



Corporate Sustainability Report 2022

Barentz.

Barentz.

Welcome to Barentz.

The global life science and specialty performance ingredients distributor.

We are the global life science ingredients distributor specialising in human nutrition, pharmaceuticals, personal care, performance materials and animal nutrition, creating unique synergies across all fields of expertise.





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MESSAGE FROM THE CEO

We place ESG at the core of all we do.

The events of 2022 reinforce the need for urgent climate action. Unprecedented heatwaves, drought, and powerful storms, all demonstrate now is the time for collective action to solve some of the world's most pressing challenges.

At Barentz, we acknowledge our responsibility to contribute to a more sustainable world. We are seeking to do our part, and working with like-minded companies to help meet the goals of the Paris Agreement, which calls for less than a 1.5C° rise in global temperatures.

We have developed an ESG organization to formally champion our sustainability initiatives and I am happy to share that our efforts in this area are beginning to show results.

“Products we source and supply can positively impact our environment and communities.”



Hidde van der Wal

Barentz CEO

Our products.

One area we are particularly proud of is our sustainable product portfolio. We have seen many great examples of how products we source and supply can positively impact our environment and communities. Some examples of our sustainable products are our use of seaweed in cattle feed to lower emissions, our development of shampoo bars which enable the use of sustainable packaging and last, but not least, our contribution to supplying ingredients for use in plant-based diets.

In addition to our sustainable product portfolio, we have invested heavily in data collection and reporting. I am happy to announce, for the first time, we are now reporting key ESG statistics, according to GRI standards, for all our global operating facilities. I fully expect that by making this data available, we will be able to identify science based targets for emissions reductions at the facilities we operate.

Our operations.

Speaking of our operations, in 2022 we implemented a globally consistent set of ESG policies for all our employees and partners. It is our belief that these policies will form a solid foundation upon which we can continuously improve our ESG performance.

Of course, as a distributor of life science ingredients, our ESG program is intimately linked to those of our Principal partners. Accordingly, we have partnered with EcoVadis to assess the ESG performance of our primary partners to work collaboratively together in terms of advancing our ESG goals. We have also conducted materiality assessment of our operations and, as a result, determined the Scope 3 emissions associated with the products we purchase.

Our organization.

It gives me pleasure to know other organizations are recognizing our investments and commitment to ESG. Our operations in North America and Italy were recently awarded Gold level recognition from EcoVadis and our Global operations were awarded Silver level recognition.

At Barentz we will continue to place ESG at the core of all we do and I will continue to challenge our organization to identify solutions to make our company, and the products we offer, contribute to a more sustainable world.

Hoofddorp, 15 December 2022

Hidde van der Wal, CEO

“We are seeking to do our part, and working with like-minded companies to help meet the goals of the Paris Agreement, which aims to limit global temperature rise to less than 1.5 degrees.”

Our purpose inspire us.

We develop strong partnerships, deliver ingredients and customised solutions for a more sustainable world; Barentz is here to help you succeed. Together, there is always a better solution.

As the leading ingredient distributor at the very heart of life science, we know that our ecosystem's long-term prosperity is ultimately our own. That's why at Barentz, we're in the business of creating better solutions that enable sustained success for our customers and communities, our principals, people and ultimately the planet. And so, empowered by principles of knowledge, entrepreneurship and partnership, we're persistently conquering old challenges while unearthing entirely new opportunities. This continuous pursuit of better is what Barentz was founded on seven decades ago, and it's what continues to be the key ingredients shaping our future success – and possibly yours too.

Barentz. Always a better solution.



Profile.



Who we are

The global life science and specialty performance ingredients distributor.

We are the global life science ingredients distributor specialising in human nutrition, pharmaceuticals, personal care, performance materials and animal nutrition, creating unique synergies across all fields of expertise.



What we do

Delivering better ingredient solutions.

Thousands of customers worldwide have access to our world-class principal ingredients and their brands. For our customers, we provide access to the best ingredients solutions available to add value.

We are ambassadors, technological experts, networkers and a business platform, connecting ingredients manufacturers and users across all areas. Additionally, we source complementary ingredients, formulate custom products and apply our market and technological knowledge.

As a result, we deliver better ingredient solutions for our customers, for consumers and for the planet.



What drives us

Together, there is always a better solution.

We develop strong partnerships, deliver ingredients and customised solutions for a more sustainable world; Barentz is here to help you succeed. Together, there is always a better solution.

Our DNA.

Barentz is and does many things, but our core DNA is that we are knowledge driven specialists, formulators with entrepreneurial spirit, and collaborators continuously seeking meaningful partnerships.

In the business of better, we are the preferred partner that makes it happen. This is because we are specialists in the life science ecosystem. With 70+ years of experience, we have insights and expertise's that only time - and endless enquiry - can produce. At the same time we are collaborators, and our distributor success relies on our ability to identify, develop and sustain quality partnerships. Barentz is committed to further improve its already strong ESG performance and is working with long-lasting partners that truly align with our values. That is why all our sustainable ingredients are driving our purpose and philosophy responsibly.

“One team driven by the powerful blend of partnership, knowledge, entrepreneurship and integrity, embracing change.”

THE BARENTZ GROUP DNA SUMMARISED

Purpose.

Our purpose inspire us.

We develop strong partnerships, deliver ingredients and customised solutions for a more sustainable world; Barentz is here to help you succeed. Together, there is always a better solution.

Behaviours.

How we work together.

Our behaviour is a direct consequence of our values. At Barentz we have developed an ongoing process of communication and activities within our teams, called Continuing Meaningful Conversations, with the aim of supporting our people's performance and development in the best way possible.

Values.

Our values define us.

Our values set out the principles that unite and inspire our people to deliver our purpose

- We are one team
- We are strong partners
- We are knowledge driven
- We are entrepreneurial
- We embrace change
- We live by integrity always

Strategy.

How we create stakeholder value.

We create value for our stakeholders through organic and acquisition-led growth and have enacted a strategy based on 5 strategic pillars

- Empower people
- Develop partnerships
- Deliver strategic growth
- Drive continuous improvement
- Promote sustainability

Barentz at a glance.



Sustainability Highlights.



Reporting KPIs for all global operating facilities,



Established Diversity and Inclusion Policy,



Determined Scope 3 Emissions for all purchased raw materials,



Partnered with EcoVadis to conduct a review of our primary suppliers' ESG programs,



Enhanced our Whistleblower program,



Implemented robust Learning Management System to efficiently provide training to all global employees.

ESG key figures.



Scope 1,2 and 3
Emissions

**2,006 Kt
CO₂ eq.**

Waste
generation

**2069.19
Tonnes**

Water
consumption

**28.6 MM
Gallons**



Percentage
of women

51%

Work related
Injuries

7



Operations or
suppliers at significant
risk for incidents
of child labor

0

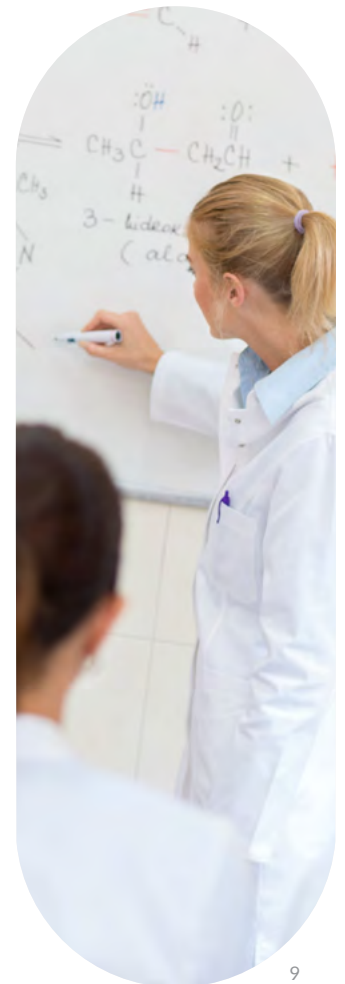
Operations or
suppliers at significant
risk for incidents
of forced labor

0



Incidents
of discrimination

0%



Approach to Sustainability.



SDGs and key-pillars

ESG, Sustainability and Corporate Social Responsibility mean different things to different people. We have chosen to align our company values and collective interests with the United Nations Sustainability Goals.

We've selected several of the UN Sustainability Goals, which most align with our operations and passions, to guide our program and sustainability investments. The UN Goals we've aligned our program around are the following.



Ensure healthy lives and promote well-being for all at all ages.

The new goal for worldwide Good Health promotes healthy lifestyles, preventive measures and modern, efficient healthcare for everyone.



Achieve gender equality and empower all women and girls.

Political, economic and social equality for women will benefit all the world's citizens. Together we can eradicate prejudice and work for equal rights and respect for all.



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Economic growth should be a positive force for the whole planet.



Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

A functioning and resilient infrastructure is the foundation of every successful community.



Take urgent action to combat climate change and its impacts.

Through education, innovation and adherence to our climate commitments, we can make the necessary changes to protect the planet.



Strengthen the means of implementation and revitalize the global partnership for sustainable development.

To build a better world, we need to be supportive, empathetic, inventive, passionate, and above all, cooperative.

ESG Organization.

To guide our program, we've established a Board Member as having responsibility for ESG and established a Global Sustainability Governance Council which is comprised of leaders from various functional areas, including two Board Members, across our company. This council is directly accountable to our Board of Directors. The strategic objectives set by the Governance Council and Board of Directors are executed by our newly established Global Director of ESG, who is our point of contact for all ESG activities. This role provides a single point of contact and accountability for our ESG objectives, which includes providing a yearly report documenting our progress toward our established goals. However, we do not view ESG as the responsibility of one person, or a small group of people. A key focus of our program is developing a broad base and decentralized ownership. To achieve this, we have identified ESG Champions in each of the regions we operate. These Champions are responsible for ensuring our ESG objectives are understood and resourced appropriately at the local level.

ESG Workplan.

Our ESG objectives are outlined via our yearly ESG workplan. This workplan is comprised of 5 key pillars, Environment, Labor & Human Rights, Ethics, Sustainable Procurement and Community Action & Partners. Within each of these pillars we have identified 3-10 tangible actions which we've committed to completing in 2022. Some of these commitments include, implementation of a global wellness program, identify GHG emission reduction targets and identify a partner non-profit organization in each region we operate in.

ESG Global Representation.

Through this broad support and collaboration, we feel strongly we'll be able to realize robust engagement and sustainable adoption of our goals. To capture the essence of this approach, this report was developed by several individuals across our company from each of our business units. We believe you'll hear the different voices of these individuals as you read the report. This report represents all our global activities and entities. The data presented in this report is collected monthly, presented to our global leadership team monthly, and presented publicly in our yearly Sustainability report.

“With this being designated as the decade of action by the UN, we have selected 6 UN Sustainable Development Goals to guide our ESG efforts and to make a real difference solving some of the world's most pressing challenges.”

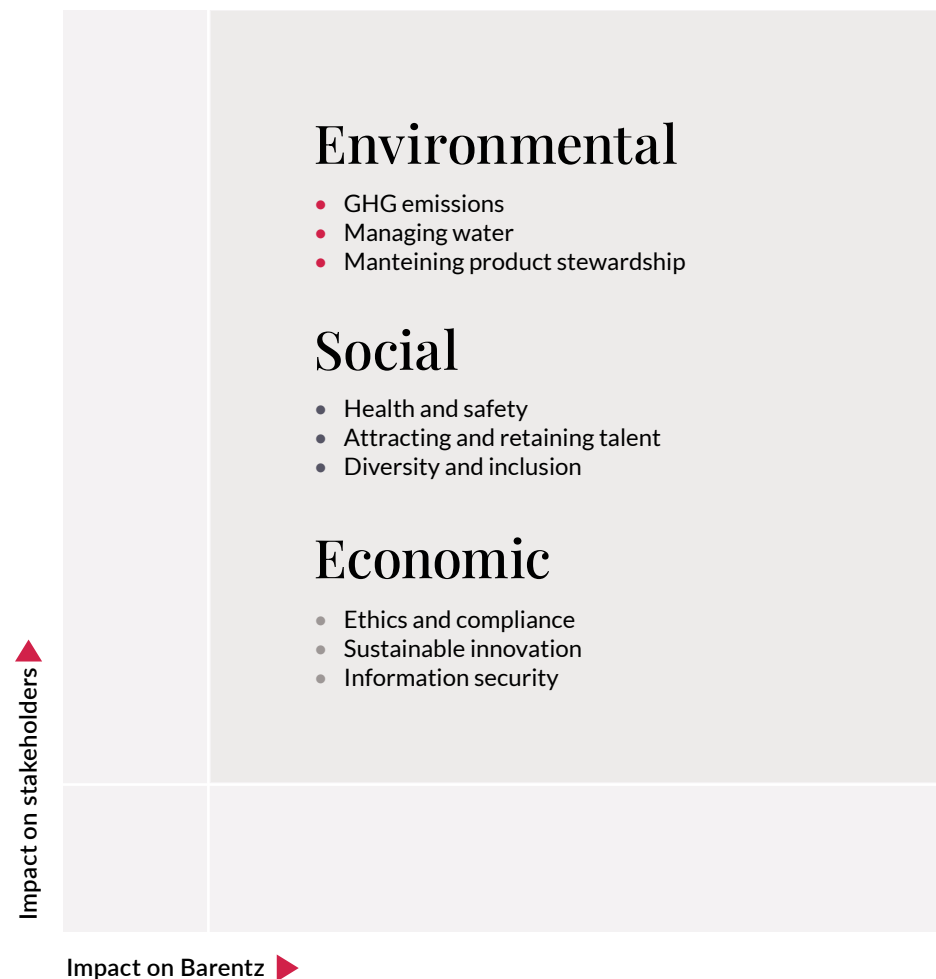
Scott Simmons, Global Director of ESG, Cleveland,
United States of America



Materiality Assessment.

To guide our efforts, in 2022 we partnered with a third party to conduct a materiality assessment of our operations and business. The results of this assessment were placed into one of three categories, environmental, social or economic.

The primary items highlighted in the environmental category were GHG emissions, managing water and maintaining product stewardship while the primary topics in the social category are health & safety, attracting and retaining talent and promoting diversity and inclusion. The items identified via the economic category are maintaining ethics & compliance, contributing towards product sustainable innovation, and maintaining information security. We have deeply considered these items and have identified a plan to address each of them. We are proud to highlight our efforts to address each of these material topics subsequently in this report.





Energy Water Waste	16 17 18
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Occupational Health and Safety Diversity Equity and Inclusion Talent Attraction, Development, and Retention	19 20 21
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Business Ethics Labort Practices Cybersecurity Data Protection	22 23 24 24
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Sustainable Procurements Products Stewardship	25 26
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Community Involvement	27
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OUR FIVE KEY-PILLARS

Environment

Energy.

Urgent climate action is needed around the world. At Barentz, we recognize the importance of climate action and are actively working to reduce our environmental footprint.

Early in 2022, Barentz conducted a materiality assessment to understand and validate the areas where we can make the most positive contribution to climate action. Unsurprisingly, given our asset-light operating model, the materiality assessment demonstrated our purchased raw materials, and their associated emissions from production, are the biggest factor for us to consider. Of course, our own operations consume energy and we have worked to understand these associated emissions as well. During the course of 2022 we began monitoring and reporting the Scope 1 and 2 emissions (defined via the GHG Protocol) associated with our operations and the Scope 3 emissions associated with our purchased raw materials.

Understanding our operations is the first step to improving performance. With this in mind, each month our Global ESG team monitors energy consumed, water usage, and waste generated at our facilities. This data is compiled and reported according to the GRI standards.

Of course, monitoring data from our operations is not enough. We operate several

Scope 1 and 2
Emissions

925.00
Tonnes

Water
consumption

28610696
Gallons

Waste
generation

2069.19
Tonnes

distribution facilities globally and are continually working to improve our impact on the environment. At our facilities, we have implemented several measures to minimize energy consumption, including:

- Energy, efficient lighting, LED lighting
- Warehouse and office motion sensor lighting
- Timer controls on warehouse thermostats
- Lower thermostat temperatures
- Regular preventative maintenance on all equipment
- Electric vehicle charging stations at select locations
- Solar panels at select facilities
- Electric vehicle charging stations at select facilities

As a distributor of life science ingredients, we send numerous shipments of products each day. To minimize the environmental impact of these shipments, we have partnered with a third party expert to maximize the efficiency of our trucking routes. We have also implemented policies to minimize the run time of our vehicles, such as loading in order of delivery to optimize run time and fuel efficiency, and to shut down vehicles when waiting to load or unload.

Gri Standard	Disclosure Title	Value
302-1	Energy Consumption within the organization	35,782 Mwh
302-3	Energy Intensity	21 Kwh / €
305-1	Scope 1 Emissions	4623.00 t CO2 eq.
305-2	Scope 2 Emissions	4632.00 t CO2 eq.
305-3	Scope 3 Emissions	1.081.284 t CO2 eq.
305-3	GHG Emission intensity	0.00543 t CO2 eq./€

Water.

Access to fresh water is a topic which will become increasingly important into the future. Barentz supports responsible water management throughout its supply chain. Barentz is committed to using water efficiently in our operations and to complying with local regulations and international standards.

In 2022 Barentz began measuring our water usage globally. While we have not yet established a water-related goal, we believe that having robust data regarding our water usage will allow us to establish this goal in the near future. In addition, we are continuously working on the development of products that can help our customers, and end consumers, reduce water use in their operations or daily activities.

Our water consumption and use primarily results from use in laboratories, warehouses, and offices. Due to the relatively small amount of water we use, we do not source water directly but work with local water providers for access to our fresh water.

Gri Standard	Disclosure Title	Value
305-5	Water Consumption	28.6 Mgal

Waste.

Offices and warehouses are the main source of the waste we generate. As a distributor, our waste primarily consists of paper, cardboard, and other office products.

All waste is disposed of or recycled by accredited disposal companies. Throughout 2022, as much of our waste was recycled as possible. We continue to identify new ways to reduce, reuse, or recycle our waste. Recycling efforts include the re-use of cardboard or dunnage, recycling bins for office paper, cardboard recycling, aluminum can recycling, printer cartridge recycling, and the proper disposal of batteries and light bulbs.

In the spirit of continuous improvement, our goal is to reduce our calculable waste by 3% within the next 3 years. Responsible disposal of waste and incidental releases are also an area of focus.

To ensure the environment is not impacted by our operations, we have robust protections in place to prevent any spill from impacting the environment adjacent to our facilities.

Pollution prevention measures we utilize include:

- Hazardous spill containment procedures
- Emergency response procedures
- Spill Kits
- Building design for spill prevention and pollution
- Hazardous material containment rooms
- 3rd party cleanup and disposal

Gri Standard	Disclosure Title	Value
306-3	Waste Generation	2069.19 tonnes



“Today, many of our wastes can be the source of new raw materials or the basis for eco-innovative ingredients. From recycling to upcycling, our choice is wide and our creativity is continuously solicited to reduce or offset our environmental footprint.”

Catherine Camara, Corporate Social Responsibility Manager
Paris, France



OUR FIVE KEY-PILLARS

Labor and Human Rights

Occupational Health & Safety.

Safety is our primary focus at Barentz. It is our goal to have zero accidents or incidents each year. We work tirelessly to ensure each employee returns home at the end of the day in the same condition they arrived to work. Our accidents and incidents are tracked and reported to our executive leadership team each month.

Additionally, safety is always the first topic discussed when our senior leadership team meets.

To foster a culture of safety, we have established a behavior based safety program and a Health Safety & Environmental policy which is applicable to all our operations and lived by all our employees. Our safety programs remain at the leading edge of industry best practices, via our active participation in industry trade associations such as the Association for the Food Processing industry, Chemical Pharmaceutical Association and the National Association of Chemical Distributors.

Work related
Injuries

7

Incidents of
discrimination

0%

In addition, to reinforce our focus on safety, we distribute a monthly safety communications, installed cameras in our fleet of vehicles to improve driver safety, and only partner with carriers who meet our stringent safety, security, and compliance standards. Beyond safety at our facilities, we also work to actively safeguard our employees who work remotely. Our sales team regularly receives defensive and safe driving training to ensure they are working as safely as possible while they are on the road.

In 2022 we began implementing a cloud based learning management system which allows us to efficiently deploy and track safety training across our organization. This system will allow us to provide all our employees with regular safety training each year.

In 2022, a total of 7 incidents were recorded. The incidents involved recordable work-related injuries due to, slips, trips and falls, cuts and muscle strains. No fatalities or injuries resulting in an inability to work for longer than six months were recorded.

The rate of recordable work-related injuries in 2022 is 7 based on 200,000 worked hours; There were no high consequence work-related injuries in 2022.

Whenever an incident occurs, our team of Health & Safety professionals conducts a robust root cause analysis to determine the underlying cause of the incident. Once the root cause is determined, we implement whatever change is necessary to ensure a similar incident does not occur in the future. This approach is representative of our commitment to Safety and Continuous Improvement.

Gri Standard	Disclosure Title	Value
403-9	Work related injuries	7
403-9	Lost Time Injuries	7
403-9	Lost Time Injuries per Man Hour	1.92x10 ⁻⁶
403-10	Work Related ill Health	0

Diversity and inclusion.

The success of our company would not be possible without each and every one of our employees. Barentz consists of an inclusive and diverse group of professionals around the world who are dedicated to providing quality service and value to our customers, principals, and each other.

By taking steps to create a workforce that includes a well-balanced distribution of all genders in all positions, different nationalities and ethnicities, LGBT community members, varying age groups and socio-economic levels, Barentz garners new insights to address business challenges or market opportunities, and finds it can open doors it never knew existed.

The assembly of inclusive and diverse teams translates into value for principals and customers because the differences in perspectives, thought processes and mindsets allow for distinct approaches to the legal challenges businesses face today.

We continue to seek to develop a workforce that reflects the diversity of the communities, our principals and customers we serve by embracing diversity in all its forms — which includes, but is not limited to race, ethnicity, gender or sex, gender identity and expression, sexual orientation, age, physical & cognitive disabilities, citizenship status, family situation & marital status, cultural background, religious & spiritual beliefs, military experience, political beliefs, thought and experience. In addition, we promote the same level of inclusion and diversity among the hundreds of suppliers and other businesses we work with every day.

Inclusion and diversity is at the heart of how we operate and embedded into our business and company culture. It is part of our decision-making process to ensure a fully integrated approach. By promoting an inclusive work environment where all associates are respected and valued for their unique knowledge, skills, and abilities we can harness the best talent to ensure our customers are given the service they demand.

Barentz employs over 2000 people worldwide#. Barentz is an equal opportunity employer with a standing policy of nondiscrimination as protected by applicable laws and regulations. It is our policy is to provide Equal Employment Opportunity to all persons, regardless of race, color, creed, age, religion, sex, national origin, physical or mental disability, genetic information, pregnancy, marital status, or military status. To uphold equal employment and advancement opportunities to all individuals, our employment decisions are based solely on merit, qualifications, skills, abilities, and job-related factors. We openly promote these values internally and externally.

To ensure these values are realized, in 2022 we implemented our first Diversity Equity and Inclusion policy. This policy lays the foundation for our goals of achieving a diverse and vibrant workplace. In 2022 we also hosted various forums to promote the advancement of diverse individuals throughout the company. We documented 0 incidents of discrimination in 2022.

Gri Standard	Disclosure Title	Value
2-7	Employees	2,000
2-7	Percentage of women	51 %
405-1	Diversity of governance bodies	7 men
405-1	Percentage of women in senior leadership	11%

Gri Standard	Disclosure Title	Value
406-1	Incidents of discrimination	0%

Talent attraction, development, and retention.

We believe we employ some of the best people in the life science ingredient distribution business and recognize our employees are the cornerstone of our business.

We have developed a stringent talent acquisition strategy and have found that having a well-organized process, clearly defined roles, responsibilities, and expectations, a multi-step interview process, and a structured onboarding process have paid great dividends. Many of our employees joined Barentz with extensive knowledge and experience in specialty chemicals or food ingredients, while some worked in sales, product management, and in technical development/application. With this foundational knowledge, we provide supplemental training for all employees via a structured onboarding.

The onboarding includes training to ensure all employees are familiar with our various policies and safety procedures. Some items included in the training are related to sexual harassment, workplace violence, I.T security, and facility safety protocols. We believe it is essential to properly care for and support our employees' health and well-being. As such, our employees are eligible for complete benefits which support and promote a healthy work-life balance. We are proud of the benefits we provide to our employees and are continually looking to improve them each year.



OUR FIVE KEY-PILLARS

Ethics

Business ethics.

One of Barentz' core values is "Integrity Always". By placing an emphasis on ethical behavior, we maintain a culture that emphasizes and promotes honesty, trust, and respect.

To highlight our commitment to operating our business with the highest level of ethical standards, we have joined the Institute of Business Ethics, a UK based non-profit organization which aims to help organizations support ethical business practices. To uphold these standards internally, we have an established Code of Conduct and Anti-Bribery and Anti-Corruption policies, which ensure every employee throughout Barentz is aware of and committed to acting in accordance with our internal values and principles. Our operations have been evaluated for risk of corruption and additional training is provided for higher risk areas. Externally, we have a robust evaluation process in place for potential principal suppliers as well as recurring evaluation procedures for existing suppliers to ensure we are maintaining partnerships with companies who uphold the same level of integrity and trust we represent. Our Supplier Code of Conduct, which outlines both our responsibilities, and our expectations, has been disseminated to all our current suppliers and is readily available on our website.

To ensure we are adhering to the standards we set, we've partnered with a third party to operate our "whistleblower" hotline. This communication pathway allows employees or

Operations or
suppliers at significant
risk for incidents of
child labor

O

Operations or
suppliers at significant
risk for incidents of
forced labor

O

our partners to anonymously report any allegation of wrongdoing. These reports are taken seriously and investigated by a diverse multifunctional team of senior leaders. In 2022 we had zero documented incidents of corruption.

The message our Code of Conduct and Anti-Bribery policies emphasizes above all else, be ethical. We place the utmost value on integrity throughout our sales and marketing practices: Bribes, kickbacks, favors, improper incentives, etc. are strictly prohibited in detail throughout our Code of Conduct in respect to customers, suppliers, and public officials. These policies provide guidance for all employees for ethical decision making when representing Barentz. Additionally, we have established a dedicated Quality Assurance, Safety & Compliance Team to ensure we are in compliance with the laws and regulations that apply to our business activity.

Employees are encouraged to ask questions and report any behavior that violates Barentz' Code of Conduct or that they deem to be unethical in any way. We have a strict Anti-Retaliation Policy that protects employees who come forward with any concerns. Employees undergo training regarding Ethics and Anti-Discrimination, as well as our anti-corruption policies, as part of onboarding via our online cloud-based learning management system. These policies, as well as our Code of Conduct and reporting procedures, are readily available to all employees via our "Global Employee Policy Manual". At Barentz, we seek to make a positive impact in the communities where we operate and be a good neighbor. One of the many ways we make a positive impact is by paying our share of taxes in a way that takes into consideration social and corporate responsibility and the interests of all our stakeholders. Our overall tax approach is in line with our stated Business Principles, and Code of Conduct.

Labor practices.

Involuntary, bonded, forced, or child labor by any supplier from any country is viewed as a violation of the International Labor Organization. We observe, within our operations and our suppliers', a zero-tolerance requirement with respect to child labor, inhumane or discriminatory treatment of employees, and forced compulsory labor and support the worldwide eradication of child labor, human trafficking, and forced labor. Barentz will not purchase any products in which such practices are employed. Our expectations of our suppliers in regards to labor practices are outlined in our Supplier Code of Conduct and Sustainable Procurement Policy. We had zero documented incidents of child labor in our operations or in our supply chain in 2022.

Gri Standard	Disclosure Title	Value
408-1	Operations or suppliers at significant risk for incidents of child labor	0
409-1	Operations or suppliers at significant risk for incidents of forced labor	0

Information Systems.

One of the biggest trends being discussed in the distribution business is “digitization” and enabling electronic services for our customers. With a broad product portfolio, including products used in sensitive end products such as pharmaceuticals, customer data, private employee data, and the responsible handling and protection of our electronic data is of paramount importance to us.

In 2022, Barentz hired a Global Chief Information Officer to harmonize our global systems and to ensure they are operating with the latest information security tools and techniques. The Chief Information Officer oversees our data protection policy and ensures our data is collected, stored, shared and protected according to local and international standards.

In our view one of the most important aspects of cybersecurity is user behavior. We routinely complete cybersecurity awareness campaigns to increase awareness among our employees regarding what may potentially be a cyberattack and how to respond. Of course, this approach to protection can only go so far. As a second line of defense we have implemented cloud based systems and two factor authentication to ensure any attack which does occur is limited in its ability to impact our broader operations and data security.

IT and cybersecurity are discussed annually with our Supervisory Board. To help us understand our risks, and continually improve our cybersecurity defenses, in 2021 a cybersecurity review was completed by an independent third party. The recommendations from this review were taken into consideration when developing our IT strategy for the next several years.



“We have a responsibility to all Barentz stakeholders to take all necessary security measures to keep our data secure and away from harm.”

Heather Wilkins, Systems Director, Toronto, Canada

Data protection.

Our customers, employees and partners have a right to expect the sensitive data they share with us is protected and kept private. Barentz respects local privacy laws and regulations and will ask permission to use any personal information if so required.

In 2022, Barentz experienced 1 cybersecurity incident. In two cases, a data breach was established involving customer data/contact details. For the two incidents in which a breach was identified, the relevant data privacy authorities were notified. Other than these incidents, no substantiated complaints concerning breaches of customer privacy or loss of customer data were received.

Gri Standard	Disclosure Title	Value
418-1	Cybersecurity Incidents	1

“Barentz can have the most positive contribution to society by bringing environmentally beneficial products to market.”



OUR FIVE KEY-PILLARS

Sustainable Procurement

Sustainable procurement.

Barentz is a distributor of life science ingredients. In this aspect, our ESG program is intimately linked to that of the suppliers we choose to partner with.

When evaluating a potential new supplier, we have documented procedures to evaluate their Environmental, Labor, Human Rights, and Ethical practices. Suppliers with commitments to sustainability and social responsibility receive preferential treatment during our evaluations. We have outlined the expectations of our suppliers in our Supplier Code of Conduct, which contains topics such as Business Integrity, Human Rights, Safety, and Sustainability. This document has been disseminated to our suppliers and is readily available on our website for everyone's awareness.

In addition, we have outlined our vision for our suppliers in our Sustainable Procurement Policy. This policy is also available on our website. We assess our suppliers' sustainability in several ways including:

- Performing on-site principal evaluations
- Principal audits and regular reviews
- Corrective and preventative actions

In 2022 we partnered with EcoVadis to take our assessment of suppliers one step further. In 2022, working with EcoVadis, we conducted a detailed assessment of our top 100 global suppliers for a variety of social, environmental and business ethics factors. We are happy to report we plan to continue this effort with EcoVadis in 2023 via the assessment of additional suppliers.

Sustainable formulations require sustainable raw materials. Barentz is committed to providing raw materials with as minimal environmental footprints as possible. We do our best to source raw materials from our suppliers which are manufactured and produced in the most sustainable ways - many of the products we source and supply contain some form of "Eco" designation, such as COSMOS, RSPO, Ecocert, Fair Trade, Leaping Bunny, etc.

We are particularly focused on expanding our sustainable product portfolio. We have seen many great examples of how these products can positively impact our environment and communities. It is our belief, that Barentz can have the most positive contribution to society by bringing these environmentally beneficial products to market. Some examples of our sustainable products are our use of seaweed in cattle feed to lower emissions, our development of shampoo bars which enable the use of sustainable packaging and last, but not least, our contribution to supplying ingredients for use in plant-based diets. These are only a few examples of the ways our business activity is supporting a more sustainable world.

Product stewardship.

As a supplier of a wide range of life science and specialty ingredients, handling, storage and transport of our products is particularly important. Just like employee safety, ensuring the safety of anyone handling or using our products is treated with the highest priority.

To ensure product safety during use, we review potential customers to ensure they have the ability and technical knowledge to utilize the products they intend to purchase safely. After this initial review, we provide a Safety Data Sheet (SDS) for all our products, when applicable, which contains all the needed information to respond to an incident involving the product. The SDS contains an emergency contact number, which is monitored 24 hours a day 7 days a week, and is staffed by trained first responders to assist any individual to respond to an event involving a product we supplied. We stand behind our products and are committed to ensuring our customers remain safe while using them.

Quality management is another key aspect of our Product Stewardship program. As a supplier of food and pharmaceutical ingredients, ensuring the products we deliver are unadulterated and safe for their intended application is of critical importance. To ensure the quality of the products we supply, we subscribe globally to numerous quality assurance programs which are evaluated and verified by third-party external auditors. Some of the quality assurance programs we employ are: Responsible Care, Responsible Distribution and ISO9001, for quality assurance, as well as Safe Quality Foods (SQF) and BRC for food quality assurance. Our continued recertification of these programs by an independent third party is a clear demonstration of our robust commitment to ensuring the products we supply are unadulterated and safe for their intended use.

The final critical aspect of our product stewardship program is product design. We are continually evaluating our products and developing new formulations which are more environmentally friendly than the previous version. For example, in our Performance Materials business unit we recently reformulated a floor finish product to contain less volatile solvent than previous versions. It is this technical expertise and commitment to continuous improvement which provides value to our customers and demonstrates our desire to do our part to solve some of the world's most pressing challenges.



OUR FIVE KEY-PILLARS

Community Action and Partners

Community Involvement.

At Barentz, we believe that we have a responsibility to support the betterment of our communities. Around the world, our colleagues take action to help support their local charities and other sustainable causes. We are proud that we can engage, through our local teams, in projects that have either a social or environmental impact at the local level.

On the following page we have shared some examples of how our employees gave back to their communities in 2022.

“Around the world, we take action to help support our local charities and other sustainable causes.”

“Creating a strong business and building a better world are our essential ingredients for long term success. ESG is part of what we do every day by maximizing positive impact and minimizing negative impact in our working environment.”

Arlina, Country Manager, Jakarta, Indonesia



Our colleagues in Italy spent their annual Barentz cleanup day cleaning up an area of the municipality of Desio, Italy.

minimum quality



Our North American HI&I team spent the day cleaning up the local beaches, demonstrating our commitment to community involvement.



Our team in Indonesia donated their time providing milk to children to improve their intake of protein and vitamins and planting trees to improve air quality and local habitats.

Commitments to Responsibility.



“In today’s world abiding by ESG best practices is a must! Our colleagues at Barentz feel proud to work at a company that takes ESG seriously. I’ve seen many of them try to improve and implement these practices in their day to day. A Company is as valuable as its commitment to make our world better for the future generations!”

Elzo Tovani Benzaquen, CEO, South America



We have chosen to partner with EcoVadis as our trusted provider of sustainability ratings. We rely on EcoVadis to review and rate our ESG program as well as the programs of our suppliers.



Ensuring the products we deliver are safe for their intended application is of critical importance at Barentz. To ensure the quality of the products we supply, we subscribe globally to several quality assurance programs. Nearly all our operating facilities are certified to comply with a quality assurance program such as Responsible Care®, Responsible Distribution or ISO9001.



Barentz is a proud member of the Roundtable on Sustainable Palm Oil (RSPO), a non-profit organization that unites people from the palm oil industry to develop sustainable palm oil sourcing strategies.



We are proud members of the UN Global Compact and have developed our ESG program around 6 of the SDGs we believe we can make a positive contribution towards.



Accurate data collection and reporting is the foundation upon which any robust ESG program is built. We have chosen to align our data collection and reporting with the Global Reporting Initiative (GRI) standards.



Barentz has proudly joined the Institute of Business Ethics, a non-profit organization which aims to help organizations support ethical business practices.

GRI Disclosures.

GRI Standards	Disclosure Title	Disclosure
GRI 2 General disclosures		
2-1	Organization details	About Barentz
2-2	Entities included in the organization's sustainability report	Sustainability Report - Approach to Sustainability
2-3	Reporting period, frequency, and contact point	Sustainability Report - Approach to Sustainability
2-6	Activities, value chain, other business relationships	Barentz Annual Report 2021
2-7	Employees	Barentz Annual Report 2021 & Sustainability Report
2-9	Governance structure and composition	Barentz Annual Report 2021
2-11	Chair of the highest governance body	Barentz Annual Report 2021
2-12	Role of highest governance body in overseeing the management of impacts	Barentz Annual Report 2021
2-16	Communication of critical concerns	Barentz Annual Report 2021
2-26	Mechanisms for seeking advice & raising concerns	Sustainability Report
2-27	Compliance with laws and regulations	Sustainability Report
2-28	Membership associations	Sustainability Report
GRI 201 Economic Performance		
201-1	Direct economic value generated and distributed	Barentz Annual Report 2021
GRI 205 Anti-corruption		
205-1	Operations assessed for risks related to corruption	Sustainability Report – Business ethics
205-2	Communication and training about anti-corruption policies and procedures	Sustainability Report – Business ethics
205-3	Confirmed incidents of corruption	Sustainability Report – Business ethics

GRI Standards	Disclosure Title	Disclosure
GRI 207 Tax		
207-1	Approach to tax	Sustainability Report – Business ethics
207-2	Tax governance, control and risk management	Barentz Annual Report 2021
GRI 301 Energy		
302-1	Energy consumption within the organization	Sustainability Report
302-3	Energy intensity	Sustainability Report
GRI 303: Water		
303-5	Water consumption	Sustainability Report
GRI 305 Emissions		
305-1	Scope 1 emissions	Sustainability Report
305-2	Scope 2 emissions	Sustainability Report
305-3	Scope 3 emissions	Sustainability Report
305-4	GHG intensity	Sustainability Report
GRI 306: Waste		
306-3	Waste generation	Sustainability Report
GRI 403: Occupational Health & Safety		
403-2	Hazard identification, risk assessment and accident investigation	Sustainability Report
403-5	Worker training on occupational health & safety	Sustainability Report - Occupational Health & Safety
403-9	Work related injuries	Sustainability Report - Occupational Health & Safety
403-10	Work-related ill health	Sustainability Report - Occupational Health & Safety

GRI Standards	Disclosure Title	Disclosure
GRI 405: Diversity & Equal Opportunity		
405-1	Diversity of governance bodies	100% Male
GRI 406: Non-discrimination		
406-1	Incidents of discrimination	Sustainability Report - Occupational Health & Safety – Diversity, equity & inclusion
GRI 408: Child Labor		
408-1	Operations and suppliers at significant risk for incidents of child labor	Sustainability Report - Occupational Health & Safety – Labor practices
GRI 409: Forced Labor		
409-1	Operations and suppliers at significant risk for incidents of forced labor	Sustainability Report - Occupational Health & Safety – Labor practices
GRI 413: Local Communities		
413-1	Operations with local community engagement, impact assessments and development programs	Sustainability Report – Community involvement
GRI 414: Supplier Social Assessment		
414-1	New suppliers screened using social criteria	Sustainability Report – Sustainable procurement
GRI 416: Customer Health & Safety		
416-1	Assessment of the health and safety impacts of product and service categories	Sustainability Report – Product stewardship

ESG and CSR at Barentz.

ESG is an acronym for Environmental, Social and Governance while CSR is an acronym for Corporate Social Responsibility. In this report, these terms are often used interchangeably. While some may have a formal definition for these terms, in our view both acronyms are used to represent the programs we've implemented to be a responsible and sustainable distributor of life science ingredients

Barentz.

Always a better solution.

Concept & design
CF Report

Text and editing
Barentz
CF Report

Photography
Joke Schut

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