

P-AA-004	General Procedure	
Valid from: June 18, 2019	Management Board Statement CSR; Mission & Vision	

The Management Board of CONO Cheesemakers states that concerning Corporate Social Responsibility (CSR) the company pursues the following policy, divided into different components:

Mission

The best for farmers and cows:

In order to enable us to pay our farmers a fair price for their milk, we have to make the tastiest cheese in the very best way. Using our traditional methods, and with genuine concern for people, animals, and the environment.

Vision

We fight against the standardization of taste and want to surprise our customers and consumers with flavorsome, honest products. That's why we're leaders in Corporate Social Responsibility and committed to fair margins in the entire cheese production chain.

Putting our mission into practice

We pursue a coordinated and integrated policy for which our CEO assumes responsibility. The policy is translated into the following objectives:

In order to achieve a fair milk price, we aim to:

- Maintain the highest level of pasturing
- Constantly increase the skills and expertise of our dairy farmers and employees
- Be the greenest, most climate-neutral cheesemaker by the year 2020
- Make CONO North Holland's best employer by 2020
- Contribute to the landscape
- Provide maximum transparency, from cow to consumer

To achieve these objectives, the Management Board will provide all the necessary resources, including time, knowledge, and tools. The Board will be supported by various teams and work groups in the execution and implementation of these policy objectives. Our quality manual describes how implementation will take place.

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Ethics

CONO Cheesemakers respects and honors international human rights. These rights are implemented, for example, in the Collective Labor Agreement and our internal code of conduct.

Food safety & product quality

CONO Cheesemakers is dedicated to producing outstanding cheese, with food safety and product quality being key priorities. Our quality assurance system, based on the HACCP principles, satisfies all legal requirements and is certified according to international GFSI standards.

Work conditions

CONO Cheesemakers considers it an obligation to prevent physical injury and/or damage to the health of any of its employees (as well as third parties) for whom the company bears responsibility, and to promote their well-being.

CONO Cheesemakers ensures that the organization and working methods are structured in a way that excludes unacceptable risks and optimizes working conditions. In doing so, we strive to combat issues at their source, rather than burden employees with the use of personal protective equipment (PPE). When taking measures, careful consideration is given to risks and financial aspects, and the measures are assessed in the light of the latest state of science and technology.

Sustainability / environmental and energy management

CONO Cheesemakers recognizes and acknowledges its role not only in society but also in the Beemster Polder, a world heritage site. CONO Cheesemakers is committed to minimizing the impact of its operations on the environment. Measures to be taken are assessed with a view to the latest technological developments as well as economic feasibility.

Improvement circle

The Management Board conducts an annual assessment to determine whether the system meets the requirements and expectations set by the Board. The outcome of this assessment forms the basis for the following year's objectives.

The Management Board of CONO Cheesemakers:

CEO
W. Betten