BE-Cold

Belgian Coldchain Federation

BE COLD
BELGIAN COLDCHAIN FEDERATION

» Sectoral Sustainability Report 2023

Cooling together, becoming sustainable together: one sector, one standard

1 Introduction by the President of the Association

Dear Stakeholders,

As President of BE-Cold, it is my honour to present our sustainability report, marking the beginning of a ***transformative journey*** *for our industry. At the end of 2023, we embarked on an ambitious sectoral sustainability project—a collective effort to reshape the future of the cold storage industry in Belgium. This report serves as a demonstration of our commitment to driving positive change and meeting the challenges posed by a rapidly evolving regulatory landscape.*

While the cold storage industry plays a critical role in maintaining the integrity of food and pharmaceutical supply chains, we now face the pressing need to align our operations with the broader goals of the European Green Deal and our client's needs. Our project is designed to tackle these challenges head-on by focusing on ***reducing carbon emissions****,* ***improving energy efficiency****, and* ***transitioning to renewable energy sources****. However, sustainability goes beyond environmental concerns. In this report, you will find our approach to addressing social and governance issues, such as* ***enhancing workplace conditions****,* ***fostering inclusivity****, and* ***strengthening governance practices*** *across our member organisations.*

With the collaboration and support of our members, we are confident that we can lead the cold storage industry towards a more sustainable future. I am deeply grateful for your continued trust and partnership as we embark on this critical journey together.

Sincerely,

Joris Olbrechts
President, BE-Cold

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Key Figures at a Glance »

2.1 Some numbers

This chapter highlights the key aspects of the cold storage industry and its participating organisations.

23
members

4,7 million m3
storage space

1424
FTE

Emissions

10 632,48 tCO_2e
Total emissions Cold Storage[ii]

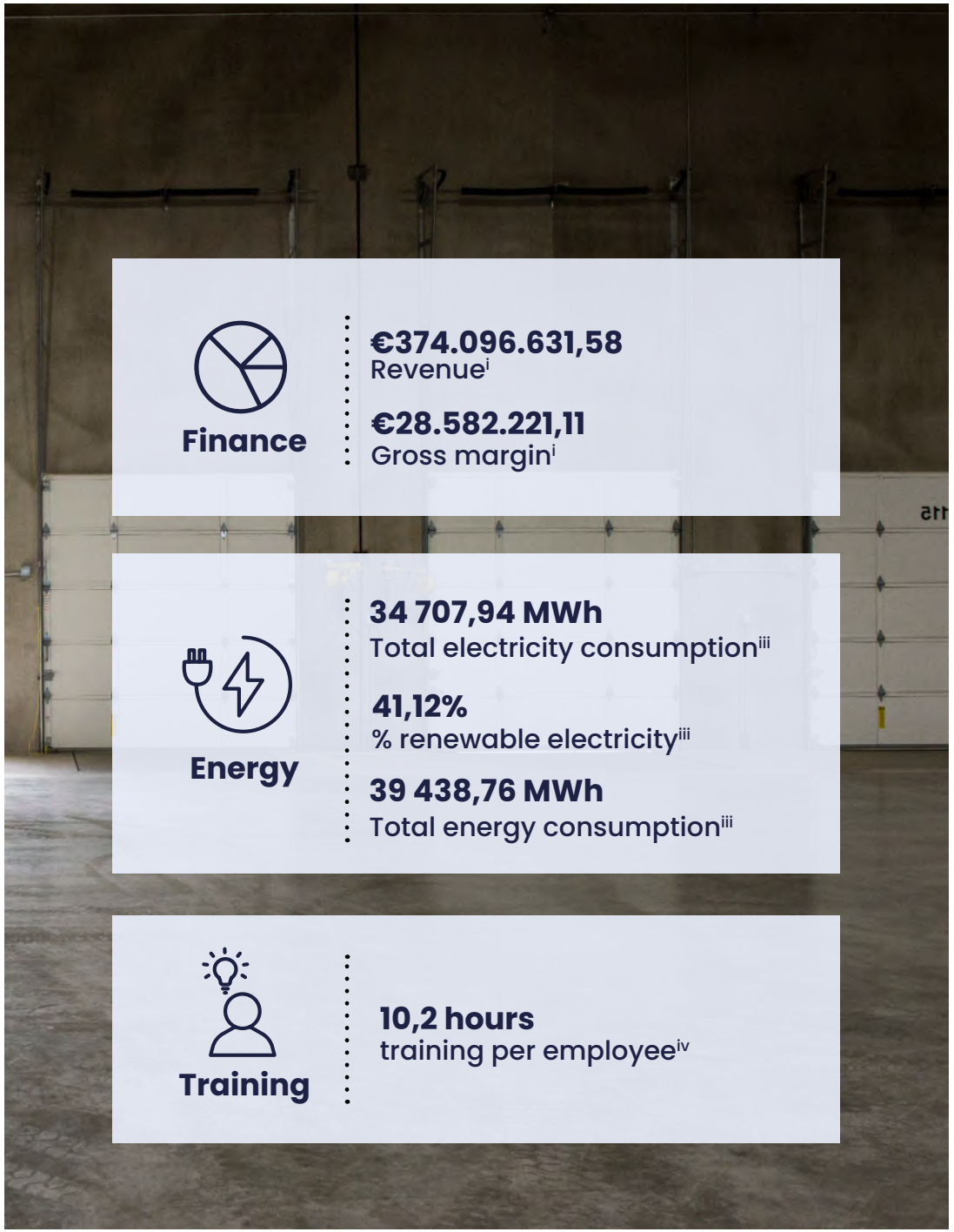
2 822,83 tCO_2e
Total Scope 1

7 663,85 tCO_2e
Total Scope 2

CO_2 intensity

0,67 tons of CO_2e per 10 000 euros of turnover[ii]
CO_2 intensity

218,71 tons of CO_2 per 1 000 pallet spaces[ii]
emissions for storage capacity



Finance

€374.096.631,58
Revenue[i]

€28.582.221,11
Gross margin[i]

Energy

34 707,94 MWh
Total electricity consumption[iii]

41,12%
% renewable electricity[iii]

39 438,76 MWh
Total energy consumption[iii]

Training

10,2 hours
training per employee[iv]

2.2 Our Industry's Sustainability Priorities

Our Planet
Environment

- 60% Reduction for scope 1 & 2 by 2030[v]
- Achieving net zero greenhouse gas emissions by 2050
- 100% renewable electricity by 2030
- Innovation to reduce energy & generate renewable energy
- Reducing waste through continious temparture monitoring & control
- Sustainable transport activities

Our People
Social

- Creating a pleasant & diverse workspace
- Safeguard employees in extreme cold with advanced protective gear, safety protocols, and regular health checks.
- Zero workplace injuries through strict safety training, continuous monitoring, and preventive measures in cold storage.
- Actively recruiting employees from underrepresented groups, such as women in cold storage facilities, to promote diversity and inclusion within the sector.

Our Business Conduct
Governance

- Sustainable Corporate Governance
- Developing a strong network throughout the value chain

2.3 Leading the Way in Sustainable Cold Storage

As demand for frozen and refrigerated goods escalates, the cold storage industry faces mounting pressure to adopt sustainable practices. Environmental challenges, including high energy consumption and refrigerant management, are compounded by social issues related to employee safety in extreme conditions and governance hurdles tied to stringent product safety standards.

BE-Cold has responded to these challenges with a **forward-thinking sustainability strategy**. This strategy was developed through thorough analysis, including site visits, member interviews, and extensive data collection on emissions and employee conditions. Our approach, refined through a double materiality analysis, ensures alignment with both regulatory requirements (CSRD, VSME) and stakeholder expectations.

These targets not only address pressing environmental issues but also champion a culture of **sustainability**, **social responsibility**, and **governance excellence** within the industry.

The sector-wide approach offers significant benefits, including shared expertise, cost efficiencies, and streamlined compliance with EU regulations. However, crafting a unified strategy for 23 diverse organisations—each with unique activities beyond cold storage such as transportation and packaging—poses challenges. With only 9 of the 23 organisations participating in the initial phase, the report may not fully represent the sector. This underscores the importance of ongoing customization and refinement to ensure effective implementation across all members.

"By leading this collaborative effort, BE-Cold sets a proactive example for the cold chain industry, steering it towards a more sustainable and socially responsible future".

Our ambitious commitments are designed to set new industry standards:

Reduction

Achieving a **60% reduction** in **Scope 1 and 2** greenhouse gas emissions by 2030.

Working conditions

Enhancing **working conditions** and fostering a diverse and inclusive workplace.

Value chain

Building a **robust network** throughout the value chain.

03

The Industry Landscape >>

3.1 Exploring Cold Storage: understanding the industry

The cold storage industry involves the management and operation of facilities and systems designed to keep temperature-sensitive products at controlled temperatures throughout the supply chain.

The industry is vital to the **food and pharmaceuticals sectors**, playing a key role in preserving the freshness and safety of temperature-sensitive products throughout the supply chain. This industry is essential for maintaining product quality, preventing spoilage, and extending shelf life. **At its core is the cold chain,** which is crucial for product safety by inhibiting the growth of harmful bacteria and ensuring products remain viable for longer. Cold storage facilities and transport systems are indispensable for delivering meats, dairy products, pharmaceuticals, and fresh produce to consumers in optimal condition.

Coverage of activities in this report:

Cold Storage Facilities:

These facilities maintain precise temperatures to prevent spoilage, with frozen goods kept below -18°C and chilled items between 0°C and 4°C. Advanced technology ensures energy efficiency and quality preservation for products like meats, dairy, pharmaceuticals, and produce.

Refrigerated Transport:

Specialist vehicles with refrigeration units transport perishable goods, ensuring they stay at the required temperatures from production to retail. Using lorries, ships, and planes, BE-Cold's members employ the latest technologies to guarantee the safe and efficient transport of temperature-sensitive products.

BE-Cold represents the cold storage industry, and this report focuses solely on activities within that sector. However, it is important to note that some BE-Cold members also participate in transportation activities. This report does not extensively cover these transport activities; for detailed information and figures on transportation, please refer to the individual member organisations.

3.2 The History of Cold Storage Practices in Belgium

20th century

Early Beginnings and Evolution

The refrigeration and cold storage industry in Belgium began in the early 20th century with rudimentary, manual techniques and basic machinery. Early units were built from hand-drawn plans and financed through direct trade transactions.

1921

Formation and Growth of BE-Cold

Founded in 1921, the “Union Professionnelle Belge des Industries du Froid” marked the start of organised support for the sector. By 1935, the growth of logistics in Flanders led to the creation of BVBVK/UPBIF, the forerunner of BE-Cold.

1970s

Technological Advancements

Significant technological progress, including mechanised cooling systems and forklifts, transformed operations, increasing efficiency and storage capacity.

1990s

Modernisation and Regulation

With modernisation came stricter regulations on food safety and environmental standards. BE-Cold helped its members adapt, ensuring compliance and maintaining high safety and quality standards.

2010

Current Status and Future Prospects

BE-Cold now represents a robust sector with 23 members managing 4.7 million cubic meters of storage space. By 2010, the sector’s annual revenue had exceeded 2 billion Euros, highlighting its economic impact and growth potential.

3.3 The Board of BE-Cold

BE-Cold represents companies involved in the complete logistics services for temperature-sensitive product storage. This includes a wide array of cold storage and refrigeration services essential for maintaining the integrity and safety of various perishable goods, particularly in the food and pharmaceutical sectors. It acts as a **key advocate** and **central contact point** for businesses within this sector. BE-Cold's primary activities include providing comprehensive information and support to its members, advocating on environmental and food policy issues, and ensuring compliance with industry regulations.

The board of BE-Cold is composed of individuals who represent various interests and expertise within the Belgian cold storage and logistics sector. These board members are responsible for guiding the organization's **strategic direction and advocating** on behalf of the industry in discussions with policymakers and stakeholders.

"For BE-Cold, addressing ESG issues is about embracing good governance, environmental stewardship, and social responsibility."

Board of Directors BE-Cold

President
Joris Olbrechts
Jodifrost

Vice President
Anton Mauritz
Lineage Logistics

Secretary
Koenraad Vangoidsenhoven
-

Treasurer
Stijn Siongers
Sivafrost

Executive
Sylvie Becaus
ZFL

Executive
Jan Lambrecht
Transwest

Executive
Hans Raport
STEF Benelux

Executive
Tanguy Demeulemeester
Constellation Cold Logistics

Honorary Chairman/women
Xavier Haspeslagh
Constellation Cold Logistics

Honorary Chairman/women
Theo Callaert
Vanden Avenne Coldstorage

3.4 Sustainability within the cold stores - a sector wide commitment

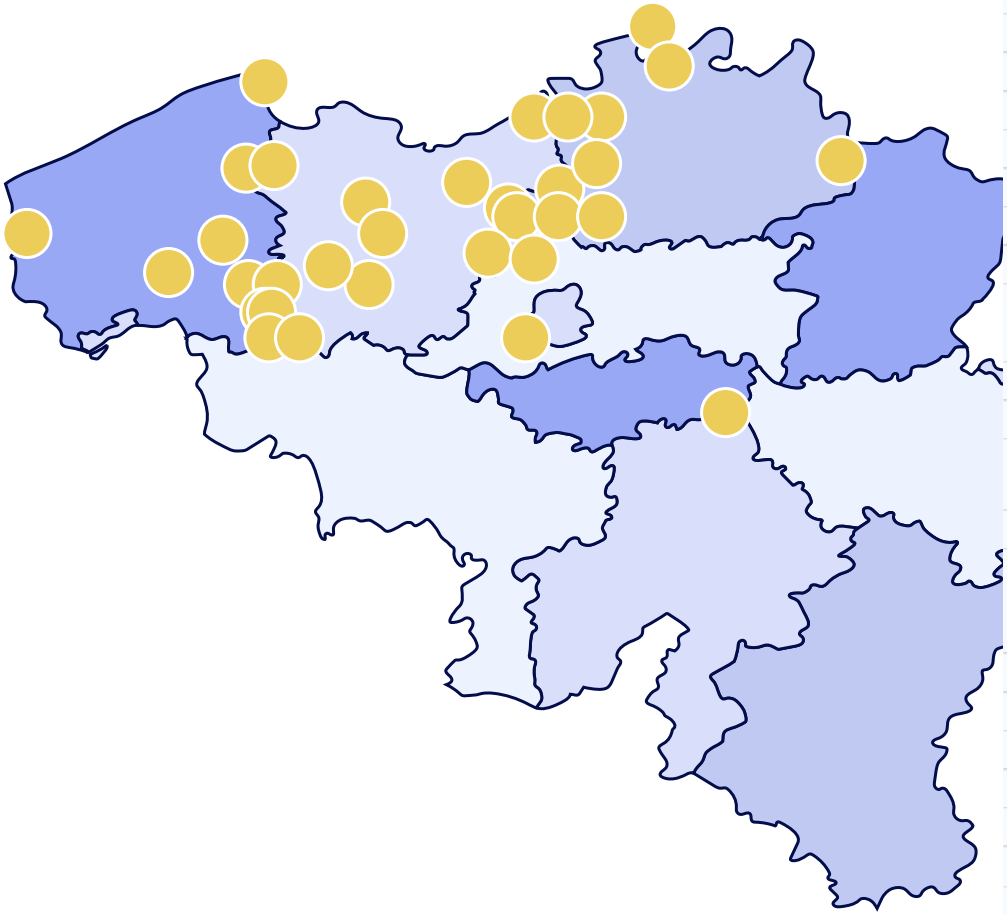
In recent years, the impact of climate change has become increasingly evident in Belgium. Alongside this, a wave of legislation from the **European Green Deal** is transforming the regulatory landscape for Belgian companies. The cooling and freezing industry, recognizing the urgency of these developments, is committed to becoming more sustainable in compliance with legal obligations, meeting customer demands, and effectively reducing carbon emissions.

For BE-Cold, addressing **environmental, social, and governance (ESG)** issues is not merely about fulfilling mandatory reporting requirements. It represents a proactive and positive choice to embrace good governance, environmental stewardship, and social responsibility. BE-Cold members are dedicated to contributing to the reversal of climate change by implementing sustainable practices across their operations.

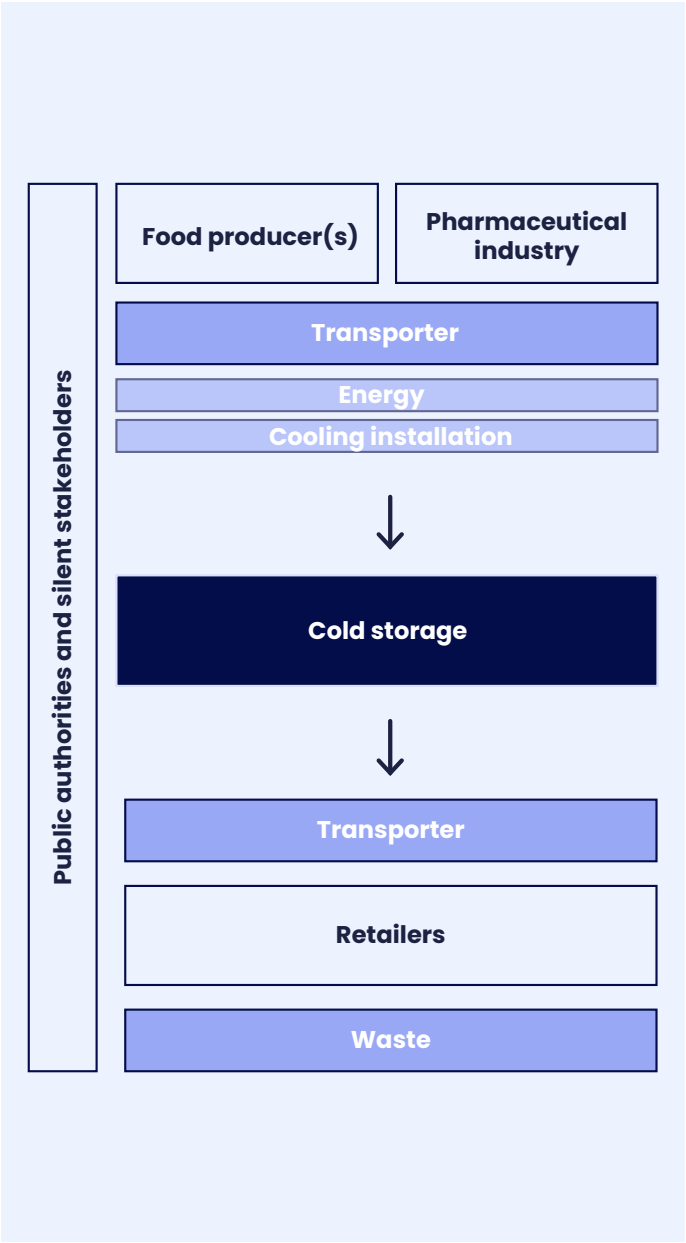
The frozen food and refrigeration industry faces significant sustainability challenges, particularly in terms of energy consumption. The sector consumes substantial amounts of electrical energy, making the transition to renewable energy sources a central focus. BE-Cold is exploring ways to **minimize energy consumption** and **maximize the use of renewable energy**. Additionally, with the rising consumer demand for frozen food, the sector must find sustainable ways to manage this growth. BE-Cold is committed to developing innovative solutions that address these challenges, ensuring that the industry can meet consumer needs without compromising on sustainability.

Sustainability brings numerous questions and challenges, but BE-Cold members are confident in their collective strength to develop effective solutions. By working together as a sector, they believe they can drive meaningful progress and lead the way towards a more sustainable future.

3.4.1 BE-Cold members



Leden Be Cold	Adres
Barias	Veldbosstraat 2, 8800 Roeselare
Coldo-Tho-Be	Noordlaan 7, 8520 Kuurne
Constellation Cold Logistics Gel	Rue des Garennes 12, 7700 Mouscron
Constellation Cold Logistics	Drève Gustave Fache 15, 7700 Mouscron
Constellation Ice	Avenue Nadine Pollet-Sengier 12, 7700 Mouscron
Constellation Lommel	Maatheide 64, 3920 Lommel
Freeze & Store nv	Nijverheidsstraat 12, 8210 Zedelgem
Fresh Warehousing	Riyadhstraat 30, 2321 Meer
Fresh Connection	Noorderlaan 104F, 2030 Antwerpen
Frigo Fernelmont Belgium	Rue du Grand Champ 9, 5380 Fernelmont
Froster	Zoomstraat 2, 9160 Lokeren
GXO Logistics Belgium	Broekooi 1670, 1730 Asse
Herve Coldstores	Oude Waalstraat 250, 9870 Zulte Begoniastraat 19, 9810 Nazareth
Hottlet Frozen Foods	Heiveldekens 4, 2250 Kontich
International Distribution Partners	Zuidkaai 5, 2170 Merksem
Jodifrost	Londerzeelseweg 64, 1880 Ramsdonk Schoonmansveld 15, 2870 Puurs-Sint-Amands
Kimco	Hofstraat 176, 9200 Dendermonde
Lineage	Houtelweg 1, 2310 Rijkevorsel Izegemsestraat 412, 8501 Kortrijk Heule Bargiestraat 5, 8900 Ieper
Luik Natie Coldstore	Kruipin 1145, 9130 Kallo
Meat and Storage DC	Paalstraat 6, 9700 Oudenaarde
Raes Pharmaceutical Logistics	Moerstraat 48-50, 9031 Drongen
Seafrigo Coldstorage Belgium	Noorderlaan 139, 2030 Antwerpen
Sivafrost C.P.L.	Schaapveld 20, 9200 Dendermonde
Stef Logistics Saintes	Avenue Zénobe Gramme 23, 1480 Saintes
Transwest	Kampveldstraat 45, 8020 Oostkamp
Vanden Avenne Vrieshuis	Hanenstraat 148, 9255 Buggenhout
Vanmarcke	Oostlaan 14, 8560 Gullegem
Zeebrugge Food Logistics	Ierse Zeestraat 50, 8380 Zeebrugge



3.5 BE-Cold's value chain

BE-Cold's stakeholders encompass a diverse range of entities that significantly shape its operations and strategic direction, playing a crucial role in the integrity, efficiency, and sustainability of the cold storage sector. Key stakeholders include:

- **Customers:** They drive demand for sustainable and energy-efficient cold storage solutions, guiding BE-Cold's focus on innovation and service quality.
- **Suppliers**: Providing essential technology and materials, suppliers directly impact the efficiency and sustainability of operations.
- **Employees**: Essential for executing sustainability initiatives and maintaining high operational standards.
- **Regulatory bodies**: Overseeing compliance with industry regulations and standards.
- **The broader community**: Influencing and being influenced by BE-Cold's sustainability efforts and industry practices.

On the left is an overview of BE-Cold's value chain and its key stakeholders.

- **Primary production**: This phase involves stakeholders such as farmers, fisheries, pharmaceutical companies, and food manufacturers who provide raw materials like fresh produce, meat, seafood, processed foods, and medicines. Their efficiency and environmental impact affect the entire cold storage sector.
- **Collection and transportation**: Logistics providers, transportation companies, and packaging suppliers are key in this phase, ensuring efficient and sustainable transport of goods to storage facilities while maintaining quality and reducing carbon emissions. Some BE-Cold members also handle refrigerated transport and repackaging (e.g., Luik Natie, Raes Pharmaceutical Logistics, Lineage, and Sivafrost).
- **Cold storage facilities**: Central to the value chain, these facilities, operated by BE-Cold members, rely on advanced refrigeration systems and sustainable energy sources to maintain optimal storage conditions.
- **Distribution and wholesale**: Wholesalers, retailers, and exporters facilitate the delivery of products to consumers and broaden market reach. Supermarkets, foodservice providers, and consumers then drive the final stage by influencing demand and availability of cold storage services.

3.5.1 External stakeholder engagement

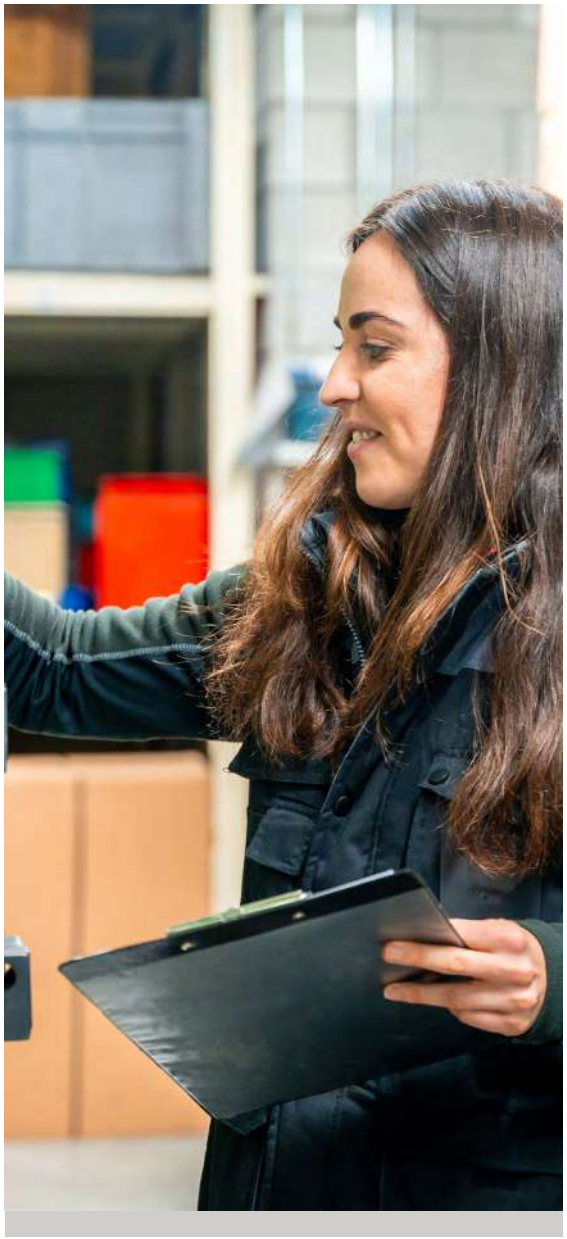
External stakeholders are vital in shaping BE-Cold members' sustainability strategies. To leverage their influence, BE-Cold engaged key stakeholders in the sustainability assessment process. A targeted survey was conducted with six participating organisations[vi], to gather insights from their stakeholders on sustainability issues. This feedback was crucial for the materiality analysis and the development of this report. The survey aimed to understand stakeholders' sustainability concerns and priorities within the cooling and refrigeration industry. The results were thoroughly evaluated and integrated

into the sustainability strategy, reflecting their important role in guiding current practices and future direction.

The survey results highlight strong expectations from external stakeholders regarding BE-Cold's sustainability efforts. A significant 83% view sustainability as essential, calling for action in several key areas. Priority sustainability themes include:

- **Environmental Impact**: Energy consumption and CO_2 reduction were top concerns, with 83% of stakeholders rating energy as "very important" and 81% emphasising emissions reduction. Given BE-Cold's role in energy-intensive sectors like cold storage, stakeholders expect the company to lead by improving energy efficiency and adopting renewable energy. Waste management, biodiversity, and water use were also noted but considered secondary.
- **Social Issues**: Stakeholders placed a high priority on worker health, safety, and well-being, with 93% rating safety as "very important." Fair treatment, employee development, and inclusivity were also key, though gender balance was less of a concern. Some felt qualifications and skills should take precedence, especially in roles perceived as male-dominated due to extreme conditions, but there was strong support for equal opportunities across all roles.
- **Business Conduct**: Integrity, transparency, and ethical practices were critical, with 88% of stakeholders viewing anti-corruption measures as "very important." They expect BE-Cold and its partners to uphold high ethical standards, particularly in regulated industries like pharmaceuticals and logistics.
- **Business Partners**: 83% of stakeholders stressed that BE-Cold's business partners should meet stringent sustainability standards, especially on emissions reduction and climate action plans. Stakeholders expect BE-Cold to ensure accountability throughout its supply chain.

Transparency was another key issue, with 43% rating it as "very important" for BE-Cold to report regularly on its sustainability progress. While 21% of stakeholders believe the company is already taking sufficient action, 74% are uncertain, indicating a need for clearer communication and stronger efforts on issues like CO_2 reduction and energy efficiency. Encouragingly, 64% expressed a willingness to collaborate with BE-Cold on achieving these sustainability goals.



"83% of stakeholders view sustainability as crucial, with energy consumption, CO2 reduction and worker health, satefy, and well-being rated as 'very important".

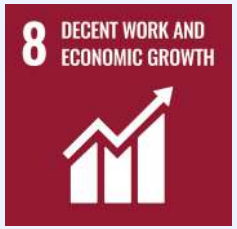
3.6 Initiatives & key ratings

3.6.1 Our Commitment to the Sustainable Development Goals

BE-Cold is committed to advancing global sustainability by aligning with five United Nations Sustainable Development Goals (SDGs). These goals guide our efforts to foster a sustainable future through actionable strategies:

Affordable and Clean Energy: As an energy-intensive industry, BE-Cold aims to reduce its environmental impact and operational costs by adopting clean and affordable energy solutions.

Responsible Consumption and Production: BE-Cold ensures safe storage and minimal waste in the food and pharmaceutical supply chains.



Decent Work and Economic Growth: BE-Cold addresses industry-specific challenges like high turnover and demanding conditions by creating safe, inclusive jobs and preparing for growth in the booming frozen food market.

Climate Action: We aim to lower our substantial carbon footprint by reducing greenhouse gas emissions from energy use and transportation.

Industry, Innovation and Infrastructure: Investing in advanced, energy-efficient technologies with natural refrigerants enhances our industry's resilience and efficiency.

3.6.2 GHG Protocol Measurement

The Greenhouse Gas (GHG) Protocol served as the foundational framework for calculating the greenhouse gas emissions for scope 1 and 2 of BE-Cold and the participating organisations for the years 2022 or/and 2023. This **widely recognized standard** ensures a comprehensive and consistent approach to emissions accounting. The methodology adhered to the GHG Protocol's guidelines, categorizing emissions into three distinct scopes:

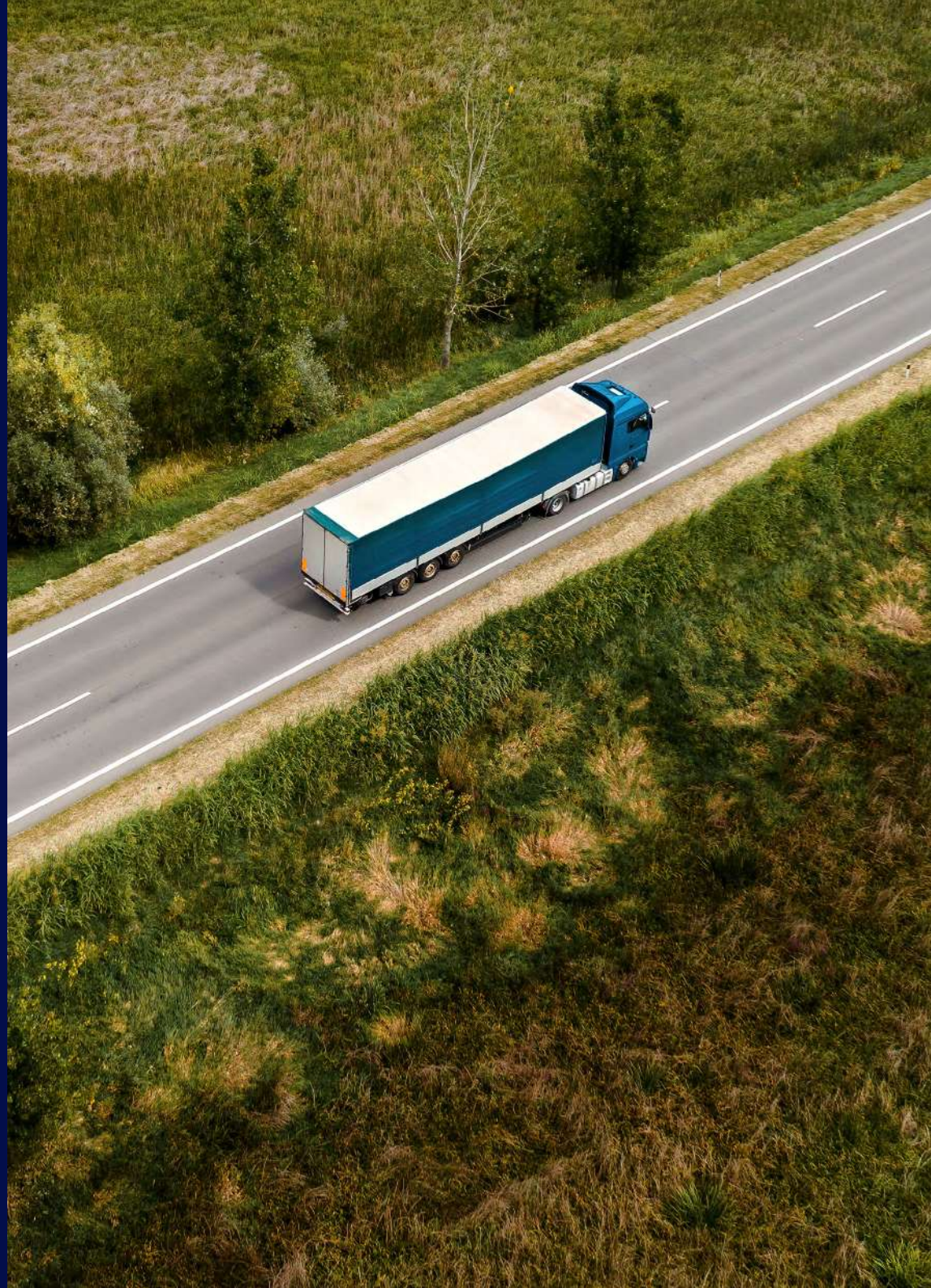
- **Scope 1**: direct emissions from owned or controlled sources
- **Scope 2**: indirect emissions from the generation of purchased electricity
- **Scope 3**: all other indirect emissions that occur in the value chain. This scope was not calculated on sector level.

The calculation process involved detailed data collection on energy consumption, refrigerant usage, and other relevant activities across all operational levels. Emission factors were applied to convert activity data into CO_2 equivalents, enabling a thorough quantification of the carbon footprint. This approach ensured a **transparent and accurate measurement of emissions**, providing a solid foundation for tracking progress and setting reduction targets.

GREENHOUSE
GAS PROTOCOL

04

Our Industry-wide Strategy on Sustainability >>



4.1 Unifying Sustainability Efforts Across the Sector

BE-Cold and their members, in collaboration with **The Ecological Entrepreneur,** have joined forces to develop an industry-wide approach on sustainability. The strength of this approach lies in its ability to accelerate the transition to sustainability by promoting collaboration, efficiency, and uniformity. Through standardised approaches to sustainability reporting and scientifically based strategies for CO_2 reduction and compensation, the industry aims for **tangible results on all ESG levels**.

Importantly, this industry approach is not only focused on compliance with legal obligations but also on creating a culture of sustainability and social responsibility across the entire value chain. The initiative reflects a shift from a fragmented understanding of sustainability to a unified sectoral strategy. BE-Cold's members are keen on embracing sustainability not just as a regulatory requirement but as a commitment to good governance, environmental awareness, and social responsibility.

A key challenge for the industry is how to reduce its substantial energy consumption and adopt greener practices. With rising global demand for cold and frozen products, it is crucial to find a responsible approach that aligns with **European climate goals**. BE-Cold's strategy goes beyond environmental concerns, addressing social responsibilities by ensuring fair labour practices, promoting a safe and inclusive work environment, and upholding high governance standards. This commitment to transparency and accountability is essential for long-term sustainability. Through ongoing improvements and sector-wide collaboration, BE-Cold and its members are leading the way towards a more sustainable future for the cold storage industry.

4.2 A Uniform Approach for the Industry

This sector initiative aims to establish a **standardised sustainability reporting framework**, implement CO_2 reduction strategies, and foster a culture of sustainability across the industry. Launched in late 2023, the initiative will culminate with the publication of this report in October 2024.

To truly grasp the intricacies of the sector, we embarked on an immersive journey that began with on-site visits to BE-Cold members. These visits provided us with firsthand insights into the daily operations and challenges faced by industry players. We complemented this with in-depth interviews, diving into the experiences and perspectives of BE-Cold members to capture a full picture of the sector.

Our exploration also involved a comprehensive literature review, where we compared industry practices, checked legal requirements, and analysed the value chain. This groundwork laid the foundation for validating financial and social data, ensuring accuracy and relevance.

"BE-Cold's strategy goes beyond environmental concerns, addressing social responsibilities by ensuring fair labour practices, promoting a safe and inclusive work environment, and upholding high governance standards."

Governance:

Our governance analysis focused on examining existing governance and audit processes, followed by establishing a robust governance structure. This step was crucial in setting up a framework that supports transparency and accountability within the sector.

CO_2 Analysis:

We conducted a thorough CO_2 analysis, assessing scope 1 and 2 emissions, as well as the waste category of scope 3, for both participating companies and the sector at large. This analysis also included exploring reduction strategies and benchmarking carbon intensity to measure our progress.

Stakeholder Engagement:

Engagement with stakeholders was pivotal. We carried out an internal survey to gauge sector staff support and engaged external stakeholders to foster their involvement and build broader support.

Double Materiality Assessment:

We performed a Double Materiality Assessment, evaluating the relevance of sustainability topics based on ESRS and VSRS standards. This analysis was essential for understanding which issues are most significant from both a financial and societal perspective.

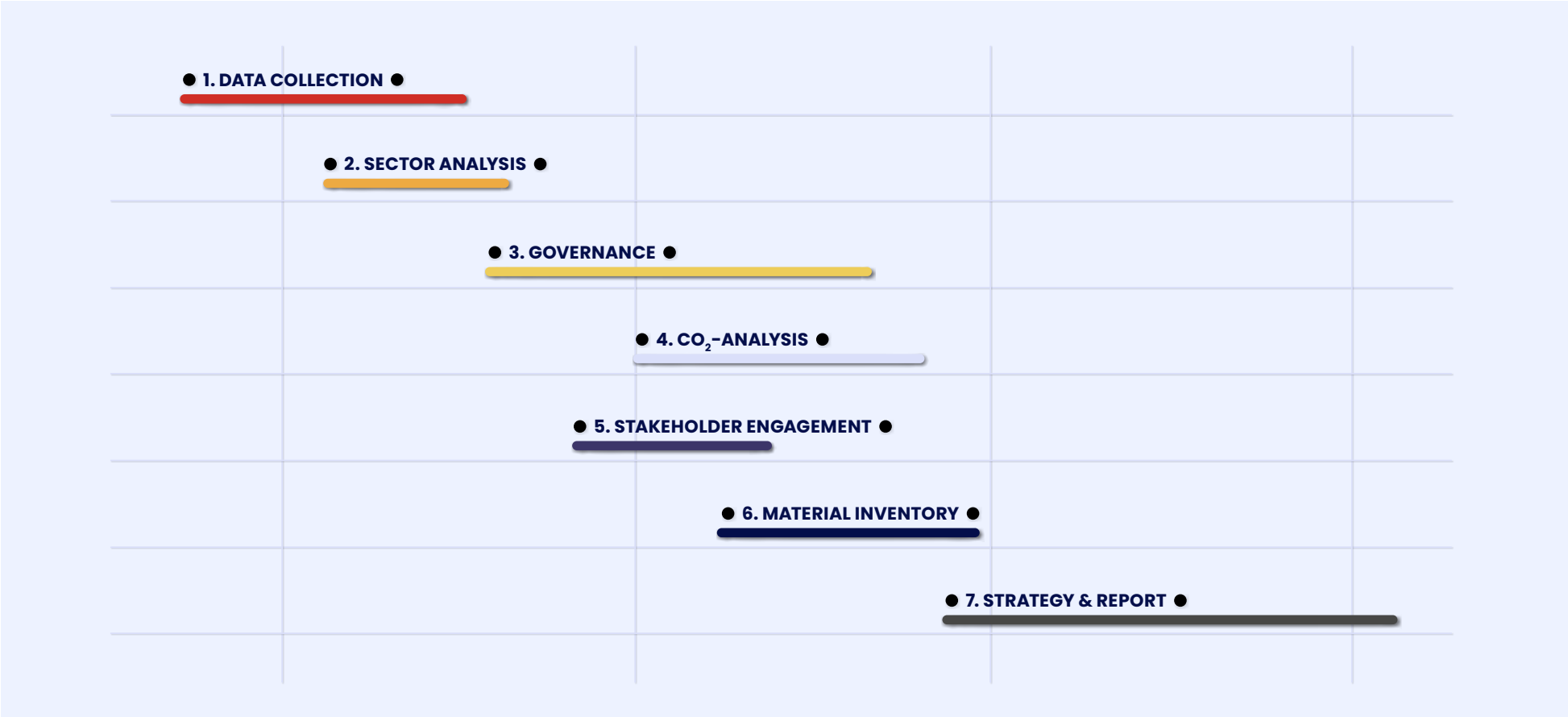
Sustainability Strategy:

The development of a sector-wide sustainability strategy, along with tailored strategies for participating organisations, was a key outcome. This strategy aims to guide future actions and ensure alignment with sustainability goals.

Training Programme:

To equip participants with the necessary skills, we rolled out a comprehensive training programme consisting of eight workshops. Each workshop focused on specific themes, such as stakeholder engagement, sustainability fundamentals, and legal frameworks. This programme empowers participants to develop solid strategies for the future and implement their own sustainability reporting.

Visual of the roadmap



The sustainability analysis, including the double materiality and CO_2 analysis, is underpinned by data from **nine participating sector members**. These organisations voluntarily engaged in BE-Cold's sustainability process, **demonstrating a collective commitment** to advancing the sector's sustainability agenda.

4.3 Key Participants in our Sustainability Initiative

Fresh Connection

- **CEO**
  Wouter de Koning

- **COO**
  Dominique Bosschaerts

- **CFO**
  Els Van Den Broeck

Hottlet Frozen Foods

- **Managing Director**
  Benoît Hottlet

- **Chairman of the Board**
  Olivier Hottlet

- **Director**
  Louis Hottlet

- **COO**
  Filip Van der Vennet

"Step by step to a sustainable future."

Jodifrost

- **Managing director**
  Joris Olbrechts

- **Managing director**
  Peter Olbrechts

- **Chairman of the board**
  Jos Olbrechts

- **Operations manager**
  Tom Van Asch

- **Office manager**
  Lindy Van Mol

"Sustainability is in our DNA – through energy-efficient freezer storage, we reduce our ecological footprint without compromising on quality. With optimised logistics processes and energy management, we contribute to a more sustainable supply chain in the frozen food industry."

Luik Natie

- **Managing Director**
  Stefaan Verhelst

- **Financial Manager**
  Johan Cailliez

- **IT Manager**
  Kristel De Beer

- **HR Manager**
  Dave Van Bulck

- **Operations Manager**
  Wim Van Osselaer

- **Operations Manager**
  Arne Van Osselaer

- **Manager Forwarding**
  Kurt Coudeville

- **Business Development manager**
  Steven Beuselinck

- **Transport Manager Forwarding**
  Peter Giebens

"As a company, we feel it is an absolute duty to make the business more sustainable to combat climate change. Vision of the company is to make the world greener than it was 50 years ago."

Froster

CEO
John Rombouts

Project Manager
Nick Rombouts

Logistics
Erik Kemble

Finance
Stefan Oonincx

Sales
Jan Voets

"As a family business, you always have the next generation in mind, which forms the basis for our pursuit of a sustainable, environmentally friendly, and socially pleasant environment for our employees, suppliers, and customers."

Raes Logistics

CEO
Frank Van Bastelaere

COO
Nele Raes

"As a logistics company in the pharmaceutical industry, we have a responsibility not only to deliver life-saving medicines, but also to do so in a way that protects people and planet. For us, sustainability is not an option, but a necessity - because a healthy future starts with how we treat each other and our environment today."

Transwest

General Director
Koen Verscheure

Manager Sustainability
Astrid Lambrecht

"TransWest consciously makes sustainable choices that effectively impact our planet, our society and our employees. In this way, we want to contribute to a green logistics future. Thanks to our participation in BeCold's project, we can further compare and achieve our objectives across sectors."

Sivafrost

CEO
Stijn Siongers

CFO
Simone Van Asten

QA&HR
Katrien Janssens

"Our commitment to a better world"

Zeebrugge Food Logistics

CEO
Sylvie Becaus

"The refrigeration and freezing sector aims to actively contribute to reducing the ecological footprint of the food production chain. To achieve this, we are strongly committed to reducing our own footprint through a combination of sustainability measures and the use of renewable energy."

4.4 The Double Materiality Assessment

The methodology for BE-Cold's materiality analysis was designed to reflect the **diverse perspectives** of stakeholders while aligning with regulatory standards and business goals. We began by identifying and engaging key stakeholders, including BE-Cold members, internal teams, industry experts, customers, and external partners, through surveys, interviews, and workshops. Their feedback was analysed to pinpoint recurring themes and concerns, which were then categorised into potential material topics. These topics were assessed based on their significance to BE-Cold's business and their impact on **environmental, social, and governance (ESG)** factors using a detailed scoring system.

This process resulted in a materiality inventory, highlighting critical issues like climate change and resource use as top priorities, guiding BE-Cold's **sustainability strategy.** Non-material topics, such as microplastics and water usage, were also identified, enabling the company to concentrate on the most impactful areas for long-term value.

4.4.1 The Industry's Material Inventory

The outcome of the materiality inventory for BE-Cold highlighted several key sustainability topics, as defined by the Voluntary Sustainability Reporting Standard (VSRS) and in line with the European Sustainability Reporting Standards (ESRS), as either material or non-material across environmental, social, and governance (ESG) categories.

	UPSTREAM	BE-COLD	DOWNSTREAM
CLIMATE CHANGE	++++	++++	++++
ENERGY	++	++++	++
POLLUTION	++++	++	++
WATER	++++	+	+
BIODIVERSITY & ECOSYSTEMS	++++	+	+
RESOURCE USE	+++	+	++
WASTE MANAGEMENT	+++	+++	++
HUMAN RIGHTS & LABOR CONDITIONS	++++	++++	++++
EQUAL TREATMENT & OPPORTUNITIES FOR ALL	++++	++++	++++
WORKFORCE HEALTH & SAFETY	++++	++++	++++
BUSINESS CONDUCT	0	+++	0

Materiality ++++ = very high; + = low; 0 = N/A

4.5 Priorities for our Sustainability Strategy

The Materiality Assessment has pinpointed eight key priorities for BE-Cold's sustainability strategy, centred on **three core ESG areas: Our Planet**, **our People** and **our Business Conduct**. By addressing these material topics, BE-Cold aims to drive significant, positive change across its operations, align with stakeholder expectations, and adhere to regulatory standards.

Aligned with the **Sustainable Development Goals (SDGs)**, BE-Cold's sustainability strategy links each priority to global objectives. The SDGs guide the organisation's commitment to addressing key sustainability challenges in the cold storage sector. Priorities identified through materiality assessments and CO_2 analysis ensure a unified, actionable approach that considers both global and local impacts.

"This analysis reflects the diverse perspectives of the stakeholders of BE-Cold while aligning with regulatory standards and business goals."

Our Planet
Environment

- 60% Reduction for scope 1 & 2 by 2030[v]: **(SDG 13)**
- Innovation to reduce energy & generate renewable energy: **(SDG 7 & 9)**
- Reducing waste through continuous temperature monitoring & control: **(SDG 12)**
- Sustainable transport activities **(SDG 13)**

Our People
Social

- Creating a pleasant & diverse workspace **(SDG 8)**
- Safeguard employees in extreme cold with advanced protective gear, safety protocols, and regular health checks
- Achieve zero workplace injuries through strict safety training, continuous monitoring, and preventive measures in cold storage

Our Business Conduct
Governance

- Sustainable Corporate Governance **(SDG 8)**
- Developing a strong network throughout the value chain **(SDG 12)**

05

Our Commitment to our Planet – Environment »

5.1 Commitment to positive change

At BE-Cold, we recognise the significant environmental responsibility that comes with our role in the refrigeration industry. As we continue to support the global supply chain, our commitment to reducing our environmental impact and driving positive change within the sector remains steadfast.

In this chapter, we examine the **key environmental issues** that are most critical to our members' operations, such as greenhouse gas emissions, energy consumption, and waste management. We are dedicated to investing in innovative solutions that lower our carbon footprint, optimise energy efficiency, and improve waste management practices.

5.2 Our Environmental Goals

BE-Cold, along with associated organisations within the sector federation, has established a comprehensive set of CO_2 reduction goals to align with the European Union's sustainability objectives. These targets focus on both Scope 1 and Scope 2 emissions, with the primary aim of achieving significant reductions and contributing to a more sustainable future.

5.3 Carbon Reduction: analysis and pathways

In our sustainability strategy, climate action stands as a pillar of our environmental strategy. The cold storage industry, with its significant energy demands, faces unique challenges in reducing greenhouse gas emissions. Recognising the urgency of addressing climate change, the sector has set some sector-wide targets: **60% reduction in carbon emissions by 2030** and **achieving net zero by 2050**.

Moreover, the members of BE-Cold are planning to solidify their commitment to these industry-wide goals by signing a formal commitment letter. This collective pledge underscores our shared responsibility to meet the 2030 and 2050 targets and drive meaningful change within the industry.

Our environmental goals:

1. **Reduce** greenhouse gas emissions by **60%** by 2030[v]
2. Achieve **net-zero** greenhouse gas emissions by 2050
3. Transition to **100% renewable electricity** by 2030

5.3.1 The Results of our CO_2 Analysis

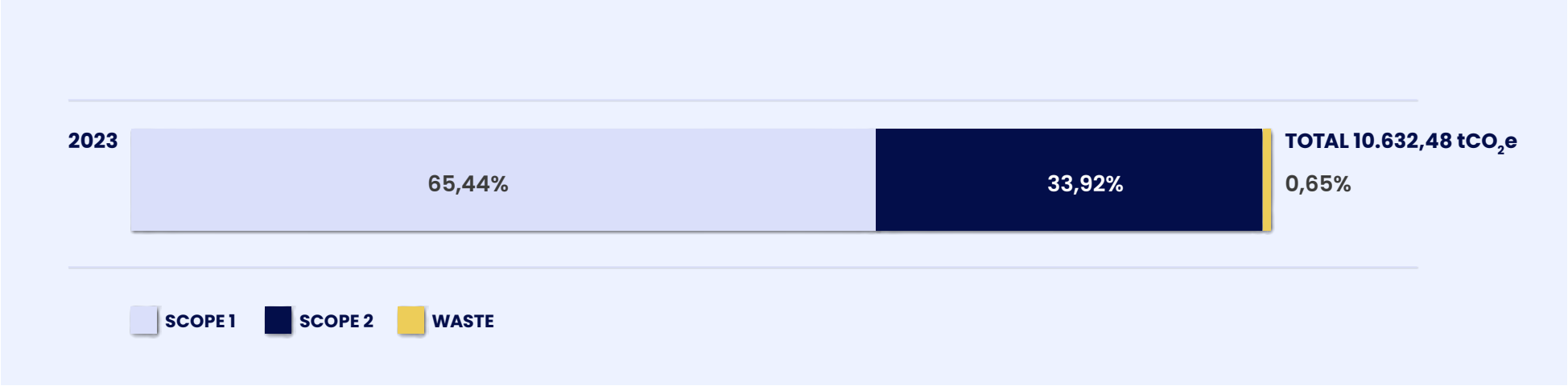
The main numbers

- Total emissions Cold Storage[ii]
  10 632,48 tCO_2e
- Total Scope 1[ii]
  2 822,83 tCO_2e
- Total Scope 2[ii]
  7 663,85 tCO_2e
- **0,67 tCO_2e**
  per 10 000 EUR of turnover
- **218,71 tons of CO_2**
  per 1 000 pallet spaces

Scopes – categories	Total (tCO_2e)
Scope 1	2.822,83
Stationary combustion	696,41
Mobile combustion	1.011,56
Fugitive emissions	1.114,86
Scope 2	7.663,85
Purchased electricity	7.663,85
Scope 3 – Upstream	145,80
Waste	145,80
Total	10.632,48

In our sector's first comprehensive CO_2 analysis , based on data from 2022-2023, we established a critical baseline for tracking future emissions. The analysis provided detailed insights into our emissions profile.

A significant **72.08%** of our industry's emissions are attributed to **purchased electricity** (Scope 2), underscoring the considerable impact of our energy consumption. Additionally, fuel combustion for **company vehicles** and **heating** (Scope 1) accounts for **26.55%** of total emissions, while refrigerant emissions also contribute notably. For Scope 3 emissions, we measured only those related to **waste**, which represent **1.37%** of our overall footprint. Other Scope 3 categories were not included in this analysis.



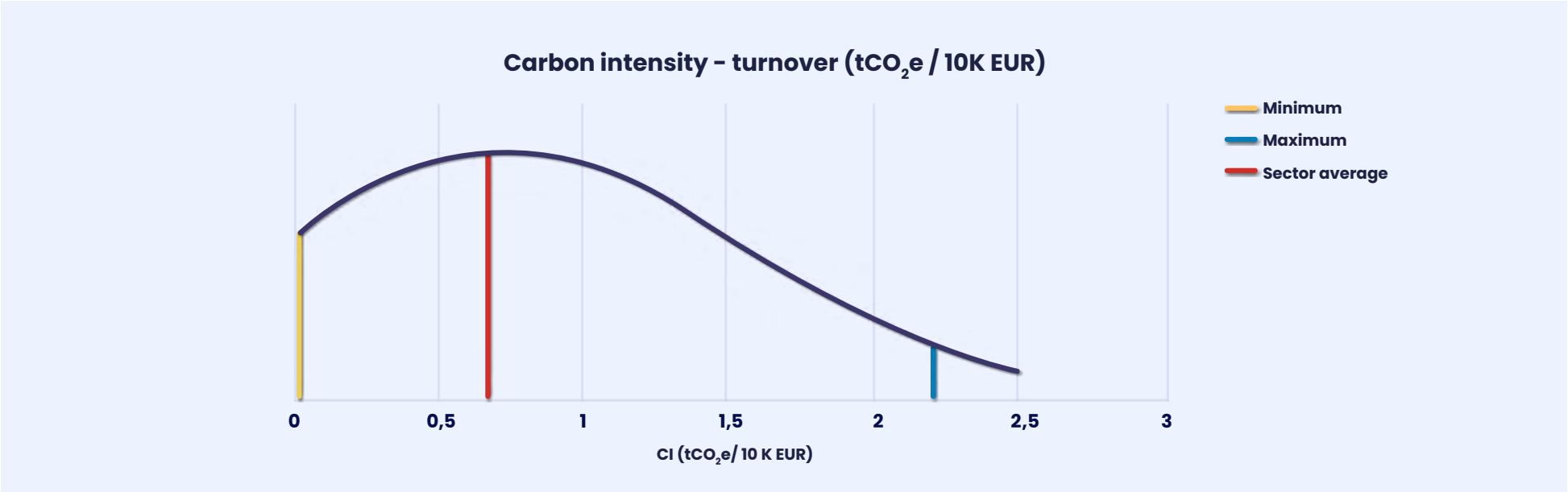
5.3.2 Measuring Impact Through Carbon Intensity Metrics

As a sector federation, BE-Cold utilises carbon intensity metrics to accurately assess our environmental impact, particularly since we lack absolute emissions data for all members. This method enables consistent measurement and reporting across the industry, providing a reliable benchmark for sector performance. Our analysis reveals that overall emissions are **0.67 tons of CO_2e per €10,000 of turnover**. **For storage capacity, emissions stand at 218.71 tons of CO_2e per 1,000 pallet spaces**.

Cooling efficiency, a critical indicator of operational performance, is **quantified at 0.21 tons of CO_2e per €1 million of turnover**, accounting for emissions from electricity usage and refrigerants. The normal distribution curves in the carbon intensity section illustrate the range of carbon emissions within the cold storage sector, based on data from nine participating organisations. Each graph features a red line indicating the sector average, a yellow line marking the minimum, and a black line representing the maximum values observed.

These visualisations allow organisations to compare their carbon intensity against sector norms, using metrics such as turnover, pallet spaces, or cooling efficiency. This comparison provides valuable insights into an organisation's relative environmental impact, helping both the organisations and their partners to better align with sector-wide sustainability objectives.

These carbon intensity metrics are crucial for tracking our progress and ensuring that the sector meets its ambitious targets of a 60% reduction in carbon emissions by 2030 and achieving net zero by 2050. By focusing on these metrics, BE-Cold can effectively monitor and enhance the sustainability of cold storage operations across all its members.



5.3.3 Our Carbon Cost

The carbon cost in the cold storage sector refers to the potential financial amount a company could have to pay for its carbon emissions. This gives a good understanding of the actual cost of carbon emissions, and the room for investment if the same cost was to be paid by companies for emissions. This cost is typically expressed in terms of euros per tonne of CO_2 equivalent (tCO_2e) emitted, and it varies between **market costs** (around €30 per tCO_2e) and "so-called **taxation costs**" (which can rise to approximately €65 per tCO_2e on the European Union Emissions Trading System - ETS). These emissions are calculated based on a company's energy usage, transportation, and process emissions, which are key contributors to carbon output in the sector.

Taxation directly charges companies for their emissions, potentially leading to large yearly payments, while market costs come from voluntary carbon offset purchases. **Currently there are no taxes for the cooling industry regarding carbon emissions. However, in the European Union we see different forms of carbon taxation appearing. Investing in emission reduction strategies, such as improving energy efficiency or adopting greener technologies, offers a cost-effective alternative to paying escalating carbon taxes. Such proactive measures not only align with environmental goals but also secure financial savings in the long term**.

"We are dedicated to investing in innovative solutions that lower our carbon footprint, optimise energy efficiency, and improve waste management practices."

5.3.4 Pathways to Achieve Sector-Wide Emission Targets

To drive progress toward our collective climate goals, BE-Cold has identified a set of recommended initiatives for members to reduce their carbon footprint, focusing on Scope 1 and 2 emissions. While these actions are suggested, it is important to note that each member organisation is responsible for selecting and implementing the measures most appropriate to their operations; no sector-wide initiatives will be enforced.

The following list provides practical steps that members can incorporate into their sustainability strategies. BE-Cold also encourages members to explore additional measures that could further reduce both their individual and the sector's overall carbon footprint.

5.3.5 Performance Monitoring and Reporting

Practical steps to incorporate into the sustainability strategies

Transition to 100% renewable energy

Achieve our goal of 100% renewable energy by 2030 to cut Scope 2 emissions and secure long-term energy reliability. This decisive move will underline your commitment to sustainability and future-proof your energy needs.

Install on-Site renewable power

Equip your facility with solar panels or other renewable energy systems to generate clean power on-site. This reduces dependence on external energy sources and lowers energy costs.

Switch to natural refrigerants

Replace high-impact HFCs with natural refrigerants like ammonia or CO_2. This switch will significantly cut your environmental footprint and often improve system efficiency.

Strengthen leak prevention

Improve maintenance protocols to prevent leaks from refrigeration systems. Reducing these fugitive emissions will enhance system efficiency and decrease harmful emissions.

Electrify your vehicle fleet

Transition from diesel to electric vehicles to eliminate tailpipe emissions. This key step will significantly lower your transportation-related carbon footprint.

Adopt sustainable biofuels

Use biofuels like Hydrotreated Vegetable Oil (HVO) in diesel engines where full electrification isn't feasible. HVO reduces greenhouse gases and fossil fuel use, serving as a green interim solution.

Invest in sustainable heating

Upgrade to heat pumps or other sustainable heating solutions, especially when powered by renewable electricity. This will cut reliance on fossil fuels and improve your facility's energy efficiency. If immediate investment isn't possible, consider biofuels as a temporary alternative.

Enhance cooling system efficiency

Upgrade to advanced, energy-efficient refrigeration systems to optimise performance and reduce energy consumption. Modern systems offer superior temperature control and reliability.

Conduct comprehensive energy audits

Perform detailed energy audits to identify and address inefficiencies. Targeted improvements based on these audits will reduce energy use, cut costs, and enhance sustainability.

To ensure these goals are met, BE-Cold has established a rigorous monitoring system. Regular self-assessments will be conducted annually or biannually to track progress and make necessary adjustments. The sector will also publicly report on these initiatives, focusing on the achievements in cold storage emissions while excluding transportation data from sector-wide communications.

5.3.5.1 Carbon Alt Delete: Carbon accounting software

The carbon accounting for the participating organisations was carried out using software that adheres to the GHG Protocol, a globally recognised standard for greenhouse gas emissions measurement. This software helps to calculate your carbon footprint by assessing emissions across Scope 1, 2, and 3 categories. The tool supports real-time tracking and allows for accurate monitoring of the emissions. BE-Cold members can use this software to track emissions over time, identify high-impact areas, and measure the impact of their reduction strategies.

In conclusion, BE-Cold and its members are committed to a comprehensive strategy that targets significant reductions in CO_2 emissions. By implementing a combination of renewable energy initiatives, vehicle electrification, and efficiency improvements, we aim to make a substantial impact on our environmental footprint.

Carbon Alt+Delete

Energy consumption (MWh)[vii]	
Fossil fuels	4.730,82
Electricity	34.707,94

5.4 Renewable Energy: Roadmap to 2030

Energy consumption is a critical concern for the cold storage sector due to its substantial effects on both operational costs and environmental sustainability. In response, the sector is dedicated to reducing energy use and transitioning to greener energy sources to support our climate goals. BE-Cold's sustainability strategy centres on adopting renewable energy and improving energy efficiency.

Key Target

Achieve 100% renewable electricity by 2030.

This goal not only addresses our environmental impact but also highlights our commitment to cost efficiency and operational resilience. To reach these targets, BE-Cold members will leverage innovative technologies and advanced software to optimise energy consumption and steer the sector toward a more sustainable future.

5.4.1 The Industry's Energy Mix

As of the latest analysis, energy consumption among BE-Cold members remains substantial, with electricity being the primary energy source. **The total electricity consumption across the sector is 34 707,94 MWh**[vii], averaging 155 MWh per 1 millions of turnover. This energy mix includes both renewable (green) and non-renewable (grey) sources:

Purchased grey energy

51.31% of the sector's electricity, amounting to 17 808,00 MWh, comes from non-renewable sources, underscoring the ongoing need to reduce reliance on grey energy.

Purchased green energy

7.58% of the electricity, equivalent to 2 629,19 MWh, is sourced from renewables such as wind, solar, and hydropower.

Own generation - green

A significant 41.12% of the electricity, amounting to 14 270,75 MWh, is generated on-site by members through their renewable energy projects.

Additionally, **energy from fossil fuels**, including the combustion of fuels for the company's fleet and the combustion of fuel oil and gas for heating, totals 4 730,82 MWh[vii]. This figure highlights the critical need for further reduction in fossil fuel consumption across the sector.

This energy profile reflects the sector's current challenge: decreasing dependence on grey energy while increasing the adoption of green energy solutions, aligning with its sustainability objectives.

5.4.2 Leveraging Innovation and Automation for Sustainable Energy Transition

BE-Cold is actively forging a pathway towards a sustainable energy future with a range of dynamic initiatives:

Accelerate green energy procurement:

Members are swiftly moving to secure renewable energy contracts to achieve 100% green electricity by 2030. This transition is critical for reducing Scope 2 greenhouse gas emissions and showcases our commitment to a greener future.

Maximise on-Site renewable energy:

Organisations are investing in on-site renewable projects, such as solar panel installations on facility rooftops. With large, refrigerated warehouses offering ample roof space, there is significant potential for generating clean energy directly at our sites.

Advance with FlexCold:

Since its inception in 2011, the FlexCold project has been at the forefront of integrating renewable energy into cold storage. By aligning energy consumption with renewable energy availability, this initiative equips BE-Cold members with actionable strategies to optimise energy use, cut operational costs, and reduce reliance on non-renewable sources.

Upgrade for energy efficiency:

Members are upgrading to state-of-the-art, high-efficiency refrigeration systems and advanced energy management tools. These upgrades are essential for driving down energy consumption and enhancing overall operational efficiency.

Leverage dynamics software:

Dynamics, built on Microsoft Dynamics NAV, integrates ERP, WMS, and TMS functionalities. It streamlines cold storage logistics, ensuring precise temperature control and efficient management of purchasing, sales, and financial operations, which reduces energy waste.

Implement sustainable heating solutions:

To cut energy use further, members are encouraged to invest in sustainable heating technologies like heat pumps, especially when powered by green energy. Additionally, using biofuels as a cleaner alternative to traditional heating fuels is being promoted across the sector.

5.4.3 Luik Natie: an example for the energy transition within the Cold Stores

Luik Natie: A Practical Example to Energy Efficiency

Luik Natie stands out in the cold storage sector for its practical approach to integrating energy efficiency and self-generation. As a BE-Cold member, Luik Natie has made notable strides in incorporating renewable energy into its operations. A central element of their strategy is the extensive use of renewable energy sources. They've installed a large-scale solar panel array on their refrigerated warehouses, effectively utilising available roof space. In addition, Luik Natie generates power through a wind turbine, further supporting their sustainability efforts. To manage and maximise these renewable resources, they've implemented Belgium's first Tesla Megapack. This advanced energy storage solution helps store excess energy for use during peak times or when renewable output is low.

Luik Natie also uses software to monitor and optimise their energy consumption, ensuring efficient use of their renewable sources and reducing dependence on external power. Their approach offers a practical example of how cold storage facilities can effectively combine energy efficiency with renewable energy. It provides a useful reference for other BE-Cold members looking to enhance their own sustainability efforts.

Non-hazardous waste	Total (kg)[viii]
Residuel household waste	198.395
Paper and cardboard	687.313
Plastics	175.088
Food waste	739.434

5.5 Optimising Waste Management

Waste management is a key priority for the cold storage sector. This focus is essential not only for handling the waste generated by the industry but also for the sector's role in reducing food and pharmaceutical waste. By optimising storage conditions and extending the shelf life of perishable goods, cold storage facilities significantly reduce waste, supporting environmental sustainability and enhancing food security.

5.5.1 How Cold Storage Helps Reduce Food Waste

Food waste is a critical issue, with nearly 29 million tonnes wasted annually in the EU alone, while over 32 million people struggle to afford a decent meal. This problem is exacerbated by resource-intensive processes in food production, transportation, packaging, and retail, which contribute significantly to greenhouse gas emissions. In fact, 25% of food-related emissions are linked to food waste, stemming from losses along the supply chain or at the consumer level. Globally, the United Nations Environment Programme estimates that about 930 million tons of food are discarded each year, accounting for 50-60% of total food production.

The cold storage sector plays a vital role in tackling this issue by preserving food quality and extending the shelf life of perishable goods. By ensuring optimal storage conditions, cold storage facilities significantly reduce food spoilage and waste. For example, processed fruits and vegetables have a wastage rate approximately 14% lower than fresh produce, and seafood waste is 8% lower. This highlights the sector's essential contribution to reducing food waste, especially as climate change increases the need for effective refrigeration solutions.

In summary, the cold storage industry not only addresses the growing challenge of food waste but also helps lower the associated carbon emissions. By extending the shelf life of perishable products, cold storage facilities contribute to a more sustainable food system, ensuring that more food reaches those in need while minimising environmental impact.

5.5.2 The Industry's Waste Mix

Despite the sector's positive impact on reducing waste in other industries, cold storage facilities themselves generate waste, which is managed through various strategies.

The refrigeration industry does not generate hazardous waste, but data on waste handling practices is lacking. In Belgium, paper and cardboard are typically recycled, and some organisations have reported processing food waste through biomass power plants. However, it is unclear how other waste types are managed—whether they are recycled or reused. This gap in data highlights an opportunity for improving waste management practices across the sector.

However, it is important to note that most of the food waste in cold storage is not the responsibility of BE-Cold member organisations, but rather the

"Food waste is a critical issue, with nearly 29 million tonnes wasted annually in the EU alone, while over 32 million people struggle to afford a decent meal. By ensuring optimal storage conditions, cold storage facilities significantly reduce food spoilage and waste."

responsibility of their clients. In many cases, food waste occurs due to rejected fresh products by the customers, and BE-Cold companies are not the owners of these products, but merely service providers. Therefore, the responsibility for the waste lies entirely with the customer.

5.5.3 Enhancing Waste Management: Key Initiatives

BE-Cold members are leading the way with innovative waste management practices that not only lessen their environmental impact but also support their communities. These proactive initiatives are setting a high standard within the industry and driving significant progress towards sustainability goals.

• **Lineage** is at the forefront of reducing food waste through advanced technologies such as optimised blast freezing and cutting-edge refrigeration systems. They work closely with clients to repurpose unsellable but still edible food, including donations to local food banks via the Lineage Foundation for Good. Inedible food is redirected for use as animal feed, compost, or biofuel, effectively minimising waste and supporting environmental sustainability.

• **Fresh Connection** transforms rejected fruit into renewable energy by redirecting it to biomass plants. This process not only reduces waste but also contributes to green energy production, turning potential waste into a valuable resource.

• **Sivafrost** tackles food waste by partnering with local food banks to donate safe, consumable food that is no longer marketable. This initiative helps address food insecurity and prevents waste by ensuring that edible food reaches those in need.

By embracing these forward-thinking practices, BE-Cold members demonstrate how the cold storage sector can lead the way in effective waste management, supporting both environmental and community goals.

5.6 Tackling Air Pollution from Refrigerants

Cold storage facilities depend on refrigeration systems to maintain optimal low temperatures, using either synthetic or natural refrigerants. Historically, synthetic refrigerants, especially F-gases, replaced harmful ozone-depleting substances like CFCs and HCFCs. However, these F-gases are potent greenhouse gases with long-lasting environmental impacts and are classified as PFAS (persistent substances) that can accumulate in the environment and human body.

European legislation, including the Montreal Protocol and its Kigali Amendment, is driving a shift away from synthetic refrigerants towards more climate-friendly alternatives such as CO_2 and ammonia. While these natural refrigerants have a lower global warming potential, they come with their own challenges. For instance, ammonia, despite its environmental benefits, can contribute to air pollution by forming secondary particulate matter, which can negatively impact lung function.

To mitigate these issues, BE-Cold members are actively implementing measures to minimise refrigerant leaks. This includes investing in leak-free systems and adhering to regular maintenance protocols. The commitment to reducing leaks is crucial, as evidenced by the significant quantities of refrigerants replenished annually. The table below provides a summary of the leakages reported by BE-Cold participants, highlighting ongoing efforts to enhance sustainability and reduce environmental impact.

	Freon (R404A)	CO_2	Ammonia
Total leakages[ix] (kg)	215,84	2.034,00	1.516,80
Total emissions (tCO_2e)	851,06	2,03	0,00

5.7 Optimising Transport for Environmental Impact

While cold storage is the primary focus for BE-Cold members, transportation also plays a significant role in the operations of some organisations. These transportation activities are critical for ensuring that perishable goods reach their destinations on time and in optimal condition. However, they also present notable environmental challenges, particularly regarding greenhouse gas (GHG) emissions and air quality.

Since transportation is a secondary activity for some BE-Cold members, it can be independently assessed and analysed. However, within this project, the analysis of transportation activities was somewhat limited. For those organisations involved in transportation, a more thorough evaluation of its material impact and broader implications for climate change is essential. Below are initial insights into the environmental impact of transportation activities.

5.7.1 Mobile Combustion & Carbon Emissions

Transportation-related greenhouse gas emissions in the cold storage sector stem entirely from mobile combustion. Other sources, such as stationary combustion and process emissions, are already accounted for within broader cold storage activities, including those from office buildings. As a result, GHG emissions from transport activities total **11,957.01 tCO_2e**[x].

5.7.2 Air Pollution Concerns

The transport of food and pharmaceuticals significantly impacts air quality, primarily through the emission of sulphur oxides (SOx), nitrogen oxides (NOx), and particulate matter (PM). The sector's reliance on diesel fuel is particularly problematic. Although diesel engines are more fuel-efficient than petrol engines, they emit higher levels of harmful pollutants, which pose serious environmental and health risks.

5.7.3 Mitigation Strategies: sustainable alternatives

To mitigate these emissions and enhance air quality, BE-Cold members are encouraged to implement the following strategies:

- **Fleet electrification**: Shifting from diesel-powered vehicles to electric alternatives is crucial for reducing transport-related emissions. Electric vehicles (EVs) produce no tailpipe emissions, significantly lowering a company's overall carbon footprint. However, the electrification of trucks and refrigerated transporters is still in its early stages, with fully developed alternatives not yet widely available.
- **Adoption of sustainable biofuels**: Where electrification is not yet feasible, especially for heavy-duty trucks, sustainable biofuels like Hydrotreated Vegetable Oil (HVO) offer a viable green alternative. HVO can be used in existing diesel engines without modification, reducing both greenhouse gas emissions and dependence on fossil fuels. This approach serves as an effective interim solution while transitioning to fully electric fleets.

These revisions aim to create a more engaging and actionable narrative while providing a clear direction for future sustainability efforts in transport activities.

06

Our Commitment to our People – Social >>

6.1 Empowering and Protecting Our Workforce in Cold Storage

Employees are the driving force behind our ability to safely and efficiently manage the cold storage needs of industries worldwide. **We recognise that working in our sector, especially in environments where temperatures can plummet to -20°C, demands more than just technical expertise; it requires a steadfast commitment to safety, well-being, and equity.**

Our approach to employee care goes beyond just ensuring safety—it's about fair treatment, career development, and fostering inclusivity for everyone, whether in our cold storage facilities or corporate offices. We are committed to creating a work environment where both blue-collar and white-collar employees feel valued, respected, and empowered to grow. At BE-Cold, we believe that when our people thrive, they are better equipped to contribute meaningfully to our collective success.

6.2 Our Social Goals

At BE-Cold, we are committed to creating a safe, diverse, and positive work environment for all our member organisation employees. In the demanding conditions of the cold storage sector, where extreme temperatures are a daily reality, ensuring the safety and well-being of our employees is paramount. We believe that a supportive and inclusive workplace not only drives innovation and productivity but also safeguards our teams. By prioritising safety, equity, and respect, we empower our workforce to thrive, reflecting our commitment to decent work and sustainable economic growth.

Social (People):

Creating a safe, positive & diverse workspace (SDG 8)

Safeguard employees in extreme cold with advanced protective gear, safety protocols, and regular health checks

Zero workplace injuries through strict safety training, continuous monitoring, and preventive measures in cold storage

Actively recruiting employees from underrepresented groups, such as women in cold storage facilities, to promote diversity and inclusion within the sector.

	Number of Employees (Head Count)[xi]	% of Workforce
Gender		
Male	1168	81,85%
Female	259	18,15%
Contract Types		
Permanent Contract	1357	95,09%
Temporary Contract	55	4,91%
Full-time	1302	91,24%
Part-time	125	8,76%
Job category		
Management	10	0,70%
White-collar Workers	455	31,89%
Blue-collar Workers	962	67,41%

6.3 Some numbers

During the reporting year, the sector provided direct employment to an average of 1424 employees (1420 FTE)[xi] in Belgium. At the year's end, the total workforce stood at 1427 employees (1385 FTE)[xi], distributed as stated in the table.

The industry's workforce is predominantly male, especially among blue-collar workers. In contrast, white-collar roles are more gender-balanced, with about 50% being female. Blue-collar workers make up 67.41% of the workforce, white-collar workers represent 31.89%, and management positions account for just 0.70%. This highlights a clear division between these groups, each with different employment conditions.

6.3.1 Distinction between White-Collar and Blue-Collar Workers

The workforce at BE-Cold's member organisations consists of both white-collar and blue-collar employees, each crucial to the organisation's success. While their roles differ, both groups have unique needs that must be addressed to ensure their well-being and productivity.

White-Collar Workers

Primarily involved in administrative, managerial, and strategic tasks, white-collar employees drive the company's vision and ensure operations meet industry standards. Their office-based environment offers a balanced gender distribution and high employee retention, reflecting a satisfied workforce.

Blue-Collar Workers

Blue-collar workers are essential for the physical operations in cold storage facilities, often enduring temperatures as low as -20°C. This predominantly male workforce, mostly composed of non-Belgian nationals, faces challenges such as extreme working conditions and language barriers, contributing to higher turnover rates. Efforts to improve these conditions are discussed in the section 'Working in Extreme Cold'.

Given these distinct roles, BE-Cold must tailor its support to ensure fair treatment and opportunities for all employees.

6.4 Conducting a Social Dialogue

Social dialogue at BE-Cold is anchored in sector-wide collective bargaining agreements, ensuring fair wages and working conditions for all employees, both white-collar and blue-collar. White-collar employees are covered under Joint Committee 226, while blue-collar workers fall under Joint Committee 118. These agreements set minimum wages, provide allowances for night shifts and hazardous work, and offer protections like parental leave to support work-life balance.

Despite higher turnover rates, particularly among blue-collar workers, BE-Cold has sustained a stable and cooperative work environment. The absence of social conflicts over the past decade underscores the effectiveness of these agreements in promoting a positive workplace culture.

6.5 Cultivating Growth through Continuous Training

Training and development are essential at BE-Cold, ensuring all employees have the opportunity for personal and professional growth. A recent internal survey showed that 57% of respondents reported having an active policy on employee training and development, reflecting the sector's commitment to continuous learning.

On average, each employee at BE-Cold receives 10,2 hours of training[iv] annually, with a total of 14.154 hours recorded across 19 members. Key programs include IFS (International Food Standards) training, which equips employees with essential food safety skills, and safety-focused sessions like certified forklift operation for blue-collar workers.

Both internal and external training sessions are regularly offered, keeping employees up to date with the latest industry practices and standards, and providing opportunities for career advancement.

6.6 Navigating Extreme Cold: Workforce Strategies

Working in cold storage, where temperatures can drop to -20°C, poses significant challenges for BE-Cold's blue-collar workers. Prolonged exposure to these extreme conditions can affect both physical health and job satisfaction. Prioritising employee safety, health, and well-being, BE-Cold is committed to continuously improving working conditions to make the job safer and less physically demanding.

6.6.1 Continuous Improvement in Working Conditions

BE-Cold has long understood the importance of improving working conditions in cold storage environments. Efforts across the sector focus on safeguarding worker health and reducing physical strain. Key initiatives taken are:

Protective gear:

BE-Cold provides insulated gloves, waterproof jackets, and trousers to shield workers from the cold. “Headpacks” are also available to keep hands warm.

Heated equipment:

Forklifts and machinery are fitted with heated cabins, including heated seats, larger handle spaces for gloves, and defogging windows, enhancing worker protection and operational efficiency.

Rotational work and breaks:

To limit cold exposure, workers take a 30-minute warm-up break after every two hours in -10°C to -20°C environments. For temperatures below -20°C, work is capped at 45 minutes, followed by a mandatory 10-minute break at room temperature. These measures help prevent cold stress and related health issues.

(Semi)automation:

Many BE-Cold members have adopted (semi)automated systems to reduce manual labour in harsh environments, cutting down on accidents, product waste, and reliance on scarce labour resources.

6.7 Commitment to Workplace Health & Safety

At BE-Cold, health and safety are integral to daily operations across all member organisations. Safety is embedded in our culture, guiding every decision and action to prioritise employee well-being. This dedication is evident, with 97% of employees recognising the importance of safety and health in our organisation.

Safety Training Programs

Our member organisations provide tailored training programs, including mandatory courses like forklift operation, with a focus on safety in cold environments. These programmes ensure employees can apply their skills effectively, enhancing both safety and operational efficiency. The success of these programmes is clear, with 93% of employees familiar with existing safety protocols.

Preventative Safety Measures

BE-Cold has implemented advanced safety features to protect employees. Forklifts are now equipped with ground lighting to improve visibility and prevent collisions. Automation in processes has also reduced manual intervention, leading to fewer incidents. This proactive approach is acknowledged by 60% of employees, who believe our sector is strongly committed to safety.

Preventing musculoskeletal disorders (MSDs) is a key focus, especially given the physical demands of the logistics and transport sector. BE-Cold continuously seeks innovative solutions, working closely with health and safety committees.

Strict Safety Protocols and Medical Monitoring

In the refrigeration industry, strict safety protocols are essential. This includes mandatory protective equipment and adherence to safety procedures. Regular medical check-ups monitor employees' health, particularly those in high-risk environments or handling hazardous substances.

In 2023, BE-Cold's member organisations reported 5 incidents at 7 of the participating companies, with zero fatalities. This data helps us identify trends, evaluate safety measures, and make necessary improvements to ensure safer work environments. **Achieving 0 incidents at all of our member organizations remains a major goal for BE-Cold, because of this, commitment to safety is and will continue to be very important.**

"Health and safety are integral to daily operations across all member organisations. Safety is embedded in our culture, guiding every decision and action to prioritise employee well-being."

6.8 Compensation and Workforce Diversity

At BE-Cold, we are committed to fair and transparent compensation practices while fostering a diverse and inclusive workforce. This section provides an overview of our pay structure, gender pay gaps, family-related leave policies, and our approach to entry-level wages and apprenticeships.

6.8.1 Gender Gap and Family-Related Leave

BE-Cold's workforce is predominantly male, with 82.70% male employees. Within our governance body, the gender ratio favours men, with women representing 14.28% of the sector federation and a similar average across our member organisations. BE-Cold itself has 1 woman and 8 men on its board of directors, resulting in a gender diversity ratio of 0.125, while the average gender diversity ratio across member organisations is 0.37. All employees, regardless of gender, are entitled to family-related leave after one year of service. In 2023, 4 employees utilised this leave, reflecting our commitment to supporting work-life balance.

6.8.2 Entry-Level Wage, Minimum Wage, and Apprentices

In 2023, BE-Cold members employed 10 apprentices. In Belgium, minimum wages are set by joint committees. Our entry-level wages are similar to the statutory minimum, indicating that new employees earn an average of 16,53 EUR/hour.

Additionally, 63% of our workforce perceives our wage policy as transparent or very transparent. This high level of clarity in our compensation practices helps build trust and satisfaction among our employees.

6.9 Employee Engagement and Sustainability Commitment

BE-Cold and its members have made notable strides in sustainability through sectoral projects. The future success of these initiatives hinges on the active support and involvement of employees and stakeholders. A recent internal survey revealed that **89% of employees** value working for a sustainability-focused organisation, showing strong alignment with BE-Cold's initiatives and a readiness to engage.

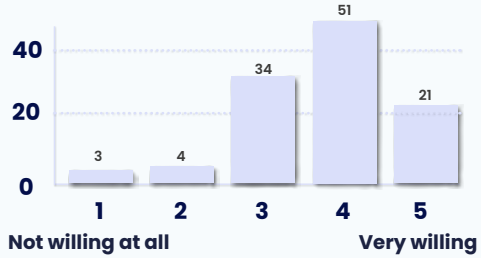
However, the survey also highlighted a need for more detailed communication. While employees understand sustainability, **91% seek additional information** on how they can contribute to the company's goals. This indicates a desire for more support and resources to enable active participation.

Moreover, **93% of employees** are willing to take proactive measures against climate change in their roles, underscoring the expectation for BE-Cold to lead by example. Approximately **half of the employees** also believe that a focus on sustainability will enhance job satisfaction, linking environmental efforts with employee morale and organisational success.

To build on this momentum, BE-Cold must further embed sustainability into daily operations and decision-making, aligning with the values and expectations of its workforce to ensure long-term success.

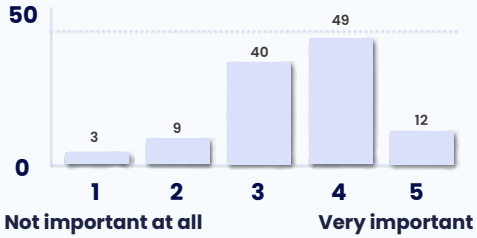
Employees' willingness to adopt more sustainable practices at work

"How willing are you to embrace sustainability in your work practices?"



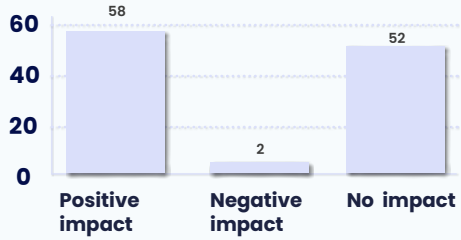
Importance of working for a sustainable organisation

"How important is it that the organization you work for operates sustainably?"



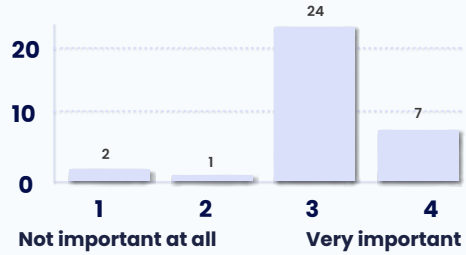
The impact of sustainability on job satisfaction

"How would actively improving your organisation's sustainability affect your job satisfaction?"



The importance of internal sustainability communication

"How important is internal communication regarding the organisation's sustainability goals and its transition?"



6.10 Strengthening our communities

At BE-Cold, our responsibility extends beyond business operations into the communities where we live and work. Our member organisations are committed to making a positive impact, reflected in various initiatives supporting local and global communities. Below are some examples of how BE-Cold members are strengthening their communities.

Lineage Foundation for Good

Launched in 2021, the Lineage Foundation for Good aims to reduce food waste and combat food insecurity by connecting food producers with those in need. In its first year, the foundation issued nearly $3 million in grants and raised close to $2 million for international initiatives. Lineage employees donated over 5,000 volunteer hours in 2022, facilitating the donation of 2.7 million pounds of food. “Champions for Good,” a group of 60 volunteers, help direct these efforts and engage with local communities.

Local Food Bank Partnerships

Many BE-Cold member organisations actively support local food banks and community groups by ensuring surplus food is directed to those in need. Froster, for example, contacts product owners when expiry dates (THT) are approaching to secure permission for donations. Similarly, Sivafrost donates weekly products, for example boxes of an order that is not complete. Jodifrost goes a step further by treating food banks as valued customers, offering discounted rates for services and even providing some services free of charge to support these vital organisations.

Supporting Social Economy Workers

Several BE-Cold members, including Sivafrost and Lineage, integrate workers from the social economy into their operations, primarily for repackaging tasks. For instance, some Jodifrost clients employ workers from the social economy to repackage products like pizzas. Froster also involves individuals distanced from the labour market in tasks such as folding boxes and applying stickers, offering valuable employment opportunities while improving operational efficiency.

Supporting Non-Native Newcomers

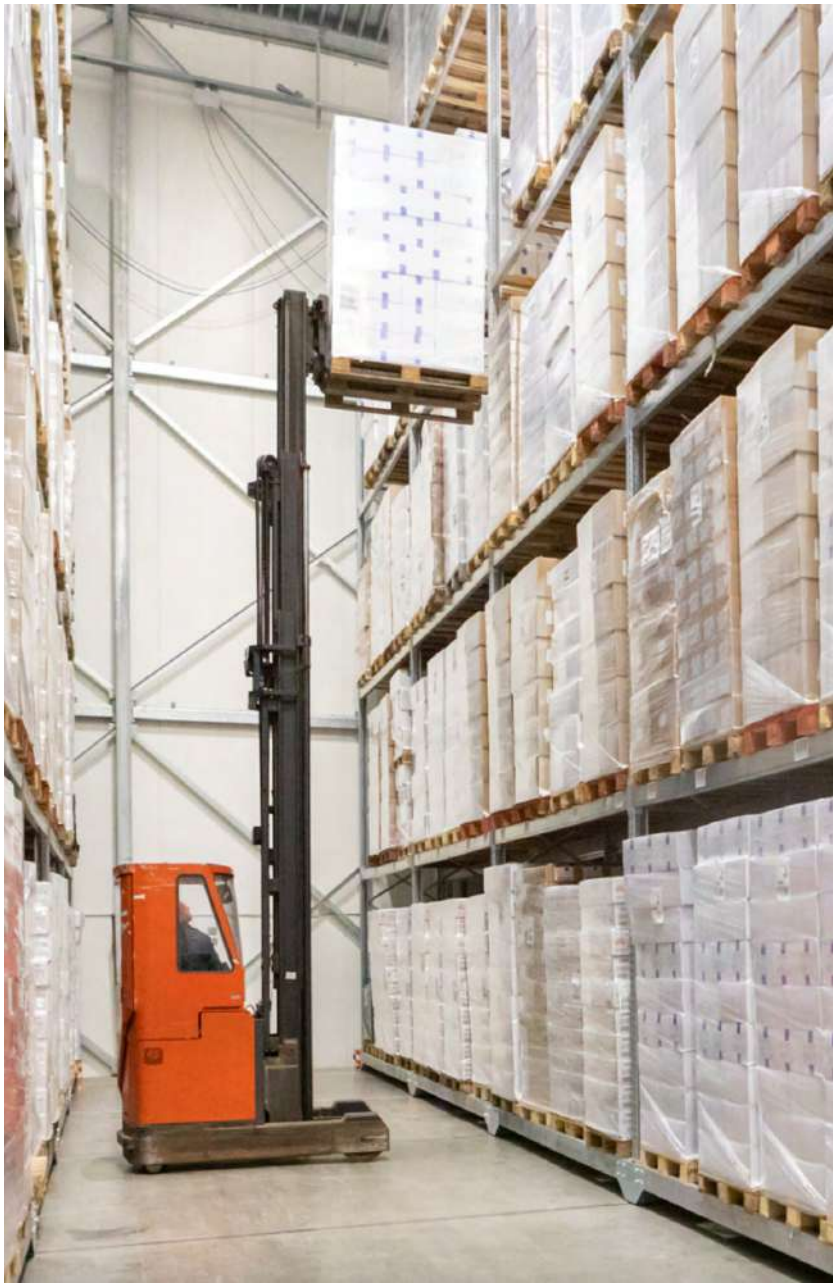
BE-Cold also provides opportunities for non-native newcomers, ensuring inclusivity and equal access to employment within the sector. For example, Sivafrost actively hires non-native employees and offers language classes to help them integrate into the workforce and improve their communication skills.

Donations

The organisations within BE-Cold are committed to supporting charitable causes through regular donations. These contributions are directed toward Blijdorp and a research-project at UZ Gent, as well as various local associations. By engaging with such causes, BE-Cold members demonstrate their commitment to social responsibility and community development.

07

Our Commitment to our Business Conduct – Governance >>



7.1 Strengthening Governance for Sustainable and Ethical Operations

Governance is fundamental to our dedication to sustainability and ethical business practices. In the cold storage industry, our responsibility goes beyond operational excellence; it includes a firm commitment to transparency, accountability, and creating long-term value for all stakeholders. Our governance framework is designed to support these principles, guiding leadership to align decisions with our core values and ESG commitments. By maintaining these standards, we empower our teams, build trust with our partners, and reinforce our commitment to both the environment and society.

7.2 Our Governance Goals

At BE-Cold, we are committed to sustainable corporate governance, ensuring ethical practices and transparency across all operations. We also focus on building a strong, sustainable value chain by collaborating closely with our partners. This approach enhances resource efficiency, promotes responsible production, and embeds sustainability throughout our operations, driving positive impact across the industry.

Governance (Business Conduct):

- **Sustainable Corporate Governance (SDG 8)**
- **Developing a strong network throughout the value chain (SDG 12)**

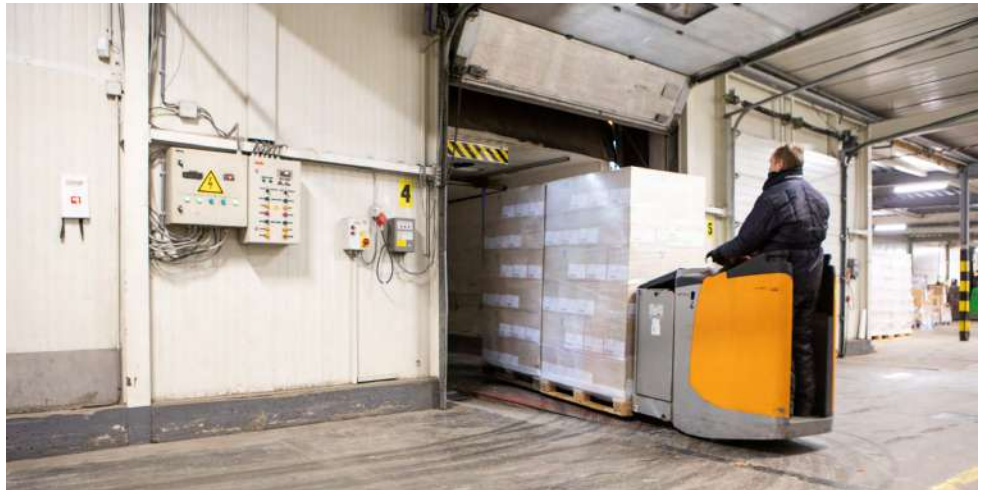
7.3 Ensuring Food Safety

Food safety is paramount in the cold storage industry, which adheres to strict regulatory standards for food quality. Maintaining high safety standards involves cultivating a robust safety culture, driven by senior management and supported by regular communication, comprehensive training, and consistent feedback.

BE-Cold member organisations emphasise innovation and prevention, integrating the **HACCP (Hazard Analysis and Critical Control Points) system** to manage risks. This includes rigorous temperature controls, frequent inspections, and careful supplier selection to prevent contamination and spoilage. These measures ensure compliance, build trust, and safeguard consumers throughout the food supply chain.

7.3.1 HACCP System Guidelines

The HACCP system is a systematic approach designed to ensure food safety by identifying and managing potential hazards throughout the food production process. This method is crucial for preventing contamination and upholding global food safety standards.



The key steps for BE-Cold organisations include:

1. **Hazard analysis**: Identifying potential food safety hazards at every stage of production and handling.
2. **Critical control points (CCPs)**: Determining where hazards can be prevented, eliminated, or reduced.
3. **Critical limits**: Setting maximum and minimum limits at CCPs to ensure safety.
4. **Monitoring**: Establishing procedures to track CCPs and ensure compliance with critical limits.
5. **Corrective actions**: Outlining steps to address any deviations from critical limits.
6. **Verification**: Checking the effectiveness of the HACCP system.
7. **Record keeping**: Documenting procedures and records for traceability and compliance.

In Belgium, the Federal Agency for the Safety of the Food Chain (FAVV) ensures that food businesses, including those in cold storage, comply with the HACCP framework. BE-Cold collaborates with Belgian authorities to develop HACCP guidelines, highlighting our commitment to food safety and the establishment of robust industry standards.

7.4 Certifications Upholding Quality and Ethics

The cold storage sector is committed to top-tier quality, safety, and ethical practices, demonstrated through various key certifications. These certifications underline our sector's dedication to excellence and responsible practices.

Bio-Certificates

Ensure compliance with organic farming regulations, maintaining the integrity of organic products throughout the supply chain.

SEDEX (Supplier Ethical Data Exchange)

Reflects commitment to ethical business practices, including labour rights, health and safety, and environmental responsibility.

ASC (Aquaculture Stewardship Council) and MSC (Marine Stewardship Council):

Certify sustainable sourcing of seafood, protecting marine ecosystems.

BRC

A global standard for food safety, guaranteeing rigorous safety, quality, and operational criteria in storage and distribution.

IFS

Evaluates food safety and quality during storage and distribution, aligning with international standards.

AEO (Authorized Economic Operator)

Signifies trust and reliability in customs operations, ensuring security and compliance in international trade.

FAVV

Regulated by Belgium's Federal Agency for the Safety of the Food Chain, ensuring adherence to national food safety standards.

7.5 Upholding Integrity: Anti-Corruption and Anti-Bribery Practices

BE-Cold organisations are dedicated to ethical business practices, with a strong emphasis on anti-corruption and anti-bribery. Complying with both Belgian and international laws, these organisations ensure transparency and fairness in all operations. Corruption threatens sustainable development and social equality. Belgium has enacted stringent laws against bribery, including the criminalisation of bribery involving foreign public officials, reflecting its commitment to integrity in economic and social systems.

For BE-Cold, adherence to these laws is paramount. The organisations report any related convictions or fines, but no violations have occurred during the current reporting period. This clean record highlights their dedication to ethical conduct, supported by rigorous policies, regular employee training, and thorough due diligence. This commitment not only ensures legal compliance but also fosters trust and transparency across the industry.

08

Annexes »

8.1 VSRS Content Index

Voluntary Disclosure Requirements						
DISCLOSURE REQUIREMENT						
POLICIES - ACTIONS - TARGETS (PAT)		**Chapter**	**Pages**	**Data**	**Indication whether data is based on**	All participated companies without TransWest.
N1 - Strategy: business model and sustainability related initiatives	Description of significant groups of products and/or services offered	**3. The industry landscape**	9	-		
	Description of significant market(s) the undertaking operates in (B2B, wholesale, retail, countries).	**3. The industry landscape**	9	-		
	Description of main business relationships (such as key suppliers, customers distribution channels	**3.5 BE-Cold's Value Chain**	15	-		
	Description of the key elements of its strategy that relate to or affect sustainability matters.	2.2 Our Industry's Sustainability Priorities	7			
N2 - Material sustainability matters	Materiality assessment: how each matter has an impact on people or the environment.	4.4 The Double Materiality Assesment	25	-		
	Materiality assessment: actual and potential effects on the undertaking's present or future financial	4.4 The Double Materiality Assesment	25	-		
	Materiality assessment: actual and potential effects on the undertaking's activities and strategy.	4.4 The Double Materiality Assesment	25	-		
N3 - Management of material sustainability matters	Policies or actions to: i. prevent ii. mitigate iii. remediate actual and potential negative impacts and/or to address financial risks. If applicable, the undertaking may refer to the sustainability due diligence or risk management processes implemented;	Chapter 5 - 7	27-54	-		
N4 - Key stakeholders	Categories of key stakeholders considered and a brief description of the engagement activities	**3.5 BE-Cold's Value Chain**	15	-		
N5 - Governance: responsibilities in relation to sustainability matters	The governance and responsibilities in relation to sustainability matters. If applicable, this disclosure shall cover roles and responsibilities of the highest governance body or of the individual(s) in charge of managing sustainability matters within the undertaking.	Individual per company to address & explain				
BASIC MODULE						
B1 - Basis for Preparation	Which of the following options it has selected in the preparation of its sustainability report using this Standard: i. OPTION A: Basic Module (only); ii. OPTION B: Basic Module and Narrative-PAT Module; iii. OPTION C: Basic Module and Business Partners Module; or iv. OPTION D: Basic Module, Narrative-PAT Module and Business Partner Module.	-		Option D		
	Whether the sustainability report has been prepared on a consolidated (i.e. the report includes information of the undertaking and its subsidiaries), or on individual basis (i.e. the report is limited	8.2 About this report	60	Sector based		
	The list of the subsidiaries including their registered address covered in the consolidated sustainability report.	8.3 Participating companies	61	-		

B2 - Practices for transitioning towards a more sustainable economy	Describe specific practices for transitioning towards a more sustainable economy, in case it has them in place. This may include the practices in relation to climate change, pollution, water and marine resources, biodiversity and ecosystems, circular economy, own workforce, workers in the value chain, affected communities, consumers and end- users, or business conduct. Practices include what the undertaking does to reduce its negative impacts and to enhance its positive impacts on people and on the environment, in order to contribute to a more sustainable economy.	Chapter 5 - 7	27-54	-		
BASIC MODULE - ENVIRONMENT						
B3 - Energy and Greenhouse Gas Emissions	Total energy consumption in MWh: fossil fuels	5.4 Renewable Energy: Roadmap to 2030	34	4.730,82	Participating companies	
	Total energy consumption in MWh: electricity	5.4 Renewable Energy: Roadmap to 2030	34	34.707,94	Participating companies	
	Total energy consumption in MWh: renewable electricity	5.4 Renewable Energy: Roadmap to 2030	34	16.899,94	Participating companies	
	Total energy consumption in MhW: non-renewable electricity	5.4 Renewable Energy: Roadmap to 2030	34	17.808,00	Participating companies	
	Total estimated gross greenhouse gas (GHG) emissions in tons of CO2 equivalents (tCO2eq): Scope 1 GHG emissions	5.3 Carbon Reduction: analysis and pathways	28	2.822,83	Participating companies	
	Total estimated gross greenhouse gas (GHG) emissions in tons of CO2 equivalents (tCO2eq): Location-based scope 2 emissions	5.3 Carbon Reduction: analysis and pathways	28	7.663,85	Participating companies	
B4 - Pollution of air, water and soil	The leakage of freon (R404A) to the air (kg)	5.6 Tackling Air Pollution from Refrigerants	39	215,84	Participating companies	
	The leakage of ammonia to the air (kg)	5.6 Tackling Air Pollution from Refrigerants	39	2.034,00	Participating companies	
	The leakage of CO2 to the air (kg)	5.6 Tackling Air Pollution from Refrigerants	39	1.516,80	Participating companies	
B5 - Biodiversity	that are located in or near biodiversity sensitive areas	**not material**				
	Total use of land					
	Total sealed area					
	Total nature-oriented area on site					
	Total nature-oriented area off site					
B6 - Water	The total amount of water withdrawal					
	Total amount of water withdrawn at sites located in areas of high water stress					
	withdrawal and water disharge from its production processes					
B7 - Resource use, circular economy, and waste management	If the undertaking operates manufacturing, construction and/or packaging processes, the recycled content in the products (goods and materials) and their packaging produced by the undertaking.					
	content in the products and their packaging produced by the undertaking.					
	Total annual generation of non-hazardous waste (kg)	5.5 Optimising Waste Management	37	1.800.230,00	Participating companies	
	Total annual generation of hazardous waste (kg)	5.5 Optimising Waste Management	37	0,00	Participating companies	
	Total annual waste diverted to recycle or reuse, expressed in units of weight (e.g. kg or tonnes).	5.5 Optimising Waste Management	37	No data	Participating companies	
BASIC MODULE - SOCIAL MATTERS						
B8 - Workforce - General characteristics	Total numbers of empoyees in headcount at the end of the reporting year.	6.3 Some numbers	43	1427	All BE-Cold members	
	Total numbers of employees in full-time equivalents at the end of the reporting year.	6.3 Some numbers	43	1385	All BE-Cold members	
	Total number of male employees in headcount at the end of the reporting year.	6.3 Some numbers	43	1168	All BE-Cold members	
	Total number of female employees in headcount at the end of the reporting year.	6.3 Some numbers	43	259	All BE-Cold members	
	Total number of employees with a temporary contract at the end of the reporting year.	6.3 Some numbers	43	55	All BE-Cold members	
	Total number of employees with a permanent contract at the end of the reporting year.	6.3 Some numbers	43	1302	All BE-Cold members	

B9 - Workforce - Health and safety	The number and rate of recordable work-related accidents	6.7 Commitment to Workplace Health & Safety	46	5	Participating companies*	
	The number of fatalities as a result of work-related injuries and work-related ill health	6.7 Commitment to Workplace Health & Safety	46	0	Participating companies*	
B10 - Workforce - Remuneration, collective bargaining, and training	Average minimum wages	6.8 Compensation & Workforce Diversity	47	16,53 EUR/hour	Participating companies*	
	The percentage gap in pay between its female and male employees. The undertaking may omit this disclosure when its headcount is below 150 employees.	6.8 Compensation & Workforce Diversity	**per company**		Participating companies*	
	The percentage of employees covered by collective bargaining agreements.	6.4 Conducting a social dialogue	44	all employees		
	The average number of annual training hours per employee related to the development of skills and competences, either through formal or informal forms of capacity building.	6.5 Cultivating Growth through Continuous Training	44	10,2		
BASIC MODULE - BUSINESS CONDUCT						
B11 - Convictions and fines for corruption and bribery	In case of convictions and fines in the reporting period, the undertaking shall disclose the number of convictions and the amount of fines for violation of anti-corruption and anti-bribery laws.	7.5 Upholding Integrity: Anti-Corruption and Anti-Bribery Practices	54	0		
BUSINESS PARTNERS MODULE						
BP 1 ÐRevenues from certain sectors	weapons and biological weapons.	**not material**				
	Related revenues of: the cultivation and production of tobacco.					
	exploration, mining, extraction, production, processing, storage, refining or distribution, including transportation, storage and trade, of fossil fuels as defined in Article 2, point (62), of Regulation (EU) 2018/1999 of the European Parliament and the Council17), including a disaggregation of revenues derived					
	(EC) No 1893/20064.					
BP 2 ÐGender diversity ratio in governance body	If the undertaking has a governance body in place, the undertaking shall disclose the related gender diversity ratio.	6.8 Compensation & Workforce Diversity	47	BE-Cold: 0,125 Member organisations: 0,37	Participating companies*	
BP 3 ÐGHG emissions reduction target	Reduction targets for scope 1 emissions	5.3 Carbon Reduction: analysis and pathways	28	60% reduction by 2030	All BE-Cold members	
	Reduction targets for scope 2 emissions	5.3 Carbon Reduction: analysis and pathways	28	60% reduction by 2030	All BE-Cold members	
BP 4 ÐTransition plan for climate change mitigation	Transition plan for climate mitigation with an explanation of how GHG emission reduction targets are compatible with the limiting of global warming to 1.5¡ C in line with the Paris Agreement. This disclosure is applicable only if the undertaking has adopted such transition plan.	5.3.4 Pathways to Achieve Sector-Wide Emission Targets	32	-	All BE-Cold members	
BP 5 ÐPhysical Risks from climate change	The monetary amount and the percentage of the undertaking's total assets that can be subjected to material physical risks over the short, the medium and the long-term, before considering climate change adaptation actions disaggregated by acute and chronic physical risk.	Individual per company to address & explain				
	The proportion of assets at material physical risk addressed by the climate change adaptation actions.	Individual per company to address & explain				
	The location of the significant assets affected by material physical risks.	Individual per company to address & explain				
	The monetary amount and proportion (percentage) of net revenue from its business activities at material physical risk over the short-, medium- and long-term.	Individual per company to address & explain				
	The breakdown of the undertaking's carrying value of its real estate assets, by energy efficiency classes.	Individual per company to address & explain				

BP 6 ĐHazardous waste and/or radioactive waste ratio	Total amount of hazardous waste and/or radioactive waste generated (radioactive waste is defined in Article 3(7) of Council Directive 2011/70/Euratom).	5.5 Optimising Waste Management	37	0	Participating companies*	
BP 7 ĐAlignment with internationally recognized instruments	Whether its policies with regard to its own workforce are aligned with relevant internationally recognized instruments, including the UN Guiding Principles on Business and Human Rights.	**not adopted by current companies**				
BP 8 ĐProcesses to monitor compliance and mechanisms to address violations	Whether it has processes in place to monitor compliance with the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, including the principles and rights set out in the International Bill of Human Rights and the eight fundamental conventions identified in the ILO Declaration or grievance/complaints handling mechanisms to address violations of the above standards with regard to its own workforce.					
BP 9 ĐViolations of OECD Guidelines for Multinational Enterprises or the UN Guiding Principles	Whether there have been any violations of the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work or the OECD Guidelines for Multinational Enterprises with regard to its own workforce during the reporting year.					
BP 10 ĐWork-life balance	The percentage of employees: entitled to take family-related leave, with a breakdown by gender;	6.8 Compensation & Workforce Diversity	47	all employees	Participating companies*	
	The percentage of employees:that took family-related leave, with a breakdown by gender.	6.8 Compensation & Workforce Diversity	47	4	Participating companies*	
BP 11 ĐNumber of apprentices	Number of apprentices in the reporting period.	6.8 Compensation & Workforce Diversity	47	10	Participating companies*	

8.2 About this report

This report, prepared in alignment with the Voluntary Sustainability Reporting Standards (VSRS), offers an in-depth analysis of BE-Cold's goals and progress in environmental sustainability, social initiatives, and governance. We have used our VSRS materiality assessment, alongside key frameworks such as the Sustainability Accounting Standards Board (SASB) Standard and the Greenhouse Gas (GHG) Protocol, to shape the content of this report.

In this report, "materiality" refers to the importance of certain topics to BE-Cold and our stakeholders, including customers, employees, suppliers, communities, and investors. These material topics, as outlined by the VSRS, represent significant Environmental, Social, and Governance issues relevant to our operations.

BE-Cold and The Ecological Entrepreneur (World's Natural Balance BV) have no responsibility if the results in this report are incorrect due to bad, or incomplete data provided by the participating organisations. We are not liable for any direct or indirect claims resulting from this analysis.

This document details the activities and initiatives undertaken by BE-Cold and its members from January 1, 2022, to December 31, 2023.

For further inquiries about this report, please contact:

The Ecological Entrepreneur

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Be-Cold vzw

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+32 488 963 627

info@be-cold.be

www.be-cold.be

8.3 Participating organisations

8.3.1 Fresh Connection

Fresh Connection is a logistics provider specialising in the transport, storage, and handling of temperature-sensitive products, particularly in the food industry. With a strategic location near the ports of Rotterdam, Antwerp and Vlissingen, they offer services that ensure the safe and efficient movement of perishable goods. Fresh Connection is committed to sustainability, focusing on reducing their environmental impact through energy-efficient practices and the implementation of green logistics solutions. Their participation in BE-Cold's sustainability initiative aligns with their long-term goals of lowering CO2 emissions and promoting a responsible supply chain.

Contact Details Fresh Connection:

Noorderlaan 104F - 2030 Antwerpen

Riyadhstraat 30 - 2321 Meer

+32 (0)3 575 58 00

info@freshconnection.be

8.3.2 Froster

Froster, a family-owned company, has been at the forefront of the frozen food industry for decades. They produce and distribute a wide range of frozen products, including vegetables, ready meals, and desserts, catering to both domestic and international markets. By participating in the BE-Cold sustainability project, Froster aims to balance business growth with environmental stewardship.

Contact Details Froster:

Zoomstraat 2 - 9160 Lokeren (BE)

0032 (0) 9 252 25 01

info@froster.be

8.3.3 Hottlet Frozen Foods

Hottlet Frozen Foods is an internationally recognised supplier of frozen seafood, vegetables, and other food products, serving a diverse global market. Their motto, "Because sustainability matters," reflects a deep-seated belief in the importance of ecological responsibility. It is for these reasons that the organization joined the BE-Cold project to contribute to a more sustainable future step by step.

Contact Details Hottlet Frozen Foods:

Heiveldekens 4 - 2550 Kontich

+32 3 451 31 31

site@hottlet.be

8.3.4 Jodifrost

Jodifrost is a specialist in energy-efficient cold storage solutions, providing essential services to the food industry. Their expertise lies in maintaining the quality of temperature-sensitive products while minimising energy consumption. Jodifrost's commitment to sustainability is evident in their efforts to reduce their ecological footprint through optimised logistics and advanced energy management systems. Their philosophy, "Sustainability is in our DNA," underscores the company's dedication to integrating sustainable practices into every aspect of their operations. By participating in BE-Cold's sustainability project, Jodifrost aims to further enhance their green credentials and contribute to a more sustainable supply chain. They focus on reducing greenhouse gas emissions, improving energy efficiency, and implementing innovative solutions that benefit both the environment and their customers. Jodifrost is determined to set new standards in the cold storage industry, ensuring that their operations not only meet but exceed environmental expectations.

Contact Details Jodifrost:

Schoonmansveld 15 - 2870 Puurs

03 860 20 56

info@jodifrost.com

8.3.5 Luik Natie

Luik Natie is a prominent logistics provider based in the port of Antwerp, specialising in the storage and transport of chilled and frozen goods. The company has a long-standing reputation for delivering high-quality logistics solutions to the food industry. Sustainability is a key component of Luik Natie's corporate strategy, driving their efforts to reduce environmental impact through innovative practices and technologies. Their involvement in the BE-Cold sustainability initiative reflects a commitment to enhancing energy efficiency and reducing carbon emissions across their operations. Luik Natie has invested heavily in green energy solutions, such as solar panels and energy-efficient cooling systems, to minimise their carbon footprint.

Contact Details Luik Natie:

Kruipin Harbour 1145

9130 Kallo – Belgium

+32 3 561 63 00

info@luiknatie.be

8.3.6 Raes Pharmaceutical Logistics

Raes Pharmaceutical Logistics is a dynamic logistics company that specialises in the storage and transportation of refrigerated and frozen pharmaceutical products. With a strong emphasis on quality and reliability, they serve clients across the pharmaceutical industry, ensuring that products are delivered safely and efficiently. Raes Logistics is deeply committed to sustainability, recognising the importance of reducing their environmental impact in a sector that is traditionally energy-intensive. Their participation in the BE-Cold sustainability initiative reflects their proactive approach to environmental stewardship.

Contact Details Raes Pharmaceutical Logistics:

Moerstraat 48-50 - 9031 Gent (Drongen)

+32 (0)9 280 74 40

info@raeslogistics.com

8.3.7 Sivafrost

Sivafrost is a leading producer and distributor of frozen food products, catering to both national and international markets. The company is known for its high-quality products and commitment to sustainability. Sivafrost's motto, "Our commitment to a better world," encapsulates their dedication to reducing the environmental impact of their operations. The BE-Cold sustainability project allows Sivafrost to collaborate with industry peers in achieving common sustainability goals. The company is focused on continuous improvement, seeking out innovative solutions that contribute to a more sustainable future for the frozen food industry. Their sustainability strategy is designed to ensure long-term environmental benefits while supporting business growth.

Contact Details Sivafrost:

Schaapveld 20 – 9200 Dendermonde

+32 (0) 52 25 02 60

info@sivafrost.be

8.3.8 Transwest

Transwest is a logistics company that specialises in the transport and storage of temperature-controlled goods, including both chilled and frozen products. They provide reliable and efficient logistics solutions to their clients in the food industry. Transwest recognises the critical importance of sustainability in their operations, particularly in a sector that relies heavily on energy-intensive processes. This gave them the motivation to participate in BE-Cold's pathway.

Contact Details Transwest:

Kampveldstraat 45 - 8020 Oostkamp

+32 50 83 30 70

info@transwest.be

8.3.9 Zeebrugge Food Logistics

Zeebrugge Food Logistics is a specialist in the storage and transport of refrigerated and frozen food products, operating out of the strategic port of Zeebrugge. The company plays a crucial role in the food supply chain, ensuring that temperature-sensitive products are handled with care and delivered on time. Zeebrugge Food Logistics is committed to sustainability, recognising the importance of reducing the ecological footprint of their operations. Their involvement in the BE-Cold sustainability project reflects their dedication to promoting sustainable practices across the food logistics sector. Their commitment to environmental stewardship is a key part of their business strategy, ensuring that they contribute positively to the global effort to combat climate change.

Contact Details Zeebrugge Food Logistics:

Ierse Zeestraat 50 - 8380 Zeebrugge

+32 50 55 11 25

info@zfl.be

8.4 Endnotes

i This financial data comes from the organisations' publicly available information. In each case, either turnover or gross margin was shown.

ii BE-Cold's total emissions include emissions from the cold storage activities of the 9 participating organisations for scope 1 and 2 and the waste category (scope 3). Note that this is therefore not the emissions from the entire sector and also only from refrigeration activities (transport and other activities were not taken into account).

iii These figures are based on the data provided by the 9 participating organisations.

iv The average number of training hours per employee derived from BE-Cold member organisations who recorded it (18 organisations).

v This target includes only the reduction targets set for cold storage activities. For the other activities performed by organisations within BE-Cold, no targets have been set by the sector federation to date.

vi Participating organisations were given the choice to include their external stakeholders in this survey. The stakeholders of Fresh Connection, Hottlet Frozen Food, Jodifrost, Raes Pharmaceutical Logistics, Sivaforst and Zeebrugge Food Logistics were eventually included in the survey.

vii Energy consumption was calculated from the data provided for the CO_2 analysis. Consequently, the data from the nine participating organisations was used for this and not from all organisations within the sector federation.

viii The total amount of hazardous and non-hazardous waste was calculated from the data provided for the CO_2 analysis. Consequently, the data from the nine participating organisations was used for this and not from all organisations within the sector federation.

ix The total amount of refrigerants was calculated from the data provided for the CO_2 analysis. Consequently, the data from the nine participating organisations was used for this and not from all organisations within the sector federation.

x Total emissions for transport were calculated based on the data provided by the 9 participating organisations for the CO_2 analysis. Within these organisations, 3 organisations carry out transport activities.

xi This data comes from the publicly available social balance sheets of all BE-Cold members.


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