

Sustainability Charter

FlorAmor, together with breeding partner Hortibreed, is fully committed to sustainability. After all, we are convinced that it is our role to do business in a socially **responsible way**. Our joint mission is no less than **'To let love bloom with every single plant'**.

In our sustainability charter, we are guided by the United Nations Sustainable Development Goals (**SDGs**). We have bundled the ones most relevant to us into 3 specific pillars. These are reducing our **footprint**, committing to **wellbeing** and, as a third pillar, efficient **infrastructure & operations**. Ambitious targets have been defined for each of these pillars. And, of course, there is an action list to follow up on these goals and weigh up feasibility. At the end of this charter, we also like to give an overview of how we contribute to the 17 different SDGs so that you can get an idea of our efforts.

Sustainability @ FlorAmor



We contribute to the UN SDGs and focus on 3 specific pillars

FLOR  AMOR

Pillar 1 - Reducing our footprint

By 2035, we aspire to be CO₂ **neutral**. We track our progress towards this by repeatedly calculating our CO₂ footprint. The calculation and its results guide us in deciding where we need to change things.

As **natural gas** has a significant share in our footprint, we have decided to stop using natural gas as our main source of heating by 2035 and replace it with a sustainable alternative. The use of hydrogen gas will be explored and we are working with the knowledge institutions on the one hand and our CHP (combined heat and power) supplier on the other to make this happen.



We will also continue our efforts to switch to **LED lighting** and pay extra attention to sustainable **transport**. When negotiating the new external logistics contract, the carrier's sustainability initiatives will be taken into account, in addition to the usual decision criteria such as price and service levels. The existence and continuous monitoring of sustainability initiatives will also play a decisive role in the selection of all our suppliers of raw and auxiliary materials.

It was also decided to convert the in-house **fleet** to a fully electric vehicle fleet and we encourage the use of bicycle and public transport for commuting. The use of **plastic** will be further reduced (30% reduction) by switching to growing pots based on vacuum technology. We will continue our efforts to reduce the use of **peat** at breakneck speed. We will implement the current cultivation-dependent reduction of 50% and we want and will further increase the share of peat substitutes.

With regard to **crop protection products**, we are fully committed to the further transition to maximum use of biological alternatives. In this way, we reduce the use of chemicals to the absolute minimum and eliminate their use wherever possible.

Last but not least, we also subject our **plant assortment to** a critical eye and use breeding to develop sustainable, adapted species and varieties.



Pillar 2 - Wellbeing

"Let love bloom with every single plant" That is what we work for every day and what we are convinced we can deliver for our **employees**, our **neighbours**, our **partners** and **consumers**.



As far as our employees are concerned, in a sector like ours where manual labour is still very much present, ergonomics is a major concern. We therefore decided to employ an **ergonomics coach** to optimise the various workstations to do even better.

Under the motto of a healthy mind in a healthy body, fresh soup and fruit baskets will be made available for colleagues and visitors to the various sites.

We also want to integrate our company into the neighbourhood and be a good neighbour. We therefore **sponsor** no fewer than 5 (local) initiatives every year and take an active role in the exhibition of breeding activities at Lochristi's Ornamental Plant Museum. We also open our own doors and enjoy organising company visits. Our site in Stationsstraat also serves as a stopping point during the cycling action 1000 km for Kom op tegen Kanker, an action in which we ourselves cycle along with several teams.

We also motivate and support our partners in taking sustainability initiatives. For example, our breeding partner Hortibreed has decided to donate a third of the licence revenue of Parfumollis, a new product under the Hortinno® brand name, to a **local charity**.

With our partners, by the way, we like to establish a long-term relationship based on sustainability. We will use our annual '**happiness event**' with our partners to strengthen this relationship.

That plants and flowers have a **positive effect** on the well-being of end customers is something we highlight. After all, plants are bringers of happiness and add colour to life. Several of our plants are air-purifying and contribute to a healthy indoor climate.



Pillar 3 - Lean infrastructure & operations

From breeding, to the production of young plants, growing plants, inducing flowering and shipping plants: we are responsible for a multitude of activities and at various locations. It is important for the survival of our company to do this as efficiently and sustainably as possible.

A '**site master plan**' is being drawn up to optimise the use of our sites according to the different crops and make them ready for the future.

A publicly accessible **show garden** will be constructed at our site in Stationsstraat. This will reduce the amount of concrete, integrate bicycle sheds and charging stations, create an outdoor dining area and also a reception area for our customers where we can display our plant range.

We are also pushing further on **automation** and are a partner in a pilot project on vertical farming and multilayer cultivation.



Below you can find an overview of our achievements grouped according to the 17 SDGs



- We provide fair remuneration for our employees - MPS SQ certification
- We provide the necessary administrative support in cases of illness and/or unemployment to ensure that a basic income remains guaranteed



- We promote sustainable agriculture, and more specifically floriculture by designing our operations and business premises sustainably
- We maintain genetic diversity through gene banks of azalea and rhododendron
- We host hives where honey is produced annually which is sold for consumption by a local beekeeper



- Plants and flowers in particular - our products - have a positive effect on the general wellbeing of the population
- Some of our azalea varieties are air-purifying ($C_{pb} * T_{10-90} = 3.5$), and all regulate humidity resulting in a healthy indoor climate
- There is an AED machine at our site Stationsstraat
- We support actions for cancer research in Belgium (Kom op tegen Kanker) and abroad (AIRC)
- Our activities do not emit hazardous substances
- We offer flu vaccination for our employees

4 QUALITY EDUCATION



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- Our employees of foreign origin receive Dutch classes in the company, also with a view to smooth integration
 - We offer internships in both production and support services
 - We organise company visits for schools

5 GENDER EQUALITY



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- Our recruitment policy is gender-neutral
 - There is a 50/50 split in workforce between men and women
 - Women are represented on the management team

6 CLEAN WATER AND SANITATION



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- All rainwater is collected and used in production
 - Plant drainage water is recovered for reuse in production
 - A reed bed on the Stationsstraat site provides wastewater treatment

7 AFFORDABLE AND
CLEAN ENERGY



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- An in-house CHP (combined heat and power) ensures optimal production of heat and electricity
 - The site in Moerbeke has an installation of solar panels with a total capacity of 47.4kWp
 - We buy only green energy
 - We commit to rational energy use with motion sensor-based lighting

8 DECENT WORK AND
ECONOMIC GROWTH



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- Own operations as well as purchased goods and services are free of child labour
 - We deploy additional seasonal workers during busy periods
 - Automation through robots and conveyor belts support labour-intensive and repetitive tasks

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



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- FlorAmor and breeding partner Hortibreed actively pursue research and development
 - Every year, our infrastructure is further modernised
 - Better and more efficient screen cloths for insulation
 - Adapting floors

10 REDUCED INEQUALITIES



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- There are 8 different nationalities among our employees
 - During team moments, we learn from each other's culture and food habits

11 SUSTAINABLE CITIES AND COMMUNITIES



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- Bicycle parking, bicycle allowance and shower infrastructure encourage sustainable mobility
 - Cycling routes between internal sites were mapped out
 - With the support of the Flemish government, we will ensure the sustainable anchoring of azalea and rhododendron breeding as cultural intangible heritage

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



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- By reusing pouring water, we reduce fertiliser use
 - Our breeding pots are made of 100% recycled plastic and can be recycled again via the plastic household waste fraction
 - By using a new type of grow pot, we save 7670 tonnes of plastic every year
 - Our potting soil contains 30% peat substitutes and the first tests with 50% peat substitutes were successful
 - Crop protection is done primarily by attracting (flower meadows) or deploying natural enemies
 - For our plant labels - in plastic or cardboard - we always choose the smallest production footprint from our suppliers
 - All these efforts lead to MPS-A certification
 - Hortibreed actively searches per continent for growers who can grow our products locally



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- Purchase of green energy
 - Breeding towards a plant assortment that can withstand climate change



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- Recovery of pouring water for reuse and rainwater harvesting reduces our water needs
 - No direct discharge of wastewater into nature (connection to sewer or reed bed)



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- To date, 3250m² of flower meadow has been created to attract beneficial insects and support bees
 - A beekeeper has hives at our flower meadows and insect hotels offer additional support to these important pollinators
 - We apply extensive mowing management at our Hoekskenstraat site using sheep

16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



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- We contribute to the breeding exhibition at the Lochristi Ornamental Plant Museum

17 PARTNERSHIPS
FOR THE GOALS



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- We are engaged in joint projects with the Ornamental Horticulture Research Centre (PCS) and the Institute for Agricultural, Fisheries and Food Research (ILVO)
 - There is a strong partnership between FlorAmor, Hortibreed, ID'Flor and Azaro to achieve a sustainable chain from breeding through production to marketing and trade