



CORPORATE SUSTAINABILITY REPORT 2021



WELCOME



When I joined this industry 30 years ago, no one talked about sustainability. It wasn't even part of our vocabulary. Fortunately, over the last 15 years, things have changed. We're in a period of transition where what remains to be done gets clearer every day but there is much to be done.

At Jumbodiset, sustainability is important for two reasons: first and most obviously because as a company we need to look at what we can do for our planet and the following generations. Secondly, because creating educational products is part of our company's DNA. We need to show that we don't just talk about sustainability, we practise sustainability.

We're determined to make our product choices and entire processes more sustainable. Not just by using recyclable or recycled materials, but also by looking at where the products are produced. We want to partner with others who share our commitment to sustainability. In our offices, warehouses and throughout our third-party network of suppliers, transport partners and the many others we collaborate with.

North and south, east and west, around the world, awareness of climate change and the realisation that we need to take action still varies greatly. I am very much encouraged by the fact that we have so many people working with us in all our offices who are very conscious of the need for peace and stability in the world if we are to make progress.

That's why 2021 has been such a landmark year in pressing ahead with our green agenda. We set up our Sustainability Core Team and various project teams, bringing together the talents of every discipline in the company. Their work is bearing fruit with the release of our first sustainable puzzles early in

2022. Something we've been working on for a long time and evidence of how the company is fully committed to a programme of change. We continue to do more, such as hiring a dedicated Sustainability Manager and providing a greater focus on the initial design of our products by setting out our "Eco Design Principles" and so using less and alternative materials.

"We all need to communicate the sustainability message, with one voice."

We've begun to tackle the internal changes that will help make sustainability a reality. But change is also required externally. Companies like ours, along with governments and the media need to spell out the advantages and what it means to be sustainable. Encouraging consumers to buy more sustainable products and so play their part on the road to sustainability. It should become part of everybody's personal agenda. We all need to communicate the sustainability message, with one voice.

Our plans are ambitious and may have to be adapted as we move forward, but if we start internally, step by step, we can all share the same ideals and start moving in the same direction. We can all play smarter.

Joan Ferrer, Chief Executive Officer
Jumbodiset Group



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1. ABOUT JUMBODISET





WHO WE ARE

The **Jumbodiset Group** brings together people from around the world. We develop, design, manufacture and sell games, puzzles, toys and more.

There are four distinct companies in the Group, each with their own subsidiaries responsible for sales and marketing in their respective European markets.

We also have an American subsidiary and an export department that reaches out to other parts of the world.

Jumbodiset employs approximately 200 people in nine different countries. We have four creative centres across Europe. All our products are manufactured by third-party vendors in Europe and in Asia.

Jumbodiset^{GROUP}
Based in Rotterdam, NL

Diset
Diset S.A.
Based in Barcelona, SP

Jumbo
Koninklijke Jumbo B.V.
Based in Zaandam, NL

GALT
James Galt & Co. Ltd
Based in Cheadle, Manchester, UK

DUJARDIN
Dujardin S.A.S.
Based in Paris and Bordeaux, FR

Toyland & Gifts S.L.
Based in Barcelona, SP

Jumbo Nederland B.V.
Based in Zaandam, NL

Galt Toys Inc.
Based in Delaware, USA

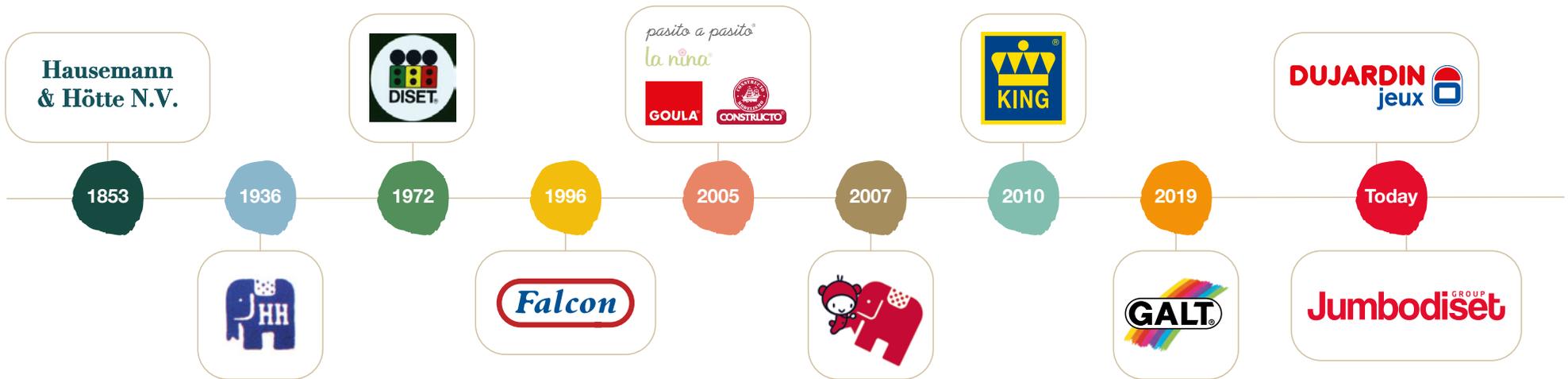
Diset France EURL
Based in Bordeaux, FR

Jumbo Belgium N.V.
Based in Brussels, BE

Jumbo Spiele GmbH
Based in Haan, GE



A LITTLE HISTORY



In **1853**, Amsterdam department store owner **Engelbert Hausemann** got together with **Wilhelm Hötte** to import games and puzzles into the Netherlands. After the First World War, they began commissioning wooden toys that had to be so strong “an elephant could stand on them”. The **Jumbo brand** and logo were born.

In **1972**, a group of graphic design professionals founded **Diset** in Barcelona, designing and selling puzzles and educational games. Three years later, Diset was bought by the Dutch Group **M&R de Monchy**. In the nineties, the first **Party & Co.**TM game was launched, which eventually became the best-selling Spanish board game in the world.

The two companies grew, each acquiring other firms and brands over time: Jumbo strengthened its position in northern Europe by taking

over the British jigsaw puzzle brand **Falcon**, while Diset boosted its market share in the nursery, infant and pre-school space by merging with **Toyland**, owners of an extensive range of nursery products (**Pasito a Pasito**[®]), dolls (**La Nina**[®]), wooden toys (**Goula**[®]) and construction toys (**Constructo**[®]).

In **2007** Jumbo and Diset merged, forming the **Jumbodiset Group**. Since then, it has cemented its position as a leading player, adding games publisher **KING** in the Benelux, **Galt Toys** in the UK with its strong portfolio in the infant and creative segment, and most recently French games publisher **Dujardin Jeux**.

Jumbodiset B.V. is a wholly-owned subsidiary of **M&R de Monchy N.V.**, founded in 1851 in Rotterdam (the Netherlands).



WE BRING PEOPLE TOGETHER... WITH LAUGHTER AND JOY

Our games, puzzles, toys and creative play sets combine fun and learning in hundreds of imaginative ways.

The **Jumbodiset Group** is a cross-category business that markets an extensive portfolio of products under established umbrella brands such as **Jumbo**, **Diset**, **Galt** and **Dujardin**.

As well as designing and developing our own concepts in-house, we have also established winning partnerships with global, renowned licensors, distributors and inventors.

The result? Classics that span generation after generation as well as innovative new products, many of which promise to become classics in the future.

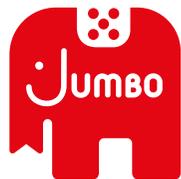
Wherever you are on life's journey, we'll meet you there. That's why our brand promise is...

Sharing playful moments



OUR BRANDS

Diset



DUJARDIN

GAMES



Stratego



HITSTER

SPIEL DES WISSENS

Our extensive range caters for the entire family with more than 70 product lines. Well-known brands like **Stratego**® and **Party & Co.**™, local evergreens with strong heritage like **Mille Bornes**, **Pim Pam Pet** and **Spiel des Wissens**, as well as newly launched, innovative games such as **Hitster**.

PUZZLES

WASGIJ?



JAN VAN HAASTEREN

We sell all kinds of jigsaws, ranging from a two-piece starter up to thousands of pieces featuring the most beautiful illustrations. Add to this comic puzzles by **Jan van Haasteren** and our **Wasgij** brain twisters that turn the puzzle concept back to front.

LEARNING

Nathan



-ELECTRO- LECTRON



We sell entertaining educational games and puzzles for all ages and stages. Our products are compatible with the local National Curriculum in many countries. We market the prestigious **Nathan** brand in France. Elsewhere, our portfolio includes **Electro**®, **Explore & Discover** and **I Learn** which is localized for many of our markets.

ARTS & CRAFTS



For busy fingers we have a wide offering of craft kits and art materials. **Dessineo** for budding artists, and some mess-free solutions by **Water Magic**.

INFANT & PRE-SCHOOL



ambi toys

Our infant and pre-school toys and games get the ball rolling from 0-3 years. Our brands include **Goula**® wooden toys with 75 years of heritage, **First Years** and **Ambi Toys**® by Galt.

DOLLS, FASHION & BEAUTY

la nina®



Little boys and girls into role play will love our range of feature dolls, our make-up and body art assortments. Brands include **La Nina**® and **Srta Pepis**®.

CONSTRUCTION TOYS



For those that think outside the box, little hands can get into hours of fun and creativity with our brands **MarbleRun** and **Octons**.

The brands above are just a selection of the many lines that form part of our extensive portfolio.



WHERE WE ARE



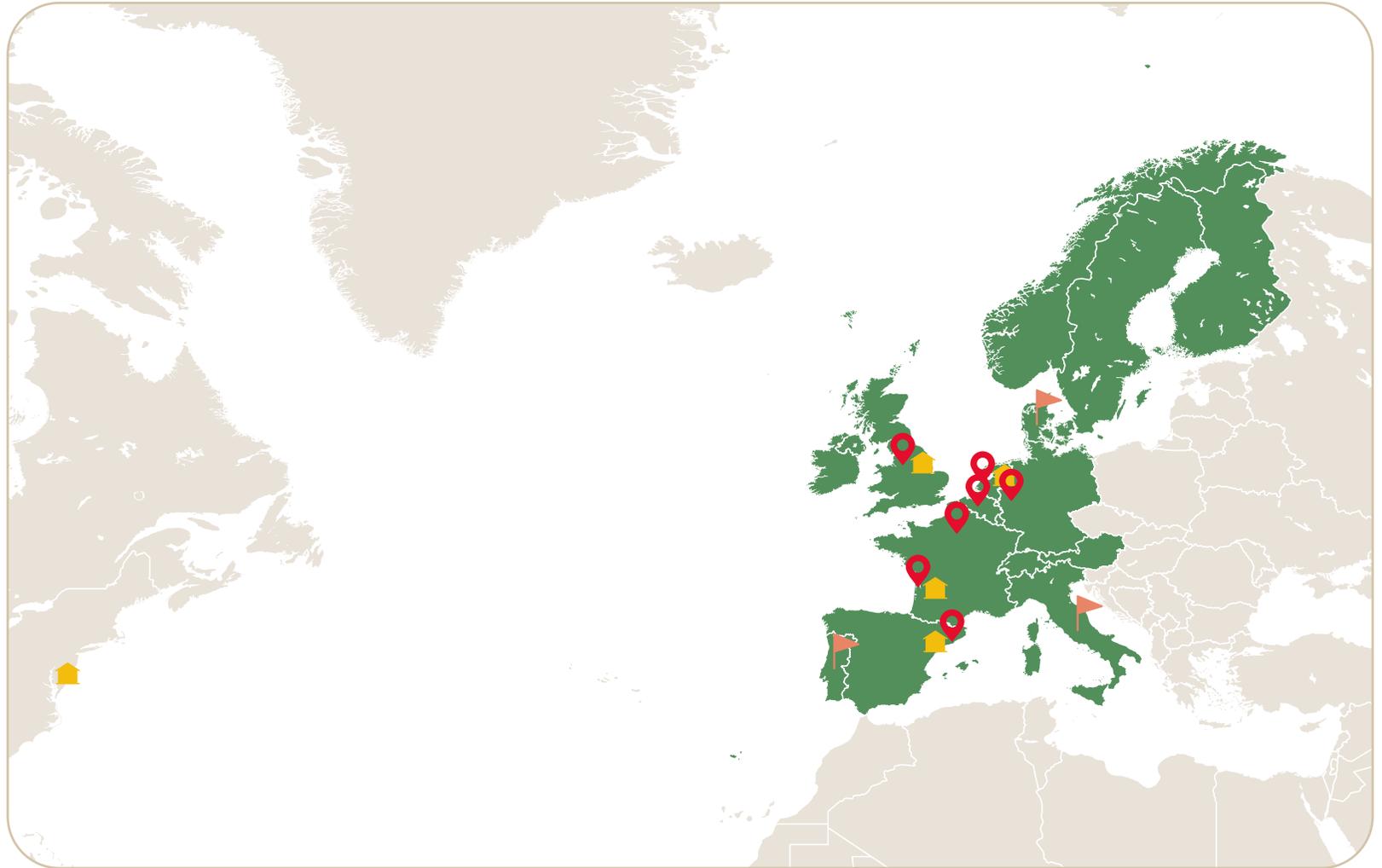
Zaandam, NL
Groot Bijgaarden, BE
Haan, GE
Barcelona, SP
Bordeaux, FR
Paris, FR
Cheadle, UK



Denmark
Portugal
Italy



Maasbree, NL
Barcelona, SP
Cestas, FR
Warrington, UK
Delaware, USA



1.2. OUR SUSTAINABILITY STRATEGY





PLAYING SMARTER

At Jumbodiset, we're acutely aware that time is ticking for the planet. Making more environmentally friendly products is no longer a choice.

It's a must.



WORKING TOWARDS A SUSTAINABLE FUTURE

We all want to keep playing and puzzling. So, step by step, we're changing our products and the way we make them so that we ask less of the planet.

We're looking at the big picture and focusing on the detail. Choosing smarter materials, cutting down on plastic, extending the life of our products and saying goodbye to waste.

Making our products more sustainable. Playing smarter!

WE'RE ON A MISSION. TOGETHER.

We've put together a **Sustainability Core Team**, supported by a Steering Committee that brings together the insights, skills and experience of people at every level.

The call to action has gone out and things are happening throughout the organisation. Slowly but surely, everything and everyone is turning greener.

We're cranking up the pace as we all begin to work towards the same sustainability goals. This will not be the work of one or two visionary campaigners within the company, but a deliberate, consolidated effort that will bring all of us together.

OUR GOALS

First we analyse. Then we plan. And before we put our plans into action, we ensure our goals are aligned right across the value chain.

Our Play Smarter strategy is built around five P's. These are our five Corporate Social Responsibility goals:

1. PRODUCT

Our core business is all about making fun products to share playful moments. To make sure the next generation can also keep enjoying this, we need to change our products and packaging by **using resources more sustainably.**

4. PLAY

Our vision of sustainability is one that is inclusive and takes in all of these people, starting with our youngest players who will one day build better tomorrows. We believe in the power of play and in **promoting learning through play.**

5. PARTNERSHIPS

Born out of different companies, we've always believed that together we can achieve more. By collaborating with fellow experts, working with like-minded organisations. By supporting each other, we can make things happen. **We can strengthen through partnerships.**



2. PLANET

We've looked at how we take our products from an idea, through design, manufacturing and distribution to the point of sale. At how we can shorten the entire supply chain to **reduce our footprint.**

3. PEOPLE

Coming to work should be fun too, a safe place where everyone is treated fairly, with dignity and respect. From our creative teams to the hard-working folks who put it all together, we want to ensure everyone enjoys **good working conditions.**

OUR AMBITIONS

To ensure Jumbodiset is fit for the future, we have developed an ambitious roadmap that will deliver wide-ranging improvements.

We've drawn up a baseline of where we are so we can measure our progress more effectively. With concrete, quantifiable goals, we can see how well we zero in on our ambitions. What is measured is managed!

We've set ourselves goals and planned activities. As we track our progress in each impact area, this report will follow the same structure.

PLAY SMARTER!			
FOCUS			
PRODUCT	PLANET	PEOPLE	PLAY
GOALS & AMBITIONS			
<p>1. Using resources sustainably</p> <p>PACKAGING</p> <ul style="list-style-type: none"> 100% of paper and cardboard to be made from recycled, sustainably-sourced or recyclable material by 2025 35% of plastic used to be made from recycled material by 2025 100% of plastic used to be made from recyclable material by 2025 0% single-use virgin plastic to be used in packaging by 2025 <p>PRODUCTS</p> <ul style="list-style-type: none"> 100% of cardboard, paper and wood for products and components to be made from recycled or sustainably-sourced material by 2025 	<p>2. Reducing our footprint</p> <ul style="list-style-type: none"> 100% of Jumbodiset-owned operations (Scope 1 & 2*) to be carbon neutral by 2022 100% of business travel (Scope 3*) to be carbon neutral by 2022 100% of inbound transport (Scope 3*) to be carbon neutral by 2030 100% of outbound transport (Scope 3*) to be carbon neutral by 2030 	<p>3. Providing good working conditions</p> <ul style="list-style-type: none"> 100% of non-EU suppliers to be ICTI, BSCI or Sedex compliant (or equivalent) 100% of non-EU suppliers to be audited by an external party 100% of suppliers to sign up to the Jumbodiset Code of Conduct 	<p>4. Promoting learning through play</p> <ul style="list-style-type: none"> Support 1 project per key home market** per year to help promote "learning through play" for underprivileged children
PARTNERSHIPS			
<p>5. Strengthening though partnerships</p>			



Jumbodiset GROUP

* If you're unfamiliar with the Scopes, a handy guide can be found on page 32.

** Key home markets are: United Kingdom, Benelux, Germany, France and Iberia.

1.3. OUR COMMITMENT TO THE UN's SUSTAINABLE DEVELOPMENT GOALS



IN STEP WITH THE SDGs

We have aligned our plan and priorities to the **United Nations’ Sustainable Development Goals (SDGs)**, a powerful framework that will help us to create a positive impact. We are inspired by those goals where our contribution will have the greatest impact. Our priorities align as follows:

FOCUS	GOALS	SDG
1. Product	Using resources sustainably	
2. Planet	Reducing our footprint	
3. People	Providing good working conditions	
4. Play	Promoting learning through play	
5. Partnerships	Strengthening through partnerships	

1. PRODUCT: USING RESOURCES SUSTAINABLY

SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

Our planet offers us many natural resources, but if we don’t use them responsibly the day will come when we will deplete them all. We want to align to SDG target 12.1 so to achieve this we must consume less and manufacture in more sustainable ways.

We constantly improve our products so that we ask less of the planet. We review the design and specifications of products and packaging to make them more environmentally friendly. We choose more sustainable resources, reducing waste, extending the life of our products and improving their recyclability at end of life. Sustainability starts at the initial stage: product design. We do this by following a clear set of “Eco Design Principles” that align to SDG target 12.5.

It’s all about doing more with less, making better decisions that will reduce the amount of waste that damages our environment:

- Choosing renewable materials that come from well-managed sources will slow deforestation and the depletion of resources, which should eventually contribute to more responsible consumption.
- Promoting sustainable options for our consumers will make sure they can keep enjoying our products into the future while learning to live within the boundaries of our planet.

[Read more on pages 20-29](#)

[Read more about SDG 12](#)

IN STEP WITH THE SDGs

2. PLANET: REDUCING OUR FOOTPRINT

SDG 13: CLIMATE ACTION

Climate change is a huge threat to our planet and society. We need to act and make the necessary changes, as the damaging effects of global warming are already evident today.

We continue to reduce our environmental footprint by cutting our CO₂ emissions at each of our offices and while travelling for business purposes. We focus on the materials we make our products from, but also how and where they are made. We look to manufacture closer to our sales markets to shorten transportation routes and reduce our CO₂ emissions. We work with key third-party suppliers in our value chain to reduce their emissions. We challenge them to drive continuous improvement.

In addition, we raise awareness of climate related topics and the world around us via our educational games. We want to teach children how they can do their bit to preserve the beauty of our planet and in this way we align to SDG target 13.3.



[Read more on pages 30-34](#)

[Read more about SDG 13](#)

3. PEOPLE: PROVIDING GOOD WORKING CONDITIONS

SDG 8: DECENT WORK AND ECONOMIC GROWTH

Economic growth can be a positive force for the planet if we make sure we create decent and fulfilling jobs without harming the environment. We understand how prosperity, happiness and health are closely linked to sustainability. Our people can only thrive if they enjoy fair and decent working conditions.

We align to SDG target 8.8 by striving for inclusivity and equality throughout our organisation and its supply chain. We don't allow any form of discrimination and take positive steps to bring about real change. For example, we help people with learning difficulties by manufacturing a great many of our products at a social cooperative (Talleres Guinardó).

To align with SDG target 8.7, we monitor our third-party vendors to see that they provide sustainable, fair and safe working conditions for all employees, making sure they are treated equally, with dignity and respect. We verify this via independent third-party certifications (ICTI, BSCI, Sedex). Our Code of Conduct requires factories to comply with our Ethical Principles and local legislation, including fair wages and up-to-date health & safety protocols. This includes preventing any form of forced or child labour.

[Read more on pages 35-39](#)

[Read more about SDG 8](#)



IN STEP WITH THE SDGs

4. PLAY: PROMOTING LEARNING THROUGH PLAY

SDG 4: QUALITY EDUCATION

Learning is something that benefits every human being and should be available to all. Play is crucial to early childhood development as children learn skills they later rely on for study, work and forming relationships. Topics that align to SDG targets 4.2 and 4.6.

We believe in the power of play. We develop high-quality products that stimulate learning through play. Jumbodiset is a market leader in the educational games category with products that develop literacy and numeracy, as well as all kinds of school-related topics that help children develop and prepare for the next stages of their life. Sustainability is one of those topics. That is why we design products that touch upon environmental issues. In step with SDG target 4.7, this all contributes to sustainable development in the long run.

We also want to provide greater access to our products and encourage educational play for all children. That's why we support numerous projects that promote play for underprivileged kids who cannot buy our puzzles, games and toys.

[Read more on pages 40-44](#)

[Read more about SDG 4](#)

5. PARTNERSHIPS: STRENGTHENING THROUGH PARTNERSHIPS

SDG 17: PARTNERSHIPS

The Sustainable Development Goals cannot be achieved alone. To build a better world, we need to work together.

To align to SDG target 17.G, we look for inspiring partners to support sustainable development within the sector in which we operate. We do this by collaborating with like-minded organisations, working with experts, and exchanging knowledge among partners to foster sustainable outcomes.

[Read more on pages 45-46](#)

[Read more about SDG 17](#)



2. OUR IMPACT

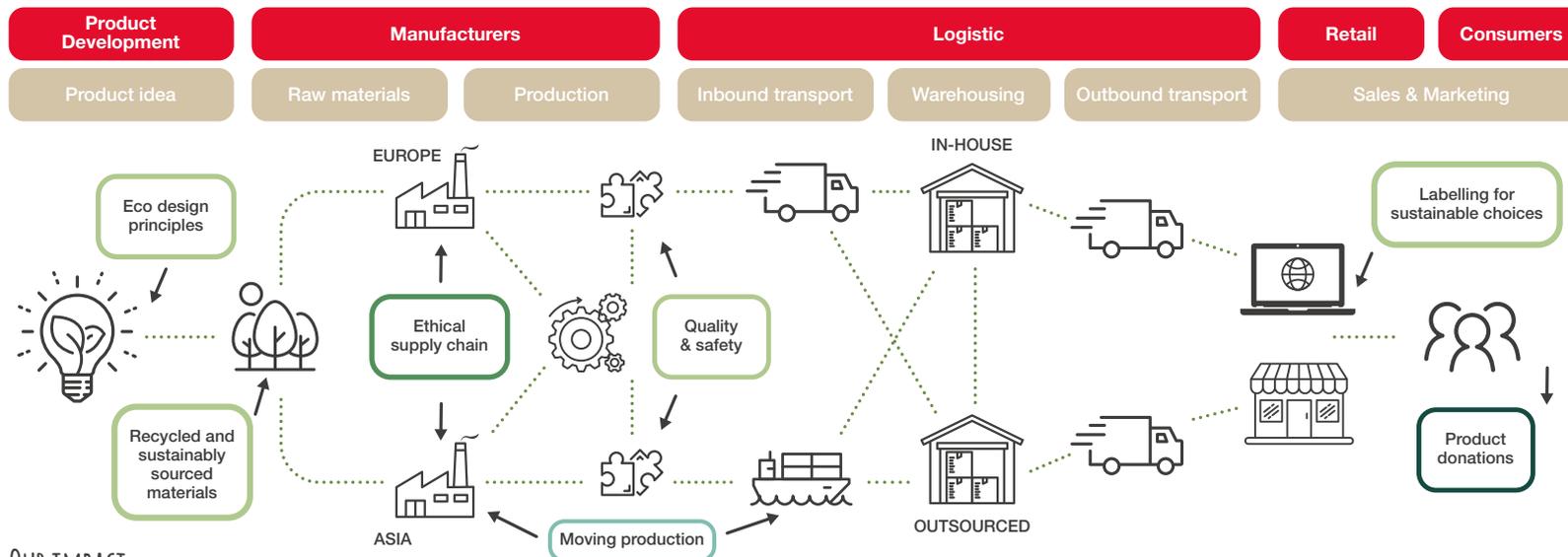


OUR IMPACT

Our mission is to create great products so people can share playful moments now and long into the future. We're working on our product portfolio and business operations to make them more sustainable and tackling the issue from various angles.

"Playing Smarter" is at the heart of our strategy and our drive towards sustainability. Adding value for our stakeholders, be they customers, employees, retailers or manufacturers right along the chain.

LINKS IN OUR VALUE CHAIN - FROM PRODUCT IDEA TO HAPPY CUSTOMER



OUR IMPACT:

- PRODUCT:** Using resources sustainably
- PLANET:** Reducing our footprint
- PEOPLE:** Providing good working conditions
- PLAY:** Promoting learning through play
- PARTNERSHIPS:** Strengthen through partnership

Besides the stakeholders shown above, we collaborate with other partners such as advisors, licensors, distributors and inventors.

2.1. PRODUCT



PACKAGING & PRODUCT

The world is generating increasing volumes of waste. The environmental impact is significant, with negative effects on our ecosystems and our health. But it's also an economic loss. Waste is closely linked to production and consumption patterns. Companies like ours have to play their part in addressing the waste challenge, so we must rethink the way we make our products.

Since 2021, we've set down some ground rules which we call our **Eco Design Principles**. These put sustainability at the heart of the products we develop and will help us to reach our target goals along the road. They will also make sure we can provide more sustainable options for our consumers.

As part of our approach, we examine every little detail of how a product is unwrapped, how it plays, how long it lasts and where it might end up. Making our products more sustainable in every way. But we need to go much further to make sure that we ask less of our planet. In practice, this means:

- Using more renewable materials
- Cutting down on waste
- Extending the life of our products
- Improving end-of-life recyclability.

We do all this while maintaining first principles: we focus of safety, quality and fun.

A STEP-BY-STEP APPROACH

Rome wasn't built in a day. Neither was Paris or Barcelona. At Jumbodiset, we're taking a stepped approach at reinventing ourselves. We know we cannot change everything overnight, so we're trying to minimize waste, even if we cannot yet eliminate it completely.

We've started measuring in detail the materials we currently use for our products to establish a clear baseline. That way we can measure our progress. Opportunities for greater sustainability happen when we re-order certain products. Over time, we plan to revisit as many products as we can, starting with puzzles, educational games, followed later by games and toys. **New products** launched from 2023 will all follow our **Eco Design Principles**.

THE ROAD TO 2025

PACKAGING

100% made from recycled, sustainably-sourced or recyclable materials.

Plastic

- ✔ 100% made from recyclable materials.
- ✔ 35% made from recycled materials.
- ✔ 0% single-use virgin plastic.

PRODUCT (components)

The cardboard, paper and wooden materials used 100% made from recycled or sustainably-sourced materials.

Paper / cardboard

- ✔ 100% made from recycled or sustainably-sourced materials.

Wood

- ✔ 100% made from sustainably sourced materials.



PACKAGING & PRODUCT

One of the areas where we focus on making an impact is packaging. Think of it. The box that the fun comes in has to contain all the bits and bobs, and prevent them from getting lost or damaged. It needs to stack on pallets, in vans and on shelves before getting it home.

But, as soon as it's home, a lot of the packaging is thrown away which is waste that could end up in landfill. Wherever we can, we will eliminate unnecessary packaging elements and make the box part of the fun, not something that is discarded immediately.

FACING UP TO THE CHALLENGES

The change to greater sustainability is a complex journey. The availability of greener raw materials is an important and challenging factor when trying to develop a more sustainable product line. New and more sustainable materials, such as recycled plastics, also need to meet all the safety requirements within our industry. Investment will also be required to fund changes in machinery in our suppliers' factories.

Other dilemmas present themselves at the other end of the chain: will consumers be able to afford and access our products? Protecting the environment comes at a price and there is work to do

to encourage our customers to make the transition to buying products made of alternative materials. We aim to balance any price increases with our customers' desire to play their part on the road to sustainability.





ECO BY DESIGN



New products launched from 2023 will all follow our **Eco Design Principles**. But before then, we've already been making significant strides, rethinking key products which will blaze a trail for others to follow.

A MATERIAL WORLD

Plastic continues to account for most of the materials used around the toy industry in general. We're looking for as many ways as we can to move away from plastic, replacing it with renewables such as paper, cardboard and wood.

These give us the best hope of manufacturing products from ethical, responsible sources and making the smallest mark on the environment we can.

To make our puzzles, games, toys and other products go as far as possible throughout their life cycle, we consider every aspect – from where we source our raw materials, how we put things together, how far products travel to market, right through to reuse, recycling and ultimate disposal.

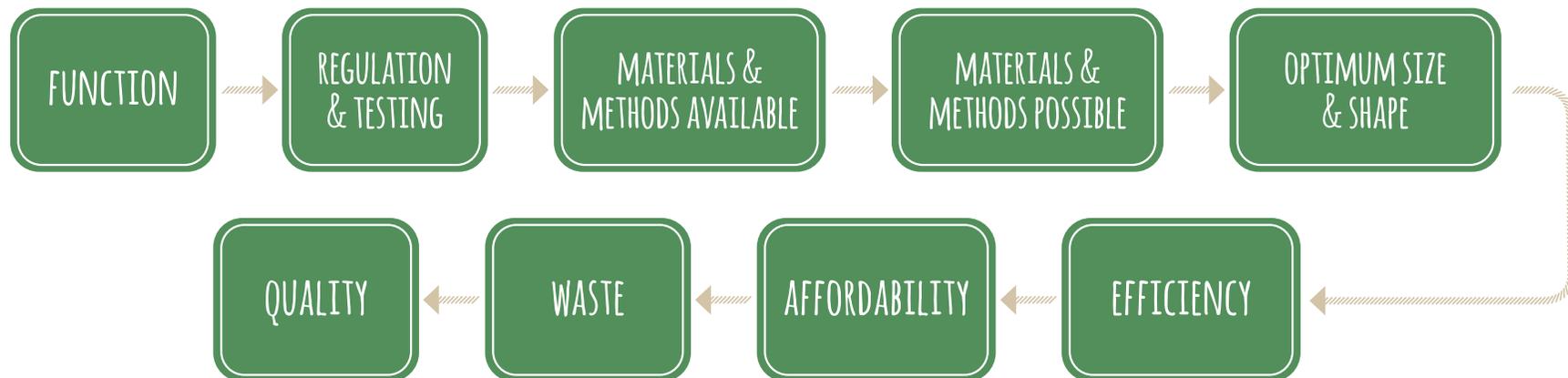


A BETTER WAY

Our **Eco Design Principles** guide our thinking from the very first step. A multi-disciplinary team drawn from across the business has set out the guidelines on HOW we will design and develop more sustainable products going forward. The initial phase of any project will look like this:

-  **Assessment** – We look at the materials we use in our current portfolio to pinpoint areas we can improve.
-  **Investigation** – The team explores opportunities where we can replace non-renewables and virgin materials with a sustainable alternative, without impacting quality or the play experience.
-  **Implementation** – There’s no one-size-fits-all solution that will work for each of our brands and product ranges. Instead, development teams share ideas and know-how to see how best to apply new ideas and solutions.

Great, sustainable design starts with a critical appraisal of all of these factors:



STOP!

We have a traffic light system for materials we want to phase out and for those we won't use.





Our Eco Design Principles can be summed up in this way:

A product should be manufactured using minimal materials that are ethically and responsibly sourced, are non-polluting with the lowest possible environmental impact. The product should have an efficient lifecycle to encourage reuse and recycling, with low impact on disposal.

5. WASTE / RECYCLING

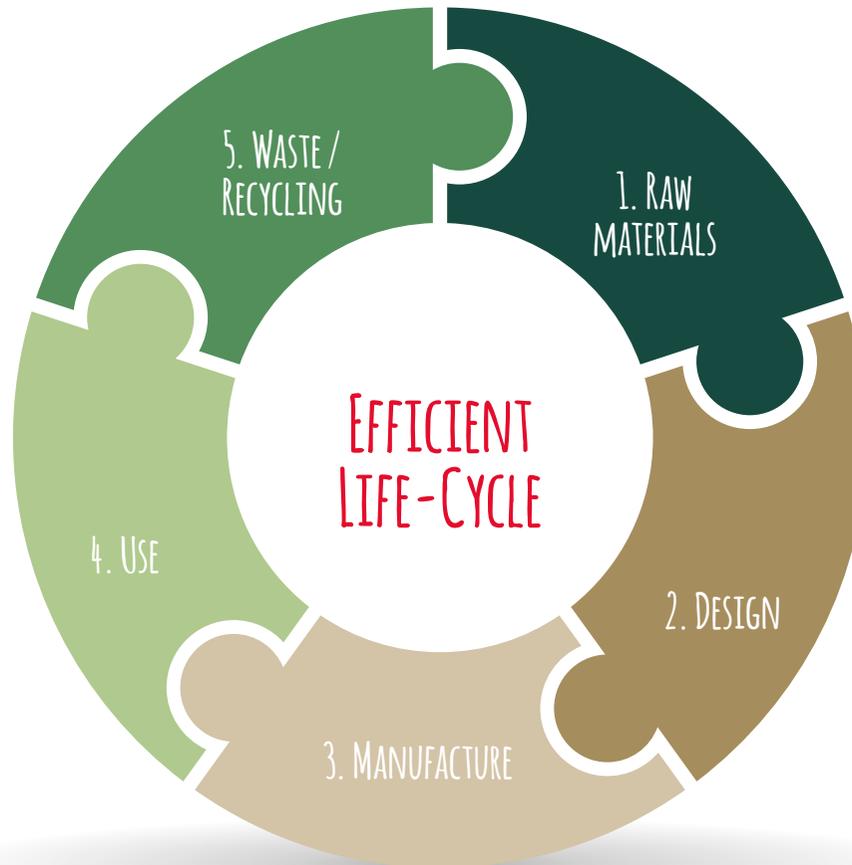
- Clear, relevant labelling
- Easy recycling for all
- Minimal waste to landfill
- Easy disassembly for sorting parts

4. USE

- High-quality, safe and durable for longer life
- Reliable
- Appealing
- Treasured

3. MANUFACTURE

- No hazardous processes to planet and people
- Low environmental impact
- Low waste (water and energy)
- Ethical labour – no forced or child labour
- Respect for human rights and a safe workplace



1. RAW MATERIALS

- Non-hazardous
- Locally sourced
- Recycled or responsibly sourced
- Non-depleting, renewable

2. DESIGN

- Use carefully chosen materials
- Optimise packaging
- Minimise materials
- Made to last
- Easy disassembly for sorting parts



THE JOURNEY SO FAR



Ask for our FSC® certified products, license code FSC*180782.



TURNING GREEN

MORE SUSTAINABLE PUZZLES

In April 2022, we launched the first in a range of more environmentally friendly puzzles. **Jan van Haasteren** jigsaws were already made from 100% recycled cardboard. The new version now features:

- ✔ Sustainably-sourced FSC® paper
- ✔ A paper bag to hold the puzzle pieces instead of a plastic bag
- ✔ A small sticker to keep the box closed in place of shrink-wrap

Over a period of one year, these changes represent an average 500 kg* less plastic for **each** puzzle launch.

Our ambition is to change our full adult puzzle portfolio in the coming years.



Ask for our FSC® certified products, license code FSC*180782.

* Estimate based on average production quantities per title per year. Savings will vary depending on specifications.

GOODBYE TO SHRINK-WRAP



For years, games and other products have been shrink-wrapped. It protects the box and tells the consumer it's new.

But like our puzzles, we plan to replace shrink-wrap with a simple, small sticker to seal our game boxes. That means less unnecessary plastic heading for landfill.

Since mid-2022 our Party & Co. games are shipped without shrink-wrap. That's a saving of more than 1,614 kg of single-use plastic per year †.

† Estimate based on average production quantities per year for the brand.

CHANGING MATERIALS



Products in our Galt Toys range developed in 2021 for launch in January 2022 now include paper bags with a colourful rainbow print and paper seals, in place of plastic bags. Where plastic bags are required to seal materials such as clay, these are fully recyclable and ID stamped to help the end consumer dispose of them correctly.

We've started to print the outer skin of most of the packaging for our Spanish educational games on sustainably-sourced paper. Other countries will follow later.

CLEANER INKS AND COATINGS



On all products manufactured in Spain we're using vegetable-based inks, a trend that will continue to grow. Games produced in the Netherlands use biodegradable ink and varnishes. We're also swapping to aqueous varnish whenever possible.



All our products made in Spain, France and the Netherlands are manufactured using 100% recycled cardboard.



TURNING GREEN

CUTTING DOWN ON PAPER



Another way we're saving on raw materials is to cut out instruction manuals. For the game ***I Learn to Recycle***, players will be able to scan a QR code which will take them online to find all the content they need.

OBTAINING CERTIFICATION



We have certification in place for several of our wooden Goula toys to prove that we work with managed forests. Since August 2022, 24 of our jigsaw puzzles are FSC® certified. We're busy rolling out this certification programme to cover more and more products, categories and brands.

Ask for our FSC® certified products, license code FSC*180782.

IMPROVING LABELLING



We know our customers want to do the right thing and play their part in buying more sustainable products. We've been using recycled cardboard for many years but not telling our customers.

Thanks to new labelling consumers can now make informed choices when they buy our products (and when they dispose of them).

BOXING CLEVER



Wherever we can, we make the box part of the fun – not something you discard to one side and ignore.

Illustration on the outside becomes integral to the way the product plays, providing new opportunities for our designers and players.

QUALITY AND SAFETY

Maintaining quality and safety are as important as rethinking our approach to sustainability. We won't do one without the other.

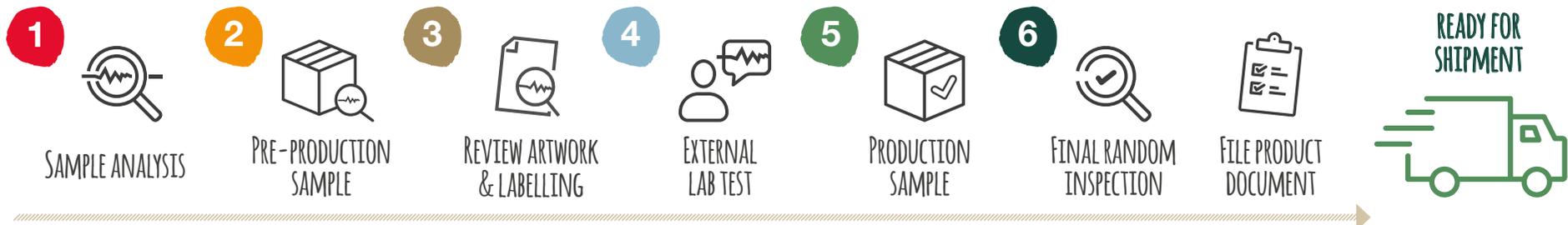
Since the very start, we've always placed the accent on quality, earning our brands an enviable reputation. At the same time, end-user safety is non-negotiable. With the health and wellbeing of our customers at stake – especially children – we continue to work internally and with industry partners and regulators to maintain trust.

Our products are designed, manufactured and tested to comply with the most stringent international safety laws, directives and codes of practice. These are embedded into our processes right through from concept to completion.

As an international company, we assess every safety parameter in each of the markets we operate and sell to. Every one of our suppliers is audited to ensure they are all ICTI, BSCI and/or Sedex accredited and comply with our own Supplier Quality Manual. This details all the requirement suppliers must meet and establishes an accountable trail and full traceability of products, processes and materials throughout our sub-contractor chain.

Our seasoned Quality Assurance team is involved from concept stage and works with Product Development to identify potential hazards:

- Our materials and manufacturing processes are exhaustively tested for safety and quality standards: Product safety tests are carried out by independent third-party accredited laboratories. We conform to European Standard EN71, the European Toy Safety Directive and other regional safety standards. Physical, chemical and substance testing are carried out on all toy products marketed to children aged 14 years and under.
- Pre-production samples are extensively checked, reports shared with the factory and extra samples requested until all checks have been satisfied.
- We carry out regular random sampling during production and batch testing in our warehouses to make sure we maintain the very highest standards.
- Once launched, we track consumer reviews to help improve current product lines and inform design choices for the future.
- Certifications and quality reports are carefully archived so that every production remains traceable to every individual product shipment.



2.2. PLANET



REDUCING OUR FOOTPRINT

Climate change is one of the world's most urgent challenges. Its negative effects can be seen and felt today.

Manufacturing companies like ours play an important part in addressing the problem and meeting the targets set by the 2015 Paris Agreement. Our task is to reduce our CO₂ footprint by cutting energy consumption, increasing efficiency, and choosing means of travel and transport with lower emissions.

Based on the GHG protocol, our emissions are divided into 3 Scopes. Simply expressed, our ambition is for our owned operations and freight to be carbon neutral by 2030.

THE DIRECTION OF TRAVEL IS CLEAR

Business travel by plane and employee commuting using leased cars will be carbon neutral by the end of 2022 across the entire Group. Where emissions cannot be reduced, we will make up the shortfall with carbon offset contributions.

Looking at our Scope 3 emissions, our current focus is to reduce emissions from our inbound transport for finished goods. But by 2030, both inbound and outbound transport emissions for our warehouses aim to be at zero. Again, any shortfall will be made up with carbon offset contributions.

AMBITION >

100% of our **owned operations & transport** to be carbon neutral by 2030

Scope 1

Scope 2

Scope 3

business travel,
Inbound & Outbound transport

STEP BY STEP

100% of our **lighting and heating at our offices** to tCO₂e

0

UK, NL, DE, BE, ES, FR
by 2022

EVERYWHERE

Throughout the Jumbodiset Group, **by 2022** 100% of our owned & leased **vehicles** will be

CARBON NEUTRAL



AROUND THE WORLD

We aim to get 100% of our **business travel & commuting** down to

tCO₂e 0

by 2022

with the help of carbon offset contributions



SETTING A BASELINE

The process of reducing consumption and emissions is a daunting challenge, but as the saying goes, “A journey of a 1,000 miles begins with a single step”. That’s why we’re starting at base camp with our offices and business travel – before we look at freight.

Since 2019 we’ve been measuring our footprint to establish a baseline. As we progress, we’ll be able to quantify our success and roll out a programme of measures across our network. We’ll then work with others in our supply chain to align their efforts with ours.

In the coming years we will strive to expand our baseline Scope 3 emissions, starting with outbound transport. We plan to work with our suppliers and logistics partners to drive sustainability higher on their agenda. We will set future reduction targets for Scope 1, 2 and 3 emissions and offset what we cannot reduce.

SCOPES IN A NUTSHELL

If you’re unfamiliar with the terminology, here’s a handy guide:

-  **Scope 1 (Burn):** Direct emissions from assets you own – fuel you burn directly for company cars, heating oil, electricity to light buildings, etc.
-  **Scope 2 (Buy):** Indirect emissions from purchased energy that is generated offsite, so you don’t own or control it – electricity, gas, oil, etc.
-  **Scope 3 (Beyond):** All other indirect emissions in the entire value chain from suppliers (upstream) and customers (downstream) – business travel, transport, manufacturing, waste, etc.

THE CHALLENGES AHEAD

As part of our analysis, looking at where we are now and where we need to get to highlights many challenges on the road ahead. These are some of the obstacles we will encounter:

Our energy needs will probably increase as we are a growing company. We rent our offices, so we don’t always have direct influence over the premises as we do not own them.

Achieving carbon neutrality across the entire chain will be very challenging as we work with many different third-party stakeholders such as suppliers and logistic partners: it’ll take time for all of them to adopt the same standards.

One way to reduce emissions is to work with suppliers closer to our sales markets to cut the distance a product travels. But finding the right partners is a multi-stage process that cannot happen overnight. As we rely on third-party providers for our shipments, we are in the hands of our logistics partners to make the right sustainable choices to reduce transport emissions.

Besides transport, we also want to encourage our suppliers to improve their environmental performance. Not every factory has the resources to make big investments and engage in aspirational initiatives. We continue to work with them to understand the sustainable performance level of their factories in order to find the right approach.

MEASURING CHANGE

To establish a baseline, offices across the Group have been measuring their energy consumption and travel movements since 2019. In 2020 we broadened the reach of our analysis and included emissions for moving products from factory to warehouse (inbound transport).

By measuring these activities we can start to reduce our impact on the world around us. Cutting the amount of gas and electricity we use in our offices, the fuel we need to travel for business, be it by car, train or in the air and how we transport our products from A to B.

When we break down the figures and look in detail at how our carbon footprint measures up in terms Scope 1, 2 and 3, we can see just how much travel and transportation in Scope 3 contributes overall.

Carbon emissions (in tonnes)				
SCOPE		2019	2020	2021
1	Natural gas	44.70	39.20	39.73
	Fuel usage			5.79
2	Electricity consumption	75.24	57.08	52.83
3 (Upstream)	Transportation & distribution (inbound)	<i>No data available</i>	2,296.83	2,487.48
	Business flights	184.86	47.01	23.07
	Leased assets (cars)	196.20	144.78	162.20
Total		501,00	2,584.90	2,771.09

A HYBRID APPROACH

As the data shows, there was a marked drop in carbon emissions across our offices from 2019 to 2021 (Scope 1 and 2). This was due in great part

to the pandemic that forced us to close offices, work from home and cut down on business travel. As restrictions eased in 2021, offices began to re-open but many employees spent part of their week out of the office. This is due to changes in our working habits, more people working from home and greater communication via Zoom, Teams and other platforms which we will continue to do in the future. We adopted a hybrid working model.

Operationally, the greatest contributor to greenhouse gases pre-Covid was business air travel (Scope 3). This dropped significantly: whereas air travel produced 38% of our operational emissions in 2019 (184.86 tonnes), this was down to 23.07 tonnes in 2021. After falling through successive lockdowns, figures collated across 2022 are likely to show business travel increasing, but probably not getting back to pre-pandemic levels yet as intercontinental travel is still restricted.

OPTIMISING LOGISTICS

To reduce our footprint, we're focusing on manufacturing our products as close as possible to our sales markets. In 2021 some 55% of inbound transport came from four main suppliers in Asia. Compare that with our four largest EU suppliers who only contributed 6% of our inbound transport emissions.

For markets such as the USA, Asia, Australia and New Zealand, it makes sense to manufacture in Asia. In Europe, our largest market in terms of sales, it makes sense that we should base our production facilities there. That's why two of our largest manufacturing partners are located in Europe.

GETTING CLOSER TO THE CONSUMER

Cutting the distance our goods travel between manufacture and delivery is a major part of our strategy. Here are some of the actions we are undertaking.

GOING LOCAL

Reducing our carbon footprint by shortening the distance products travel between the manufacturer and the point of delivery is key. We're exploring new partnerships that will enable us to manufacture closer to our sales markets. The vast majority of our puzzles and educational games are produced locally, around Europe.



In 2021, more than 96% of our **Jan van Haasteren** and **Wasgij** puzzles were made in Europe for distribution in Europe. For 2022, our goal is to produce 100% of our standard puzzles in those facilities.



CRAFTSMANSHIP



One of the best-selling games in France is **Mille Bornes**, a classic card game that's been around since 1954. The game and all its components have always been manufactured in France in a family-run factory in the heart of the scenic Dordogne region.

Production of Dujardin's game board version relocated to Europe from China in 2017. That's another 80,000 products per year that no longer need to be shipped from Asia.

SOCIAL ENGAGEMENT



Almost all of our products made in Spain come from **Talleres Guinardó**, a social cooperative in Barcelona (see page 38). They manufacture many of our most successful brands, including **Party & Co.™**, **Lectron®** and **Goula®**. Also using 100% recycled cardboard, output is currently at 10,000 games a day.

2.3. PEOPLE





BRINGING THE WORLD CLOSER TOGETHER

Ours is a people business. If we want to help people have fun and learn, we should do the same when we're at work, making it happen. After all, happy and healthy people are the key to any sustainable business.

OUR TEAMS

We strive to create a fun, safe, motivating and inclusive family culture for our internal teams. Expecting further growth in the coming years, we continue to take steps to ensure we welcome new talent and retain the many colleagues who have been with us for many years.

OUR SUPPLY CHAIN

We care about our suppliers and the people they employ. We try to avoid any possible pitfalls by choosing our partners carefully and building trust and loyalty.

We continuously collaborate with our partners to create a safe and ethical working environment by monitoring this via independent third-party certifications and our Code of Conduct. In addition, we also promote economic growth for those with learning difficulties by manufacturing a great many of our products at a social cooperative.





OUR SUPPLY CHAIN

Across the Jumbodiset Group, all our production is outsourced in facilities owned and operated by third parties. We manufacture in eight different countries in 93 factories and work with 86 suppliers.

A STRINGENT SELECTION PROCESS

While our partners in the European Union are all subject to and comply with well-established working practices, we work especially hard to ensure that our non-EU suppliers meet the required standards.

We have put the necessary measures in place to see that our products are sourced in a responsible way from suppliers who share our values and the same commitment to business integrity.

We choose suppliers based on a number of criteria:

- Ethical standards
- Time to market
- Financial standing
- Production capacity
- Location logistics & efficiency
- Engineering & technical capacity
- Compliance to social standards
- Environmental performance



COST TO MARKET

It's important to note that suppliers will only be considered if they meet the criteria set out in our selection process. Candidates must first comply with our social and ethical standards before any other checks are carried out. Only when all the criteria have been satisfied will we discuss cost to market. A competitive quote will only be considered when these social and ethical checks have been carried out.

OUR CODE OF CONDUCT

Suppliers and manufacturers must sign up and abide by a set of minimum Corporate Social Responsibility (CSR) requirements to meet our social and ethical standards. Typically, these include but are not limited to:

- Minimum age requirements for employees
- Maximum working hours
- Fair remuneration of employees
- Non-discrimination of employees
- Robust Health & Safety measures

Suppliers must demonstrate that they are running their businesses in an environmentally sound and sustainable manner. An on-site visit is made (or an exhaustive social audit by an independent third party) to all new non-EU suppliers, where systematic checks are carried out to a pre-defined list of criteria.



OUR SUPPLY CHAIN

Social standards are the most important pre-requisite when we go looking for suppliers. This means they must comply with the laws of their own country, with international standards, international labour organisations, and recognised industry standards. If these conditions are all satisfied, they will be well on their way to meeting most of the points covered in our Code of Conduct.

CERTIFICATION

We insist that all our Non-European Tier 1 (final product) third-party manufacturers are ICTI approved (International Council of Toy Industries). Alternatively they can conform to an equivalent programme such as the Business Social Compliance Initiative (BSCI) or Sedex, one of the world's leading ethical trade membership organisations.

Working with these industry-wide bodies, we monitor our suppliers' social factory audit status on a regular basis to ensure compliance. And we use third-party services to manage and control vendor compliance.

We currently do not require suppliers to provide Tier 2 (component) or Tier 3 (raw material) external audits, but our QA team works closely with our supply chain to ensure conformity to the regulations.

SITE VISITS

Regular site visits to existing suppliers have been disrupted by the Covid-19 pandemic, but we have a third party in place to develop a programme of routine visits, communications and checks with our network to ensure our suppliers maintain the required standards.

CREATING A DIALOGUE

Sustainability and the environment are hot topics right around the globe. That's why we encourage all of our suppliers to take part in the debate, to make suggestions and generate ideas.

Aside from abiding to our Code of Conduct and measuring up to social and ethical certification standards, we invite our partners to contribute proactively to our efforts to build a more sustainable supply chain.

We're currently surveying our top five suppliers, gathering those opinions and ideas in order to channel their energies and drive positive change.

TALLERES GUINARDÓ: A SHINING LIGHT

All our products produced in Spain are manufactured by a social cooperative in Barcelona.

The team is made up of 130 people, with 90 of them having learning difficulties. Between them, they have over 40 years' experience, dating back to 1979, when a group of parents got together to provide their children with a brighter future.

Today, they are true to their company ethos, maintaining the same dedication to their work and their commitment to people, becoming more specialised and growing together to face new challenges.

They make over 10,000 products a day, including some of our top brands such as Party & Co.™, Goula®, Lectron® and Electro®. They take care of every last detail while providing support to all those with disabilities, striving to ensure that they can all live and work inclusively within society.

OUR TEAMS

Our talented teams are the driving force behind everything that we do. The Jumbodiset Group is made up of various entities originally founded by families. We want to keep this spirit and make sure everyone feels part of our growing international family. We strive to be a fun, safe, motivated and inclusive workplace.

WE LOVE TO PLAY

We also want to ensure that our teams “share playful moments” when at work. We offer an informal but performance and results oriented culture with dedicated teams and enthusiastic colleagues that all love to play! To ensure employees reach their full potential, we work hard to create a collaborative ethos that celebrates learning. We foster creativity and innovation at all levels.

LOCAL CULTURE

We’re proud of our heritage and of the various global and local perspectives we bring together. Historically, the company has grown in leaps and bounds, as a result of mergers, acquisitions and organic growth. The Group is home to a strong team of about 200 employees, across four business entities, working in nine different countries.

Our diversity means we embrace local cultures and all the variety they bring. That is why we act locally but we think and create globally. We are committed to providing a safe and inclusive workplace where employees feel supported and valued. We don’t allow any form of discrimination and always treat everyone with dignity and respect.

COMPANY GROWTH

Over the past year, the Jumbodiset Group has seen further growth. We’ve welcomed many new colleagues and even though we continue to evolve, we’re also proud that we have many colleagues on board who have been with us for many years.

We’re looking forward to a bright future as we continue to take steps to ensure different perspectives are heard and reflected in the actions we take. We’re committed to creating a culture where everyone feels heard and included to create one big family.



2.4. PLAY



BUILDING BETTER FUTURES

At Jumbodiset, we believe education is key to sustainable development. Learning is at the heart of humankind's efforts to adapt to change and to transform the world. Education helps develop the knowledge, skills and values required to create a sustainable world.

THE POWER OF PLAY

Our **Play & Learn** strategy combines both education and opportunity.

The company has a rich tradition of making educational games. **Learning through play** is at the heart of what we do, although we don't always shout it from the rooftops. With many of our products, children may not even be aware that all the time they're enjoying themselves, they're also learning.



SPREADING THE MESSAGE

It makes sense that sustainability is just another topic children should learn about and take on board. And while it's our job as adults to worry about sustainability, there should be space enough for children to enjoy sustainability. Have fun with it. Understanding about nature and how it works is a life skill we want to see all children acquire, wherever they're from. We're making the product more sustainable but also, with the way it plays, immersing children in the experience of sustainability.

In each of our key sales markets we aim to maintain a portfolio with environment-themed products to keep driving the sustainability message home. Themes include topics as diverse as recycling, animals, the weather and many others.

REACHING OUT

Taking deliberate, defined steps to spread the message about our fragile environment also means taking a good look at the world around us. We realise that toys and games are often beyond the reach of many. Not everyone has easy access to the joy we've put in a box.

EQUAL OPPORTUNITIES FOR ALL

Through its many offices throughout Europe, Jumbodiset is rolling out a charitable programme so more kids can join in.

Our ambition is to support at least one relevant project that **promotes learning through play** for underprivileged children per key home market* per year.

** Key home markets are: United Kingdom, Benelux, Germany, France and Iberia.*

LEARNING ABOUT SUSTAINABILITY

If sustainability and being green means changing the make-up of our products – the materials they are made from – then there is also an opportunity to educate our children. That’s why we’re banging the drum for sustainability with key introductions. These promote the topic in a lively and engaging way, encouraging our kids to join in the conversation about the environment.

BRINGING SUSTAINABILITY TO LIFE



In March 2022, we launched *I Learn to Recycle* across our German-speaking markets, in Spain and the Netherlands. The game teaches kids in a playful way about the importance of caring for our planet and how to separate waste for recycling.

The game features many of the measures we’ve described – 100% recycled cardboard, sustainably-sourced paper, vegetable-based inks, a QR link to online instructions instead of paper, no shrink-wrap and a box that’s integral to the way the game plays.

I Learn to Recycle is already making its mark, winning a string of prestigious awards.



RECONNECTING WITH NATURE



As a leader in educational games, we wanted to reconnect children with nature. This new Nathan range of three games in France *Les Jeux Nature* lets them bring families of forest animals together, play a domino game that gets them to combine sets of flowers, leaves, insects and more, or become gardeners growing and harvesting vegetables while watching out for aphid attacks.

Each game explains each element of nature and shares ideas of how children can create new experiences at home.

Research revealed that in France, four out of every 10 children never play outside on weekdays¹ and 87% don’t recognise a beetroot². This lack of contact with nature is made worse by growing urbanization, with children unable to explore outside their immediate environment.



¹ Bulletin épidémiologique Hebdo de l’InVS du 6 octobre 2015

² Asef PACA, 2013. Study on 900 children aged between 8 and 12 years in France.

EQUAL OPPORTUNITIES FOR ALL

At Jumbodiset, we believe every child has a fundamental right to play, so we strive to make that happen in three key ways:

- 1 We particularly target families on low incomes who cannot afford many toys and games.
- 2 We look to help underprivileged children who do not have access to educational and other products.
- 3 We promote play in schools as part of children's education and personal development.

GIVING BACK TO THE COMMUNITY

Over the last years, we've supported a range of initiatives to promote learning through play and to help underprivileged children and families across different countries. This was accomplished mostly through product donations.

YOUTH EDUCATIONAL FUND

With so many families stuck at home during the Covid-19 pandemic, we enjoyed buoyant sales. Aware of the hardships many faced as a result of loved ones getting ill, schools being closed and relatives being isolated from each other, we decided to work with the Dutch Youth Education Foundation.

In 2020, we donated 4,000 educational games to the organisation which then distributed them via primary schools to families in need. A welcome gift for families and a fun way to learn to write and count for kids stuck at home.





EQUAL OPPORTUNITIES FOR ALL

We've taken a local approach, with each country choosing the projects that best meet their criteria. These are just some examples of the many donations made:

UK

Products donated to local initiatives, school fairs and charity tombolas.

2021 Highlight:
Falcon NHS Charity Puzzle: £2 raised from the sale of each puzzle donated to NHS charities.



GERMANY

Games were donated to several Kindergartens and other institutions.

NETHERLANDS

Products donated to several institutions like 'Jarige Job', 'Kika', 'Youth Educational Fund' and many others.

2021 Highlight: Wasgij Alzheimer Charity Puzzle: joint Jumbo + Bol.com initiative to donate €5 from the sale of each Wasgij/Team Alzheimer puzzle.



SPAIN

Games donated to hospitalized children across the country.

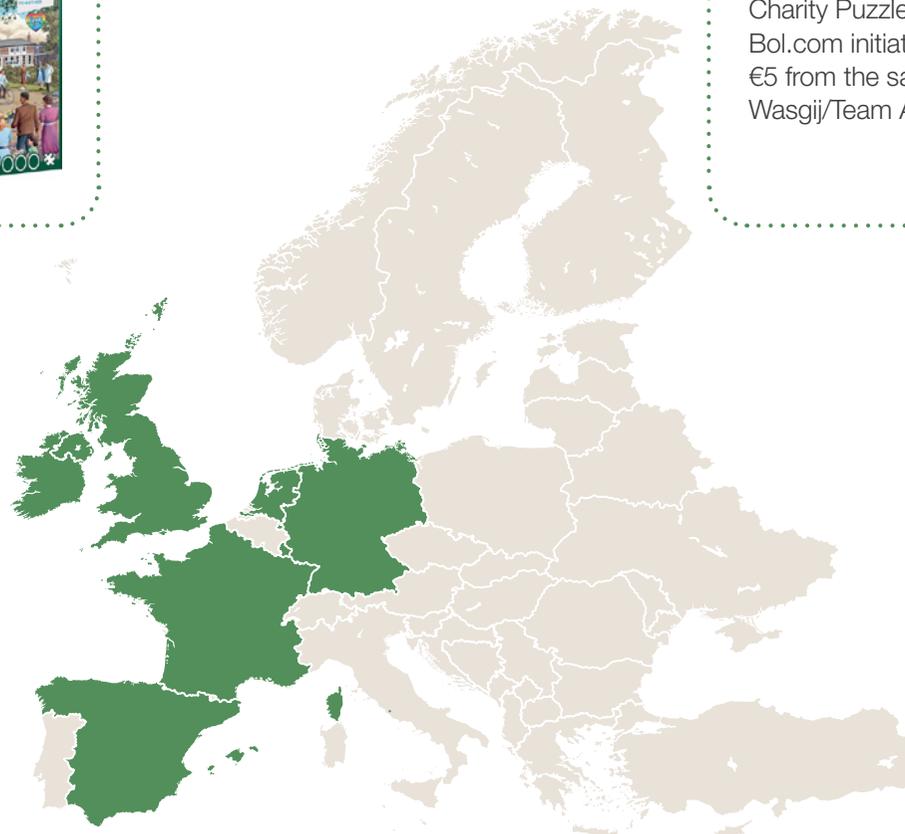
2021 Highlight: Products donated to several hospitals on Children's Day (Dia de Los Niños).



FRANCE

Each year 2 associations are selected for game donations.

2021 Highlight: Games donated to 'Secours Populaire', one of many charities working to eliminate child poverty.



2.5. PARTNERSHIPS



STRENGTH THROUGH PARTNERSHIPS

The last of our goals – but not the least – is one that links arms with all the companies and communities we connect with, day by day.

STRONGER TOGETHER

As an international company we continue to build our programmes by committing ourselves to strong partnerships. We look for organisations and individuals that share our vision and make sustainability happen. Together we will keep chasing our shared goals and keep heading in the right direction.

PARTNERING WITH PURPOSE

Because we work with third-party manufacturers, this is where a significant part of our environmental impact happens. It's why we encourage our partners to embrace sustainability and make the transition to a better future with us. Ultimately, the problem is one we have to solve together.

We partner with our suppliers to make our sustainability plans real, but also to support their sustainability initiatives. We share knowledge, experience and blue-sky thinking to foster sustainable outcomes. Together, we can build on our shared strengths.

SHARING THE JOURNEY

We want to make sure our suppliers climb the sustainability ladder at the same pace. That said, we have to face up to the fact that not all of our suppliers are 100% mature and yet able to meet all our future sustainability targets. It's a work in progress.

ACCELERATING CHANGE

To boost our strategy, we will build a support network where we work shoulder-to-shoulder with reliable partners in the different sustainability focus areas. These third parties, ranging from external verification bodies to specialized consultants, will support us throughout the process, bringing accuracy and reliability to our reporting systems.



APPENDIX



ABOUT THIS REPORT

This is Jumbodiset's first sustainability report, released in October 2022. The report covers the calendar year 2021 but also includes a number of projections. We aim to publish a report on an annual basis.

SCOPE

The report shows consolidated data for the following four entities that were part of the Jumbodiset Group in 2021: (1) Koninklijke Jumbo B.V., (2) Diset S.A., (3) James Galt & Co. Ltd and (4) Dujardin S.A.S. Note that Dujardin S.A.S. was acquired by the Jumbodiset Group in May 2021. The report only focuses on the toys, games and puzzle divisions of the Jumbodiset Group. For now, it does not include the Nursery Division, Toyland & Gifts S.L.

In this report, Jumbodiset and its entities are referred to collectively as "Jumbodiset" or "We". The report content was not defined based on a full materiality analysis; this will be conducted in the near future. For the structure of this report, we referenced the UN's Sustainable Development Goals and used the GRI standards as an inspiration for building a solid basis for future reports.

Most of the data in the report originates from first baseline calculations started in the year 2020. Own operations (offices) are mainly concentrated in Zaandam (The Netherlands), Paris and Bordeaux (France), Barcelona (Spain) and Cheadle (United Kingdom), where we have the largest office. Additionally, we have smaller offices in Haan (Germany), Cestas (France) and Groot Bijgaarden (Belgium). For our Scope 1 lease cars and Scope 3 business travel, all employees (including those working from home in Portugal, Italy and Denmark) are taken into account.

PROCESS

Those involved in preparing the content and design of this report held regular consultations throughout the process. The Sustainability Core Team gathered input for the report by way of interviews with representatives from across the business. Having identified and discussed the most important results and challenges, all those involved reached agreement regarding the content which forms the basis for the underlying report.

The Group Management Team helped to review and approve information disclosed in this annual report. Throughout the process, the Group Management Team was consulted and approved the final content of the report before its publication.

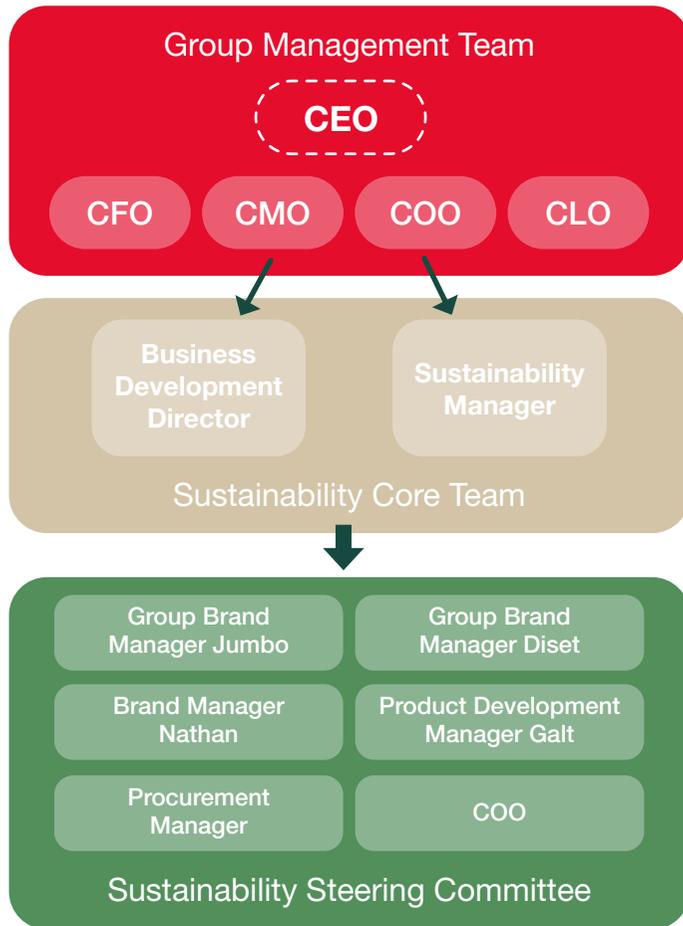
We have not yet sought external assurance. Senior executives have been involved in this decision and we have discussed the ambition to have future reports verified independently.

SUSTAINALIZE

This report was prepared in collaboration with the sustainability consulting firm Sustainalize (part of the ERM Group). The Sustainalize team has provided expertise on regulation, non-financial reporting and communication to help us develop our first Sustainability Report and ensure that it aligns with current standards in the market. Together we have set the KPIs and collected the data and information that forms the basis of this report.

GOVERNANCE

The team working on sustainability within the Jumbodiset Group is structured as follows:



SUSTAINABILITY CORE TEAM

Sustainability governance is organized in a structured manner. Our Business Development Director, reporting to the CMO, has overall accountability for the management of our multi-year sustainability strategy and plan. Since June 2022, day-to-day coordination is handled by the Sustainability Manager, reporting into the COO. Together they form the Sustainability Core Team, overseeing the implementation of the strategy, keeping track of our goals and making sure we reach our set ambitions.

The management and supervision of a sustainability programme requires specialist knowledge, skills and experience. The Sustainability Core Team briefs the Group Management Team and provides regular updates on environmental and social issues. They report progress on sustainability performance and ongoing projects, but also inform the Group Management Team about the latest developments relating to sustainability.

SUSTAINABILITY STEERING COMMITTEE

The Core Team is supported by the Steering Committee which comprises of representatives from across the company: six key members from different teams and markets. The Committee supports and guides the Core Team and is consulted on a wide variety of topics to make sure the strategy is effectively embedded. The Core Team and Steering Committee meet on a regular basis.

CARBON FOOTPRINT CALCULATION

The table below summarizes all the emissions calculations for Scopes 1 and 2, and partly for Scope 3. The figures are based on the GHG protocol recommendations.

Carbon emissions (in tonnes)				
SCOPE		2019	2020	2021
1	Natural gas	44.70	39.20	39.73
	Fuel usage			5.79
2	Electricity consumption	75.24	57.08	52.83
3 (Upstream)	Transportation & distribution (inbound)	<i>No data available</i>	2,296.83	2,487.48
	Business flights	184.86	47.01	23.07
	Leased assets (cars)	196.20	144.78	162.20
Total		501,00	2,584.90	2,771.09

SCOPE 1 & 2

These figures cover the following business units: Jumbo offices in the Netherlands, Belgium and Germany; Diset offices in Spain and France; the Galt office in the UK and since 2021 we also include the Dujardin office in France. Excluded are the Nordics, Italy and Portugal where we have no administrative offices.

SCOPE 3 – AIR TRAVEL

The figures shown for business flights cover all sites listed above, including the Nordics, Italy and Portugal. Excluded is Dujardin for 2019 and 2020 as they were not yet part of the Jumbodiset Group in those years.

SCOPE 3 – INBOUND TRANSPORT & DISTRIBUTION

Figures are calculated on the basis of the total weight of all products shipped by the distance travelled from factory to warehouse, using all modes of transport (air, sea and road). For 2021, we calculated the emissions for suppliers making up 84.5% of our buying volume in euros and extrapolated for the remaining 15.5%. For 2020, we did the exercise for 85% and extrapolated for the remaining 15%.

STAKEHOLDER ENGAGEMENT

Regular ongoing engagement with various stakeholders is critical to ensure Jumbodiset remains aware of its stakeholders' concerns and interests, that we track relevant trends and respond to the latest developments.

The table below provides an overview of the various stakeholders and how we engage with them throughout the year.

STAKEHOLDER GROUP	HOW ENGAGED	KEY TOPICS
Employees	<ul style="list-style-type: none"> • Town hall meetings • Sales & Marketing Summit • Internal newsletters • Team meetings • Training 	<ul style="list-style-type: none"> • Strategy: goals & ambitions • Market developments • Packaging & product • CO₂ reduction • Ethical sourcing • Partnerships
Retailers	<ul style="list-style-type: none"> • Meetings • Retail newsletters • Social media 	<ul style="list-style-type: none"> • Strategy: goals & ambitions • Packaging & product
Consumers	<ul style="list-style-type: none"> • Social media 	<ul style="list-style-type: none"> • Packaging & product • Safety & quality

To ensure that all staff across the Jumbodiset Group are aware of and involved with the strategy and its implementation, the Sustainability Core Team provides regular updates. This is done via newsletters and in face-to-face or online meetings where all participants can ask questions and contribute their input on various topics.

Employees are also consulted so we can benefit from their expertise on a range of matters. For example, regular conversations with our sales teams will shine a light on retailers' sustainability plans and requirements so we can make sure we align our plans accordingly. Our Quality Assurance Team is consulted to make sure we keep up to date with all current and upcoming product regulations.

Using social media, we communicate with end consumers who buy and play with our products. We tell them about the action we are taking to make our products and packaging more sustainable and how we guarantee quality and safety. Our Customer Service Team is in direct contact with the market for any feedback or complaints. Consumer reviews are checked on a regular basis to raise awareness of all indirect feedback and to follow up accordingly.



For questions about this report, please contact:
sustainability@jumbodiset.com