

Caring for excellence

Perfetti Van Melle Benelux
Annual Social Report on the year 2010
July 2011, Breda The Netherlands



PERFETTI

van Melle



History

Perfetti Van Melle carries the name of its founders, the Italian brothers Ambrogio and Egidio Perfetti and the Dutchman Izaak van Melle.

Since the beginning of 1980s the Perfetti and the Van Melle families maintain a friendly business relationship. This friendship changed into a collaboration when Perfetti acquires 37% of the Van Melle shares in 1991. The combination of product-, marketing- and distribution channels results in a fruitful collaboration and is the basis for the decision to join the activities of Perfetti and Van Melle in March 2001. Perfetti Van Melle is a family concern and therefore it is not listed on a stock exchange.



CSR at Perfetti Van Melle Benelux

For every sweet moment Perfetti Van Melle wants to create a surprising event. The founders already had included the issue of Corporate Social Responsibility (CSR) in their corporate strategy.

It is the first time that Perfetti Van Melle Benelux reports on its CSR policy and its results. In 2011 a new structure was introduced by the CSR steering committee in which the general manager, the business unit directors (also members of the Management team), the Manager Quality and the Manager Communication have a seat. This year, together with its employees, Perfetti Van Melle will further concretize and implement the objectives. These will be reported in 2012.

The Perfetti Van Melle Benelux CSR policy consists of four cornerstones:

1 Responsible Trading

2 Environment

3 Employee & Society

4 Quality & Health



With Perfetti Van Melle, consideration for the individual and the environment has run in our blood for years.

Kees de Waard
General Manager Perfetti Van Melle Benelux. Chair CSR steering committee Perfetti Van Melle Benelux

Still with a smile on our face we reminisce 1997, the year in which we installed solar panels on the roof of the Breda production site. However, it is a novelty for us to communicate on this theme. Therefore, with modest pride, we present you with our first CSR report. The report is a summary of activities and results of Perfetti Van Melle Benelux in the field of Corporate Social Responsibility (CSR) in 2010.

This report is in line with the trend that companies become more transparent regarding their activities in the field of CSR. In this report we present a view on the years to come. The CSR concept is cherished at Perfetti Van Melle Benelux and we would like to share that feeling with you. In addition to the production of surprising sweets, we strive for a minimal impact of our company on the environment. This is a challenge, in particular in combination with our ambition to continue growing. Together with our suppliers, customers and consumers we want to take up this challenge.

Our CSR policy has been subdivided into a new policy structure with four cornerstones:

Responsible Trading, Environment, Employee & Society and Quality & Health. For each cornerstone we have defined objectives for 2011, allowing us to know what we have to deal with. This year we will further elaborate on these objectives in collaboration with our employees.

We are proud of what we have achieved together during the past years. Now it is our challenge to continue this direction and to set up good initiatives and to expand them together with our employees.

Recently three Dutch production sites have obtained the SA-8000 certificate for social-ethical entrepreneurship. It is to be expected that we will also obtain the ISO 14001 environmental certificate in 2011. Thus we will join in with the international developments and we will further open up our organization for external inspection. In 2011 we will take more new steps. For example by determining the 'CO₂-footprint' of all our sites, allowing us to be able to measure our progress better. Also, together with other Breda organizations, we will support the initiative of the municipality of Breda to become a JOGG-municipality. The JOGG initiative ('Young People At a Healthy Weight') has the objective to promote healthy diet and exercise for youngsters and to make it attractive for them.

We are proud of what we have achieved together during the past years. Now it is our challenge to continue this direction and to set up good initiatives and to expand them together with our employees. I have full confidence that we will succeed. Our CSR report is intended for all employees, suppliers and customers and also for anyone who is interested. If you wish to react to this report, please do so by sending an e-mail to info@nl.pvmgrp.com.

About Perfetti Van Melle Benelux

In addition to the production of sweets, Perfetti Van Melle Benelux is also responsible for the sales of these sweets in Northern and Western Europe. Perfetti Van Melle Benelux has offices in Breda, Hoorn, Weert, Andelst, Sittard, Berchem and Leuven.

967

employees

333,7

million Euro turnover (net) in 2010

311

products

75,700

tons turnover (volume) in 2010

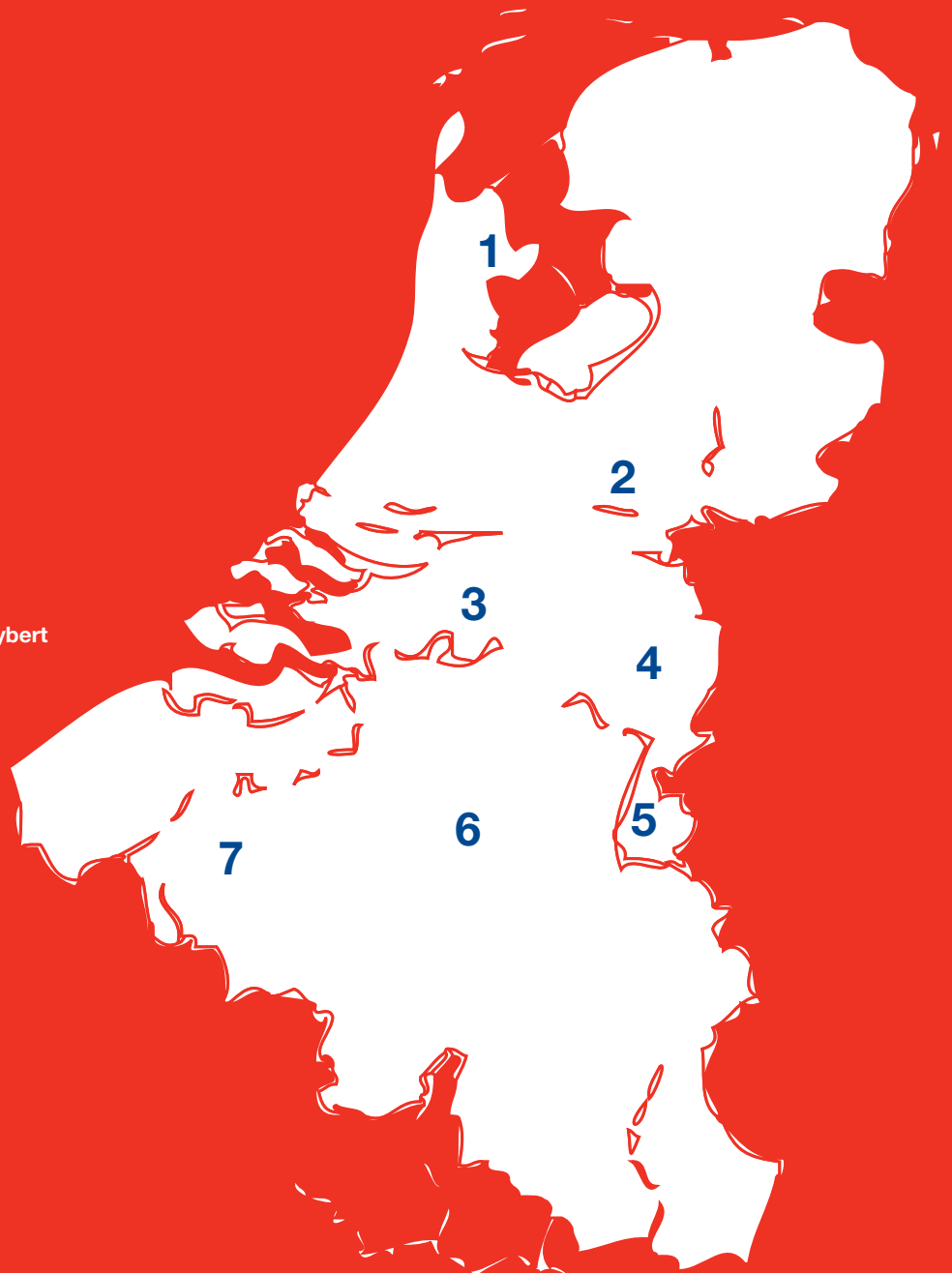
Number of employees and most important product per office

The Netherlands

- 1 Hoorn
114 employees
Production Klene
- 2 Andelst
64 employees
Look-O-Look
- 3 Breda
Head Office
597 employees
Production Mentos
- 4 Weert
109 employees
Production Fruitella, Wybert
- 5 Sittard
18 employees
Production Frisk

Belgium

- 6 Leuven
57 employees
Packaging Frisk
- 7 Berchem
17 employees



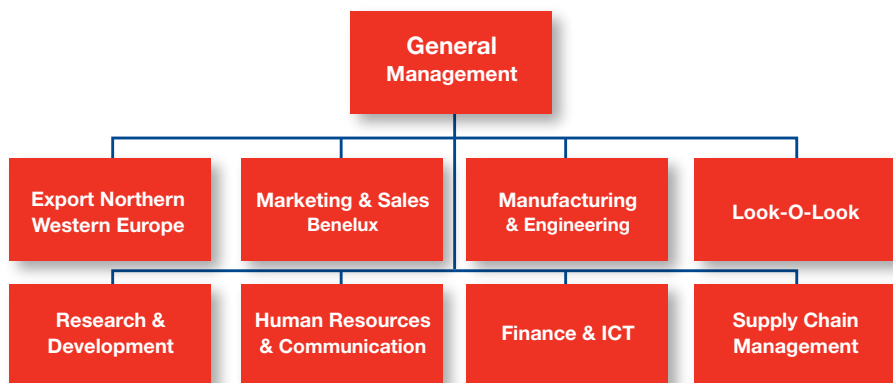
Our Brands



Organisational structure

Perfetti Van Melle Benelux is part of the international confectionery company Perfetti Van Melle Spa. This company has been divided into six Business Units. The General Manager of the Benelux organization, Kees de Waard, is also Vice-President & COO of the Business Unit Northern and Western Europe, GOS & Poland and he reports to the CEO of Perfetti Van Melle Spa. Because of the responsibilities from this Business Unit he is a member of the Executive Council of the Perfetti Van Melle Group.

**Management Team
Perfetti Van Melle
Benelux**
Management Team
Perfetti Van Melle
Benelux. More than half
of the management team
is actively involved in the
CSR initiative, both in the
realization as well as the
execution of the policy.





PERFETTI VAN MELLE BENELUX

IN SOCIETY

Perfetti Van Melle Benelux attaches great value to a good relationship with stakeholders. A healthy and sustainable management and supply chain is something which we achieve together with other parties in that chain. For example with our suppliers of raw materials, packaging materials and services. At the same time we think it is important to be an involved neighbour in those places where our production sites are located. Good contact with the different government bodies play an important role in this process.

Amongst others, Perfetti Van Melle Benelux participates in steering committees and study groups of trade organizations, such as in the Sustainability Committee (CDU) of the Dutch Federation Food Industry (FNLI) and the Dutch Association of Bakery and Confectionery-Industry (VBZ).



Vision on CSR



Defining a CSR policy is a first step. The challenge lies in the full integration of this policy in the operational management. In this process, commitment and involvement of the Management Team are important factors and I contribute happily and actively.

Robbie Pastoor
Manager Human Resources & Communication
Chairman study group Employee & Society

Perfetti Van Melle Benelux has the ambition to be the ultimate trendsetter in the confectionery industry. We create a surprising moment for every sweet moment. Therefore we offer high quality confectionery and chewing gum that are in line with the needs and wishes of the market.

Our brands offer a large assortment: for everyone his/her own favourite flavour. As innovation is one of our main principles, it also allows us to be able to meet the future demands of the consumer. In addition, innovation offers opportunities to further sustainalise our production.

Perfetti Van Melle Benelux has the ambition to increase its assortment and market share gradually. In this context responsible entrepreneurship is of course self-evident. At Perfetti Van Melle Benelux we endorse core values that are in sync with our vision on sustainable growth:

- **Integrity without compromise**
- **Achieving excellence**
- **Dedication to the customer**
- **Care for our people**
- **Social and environmental responsibility**
- **Independence**

Doing business with respect for people and the environment is part of the Perfetti Van Melle culture. For us CSR is not a project, but it is an intrinsic aspect of our entire organization. From purchase to sales we pay attention to people and planet. We do our business in an honest and fair way and in this process we consider people to be pivotal. This means: allowing consumers to enjoy our products in a responsible way and at the same time focus on sustainable development for man and environment.

We believe that the embedding of CSR in our operational management has a positive effect on society. Much can be achieved with the energy and involvement of employees. Therefore we stimulate our employees to take their own initiatives and we offer them opportunities to use and develop their talent and knowledge.

CSR-policy and long-term embedding

Policy and cornerstones

Corporate Social Responsibility is not a single person's challenge, it is a joint effort. Therefore we have deliberately chosen to actively involve twenty people from all parts of the company in this subject, either in a study group or in the CSR steering committee. Amongst others based on ISO 26000, we have defined four core themes that are the cornerstones of our CSR policy.

Embedding in the organization

Per theme a study group has been installed that is responsible for carrying out the activities. For the next few years objectives per theme and corresponding tangible actions have been defined. The coordinating steering committee is responsible for gearing the study groups to one another and for the annual report.

The study groups are responsible for defining their own priorities for the next few years and for defining which measurable objectives apply. Together with the steering committee, they are also responsible for measuring and evaluating the achievements.

The steering committee consists of the chairman of the study groups, the General Manager, the Manager Quality and the Manager Communication. The chairman of the study groups are also members of the Perfetti Van Melle Benelux Management Team.

1

RESPONSIBLE TRADING

paying attention to ethical trade and the improvement of working conditions in the supply chain.

2

ENVIRONMENT

the reduction of the impact on the environment and the surrounding of the production sites.

STEERING COMMITTEE

3

EMPLOYEE & SOCIETY

stimulating and offering opportunities for development for our employees and creating the opportunity to contribute positively to a social issue, together with colleagues.

4

QUALITY & SAFETY

offering an optimal product quality to our customers and stimulating an active and conscious lifestyle of consumers.





Responsible Trading

Part of the Perfetti Van Melle Benelux CSR policy is safeguarding good working conditions and ethical trading in the production chain. We think it important that the entire production chain operates and trades in compliance with care for man and environment. We acquire raw materials from all over the world. By creating a structural dialogue with the suppliers we make issues such as working- and environmental conditions in the chain subject of discussion and we look for concrete improvements.

Social and ethical entrepreneurship

In the summer of 2009, as the first organization in the Dutch food industry, we obtained the SA-8000-certificate for social-ethical entrepreneurship for the sites in Breda, Hoorn and Weert. By means of internal training for managers, newsletters and a special edition on SA-8000 we have given publicity and meaning to this certificate internally. Insight in the mode of operation of suppliers is essential for the stimulation of responsible entrepreneurship. Via extensive questionnaires and (external) audits we obtain insight in the organization of our suppliers. In 2010 the questionnaires have been sent to 200 of our largest suppliers. This information concerns diverse issues such as working conditions, quality, safety and environmental standards. In total we have received the fully completed questionnaire from 87.5% of the suppliers.

Also internal standards and values
In the Perfetti Van Melle code of conduct we have included standards that apply to all Perfetti Van Melle employees, everywhere and throughout the entire production chain.

The code of conduct also applies to third parties that have a business relationship with Perfetti Van Melle Benelux. The purpose of this code of conduct is to communicate and

protect our standards and values in our relationship with customers, suppliers, authorities and the public.

Last year we ran an awareness campaign regarding the code of conduct amongst our employees. There were posters in the different offices and all employees received a brochure.

See www.perfettivanmelle.nl for more information.

Further focus on chain responsibility

In 2011 we will further accentuate the Perfetti Van Melle code of conduct for suppliers, based on the SA-8000 guidelines. We will start the dialogue with our suppliers with the objective of having 90% of our suppliers committing themselves to the standards and values as defined for SA-8000 by 2015. For us a code of conduct without validation is not enough. Just as with our quality system we will randomly check our suppliers on their compliance with the code of conduct.

At the moment we make an inventory of which sustainable initiatives and innovations we can (further) develop with suppliers. Perfetti Van Melle Benelux has the ambition to support a number of suppliers with their initiatives and thus to further stimulate sustainability in the chain and share 'best practices'.



	What	Where	How Much (in tons)
1	Sugar	Netherlands, France, Germany, Belgium	30.000
2	Glucose / starch /flour		27.400
3	Gelatine	Belgium, France, Italy	1.180 (together)
4	Gum Arabic	Sudan	
5	Vegetable fat	Indonesia	1.350
6	Liquorice extract such as salted wood	China, Former Soviet Union, Afghanistan, Turkey, Syria, Iraq, Iran	310
7	Mint	India, United States	35

Overview of the areas of purchase of the most important raw materials



What is SA-8000?

The SA-8000 certificate is an international standard developed by Social Accountability International. The standard offers a verification system for safeguarding fair and decent working conditions in the production chain. Themes that have been included in the standard are based on the Universal Declaration of Human Rights of the United Nations, the UN Convention on the Rights of the Child and several conventions of international labour organizations. An accredited certifying agency performs independent audits to ascertain if sufficient progress has been made. For more information: <http://www.sa-intl.org>





Environment

Perfetti Van Melle Benelux feels involved with the environment and has the ambition to limit its impact on the environment. Perfetti Van Melle understands the necessity and urgency to reduce the remaining environmental impact with environment-improving measures. Therefore all our investments are being assessed for their possible impact on environment and our surroundings. For this the current environmental law and legislation is a starting point for our strive for sustainability.

Furthermore Perfetti Van Melle Benelux focuses in particular on:

- reduction in energy use;
- reduction in water use;
- reduction in waste streams.

Working together for a lesser environmental impact

Both internal and external awareness are important parts of our environmental policy. We think it is important that employees are actively involved in realizing the reduction of our environmental impact. Internally we define environmental objectives. We discuss these objectives in the operational teams of the production sites. We also have regular meetings with other parties concerned, such as municipalities and district water boards.

Environmental management

An important part of the environmental management system is the Environment Master Plan (EMP) in which environmental objectives and activities for the next few years have been defined. We have made it our objective to have the environmental management system of all production sites certified in compliance with ISO 14001 standards by the end of 2011. ISO 14001 is an internationally accepted standard with demands for an environmental management system.

In the context of environmental management we use World Class Manufacturing (WCM). Within this system a myriad of analysis and improvement techniques is used to change a company into a world class company. Since 2008 we have realized several initiatives in the context of WCM in order to reduce the amount of waste streams that we generate.

At Perfetti Van Melle we attach value to acquiring expertise regarding WCM. Therefore we train employees to be able

to deploy the WCM tools in the correct way. We have also appointed a Senior Project Engineer who is responsible for expanding the knowledge of environmental management at Perfetti van Melle Benelux.

In order to formulate our objectives more precisely and to deploy additional activities, we define a **CO₂-footprint for all production sites in 2011**. In 2012 we will take a step further by also mapping the Water-footprint for all production sites.

Economic use of energy

Perfetti Van Melle Benelux has implemented a large number of energy-saving and energy-friendly initiatives. Examples are the implementation of an energy management system, the use of high-frequency lighting and the use of residual heat.

Furthermore Perfetti Van Melle Benelux invests in sustainable energy. Whereas in 2009 50% of the acquired energy came from green energy, in 2010 this was 100% of the total energy



Quest for the best
 “For years already, I personally have been actively involved in reducing our impact on the environment at Perfetti Van Melle. For me this will only be finished if our company no longer has a negative but a neutral impact on the environment. I fully support the current attention for this issue. Swiftiness is essential because the effects of mankind on our environment becomes clearer and more tangible every day.”

Ko van Belois
 Manufacturing,
 Engineering &
 Environmental Director
 and Chairman Study
 Group Environment.

requirement. We also make use of solar energy from the solar panels on the roof of our production site in Breda.

Energy management system

With regard to energy for three production locations - Breda, Hoorn and Weert – we are committed to the MJA-3 (Long-term performance agreement) in the sector ‘other industries’. This sector has set itself the objective to be 30% more energy-efficient in 2020 than in 2005. Per participating site Perfetti Van Melle Benelux has drawn up an Energy Efficiency Plan 2009-2012. This plan includes saving measures that contribute to the realization of this objective.

Do not let the bucket overflow

In the Perfetti Van Melle Benelux factories several initiatives have been implemented to reduce the use of water. For example the introduction of efficient cleaning procedures, reuse of water, use of rainwater for secondary systems and preventive maintenance management.

These initiatives resulted in a 10% reduction in comparison to 2008.

A continuous quest for improvements in for example process optimization, attitude change of employees, the introduction of ‘dry’ systems and reuse of waste water will result in a situation in which less water is abstracted from the environment.

Reuse of residual heat

By reusing residual heat we save a lot of energy. As a result of earlier implemented projects the savings below have been achieved.

From waste water to biogas

The Breda production site has its own waste water purification system in which the process rest water is accumulated and purified with a efficiency of over 90%. During this process biogas is produced. This biogas is enough to meet 7 to 10% of the local gas requirement. Resulting in a reduction of our use of fossil fuel.

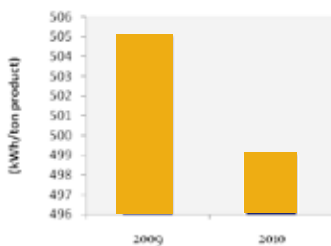
What to do with the waste?

We want to prevent and limit the waste streams resulting from our production activities as much as possible. For example waste streams that meet the qualitative demands are used in the process of producing ingredients for high-quality animal feed. We also deploy part of it for fermentation resulting in a reduction of fossil fuels.

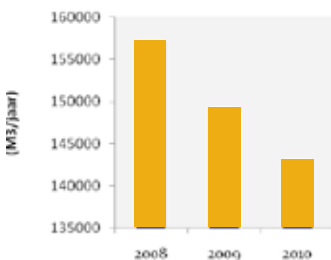
All waste streams that cannot be recycled have our attention. Within our waste stream policy we investigate possibilities to use materials that are 100% recyclable and/or degradable, without affecting the quality of the products.

In this context Perfetti Van Melle has committed itself to the Countdown 2010 initiative, because we see that biodiversity disappears at an alarming pace. This disorders the eco system which also has its impact on mankind. These consequences will increase if we do not take steps to protect biodiversity and deploy it sustainably. For this reason the European countries agreed in 2001 to stop the loss of biodiversity in 2010.

Use of electricity
 Breda/Hoorn/Weert



Use of water
 Breda/Hoorn/Weert



Recycling of heat from:	Annual saving
Flash distillation condensers of the cooking lines	15,8 TJ
Condensate buffers	3,0 TJ
Compressed air installation	1,7 TJ
Flue gas condenser of a steam boiler	7,9 TJ



Sustainalizing Production sites

This all sounds nice, but what does it come down to in practice? Breda and Andelst are sites where we deploy as many sustainable solutions as possible.

For example during the construction phase in Andelst recycled concrete and a sedum roofing have been used. Waste streams have been separated and for the flushing of the toilets we use rainwater. We have also applied thermal energy storage in the soil, and with heat pumps we take care of the climate management of offices and production rooms. This results in energy saving.

Since 1997 we have solar panels on the roof in Breda which save us annually 120.000 m3 of natural gas. Furthermore PV panels (photovoltaic solar panels) on the roof provide part of our electricity need. The Brand Building (office building at the Breda site) is fully heated by district heating. This is residual heat from the Amer power plant in Geertruidenberg.

Less Packing material

Taking the wishes of our customers in consideration has always been important for us. Therefore, at Perfetti Van Melle Benelux we are always looking for possibilities to reduce the amount of packing materials. We also investigate if alternative packing material with less environmental impact can be used.

In this process innovation and cost-saving go hand-in-hand. By the end of 2011 the study will be completed and we will define measurable measures and activities.

Reduce environmental impact of distribution

Next to the reduction of the environmental impact of our production sites, reductions may also be obtained in the area of our logistic processes. Our objective for 2011 is to map the fuel use of transportation, business travel and the company fleet. By the end of 2011 we will define measurable objectives and activities to reduce our environmental impact.



3

Employee & Society

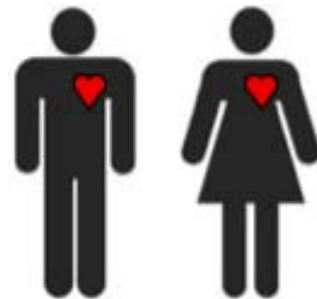
At Perfetti Van Melle Benelux we think it important that our employees are involved with their organization. Their passion and involvement determine our success. It is our ambition to involve employees in local (CSR) activities in and around our production sites. From a stage-of-life focused HR approach we are also actively involved in the support and stimulation of the development of our employees and their immediate surroundings. Furthermore we continuously take steps to guarantee a healthy and safe working environment for our employees.



Energy behind the products

By the end of 2010 Perfetti Van Melle Benelux employed 967 employees (940 FTE), of which one-third was female and two-thirds male. We prefer an open atmosphere in which everyone is welcome and respected. Our close involvement with people is shown in the implementation of the code of conduct and the obtaining of the SA-8000 certificate. And even more importantly, also our employees share this involvement. Results of the recent employee engagement survey show a high and still increasing involvement.

967 employees



66% men

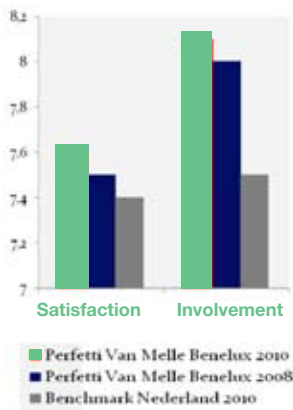
34% women



Everyone is welcome.
Perfetti Van Melle collaborates with the sheltered employment. At the moment at Look-O-Look in Andelst 130 people participate in the normal production process via sheltered employment.

Involved and satisfied employees

At Perfetti Van Melle the employees are our main asset. Their dedication and involvement determine the success of the company. Every two years Effectory in Amsterdam performs an extensive employee engagement survey for us. Based on the results we determine the areas of attention for the different departments and/or sites. In 2010 such a survey was performed, in which 79% of the employees participated. We are proud that the satisfaction and involvement of our employees has increased and lies still (well) above the benchmark. We consider the satisfaction and involvement of employees as an important indicator for the achievements of Perfetti Van Melle Benelux as an employer.



Together with employees

Yearly the commercial departments organize an afternoon during which all their employees contribute actively to the society. In 2010 the inhabitants of the Aeneas home in Breda were treated to a guided tour of the NAC Breda football club. In the meantime several recreation rooms in the home were refurbished and redecorated.

Employee participation

Our employees elect an employee participation council (OR).

The OR discusses the daily course of business within the company with the management, in particular the human resource management and the interests of the employees. This way it is possible for the individual employee to have a say in the employment conditions and circumstances. We consider it our mission and responsibility to create a workplace where open communication and job satisfaction are leading.

Challenge and talent development

For Perfetti Van Melle Benelux every employee counts. This is why we stimulate the development of knowledge and talent of all employees from a life-phase oriented HR-policy. In the last three years over 150 managers have followed the training 'Leadership at Perfetti Van Melle' (Smaakmakend Leiderschap), in which we share our vision on leadership. Furthermore seventy employees from different production sites started in 2010 with the two-years training program 'Inspirational learning' (Lekker Leren). This course is concluded with an acknowledged Intermediate Vocational Education (MBO) certificate. In order to keep everyone vital and motivated in their jobs, regardless of their age, we have focused on a life-phase oriented HR-policy. Initially the focus was on the older-than-50 employees. For them a training was developed, in which employees from different disciplines work together to obtain insight in this phase of life. There are also possibilities of taking courses in management, time management, computer training, language courses and exchange programs to get employees acquainted with other departments. At Perfetti Van Melle Benelux there is room for every employee for personal development, in which the balance between work and private-life is central.

Safe and healthy workplace

We feel very strongly about the safety and the health of employees. The development of a safe workplace is a process in which Perfetti Van Melle Benelux is continuously looking for improvement. At all production sites a campaign was run in 2010 in which employees were pointed out the importance of safety of their workplace and safe behaviour. All workplaces have been equipped in compliance with the current occupational health and safety regulations and periodical medical check-ups are performed. The internal occupational health and safety study groups and steering committee have been installed specifically to gradually improve work conditions. Employees have discounts at health clubs in the vicinity of the sites and annually a delegation participates in the Nijmegen Four Days Marches. Everyone within a radius of 10 kilometres from the company may participate in the employee bicycle scheme. This contributes both to the health of the employees and to the environment. In 2011 we want to include more healthy and sustainable products in the assortment of the canteen at the production sites.

In the centre of society

Perfetti Van Melle Benelux stands in the midst of society and happily contributes to the development of our surroundings. For example in 2010 we donated 92.500 Euro to several organizations. In Breda we have a permanent sponsorship for the Chassé theatre, the NAC Breda football club, the annual boulevard run and several sports- and youth events. Also in Hoorn we sponsor the marathon. We donate products in kind to different organizations. For example the youth Four Day Walking Event, tournaments of sport clubs, cultural events, neighbourhood street festivals, but also trips for disabled people. In 2011 we will financially support the ParaGames Breda, the largest European sports even for disabled athletes.

This year

Perfetti Van Melle Benelux donated 92.500 euro to several organizations.





Health & Quality

Our focus on health and quality is aimed at the stimulation of an active and conscious life-style of consumers. Furthermore we guarantee the quality of our products. Our priorities until 2015 are product improvements, responsible marketing and the safety and quality of products. Also, together with other Breda organizations, we will support the initiative of the municipality of Breda to become a JOGG-municipality. The JOGG initiative ('Young People At a Healthy Weight') has the objective to promote healthy diet and exercise for youngsters and to make it attractive for them.

... without sugar

In 2010 25% of our assortment consisted of sugar free products, whereas in 2009 this was 13%. Approximately 50% of the marketing budget we spend on products with natural colourings and flavourings, products without sugar and packed in smaller portions.

Product improvements

Perfetti Van Melle Benelux is continuously working to improve the composition of products. In the process we pay attention to market development, a responsible life-style and sustainability. An example is the recent introduction of Fruittella in which the artificial colourings and flavourings have been replaced by their natural equivalents. For the lemon flavour carrot extract is used for the yellow colour of the Fruittella.

Within our vast assortment of sweets we have also introduced smaller portion packaging. Just like Mentos Kidz, where smaller Mentos-sweets are offered in 9-gram packaging. We are also highly interested in the development of sugar-free products, as for example in the smaller (62.5 gram) Klene Sugar-free Liquorice packaging.

For our brands we think it is important to focus more on the responsible eating of sweets and sustainability during the years to come. In 2011 we investigate per brand the possibilities of further

product improvement. It is our intention to have the consumers enjoy our products tastefully. We strive to offer increasingly more products with natural colourings and flavourings, less sugar or less calories.

Responsible marketing

Perfetti Van Melle Benelux is positive regarding the agreements made in the Code of Advertising for Food. In order to underline this we will include these agreements in the Perfetti Van Melle Benelux Marketing Code this year. Perfetti Van Melle Benelux thinks it also important to inform the consumer correctly and fully of the composition of products. We do this, amongst others, by stating Guidelines Daily Amount (GDA) information on the products. At the moment 21% of the products has a GDA-statement. We strive for the annual increase of the number of products with a GDA-statement.



What is GDA?

GDA stands for Guideline Daily Amount. On a number of products we state the amount of energy (in calories), sugars, fat, saturated fat and sodium (salt) in one portion. Also percentages indicate to what extent these substances contribute to your daily nutritional needs.

For more information: www.gdalabel.org.uk

Safety and quality

It is our objective to have our consumers enjoy themselves. They may assume that the quality of our products is good and that they are safe. Therefore, we follow the safety and quality results in our production sites via the quality management system. In addition, audits by independent organizations take place regularly. Since 1998 the Breda, Hoorn, Weert and Andelst sites have obtained the ISO 9001, HACCP, BRC and IFS certificates. The Sittard factory is ISO 22000 certified and we have the intention to also have the Leuven factory certified by this standard in 2011. In 2009 the Breda, Hoorn and Weert sites have added the SA-8000 certificate to their package, an acknowledged certificate for social-ethical entrepreneurship. The Andelst organization is in the process of the preparation for the SA- 8000 certification. We intend to also obtain the ISO 14001 certification in 2011.

We attach value to quality certificates and –systems for the safeguarding of the quality of our products. Although there is no certification for the system ISO 26000, our current CSR policy is based on it. Thus both we and you are sure that we deploy activities on all themes as identified by ISO.



Society keeps evolving

“For us it is important to produce tasteful and safe products, just like the consumer wants us to do. This is safeguarded in our quality management system. By certifying this system we show our customers and employees how important this is for us. There is a growing interest for the social aspects of good operational management. Of course we have always been involved in environmental and working conditions. Our quality system has been expanded by the SA-8000 certificate. This is great, because in this way it becomes clear how much we as a company have already been doing in the area of social-ethical entrepreneurship. This makes me proud. However, the process is never finished. Thus we all keep moving.”

*Guurtje Kok
Manager Quality Perfetti Van Melle
Benelux*

Overview GRI-Indicators*

	2008	2009	2010
Perfetti Van Melle Benelux			
Net turnover (million Euro)	350,8	328,2	333,7
Turnover in volume (tons kg)	79.600	75.500	75.700
Sponsoring	78.000	82.000	92.500
Employees			
Number of employees	1045	976	967
Percentage of employees per gender			
Male	65%	66%	66%
Female	35%	34%	34%
Sickness absence		5,6%	5,4%
Education costs (Euro)	681.899	578.209	721.189
Education costs as percentage of average earnings	2,09%	1,75%	2,19%
Accidents with absenteeism	24	29	27
Accidents without absenteeism	97	123	116
Duration of absence due to accidents	140	268,5	342,25
Assortment			
Guideline Daily Amount (GDA)	16%	19%	21%
Sugar-free products (in volume)	12%	13%	25%
Environment - Production sites (Breda, Hoorn and Weert)			
Green Energy	100%	50%	100%
Water (m ³ per ton production volume)	2,72	2,56	2,37
CO ₂ (kg per ton production volume)	474,87	494,3	487,70
Energy (Kwh per ton production volume)	487	512	502
Water pollution unit (VE)	10633	8511	9.184

* These figures are related to the following legal entities in the Netherlands and Belgium: Perfetti Van Melle Benelux B.V. (offices in Breda, Hoorn and Weert, Paris and Bucharest) and Look-O-Look International B.V. (Andelst)

Colophon



Concept and realization:

Schuttelaar & Partners, Den Haag

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GRI

For the information in this report we used the internationally acknowledged guidelines of the Global Reporting Initiative (GRI). The criteria for reporting are based on the G3-guidelines. These guidelines have also been used to define the indicators of this report.

The GRI-guidelines have been the result of a consultancy process including the industry, social organizations and several authorities all over the world. An overview of the discussed GRI-indicators may be found on our website. www.perfettivanmelle.nl

Using the combination of this report and the website we report in compliance with GRI level B (self-declared).
www.globalreporting.org

Perfetti Van Melle Benelux. B.V.

Zoete inval 20

PO box 3000

4800 DA Breda

T: +31 76 - 52 75 000

E: info@nl.pvmgrp.com

W: www.perfettivanmelle.nl

