



## **CORPORATE SOCIAL RESPONSIBILITY POLICY OF FLORIUS B.V. AND PARTNER FARMS**

Florius B.V. is the handling company that unpacks and distributes flowers across Europe. All flowers are transacted through the FloraHolland auction. Florius' partner production farms are located in Kenya and Ethiopia.

Florius has set its intrinsic company values to a high standard. This policy indicates the CSR values based on 5 core subjects.

### **I. WORKING CONDITIONS**

Florius and its production partner farms consider their employees as the most important asset. Education, health, and good agricultural practice are all critical points which ensure the employees welfare.

The Basic values of Florius regarding *working conditions* are:

- There is zero tolerance to child labour, discrimination, and gender related issues.
- Florius and all partner farms strictly comply with all local rules and regulations provisioned by the government.
- Medical services at production locations are available.
- A clear system for wages is in place.
- Safety rules are clearly displayed and implemented.
- At least one meal per day is provided for employees at the partner farms.
- Good sanitation is in place.
- Trainings regarding hygiene, safety, and various other topics are given on an annual basis.

### **2. AGROCHEMICAL USE**

A high priority goal of Florius and its partners is to find more eco-friendly inputs. Our research and development team are focusing on breeding varieties that are less vulnerable to diseases and have a longer vase life.

The core values of Florius and production partners regarding *agrochemical use* are:

- Well balanced agrochemical input based on intensive scouting programmes.
- Well documented and traceable chemical use.
- Decease resistant varieties.

### 3. CLIMATE

Natural resources in the world are scarce. Florius strives to minimise its carbon footprint as well as its consumption of water. Therefore, a state-of-the-art irrigation system is used to calculate the correct amount of water discharged per plant; The system is designed to have a minimum washout of nutrients. Florius focuses on direct cargo flights to minimize fuel consumption. Moreover, a large piece of land is specifically dedicated for nature conservation on each partner farm.

The core values of Florius and productions partners regarding *climate* are:

- Using direct cargo transport.
- Irrigation only done by driplines to minimize evaporation.
- A large amount of land is dedicated to nature with a growing number of wild animals.
- All organic waste is composted and used for fertilizing the soil.
- Reusable waste such as steel is collected and recycled.
- Paper and plastic are separated and recycled wherever possible.
- Minimization of electricity consumption by using LED lighting on the handling location.

### 4. TRANSPARENCY

Florius and its partners are aware of the fact that the buyers and final customers are entitled to know where the flowers come from and how they are produced.

The core values of Florius and productions partners regarding *transparency* are:

- All inputs on every production location are recorded and properly documented.
- Water usage per production location are recorded and properly documented.
- Fuel and Electricity usage are recorded and properly documented.
- Health issues and injuries are recorded and properly documented.
- Every employee has a personal file on record.
- Company rules and regulations are displayed clearly and well implemented.

### 5. COMMUNITY

The local community benefits the most from a company if local initiatives are supported as well.

Some examples of *community support* on and around the farms are:

- Supporting the neighbouring schools.
- Supporting local sports clubs.
- Cooperating with local clinics to provide family planning seminars and initiatives.

## CSR ETHIOPIA SHORTLIST

- Over 1000 people are employed; with an average family size of 7 people depend on each employee's income.
- The income of farm employees are 25% higher than salaries at other comparable workplaces.
- Over 65% of the farm's workforce are comprised of female employees.
- All 3 farms in Ethiopia are EHPEA code of practice silver-level certified by the Ethiopian government.
- All labour rules and laws are respected.
- Training on various subjects such as HIV awareness and proper hygiene are provided.
- The secondary school in the adjacent village is quickly expanding with extensive contributions from the farm.
- All staff are provided with uniforms and personal protective equipment.

## CSR KENYA SHORTLIST

- Together with the local clinic, the farms provide family planning programs which gives women better awareness on how to control the size of their families to build a better future for their children.
- On the farms, a well-balanced meal is provided for each employee each day.
- To shorten the travel time of the employees, transportation is organised to bring the workers to and from their villages.
- All staff are provided with uniforms and personal protective equipment.
- All local labour rules and laws are respected and observed.
- An in-house loan scheme is provided which is used by almost 100% of the workers.

## ONGOING IMPROVEMENTS

The intrinsic values of the farms are set to a high standard.

- Florius is working to become Rainforest Alliance certified.
- Florius is working to become Global GAP certified.
- Florius is investing in renewable energy by placing solar panels on the handling locations.
- A project to reduce plastic waste by using renewable or biodegradable materials is ongoing.
- Florius sells directly to end customers in packed boxes in order to minimize road transport.
- The partner farms are developing wetlands for waste water purification.
- The R&D department is continuously working on ways to improve the *Integrated Pest Management* practices on the partner farms.

Florius and its partner farms in Ethiopia and Kenya will continue improving and expanding their Floricultural business. As a result of this fresh and colourful company, thousands of people are employed which results to a better future for their children and families. Florius will be present for many years to come to guarantee fresh and colourful flowers all over the world.

Signed

Florius B.V. and Partner Farms in Kenya and Ethiopia