



# Environmental Sustainability Policy



## Introduction

As a responsible manufacturer of food and beverages and advanced water bars with a global footprint, we act with respect for our natural environment and strive to minimize our impacts on climate change and global resource consumption. We believe that we can continue to grow our business and meet our consumers' needs while exercising control over our environmental impacts. Importantly, our consumers, employees and many others expect us, as a responsible corporate citizen, to take care of the planet so that we and future generations can continue to thrive. We have publicly accounted for our environmental performance for more than ten years, and we will continue to do so.

Strauss Group's Environmental Sustainability Policy describes how we put environmental sustainability into practice, serving as a statement of commitment from Strauss Group's Board of Directors and most senior executives, a guideline for the managers and employees in our business, and a promise to our consumers and all others we interact with.

## Scope

The scope of our Environmental Sustainability Policy covers all operations of Strauss Group throughout our entire supply chain, including, as far as possible, the environmental performance of our suppliers and consumer use and disposal.

## Details

### Environmental Management

We operate our facilities in line with an Environmental Management System (EMS) that requires detailed attention to all our practices and control of our environmental impacts. Several sites are certified to the EMS quality standard ISO14001 and undergo periodical audits for recertification. In non-certified sites, we aim to practice similar standards of environmental management. In all aspects of environmental practice, we seek continuous improvement.

### Product Design and Innovation

We use many resources in the development of our products, including a wide range of ingredients, materials and packaging items in manufacturing and distribution stages. We aim to minimize resource use and amplify the recyclability of our packaging wherever we can.

### Sustainable Sourcing

Where possible, we purchase from local suppliers to minimize transportation in our supply chain while contributing to local economies. Furthermore, we expect our suppliers to demonstrate a responsible environmental practice. In particular, we encourage farmers in our agriculture supply chain to adopt sustainable agriculture practices.

### Energy and Climate Change

We take a precautionary approach to climate change, believing that the risks for humanity are real if the rising temperature of our planet is not halted and climate change effects not mitigated. We therefore place emphasis on reducing our energy consumption throughout our operations by adopting environmentally efficient practices and investing in energy-efficient equipment. Similarly, we continue to seek ways of modifying our energy mix to include low or no-carbon energy sources and reduce our greenhouse gas emissions. Our operating sites maintain energy targets, and these are monitored and reviewed regularly.

### Water

We strive to minimise water withdrawal and recycle water where we can in our operations. Wastewater is responsibly discharged after treatment in line with local laws, and where possible, exceeding regulatory requirements.

## Waste Management and Recycling

We practice the Reduce, Recycle, Reuse approach across our facilities and conduct regular site assessments to evaluate new possibilities to avoid waste generation. We implement efficiency measures and process improvements in our factories to avoid generating waste. We seek practical and innovative ways to avoid disposal of waste to landfill. For example, we donate unsalable viable food products to help feed those in need to food banks and welfare organizations. We work with suppliers to agreed shipment specifications that require minimum packaging and we reuse almost all packaging materials in our operations.

## Minimizing Food Waste in the Supply Chain

It is a commonly known issue that much food is wasted in post-manufacture stages of the distribution networks, wholesale and retail operations and also by consumers themselves. We take measures to ensure the integrity of our products in the supply chain, through appropriate packaging protection, clear temperature control specifications for distribution and sensible use of product expiry dates where regulation permits. We aim to work collaboratively with partners throughout the supply chain where we can reasonably influence downstream practices for waste avoidance.

## Employee Accountability and Engagement

We provide employees whose roles have an impact on our environmental performance with targeted training to help them perform their duties while conserving resources and minimizing waste.

## Compliance

We constantly work to comply with all applicable environmental laws and regulations in all markets in which we operate. At industry level, we collaborate to help raise the standard of environmental protection for the food industry as a whole where we can in our markets.

Environment Managers, or in some cases, Factory Managers, at each Strauss Group site are responsible for ensuring the implementation of environmental policies and practices and monitoring progress and performance, reporting to their Operations Managers and overall Supply Chain leadership at Strauss Group.

As a member of the United Nations Global Compact, Strauss Group publishes an annual Communication on Progress that reconfirms our commitment to the environmental principles of the UNGC and updates our performance. We also publish an annual Sustainability Report according to GRI Standards in which we report transparently on material environmental indicators.

## Communication

This Policy is available to Strauss Group employees through our internal internet portal and externally on our corporate website.