

Environmental Policy



This Paulig Group Policy defines environmental management fundamentals which must be followed.

This Environmental Policy must be respected within the whole Paulig Group, and it applies to all personnel of all entities controlled by Paulig while performing duties at Paulig units and at offsite locations. It also applies to contractors, suppliers, and members of the public whilst at Paulig units.

Sustainability is in Paulig's DNA and as a family-owned company we recognize our responsibility for future generations. The Food & Beverage industry plays a key role in global climate and health solutions, and we are committed to reducing the environmental impact caused by our own sites, as well as throughout our entire supply value chain. Specifically, we focus on mitigating climate change, reducing energy, water and other resource use, and protecting and enhancing biodiversity and ecosystems.

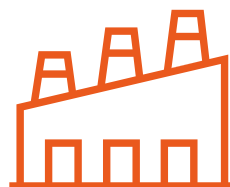
THE FOLLOWING ENVIRONMENTAL MANAGEMENT FUNDAMENTALS ARE THE FOUNDATION OF PAULIG'S COMMITMENT TO REDUCING THE ENVIRONMENTAL IMPACT OF ITS OPERATIONS AND VALUE CHAIN:

We **always comply** with the applicable laws, regulations, and norms in the countries where we operate, as well as with the provisions of this Policy, the Environmental Guidelines, and corporate & local procedures.



We are committed to **continually enhancing our understanding of environmental impacts** by routinely evaluating the effects of our sites and value chain.

We have **ambitious environmental targets that cover the most significant environmental impacts** in our value chain and implement strategic initiatives to reach them. We are committed to increasing the use of renewable energy and recyclable materials whenever feasible.



Paulig's **Integrated Management System** dictates our operational approach to continuously improve our environmental goals and ways of working.

We have **relevant and ambitious environmental requirements** for our suppliers and work actively to engage and support our suppliers to fulfill these.



Paulig expects its employees to **contribute** to a more sustainable future and to **participate proactively** in improving our environmental performance. Education and training is provided to ensure that all are aware of what they can do in their business role to reduce our negative environmental impact and enhance positive contributions.

We seek active collaboration and opportunities for dialogue with our **business partners** and other **stakeholders** to develop environmentally sound practices.

Emergency response procedures to minimize the consequences for the environment of our operations must be established, maintained, and tested periodically at all Paulig units. In case an emergency escalates to a crisis scenario, Paulig's Crisis Management Guidelines and procedures are respected.

We report on our environmental performance internally and externally on a regular basis.

Communication about all environmental aspects and their impact will be structured by Paulig's internal reporting process.



Business Functions and Business Area management is responsible for **planning and resourcing operations** so that techniques and methods to improve environmental performance impact are used. Leaders at all levels are **responsible and accountable for managing the workplace** with strong leadership and credibility.

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