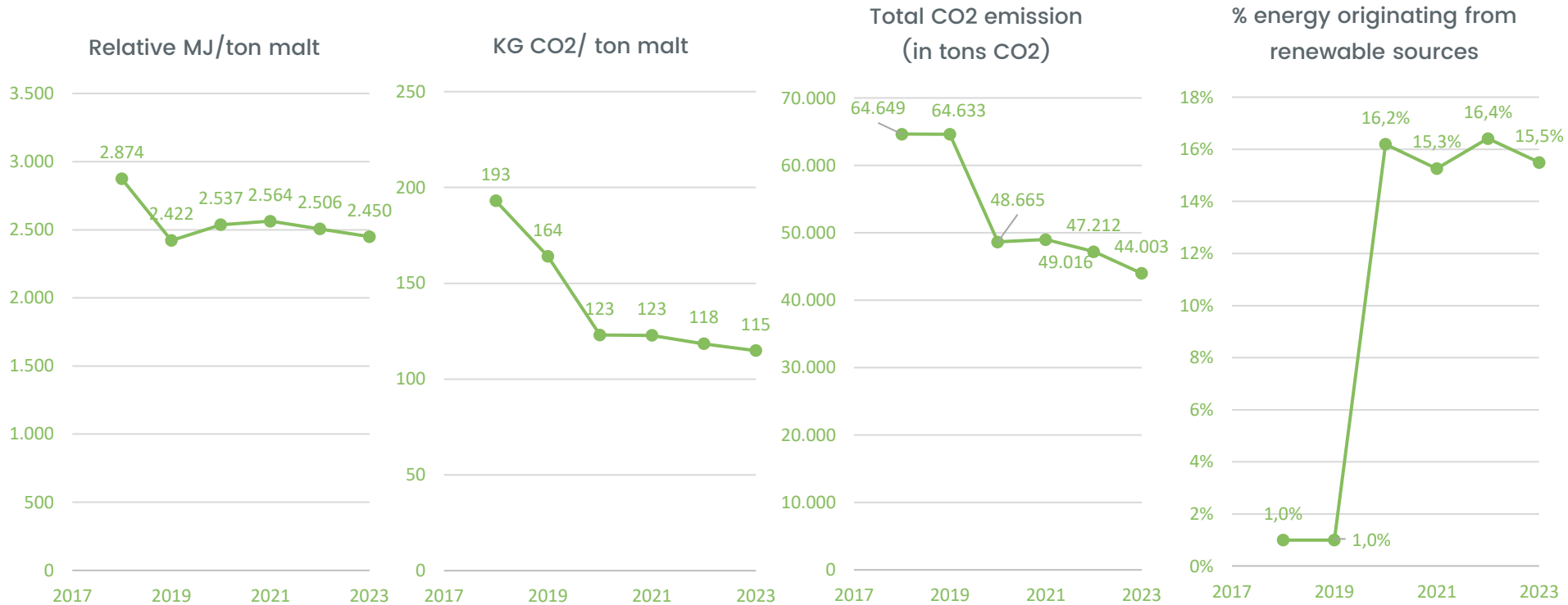




**We care about**

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

Energy performance of Holland Malt in recent years.



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



SCIENCE  
BASED  
TARGETS

## 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. SBTi helps in structuring the carbon footprint in such a way that direct and indirect emissions are scored, counted and decreased by developing action plans.

## Emission-free malthouse

One of these action plans is the investment into our emission-free malthouse, which started in 2021 and is finalized in 2024. By realizing our emission-free malthouse, our CSR ambition to decrease the carbon footprint with 70% will thus be reached almost 5 years ahead of schedule!

## Near term targets for 2030

In view of SBTi, Holland Malt aims to be completely Carbon Neutral on all Scope 1 and 2 emissions in 2030.

## Validation of the SBTi targets

Meanwhile the targets have been approved by SBTi. The scientific validation and approval received by SBTi underlines our long-standing ambitions and focus on sustainability. We are determined to continue our efforts and ultimately bring our carbon emissions down to zero. We are pleased to see that the validation by SBTi our targets are officially science-based and will contribute by to our set course: We make the source of beer, our malt, sustainable.



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

Looking back to the transformation of our malthouse in Eemshaven we interviewed our Manager of Operations, Edwin Evers.

## When did the project start?

We already started with the preparations back in 2021, but the real start was in 2022, when the first demolition activities were executed.

## What were the most important milestones during the construction?

To implement the new heat water circuit we had to literally take out the gas burners. This meant one month of production downtime, quite a challenge in our industry!



A further milestone was the delivery and assembly of the immense heat pump system. In addition, the commissioning of the innovative new system is the last important milestone.

## What impact did the project have on the team?

In Eemshaven, we're operating with a small team of about 30 colleagues dedicated to secure the excellence of our malts. A large-scale project like this drains our resources and requires even more collaboration.

The electrification of our site was an intensive period, as production continued as far as possible. Simultaneously, there were peaks in 2023 when more than 80 additional personnel were present at our location to execute the project.

This project will also affect the future work of our maltsters. Our team has to be much more predictive with our malt production than before, as the system has a longer lead time and the use of our green energy must also align well with this. Our emission-free process definitely means a new way of working for us!

## What is the project's contribution to a sustainable future?

This project ensures that we can operate our process even more efficiently and powered by green energy, ultimately enabling us to produce malt without emitting any CO<sub>2</sub>. By acquiring this technology, we are prepared for the future.



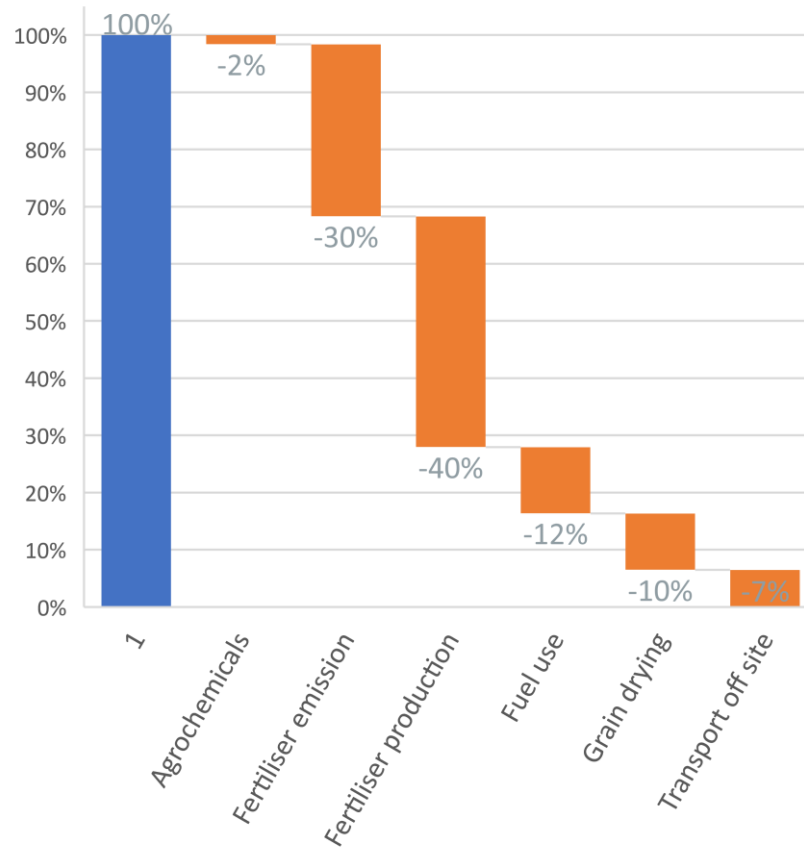
# Energy & CO<sub>2</sub>

## The impact of our 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 2023 we calculated our carbon footprint of the malt based on the Euromalt carbon footprint calculator. The calculation of our carbon footprint will help us to further engage in projects to decrease carbon emissions in the supply chain.

## Partnering is key

Partnering up with both suppliers as well as clients will be done to make significant steps. We will inform you on this in future reports.



Carbon footprint of barley cultivation. Footprint was prepared based on data acquired by Holland Malt



**Partnering for the future!**

# 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'.

In the past years we worked on helping our Danish, Swedish, Dutch 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, 71% 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.

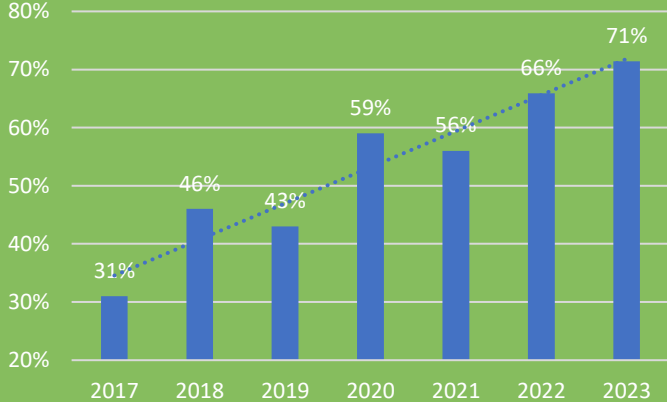
This calculation showed some interesting facts:

- 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

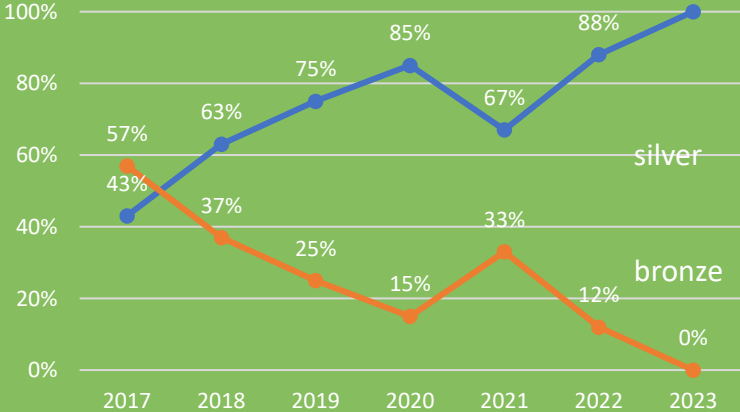
For this reason, we have started projects with different suppliers on regenerative farming practices with the long-term goal to lower the carbon footprint of barley.

### SAI development at Holland Malt

% sustainable sourced of total



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



# Regenerative 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 2023 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**





# Premium Dutch

## Holland Malt x Gooische Bierbrouwerij

A glimpse behind the brew kettles of one of our craft beer heroes: the Gooische Bierbrouwerij

In the food hall MOUT in the middle of Hilversum, you'll find the Gooische Bierbrouwerij. What started as a homebrewing hobby has grown into an award-winning brewery, crowned last year with the title best beer of the Netherlands with its Schwarz beer. We spoke with co-owner and brewmaster Gijs Troost about the brewery's origins and vision.

Gijs: "The idea of starting a brewery became concrete on a hill in France at a local market. The atmosphere and delicious local products at the market were so enjoyable, that I felt inspired. I have always dreamed of starting my own brewery and a regional beer in Hilversum didn't exist yet, so I seized the opportunity."

To create a regional product, the brewery doesn't want to import products overseas and aims to work with local suppliers as much as possible. "This is not only sustainable by minimizing travel distances, but it also fits the brewery's vision", explains Gijs. "Working with Holland Malt was a logical choice. They produce Premium Dutch Pilsner Malt using barley 100% grown locally on Dutch soil. For us that means that the malt has a regional sustainable origin. And above all, I am very satisfied with the quality."

The Gooische Bierbrouwerij plans to continue its sustainability efforts in the future. They already offer a social workplace and want to expand soon and start projects like water and CO2 reuse.



Gijs Troost

Co-Owner & Brewmaster Gooische Bierbrouwerij

# Water resources



## Working on our 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

M3 water per ton malt



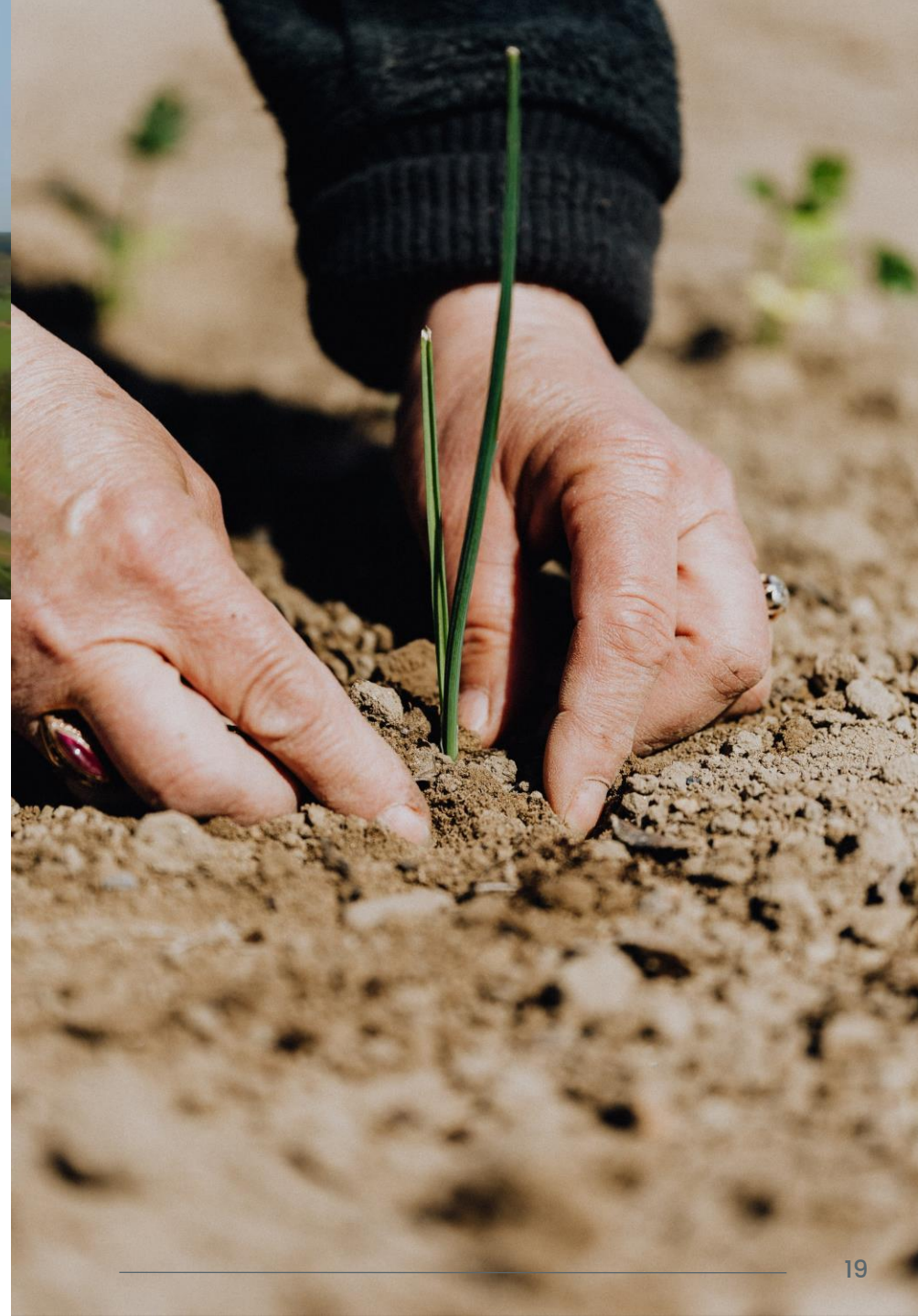
# Water resources



## 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. Furthermore, offering opportunities for continuous personal development and giving attention to ideas that contribute to a safe working space are key elements in our policy.

Our ambition is to create a 100% safe work environment. To realize this, 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.

## Dust incident

In 2023 we encountered a dust incident in our maltings in Eemshaven resulting in two external contractors being injured mildly. The incident was caused by the contractors, have insufficiently observed the safety regulations. And was confined to a limited set of elevators and conveyors. The shock of what had happened and what could have happened was much bigger though. Therefore, we started a program to raise the awareness of all operators to prevent dust explosions.

The damaged elevator casing



## Our performance

In 2023 a total of six accidents were reported within Holland Malt, two 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

	Lies- hout	Eems- haven
Accident with leave	0	2
Accident without leave	1	3
Incident	0	1
Near accident	0	0
Dangerous situation	12	0

# Learning & Development

## Supporting a whole range of skills

Our people drive the success of our company. To enable them to get the most out of themselves throughout their careers, we invest in their mental and physical well-being. For example, we offer a lifestyle program in collaboration with Dutch football club PSV, and the possibility to use our on-site gym or join our retirement program.

## Leadership Program

Every day, our managers are on a learning journey too. To pursue the excellence of our team, Holland Malt faced the challenge of creating a dynamic training program for

their staff. During our Leadership Program, they learn more about inspiring leadership within our group and how they can become the best possible leader of their team.



Leadership Session

## Learning Academy

Whichever part of our company our colleagues work in, we will ensure that they keep growing, and develop their personal and profes-

sional skills. Their learning will take place not only while working with the team, but also through the training and educational courses offered by our own Learning Academy.



Maltster Training

## A maltster and his craftsmanship

There is one special thing that unites our maltsters: the passion for the craftsmanship. Generation of Holland Malt maltsters passed on their experience till today. We have bundled this knowledge and build our own training program. A professional teacher is hired to teach all junior maltsters, And our more experienced maltsters have taken a roll as guide and master to train all juniors on the job. In this way we work at building a new generation of maltsters.



# Our sourcing

## 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 apply, enables us to balance qualities depending on the harvest outcome. With growing climatical impact on crops from climate change, this guarantees the quality of our products at all times and helps us stick to our word: Your quality in our hands!



## NIBEM and Danish Preferred

This multiple sourcing strategy enables us to source different varieties from different origins. To learn on the qualities of these varieties, we participate in programs such as NIBEM and Danish Preferred. In these programs varieties are tested on small as well as large scale, under laboratory conditions as well as practical industrial conditions. This gives us information on the suitability of these varieties as malting barley variety.



# Our product responsibility



“  
From barley fields to germination floors  
– each day is different!  
”

## **Meet our quality experts Dr. Martijn van Iersel and Kaeley Timmermans**

Martijn and Kaeley ensure Holland Malt's quality excellence, day by day.

“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. In addition, we want to assist our clients with valuable information as to what they may expect of each new crop.” explains Dr. Martijn van Iersel,

### **A bridge to our customers**

Within the team Kaeley Timmermans serves as a bridge between our customers and our production team. Managing our

quality system to ensure food- and feed safety is part of the job, as well as monitoring and continuously optimizing the malt quality. Starting at barley crop-ping till loading of the produced malt. Kaeley: “This makes the job so diverse. From barley-fields to germination floors, each day is different.”

The production of our malt directly depends on the natural conditions the barley comes with. “When I entered Holland Malt, I was impressed by the complexity of the process. Even today, I still am. Each crop change is a new start with new challenges and opportunities. I am curious to what crop 2024 will bring to us.”, concludes Kaeley.



# Our product responsibility



Our quality assurance is vital to our business. 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 since 2022.



In addition, Holland Malt is also certified as supplier of Organic Pilsner Malt. Our organic malt comes with the official EU organic label. We are certified as organic supplier by Skal Biocontrole, which is the Dutch national certifier for organic production and products. Skal strictly controls according the EU rules for organic and makes sure there is clear segregation between products throughout the process.

# Colophon

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## **Your opinion counts!**

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)



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

**Thank you for reading!**