

Corporate Social Responsibility Delphy

This Corporate Social Responsibility, or CSR, is demonstrating Delphy's responsibility, in case we are bidding for contracts. Delphy wants to do the right thing: contribute to health, food safety, sustainability and well-being for people on earth. Our CSR can be understood as a process that integrates social and environmental concerns in business operations and in our interactions with our stakeholders.

Mission Statement of Delphy

The Mission of Delphy is: Worldwide Expertise for Food & Flowers

- Because Delphy contributes to health, food safety, sustainability and the well-being of the people on earth ('why')
- Through development and implementation of knowledge and expertise Delphy optimizes production in food and flowers worldwide ('what')
- The experts of Delphy share their know-how and expertise with partners through which goals are realized and results are improved. ('how').

CSR objectives

- Delphy rents most of its locations and (office)rooms. Lease contracts are assessed on sustainability. We ask for the energy label and we conduct installation approvals, which weigh along when entering into lease contracts.
- A healthy working environment (accessibility, climate in the building, location) is part of the considerations. Energy, compliance with legislation, a healthy work environment and innovations are fixed points in the tenant consultation. The same criteria are applied at Delphy's own location.
- Risk Assessment and Evaluation (RI&E) is available from any location. This is revised every five years. Where necessary, action is taken to comply with the RI&E criteria.
- Delphy stimulates the use of electric leasing vehicles. The intention is to have a fleet of 50% electric / hybrid cars in five years. There is a bicycle plan to encourage employees to go to work on the bike.
- Almost every Delphy employee has a home workplace, so no unnecessary living traffic is taking place. Using a home workplace is encouraged by providing, among other things, an appropriate remuneration.
- Delphy has the ambition to buy 10% of the flights with CO2 emission-neutral in 5 years.
- Delphy has its own employment policy aimed at trust, responsibility and freedom. Recently, a risk inventory and evaluation has been conducted aimed at hygiene and work-friendly workplaces.
- Every five years, employees are offered a health check. The purpose of this is to promote awareness of the importance of good health.
- We have a sustainable purchasing policy.

Annex: Delphy Purchasing Policy

Annex: Risk assessment and evaluation

Due diligence research

At the start of projects we check the assumptions of project terms and partners in the areas of:

- Human rights
- Work availability
- Environment
- Bribery
- Consumer interests

Responsibility for the execution of the CSR policy

At Delphy, CSR policy is highly respected. With all staff services, our purchasing policy is used, which ensures decisive sustainability of proposals. The staff personnel are responsible for implementing the CSR policy. Any complaints may be found within the staff services, and will be reported directly to the Director.

National Contact Point (NCP)

Delphy is not listed in the NCP list.

Transparency about our CSR performance

Our CSR document can be read on our intranet and internet. Also is it active, through email, spread amongst our employees.

Human resources policy plan

The biggest capital of Delphy are the employees. The terms of employment are determined with the utmost care. Delphy has its own Working terms and conditions. This is determined annually in consultation with the Works Council (compiled on the basis of staffing reflection). Our policy is to give preference to the dedication of our own, (contracted by Delphy) local employees. Delphy applies Dutch expertise locally. Delphy follows local legislation on salaries and other terms of employment.

Annex: Flyer Employment Conditions

Prevention of child labour

Delphy exclusively works with people on pay-roll (with a signed agreement). These have been checked and meet the requirements Delphy proposes to employees. In conjunction with other companies, the prerequisite is that these companies must at least comply with local legislation. Delphy has as procurement policy that, with equal eligibility, it is preferable to cooperate with companies with CSR policies.

Annex: Delphy Purchasing Policy



Worldwide Expertise for Food & Flowers

Prevention of forced labour

In conjunction with other companies, the prerequisite for these companies to comply with local legislation is Delphy's procurement policy that, with equal eligibility, it is preferable to collaborate with companies with available CSR policies.

Policy to avoid unequal treatment and/or discrimination of employees

With equal performance, Delphy applies an equal salary level. Delphy has sex-neutral, age-neutral and origin-neutral approach. We aim to build our staff in a reflection of society.

Connecting with unions and collective bargaining with the employer

Delphy has a democratically elected Works Council whose composition is a reflection of the workforce. Delphy encourages participation and membership of unions. The membership of a this union is partially financed by Delphy.

Good working conditions and terms for female employees

Our working conditions apply to every employee and are sexually neutral.

Annex: Flyer Employment Conditions

Public black lists

Delphy is not named as an involved party in regard to on one of the public black lists of: The World Bank, the African Development Bank, the Asian Development Bank, the European Bank for Reconstruction and Development, the Inter-American Development Bank or the EIB.

Regulations for employees in which the bribery of government employees is expressly prohibited

These rules are included in our terms of employment.

Annex: Flyer Employment Conditions

Policy regarding cartel law

Delphy follows Dutch legislation. Moreover, Delphy's market share is such that there is no reason for cartel formation.

Paying taxes

Our local entities are audited annually by accountants. Delphy receives a valid statement annually. Annual Local Audit Controls indicate that we meet our obligations.

Intellectual property rights and the patents of others

We are members of various industry organizations that support and protect companies in dealing with intellectual property and patents of their members.