

SUMMARY OF GOALS AND RESULTS

	Material Topic ¹	Overall goals	Goals 2019	Key results 2019	Goals 2020	Link to SDGs
PEOPLE	Employee training and development	Strengthen and develop teams and realise a learning and training environment for all employees towards 2025	Rolling out the e-learning platform to EPS, which will be made available through the new digital HR system Improving performance management	The digital HR system has been implemented The e-learning platform is now available for both EPS and LPR All employees take part in a similar performance management cycle	Further implementation of the HR system: e-learning & performance management Integrating the MCV core values in HR core processes at EPS Working towards continuous performance management; providing training to support management	
	Employee health and safety	We aim to have a sustainable employability policy in place for the entire organisation by 2025	Further reduction of repetitive work	Reduction of repetitive work at EPS and LPR using automation and modernisation	Continue reduction of repetitive work across regions	
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PLANET	Lower carbon footprint	Our aim is to have reduced our carbon footprint by 20% per movement by 2025 (compared to 2017) By 2025, 5% of our pallet carbon footprint will have been compensated by reforestation	Setting annual targets for the reduction of carbon footprint per movement	The preparation of strategic project continued. The impact on our carbon footprint is expected from 2021 onwards.	Continuing strategic projects to realise reduction in carbon footprint	   
	Sustainable transport		Launching CoolRail to transport fresh produce by rail from Spain to the Netherlands	CoolRail has been launched and is operational	Further strengthening CoolRail and partnerships	
	Energy efficiency	By 2025, we will have green energy contracts at all EPS depots	Continuing to switch to green energy contracts at EPS service centres in other countries	We have prepared for upscaling of the number of EPS depots running on green energy	Ensuring that 75% of all EPS depots have green energy contracts	
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PARTNERS	Pro-active collaboration with stakeholders	We aim to build strong partnerships to work together towards a circular supply chain, in turn contributing to a circular economy	The first pilots on intelligent fruit logistics have been completed, the results are available and have been shared with the IoF2020 community	Under the IoF project we ran 10 pilots across Europe to gain insight in network coverage of providers and the accuracy of the location sensor and tested automated interpretation of data	Continuing to develop and to roll out the business case for supply chain analytics and smart trays	

¹The material topics under each pillar have been identified using a materiality analysis for which internal and external stakeholders were consulted. The materiality analysis was conducted under supervision of the Management Team, and the materiality matrix and topic selection were included in the Sustainability Report 2017.