

FrieslandCampina stakeholder dialogue policy

1 November 2023

FrieslandCampina

stakeholder dialogue policy

FrieslandCampina has a policy in place regarding stakeholder dialogue on sustainability. This policy is drawn up and adopted by the Executive Board of Royal FrieslandCampina N.V. in accordance with the Dutch Corporate Governance Code 2022.

Introduction

FrieslandCampina is a company owned by a cooperative of member farmers, who aim for long-term continuity. To be future focused is in our DNA. Everything we do at FrieslandCampina is guided by our purpose: nourishing by nature. With our purpose we strive for: better nutrition for the world, a good living for our farmers, now and for generations to come. Therefore, sustainability is at the heart of our strategic agenda. The six priorities of our sustainability strategy 'Nourishing a Better Planet' (see also: www.frieslandcampina.com/sustainability/) reflect FrieslandCampina's broad approach towards sustainability. Social, environmental and economic sustainability all need to be addressed in a balanced way.

Our purpose of stakeholder dialogue in principal is to explain the strategy and performance of FrieslandCampina in relation to sustainability, to ensure that correct and adequate information is provided about FrieslandCampina and that FrieslandCampina facilitates engagement in the dialogue on this strategy with relevant stakeholders. Annually, FrieslandCampina reports an overview of its stakeholders with whom it has maintained contact over the relevant financial year, the subjects of discussion and the actions that arose from these interactions.

Strategy development

FrieslandCampina's sustainability strategy is part of our overarching strategic plan Expedition 2030. The strategic plan takes into account the surroundings in which FrieslandCampina operates. Expedition 2030 is considered a living strategy, which means that the company is able to adjust to constantly changing external developments. FrieslandCampina has long-term sustainability objectives in its strategy that will continue also after Expedition 2030.

Stakeholder dialogue

Stakeholder dialogue around sustainability mostly takes place in bilateral meetings between e.g., policy-makers, government bodies and local authorities, branch organisations and NGOs (such as the Sustainable Dairy Chain (Duurzame Zuivelketen), Shift and the Sustainable Agricultural Initiative). Bilateral meetings always take place on the basis of equality, that means that relevant stakeholders can express their view on the development of FrieslandCampina and its position towards, amongst others, sustainability. Meetings in branch organisations take place on a regular basis and the agenda of these meetings often cover the relevant social economic themes in the areas of the dairy branch. Sustainability is one of these topics. FrieslandCampina urges everyone to share their views on how FrieslandCampina, both the company and our cooperative, can become more sustainable.

Cooperative dialogue

Besides our external stakeholders, FrieslandCampina facilitates the dialogue with its internal stakeholders within the cooperative as well. In various meetings with members, district council members, the Members' Council and the Members' Council cluster Care for Animals and Nature, FrieslandCampina engages in a dialogue on various topics regarding sustainability. These topics are for example the Foqus planet Sustainable development programme for the member dairy farmers of FrieslandCampina and minimizing greenhouse gas emissions from member dairy farms to reduce the environmental impact, including carbon sequestration on farms.

Employee participation

FrieslandCampina's Dutch Central Works Council has a central and assessing role in strategy development and its execution. The Dutch Central Works Council provides the Executive Board with advice on the organisational set-up in order to come to the best execution of the strategy. The Dutch Central Works Council also prioritises the role of FrieslandCampina in the social discussion on sustainability in a broad perspective. Their focus here is on the execution of the sustainability strategy by the cooperative. The Dutch Central Works Council has a separate Safety, Health, Environment and Quality (SHEQ) committee that discusses sustainability related matters with the company six times per year.

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