



VanDrie Group

CONTROLLED QUALITY VEAL



Compass

**GUIDELINE FOR
OUR ACTIONS**



A woman with dark curly hair, wearing a white ribbed sweater, stands in a room with patterned wallpaper. To her right is a large vase filled with white roses. The scene is warmly lit, and a framed picture is visible on the wall in the background.

“A family story
about how we act.
These are our core
values and we are
proud of them.”

The compass for everyone at the VanDrie Group

The booklet that you now hold in your hands is for you and all of us. It has more significance than you may think. It is a compass, a guideline for day-to-day actions at our company. A clear guide for collegiality, ambition, quality, safety and pleasure in your work.

The VanDrie Group compass applies to everyone in the workplace, for both temporary and permanent staff, as well as management and the board. This resource shows who and how we want to be. People from all kinds of countries work at the VanDrie Group. These are people like you and me, with dreams, wishes and plans for the future. They are very valuable. Thanks to their daily efforts and commitment, they achieve extraordinary results. Each person in his or her own way. They ensure that the company can fulfil its pursuit of quality. They are heroes and heroines. They live their life as

everyone else, work hard and hopefully with pleasure. Working at our company involves something special. Something unique. We call this the VanDrie Group feeling and our origin plays an important role therein. For us, 'Family' is a deep-rooted notion. An attitude of how we approach life, a way we do things and why we do them. A feeling of pride and respect for people you care about and care for. We would like to pass on that feeling. That is the reason for this compass.

This is who we are and this is how we work.

“This is our family and this is how we work and we’re proud of that.”

*"At the VanDrie Group,
I feel like a full member
of the family."*



VanDrie Group

Veal was originally a by-product of dairy farming. A cow does not produce milk unless it gives birth to a calf each year. Not every calf is suitable for the production of milk, such as young bulls for example. Jan van Drie Sr. began rearing these calves in the 1960s. It turned out to be a golden opportunity. Jan's activities grew into the VanDrie Group.

Thanks to the production chain in which, among others, calf husbandries, feed companies, veal and beef processors and raw dairy materials companies work together closely, the VanDrie Group supplies in-demand and valued products. Our products go all over the world. You find the veal in top restaurants in Berlin, Dubai and Miami. Or you see the calf skins in products on the catwalk. We make in addition

raw dairy materials for food, such as sports food. We also supply constituent parts for make-up, human medication and animal feed. We keep a close eye on market developments. With service, quality and professionalism, the VanDrie Group ensures that it can supply customers with the most beautiful and best products every day and all over the world.

"I make my contribution."



Our identity

Who we are and where we come from


In the meantime, approximately 2,600 employees work at the various subsidiaries of the VanDrie Group in five countries.

Our family values are still the guiding principle. That is related to commitment and responsibility. The VanDrie Group is globally oriented but works locally and is therefore accessible. The links are dependent on each other and therefore strongly connected. Our identity is formed by people of numerous nationalities, backgrounds and cultures who work closely together every day.

We are practical and down-to-earth, encourage each other to be enterprising and collegial, and take responsibility for our impact on people, animals and the climate.

We also continue to develop, innovate and invest, with a strong focus on efficiency and quality. In this way, we remain at the forefront of the market and achieve the best results for our people and our customers.

“Chatting with colleagues in the canteen is common practice.”



*“I think trust is
important.
Whatever I
promise, I do.”*



VanDrie Group

CONTROLLED QUALITY VEAL



Melkweg



Zoogamma



Serum Italia



Tenteco



Navobi



Alpuro



Van Drie



Sobeval



Schils France



T. Boer & zn



CONTROLLED QUALITY VEAL

Ekro



CONTROLLED QUALITY VEAL

ESA



CONTROLLED QUALITY VEAL



Ameco



QUALITY BEEF



Oukro



**Stichting
Promotie Kalfsvlees**

CONTROLLED QUALITY VEAL





Eurolat



Schils Food



Schils



**Alpuro
Breeding**



Zoogamma



Kalmi Italia



Brons



Vals



**Van Drie
Kalverhouderij**



Sobeval



Tendriade

Our world & the future

What do we believe in and what can we expect?

Our ambition is to increase the reputation of our products and services while exhibiting leaderships in the fields of quality and sustainability. Inspired innovation and down-to-earth leadership are at the heart of our organisation. Our ambition is to increase the reputation of our products and services while exhibiting leaderships in the fields of quality and sustainability. Inspired innovation and down-to-earth leadership are at the heart of our organisation.

We believe in partnerships to strengthen and innovate the chain and make it more sustainable. For example, we are making an important contribution to the Sustainable Development Goals of the United Nations. That ambition is in line with our origins as a family business and our company values. Because we organise our chain as sustainably as possible and continuously improve this, we make the difference and set the

tone. Because the VanDrie Group wants to meet the highest standards, of course, both now and in the future. Our people are the VanDrie Group's capital: they do the work and therefore receive plenty of support. They are entitled to a fine workplace, an excellent employee benefits package and to (additional) training in order to develop optimally.

“I am proud to work for a leading company.”



*"We believe in
innovation and
sustainability."*

Our values & behaviour

What do we expect from ourselves and how do we act on that?

Our values are at the heart of everything we do. They are traditional family values of dealing with each other in an open, fair and respectful way. Our behaviour reveals the nature of our colourful company: committed, one step ahead, with an eye for quality and responsible. This is how you recognise the VanDrie Group's core values and results, every single day. We expect that you actively act in accordance with these values during your work.

“I respect you, you respect me.”



*“Our core values?
Committed, one step ahead,
with an eye for quality and
responsible!”*

Our value

Committed

We continue to improve and learn, and bring the best out in each other.

We are proud of our company and our products and show that. Together we are stronger and we achieve more The success of the VanDrie Group is your success and vice versa. How do you show your commitment? What does this mean to you?



What do we do in practice?

1. We help each other by giving and receiving feedback.
2. We improve ourselves continuously, in practice and through learning pathways.
3. We value and utilise each other's talents.
4. We are proud of our company and our end products, and like to show that.
5. We know our limitations and talk with each other in order to view matters from different perspectives. In this way, we solve any differences of opinion.
6. Together we ensure there is an environment in which everyone can do their work well.
7. We offer a safe working environment, in which there is no room for bullying, discrimination or sexual intimidation.

My behaviour

"I'm always trying to improve myself".

Our value

One step ahead

We're always thinking and looking

As a leader, the VanDrie Group wants to lead the way. We are only as good as our last action and are at the cutting edge of developing products and services that are important to the customer. What does this mean to you?



What do we do in practice?

1. We are constantly searching to improve our products, services and processes.
2. We dare to embrace change with a view to the future.
3. We respond to social developments and discuss these with our cooperation partners.
4. We think about what the customer will need in the future and share new ideas.
5. We are open about products and services and fulfil our promises.
6. We think that feedback about our work is very important.

My behaviour

“I believe in transparent cooperation.”

Our value

Quality

We work in a well-considered way in order to deliver the best

Clear communication is a major asset. People from all different backgrounds with a wide range of opinions work for us. By discussing matters in complete openness, we ensure there is a better workplace. Together, we form our chain and we guarantee quality, in all aspects of our profession.



What do we do in practice?

1. We welcome and support people from all backgrounds.
2. We act ethically and satisfy all requirements that apply to us.
3. We continue to develop. In this way, we maintain and increase our professionalism.
4. We call each other to account in relation to problems and risks in a timely fashion. We make difficult matters open to discussion.
5. We learn from our mistakes by eliminating their causes. We share these learning experiences with each other.
6. We only collaborate with suppliers and parties that act in accordance with our compass.

My behaviour

“I do my bit for our VanDrie Group.”

Our value

Responsible

We stand by our actions now and in the future

The VanDrie Group wants to contribute to a better world for people, animals and the environment. We try to make our company and the world a little bit better every day. We opt for connection, a safe working environment and acting in a socially responsible manner. By showing that things can be done differently and better within and outside the VanDrie Group, we create opportunities.



What do we do in practice?

1. Our values are at the heart of everything we do.
2. We take the initiative when we see that things can be improved within the VanDrie Group.
3. Animal welfare and food safety take priority in everything we do.
4. We are open, fair and respectful with each other.
5. There is no place for irresponsible actions at our company. We also let our cooperation partners know that.
6. We take responsibility for each other and for our customers.
7. We look ahead to what is needed in the future, for customers, veal farmers and the VanDrie Group.

My behaviour

“I dare to make a difference with the VanDrie Group.”

We do it together, you are not alone

The VanDrie Group wants to create a safe environment in order to actively ensure risks and problems are open to discussion. An environment in which you feel safe to speak out if anyone's actions are in conflict with our values.

If you have any questions, doubts or if you want to talk about a particular problem, please realise that you are not alone. In the first instance, of course, you can ask a colleague for his or her opinion. You may have your opinion confirmed, but it may also lead to additional insights. Both are valuable. Don't hesitate to consult your manager too. He or she can advise you or propose, for example, to test your problem

in relation to policy and regulations. If you are unable to figure it out with colleagues or your manager, you can ask your confidential adviser at the work location for help. If you are not comfortable with this and want to remain anonymous, you can file a report with the SpeakUp line of the VanDrie Group. We will try to help you as well as possible in that case.

Employed in the country:	Reach SpeakUp by telephone via:	Reach SpeakUp from the web service via:
Belgium	0800-71365	www.speakupfeedback.eu/web/vandriegrup/be
France	0800-908810	www.speakupfeedback.eu/web/vandriegrup/fr
Germany	0800-180733	www.speakupfeedback.eu/web/vandriegrup/de
Italy	800-787639	www.speakupfeedback.eu/web/vandriegrup/it
The Netherlands	0800-0222931	www.speakupfeedback.eu/web/vandriegrup/nl





"At the
Van Drie Group,
I can combine my
work and private
life well."





VanDrie Group

CONTROLLED QUALITY VEAL



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