

[home](#)[basic principles](#)[my vitality menu](#)[&more](#)The Eosta logo is displayed in a vibrant, multi-colored font. The letters are 'e', 'o', 's', 't', and 'a', each filled with a different color: 'e' is green, 'o' is orange, 's' is red, 't' is purple, and 'a' is blue. The background of the entire page is a photograph of a woman in a plaid shirt and a wide-brimmed hat, sitting in a field of tall grass and using a laptop. The image is overlaid with semi-transparent geometric shapes in shades of blue and green.

Where ecology meets economy!

EOSTA Vitality Menu

This Vitality Menu has been created to show you what Eosta has to offer in terms of supporting mental, social and performance Vitality. Here you will find an overview of our guiding principles, fringe benefits, rules and how we work here, presented in a simple and easy-to-understand format.

[go to my Vitality Menu](#)

MISSION

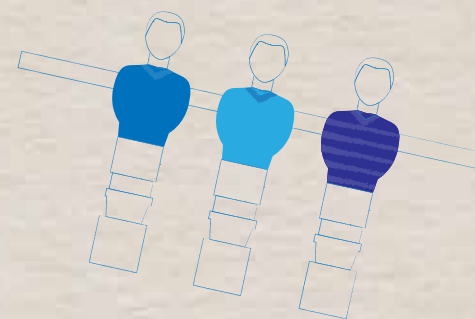
Eosta wants to contribute to healthy food, social inclusion and a better environment

VISION

Eosta is an innovator and market leader in a transparent chain for organic and fair-trade certified fruits and vegetables.

A team of knowledgeable, dedicated and responsible employees delivers quality products to European retail and wholesale companies, provides suppliers with access to reliable markets, and inspires supply chain partners with high-quality agricultural, ecological and social development expertise.

Eosta works together with other innovators on food quality, social responsibility and sustainable cultivation methods.

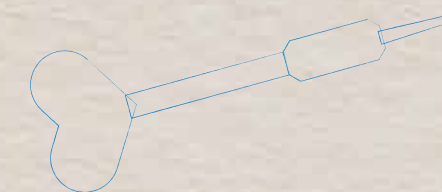


MEANINGFULNESS
AT WORK

Want to contribute to a better world through your work? You can do so at Eosta. As well as separating waste and perhaps having solar panels on your home, at work you ensure that consumers are able to make healthier choices for themselves, a humane society and the planet. To this end, Eosta encourages the mental, social and performance vitality of all of its employees.

Read how we do this [here!](#)





OUR CORE VALUES

Authenticity, Togetherness, Responsibility: these core values form the starting point for our employee policy. As a value-driven organisation, we put people first.

We translate our core values into a three-pronged leadership and self-leadership principle: Dream, Dance, Deliver: our 3D model for self-leadership.

How does this work? Based on your **authentic** story and unique potential (DREAM) and taking into consideration the unique potential and imperfections of others, you work **together** and co-create (DANCE), with the aim of socially **responsible** performance (DELIVER). In other words, when you know what your strengths are and where your influence lies, you can work with others to make a difference and create something that is greater than the sum of its parts.

We're not about fixed rules, procedures or pulling rank here. Above all, we want to create the opportunity to experience the power of the core values together. We don't want to impose anything; after all, moral authority is more effective than formal authority, enthusiasm more than rules, and example more than enforcement.

We believe that self-leadership and room for your own input is essential, also when it comes to selecting the right employee benefits for you. This Vitality Menu will help you find your way, hopefully making both your work and ours a little more fun.

Is something missing on the menu? Make a suggestion.

Having trouble figuring it out? You can ask all your questions [here](#).



THE 3 PILLARS OF VITALITY



Mental vitality is about becoming who you are. The more you can develop your unique potential, the greater your mental resilience. We spend much of our time at work every day, so it is important to use it meaningfully. Eosta supports you in this in two ways, by giving you freedom and autonomy and by helping you find your developmental themes and set new goals, so that you can develop, do what you are good at – and what you want to become good at!

Mental

DREAM



Social vitality leads to job satisfaction and a good working atmosphere, in which you feel supported. Feeling connected to your colleagues, the company, your customers and society are important factors in this. By respecting the qualities and imperfections of the people you work with, you can complement each other and achieve co-creation: $1 + 1 = 3$. We are always aiming to complement one another. Together you are more than the sum of your parts. Play the game, dance the dance. Our sustainable, open office and informal work environment will help you feel right at home.

Social

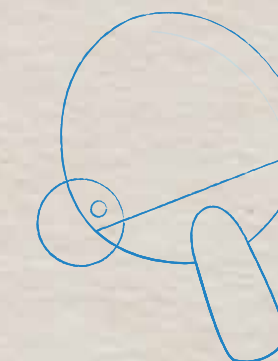
DANCE



When you're in balance, it is easier to find your niche and naturally put in a strong, distinctive performance. Eosta will help you to achieve the right work-life balance. We provide a great workplace, delicious organic lunches, opportunities for exercise, power naps and moments of silence. But the ball's in your court too, because everyone is an entrepreneur in their own life. What do you want? Where there's a will, there's a detour.

Performance

DELIVER



e

In addition to development opportunities, an enthusiastic, complementary team spirit and distinctive achievements, the basics need to be in place – both now and later. Your income, home, transport, insurance and pension are the material foundations of your daily life. We try to facilitate our Eostians as best we can when it comes to material and financial matters. We would be more than happy to exchange ideas with you.

& more





PERSONAL DEVELOPMENT BUDGET

Want to know and learn more about yourself, how cooperation actually works or one of the many sustainability themes? Then use your personal training budget.



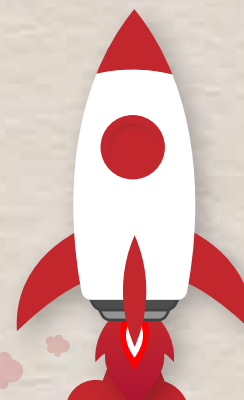
Wild Wednesdays, Sustainable Thursdays and Freaking Fridays

We offer:

- Freedom and room for your own input in your work
- Self-managing teams
- Personal Development Budget
- Professional education & training
- Wild Wednesdays, Sustainable Thursdays and Freaking Fridays
- Interesting master classes
- Mindfulness
- GoodHabitiz online learning platform

mental

VITALITY



DREAM

What does your dream look like?

Becoming who you are

Self-fulfilment

Inspiration

Purpose

Being yourself

Challenge

Development

Your own responsibility



MID-YEAR AND END-OF-YEAR PERFORMANCE REVIEWS

How are you doing? How are things going? We talk about this on a regular basis, of course, but every six months you have a meeting with your team or your supervisor to see where things stand in terms of your goals, and most importantly, how you are doing.

We offer:

- An enthusiastic and co-creative international and diverse team that is constantly seeking complementarity and co-creation.
- Culture of mutual respect and appreciation
- Comprehensive onboarding programme
- Mid-year and end-of-year interviews
- Celebration of successes and jubilees
- Company and departmental outings
- Friday afternoon drinks
- Sustainable Christmas gift package (and seasonal goodies)

Social

VITALITY



DANCE



Good cooperation results in:

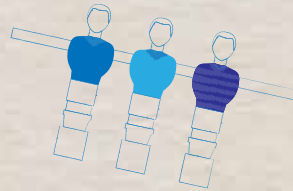
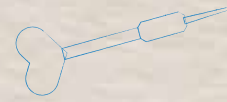
1 + 1 = 3

- Job satisfaction
- Humour
- Engagement
- Companionship
- Complementarity
- Solidarity
- Co-creativity
- Appreciation
- Respect
- Transparency



COMPANY FITNESS

Want to get even fitter than you already are? Work out at your local health club and get a discount by having the subscription fee deducted from your gross salary. This means that you get a tax discount on the regular subscription fee.



We offer:

- Excellent benefits
- Table tennis, darts, table football
- Fresh organic fruit
- Company Fitness
- Eosta Vitaal (health scan)
- Attention for health and work-life balance
- Organic lunch
- Weekly fruit & vegetable box
- Help with quitting smoking

Performance

VITALITY



Healthy

Result-oriented

Feeling good about yourself

How to perform well:

Focus on customer & quality

Provide balance yourself

Make a decision

What counts here is not the times you fall down, but the times you get back up

Where there's a will, there's a detour

'Yes you can' atmosphere, everyone's an entrepreneur



DELIVER



mental

VITALITY



MENU

Self-management

At Eosta, we employ a self-management approach as much as possible. Based on organisational development ideas of people like Frederic Laloux and Otto Scharmer, we have set up multidisciplinary teams around products and customers. Take the Exotics & Roots team, for example, which includes the buyer and seller and, depending on what's needed, also an inspector, a supply chain planner, or a quality manager. Based on the premise that 'tension is fuel', we discuss what's going on and find solutions together without the intervention of traditional bosses.

Other examples of self-management are the multidisciplinary Roots Club and Sequoia Club, which deal respectively with producer-oriented crop and sustainability development and with customer-oriented sustainability campaigns, marketing and product innovations.

Wild Wednesdays

Our office staff, in purchasing, sales or management, have regular discussions with our warehouse staff. They talk about things like Feyenoord football club, life after death, business development and sustainability, you name it.

Sustainable Thursdays with inspiring guest speakers

Eosta often invites prominent speakers to bring employees up to date on inspiring topics related to sustainability, entrepreneurship or other socially relevant issues. These presentations take place at lunchtime and of course (usually) on Thursdays.

Master classes

You may be invited to take part in interesting master classes in which you explore a particular theme in depth together. Themes include sustainability, leadership and personal development.

Freacking Fridays

On Fridays, we have meetings to look at what has gone right or wrong or both, or information sessions in which employees are updated on developments concerning products we import and export at EOSTA.

Mindfulness

Just as you train your muscles when you exercise, you can train your mind to stay fit. For anyone interested, 10-minute guided mindfulness sessions are held regularly at noon. Mindfulness is also addressed in other ways.

Personal Development Budget

Want to learn even more? Perhaps you've seen a great course that is not directly related to your job, but is very interesting for you. You can use your Personal Development Budget for this. Each year, you receive a personal training budget of €400 to spend on mental and/or social vitality. You may save up this budget for 3 years up to an amount of €1,200.

Professional education & training

All employees have the opportunity to receive professional training at Eosta's expense. You can share your wishes for this during your performance reviews and, of course, in between times as well.

GoodHabitZ online training courses

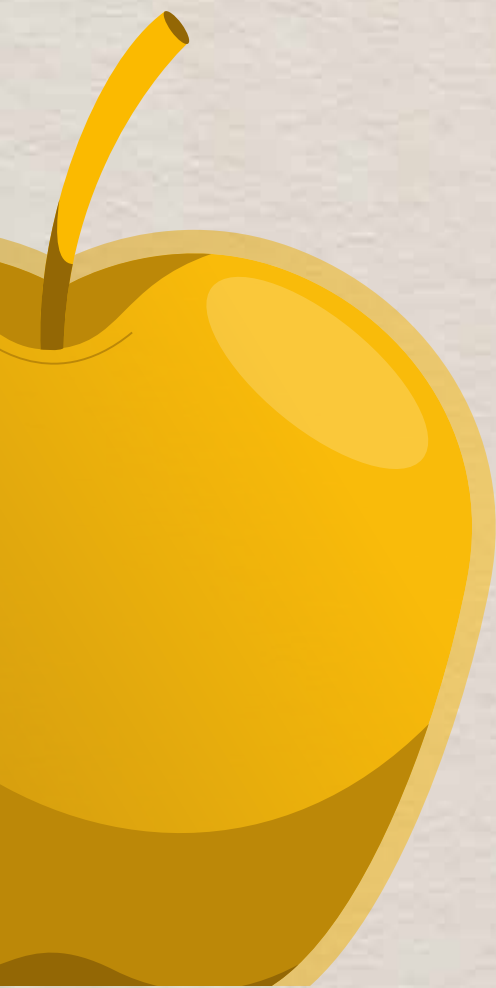
Eosta has a subscription to the GoodHabitZ learning platform. This gives you unlimited access to a wide range of online training courses on communication, sales, leadership and much more.





social

VITALITY



Enthusiastic international team

Eosta employs many different people, with many different backgrounds and nationalities. The cultural differences add value to our cooperation and allow you to experience how international our business is. For us, diversity is vitality.

Culture of mutual respect and appreciation

The culture within Eosta is based on respect for the uniqueness of each individual. We show mutual appreciation for qualities and understanding for each other's shortcomings. We encourage sharing of ideas and are proud to employ a group of exceptionally opinionated employees.

Comprehensive onboarding programme including handbook

When you first join Eosta, you will take part in an extensive introductory programme including meetings with various Eosta colleagues. This enables you to get to know the whole company. You will also receive a handbook with your employment contract for future reference.

Clear mission, vision, strategy and objectives

Eosta's mission, vision and ambition have been stable for many years. Concrete company objectives are set each year, navigating by 5 stars, namely: distinctiveness, customer, supplier, operation and team. Our annual objectives are communicated during regular staff meetings.

Mid-year and end-of-year reviews

Every six months, you have a review with your team or your supervisor to see how you are doing and where things stand with your goals. The reviews are guided by the company's 5 main objectives and your personal 3D evaluation.

MENU

Company and department outings

Just before summer, we often host a popular beach party to which your partner and children are also invited. With games on the beach, a djembe session, a beach-comber taking the children in tow, or a beach clean-up campaign. Of course, this always includes a delicious barbecue and music. We have also had all sorts of fun outings such as Blijdorp Zoo by Night or a Cirque du Soleil show. In addition, each department has the opportunity to organise its own outing with direct colleagues.

Staff meetings

There are regular staff meetings during which management updates all employees on the objectives and on how the company is doing. All employees are welcome to share their ideas during these staff meetings.

Anniversary celebrations

Employees are honoured on their 5-year, 10-year and 25-year service anniversaries. This includes recognising the colleague for what he or she has meant to the organisation and staff, and usually involves a lot of humour. After all, we don't have to take each other seriously all the time.

Friday afternoon drinks

There is a small drinks gathering with colleagues every Friday afternoon to conclude the week.

Christmas gift package

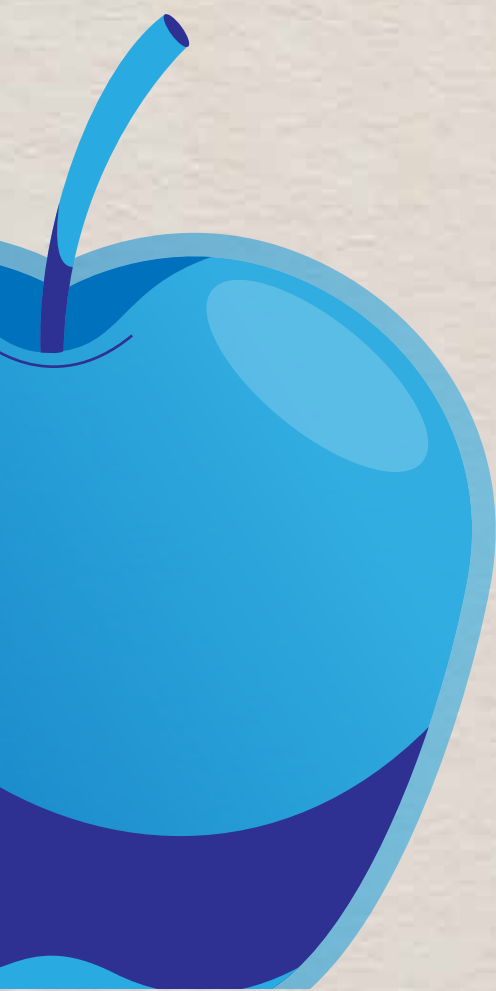
Around the national holidays, we always serve tasty treats at the coffee corners. Each year, employees receive a unique Christmas gift box with sustainable products or activities.





Performance

VITALITY



Organic lunch

In our Ubuntu canteen, a delicious organic lunch is served every day, featuring a variety of salads, sandwiches, fruit juice, dairy products and often freshly made soup. Of course, this includes many of our own organic products. A full lunch costs €4.25, only soup or salad €1.25, and only a drink €0.60. The amount spent on lunch is deducted from your salary the following month.

Weekly fruit & vegetable box

You can sign up to receive a weekly box of fresh organic fruits and vegetables from Eosta. This healthy and delicious box costs €8 per week and is deducted from your salary the following month. You can take part every week or every other week. You can suspend the subscription at any time.

EOSTA Vitaal

Eosta Vitaal (health scan) is organised for all employees every few years. A professional organisation checks employees' health on a voluntary basis by means of several screening tests and a conversation about personal vitality. Participation is voluntary and free of charge.

Excellent benefits

Our attractive office building was built in 2018 and is furnished with natural and renewable materials, creating a pleasant working environment. The building is transparent and open, but also has maximum sound absorption so you can stay concentrated while you work. Each employee has a height-adjustable sit-stand desk. This allows you to decide whether you want to work sitting down or standing up throughout the day. For small meetings and a warm atmosphere, each floor has a cosy fireplace and seating area. There are also smaller and larger spaces throughout the building, both open or closed, where you can meet or work. To relax, you can use the power nap room with 5 beds.

All office spaces are connected to a spacious atrium at the heart of the building. This atrium serves as a large central meeting place. The wide grandstand staircase is a real eye-catcher, representing personal development and connection between social idealism and commercial realism. In other words: 'where ecology meets economy,' the company slogan.

MENU

Various spaces have been named after inspirational and exceptional people. Among them are pioneers in organic farming and the sustainability movement, such as Albert Howard, Rudolf Steiner, Eve Balfour, Ehrenfried Pfeiffer, Rachel Carson and Volkert Engelsman, and also Nelson Mandela, the Sioux medicine man Black Elk, UN Secretary General Dag Hammarskjöld and Erwinum, a tribute to former employees who have sadly passed away.

The building has a long list of circular and sustainable features; both the shell of the building and the interior have a materials passport. This lists all of the raw materials used to ensure that they can be reused as much as possible if the building is demolished. The roof of the distribution and packaging halls is completely covered with solar panels. Rainwater is collected for local horticulture irrigation.

The wood used in the office is sourced from sustainable Dutch elm trees; the modular walls and the insulation material in the partition walls are circular; a stone wall is made from recycled construction debris and toilet bowls; and the office chairs are made from recycled plastic. Work is underway to create a nature-friendly zone both on and around the building. A complete list of all the sustainable and circular features can be found on the website www.natureandmore.com.

Table tennis, darts, table football and roof terrace

During your breaks, you can unwind in the recreation area on the top floor, where you can play darts, ping-pong and table football. There is also a green roof terrace to enjoy in nice weather.

Fresh organic fruit

A good selection of fresh organic fruits is available daily on each floor, to enjoy whenever you feel like it.

Company Fitness discount

Eosta is affiliated with a national organisation that has made agreements with health clubs. If you want to work out at one of these clubs, the subscription fee will be deducted from your gross salary, giving you a considerable tax benefit compared to the normal subscription fee.

Lunchtime walks

You can join various groups of employees who go for walks during their lunch breaks to get some fresh air and exercise.

Help with quitting smoking

EOSTA offers the opportunity to enrol in a paid stop-smoking programme. There may also be possibilities through your own health insurance provider. Each year, we participate in 'stoptober' and have incentives for participants each week, such as lollipops, chewing gum, mints and cake for everyone at the end.



e

BICYCLE

Want to cycle to Eosta? It's great for your carbon footprint and your own health! You'll receive a travel allowance from the first kilometre and you can also make use of the company bicycle scheme.

We offer:

- Holiday allowance
- Pension
- Insurances
- Travel allowance from the 1st km.
- Lease car (electric option)
- Company bicycle (electric option)

&more

Holiday allowance

In May, you will receive an 8% holiday allowance in addition to your salary. The holiday allowance is accrued from June to May.

Pension

For your retirement and survivors' pension, you are insured based on a career average scheme up to €39,000 and above on an investment basis, with the option of sustainable investment. You pay part of the pension contribution yourself through your gross salary.

Insurance

Eosta has arranged insurances for each employee (if applicable) for the National Survivor Benefits Act gap (ANW-hiaat), the Incapacity benefit supplement insurance (WGA-hiaat) and (WIA-aanvulling), WIA additional income insurance (WIA-excedent), workplace accidents and liability. Costs for WGA-hiaat, WIA-aanvulling and WIA-excedent insurance are shared between Eosta and the employee. The other insurance costs are for Eosta's account. There is also group health insurance with Zilveren Kruis. You take out the insurance and pay the premium yourself, but receive 10% discount on supplementary insurance.

Travel expenses and lease car

Depending on your position, you will receive a travel allowance or a lease car (electric option). Your travel allowance will be calculated from the 1st km with a maximum of €165 net per month. If you move house, your travel allowance will change accordingly. If you are eligible for a lease car, our goal is for everyone to opt for a fully electric car. This also includes some benefits built into the leasing regulations.

Company bicycle

Do you cycle to work? Then you can take advantage of the company bicycle scheme. You purchase a bicycle yourself and can have up to €750 of the invoice for a bicycle (€1,500 for an electric bicycle) paid from your gross salary (or leave days). You are refunded the net amount at the same time, which is an easy way to obtain a tax benefit.



Invitation to you

Eosta is a passionate group of people who are true to themselves and who only wish to be held accountable by what is in their heart. We dare to opt for both social idealism and commercial realism, for what is fundamentally important and not just urgent. We believe in authenticity, togetherness and socially-responsible entrepreneurship.

Natural resources are becoming ever scarcer, yet increasing numbers of people are calling for everything from better healthcare and social justice to increased prosperity. But none of this should be at the expense of ecological responsibility. The consequences of what we do today to generate short-term profit shouldn't be a burden on future generations. Our children expect that from us. What's more, the change required lies within ourselves. As Einstein said, "we won't solve our problems with the same thinking that caused them." At Eosta we want to be the change that we wish to see in the world.

So, despite having to cope with the daily hustle and bustle of commerce and the new value-driven economy, we never forget that how things take shape is, in fact, determined by each and every one of us. This is then reflected in our products, in the way we manage our supply chains and especially in the way we manage ourselves. It means that all of our products have a unique story, are traceable and transparent, and stimulate producers as well as consumers to take responsibility for a healthy, eco-friendly and fair world.

Consequently, the distinctive character of Nature & More starts with our people, with each individual's unique story, with our emphasis on being open and transparent with each other. We aim to operate in a way that does justice to nature and mankind.

In that way we can offer products with a mission, a heart and a conviction. So we don't just sell Nature & More products, we are Nature & More. We want our people to show vision, creativity, responsibility, authenticity and initiative. We encourage dialogue, complementarity and co-creation. We promote understanding, acceptance of each other's strengths and imperfections, not getting hung up on each other's annoyances, trusting in yourself and becoming who you are. So we don't just sell Nature & More products, we are Nature & More: authentic, together, responsible.

Be the change you that you wish to see in the world. Where there's a will, there's a detour .





Is anything unclear or do you have questions?

For any questions or comments, please feel free to contact:

Cornelie Eichelsheim – HR Manager

Email: cornelie.eichelsheim@eosta.com

Phone: +31 (0)180 635 500

