

## Valeo Foods Group - Environmental Policy

### Introduction

Valeo Foods Group (and its subsidiaries) is committed to safeguarding our planet and environment. As a Group, we are committed to minimising our impact to climate change and at a minimum, ensure compliance with local environmental requirements.

Through the provision and implementation of environmental practices and initiatives, we endeavour to produce sustainably, conscious of our environmental impact locally and across our supply network. Our environmental ambition is underpinned by the Valeo Foods 5 Pillar Sustainability Framework structure.

### Scope and Governance

In accordance with this commitment, Valeo Foods Group has adopted this Environmental Policy, which is applicable to all Valeo Foods Group Personnel globally, agents, representatives and other associated persons such as contract/ subcontract and third-party employees of Valeo Foods Group including all subsidiaries, associates, joint ventures and affiliated companies (collectively, the “Valeo Foods Group” or the “Group”).

This Policy and the internal controls herein have been designed to ensure environmental best practise and environmentally conscious decision making is promoted throughout the business, and this enables Valeo Foods Group to respond promptly and effectively to any inquiries about its conduct.

This policy has been approved by Valeo Foods Group’s executive management and approved by the Board of Directors. Any internal concerns or questions should be raised at a local level, in accordance with the relevant business procedure.

In addition, the policy is reviewed and monitored based on progress in strategic objectives and ongoing environmental priorities. The Group Head of ESG has responsibility for the supervision and implementation of this policy. This policy is reviewed bi-annually and if any amendments are needed this will be actioned to comply fully with environmental reporting and governance requirements in the jurisdictions in which we operate.

## Our Commitment

Valeo Foods Group is committed to minimising our impact on our planet and the environment. We are committed to:

- Reducing our energy consumption and GHG emissions, across scopes 1, 2 and 3 in line with our commitment to the Science Based Targets initiative.
- Increasing the efficiency of water consumption across our manufacturing sites by investing in technology upgrades and reuse of water, where possible.
- Limiting our impact on biodiversity, protected lands and ecosystems and minimising sources of pollution and are looking at ways to rehabilitate any impact our operations may have on the ecosystem.
- Minimising non-GHG air pollution at our sites through a combination of emissions monitoring, where relevant and adherence to local air quality regulations.
- Managing all waste generated through operations and storage by adopting to the EPA waste hierarchy of waste management (including food waste management).
- Increasing sustainable packaging solutions and recyclability of product packaging which will assist the management of environmental impacts generated from the end-of-life of the products.
- Focus on developing products which consider the environmental impacts generated from the direct use of products by consumers. For example, including instructions on product packaging to ensure proper disposal.
- Developing products which consider health factors and sustainable consumption to our consumers, emphasising health benefits on product packaging.
- Producing to the highest standards to ensure that we mitigate any negative health and safety impacts to our consumers.
- Monitoring the quality and safety of our products and developing healthier product alternatives.
- Meeting and where possible, exceeding local environmental regulations and requirements.

To satisfy these commitments, Valeo Foods Group has established a Sustainability Framework which sets targets and objectives and designates responsibility. These targets and objectives are monitored in a central KPI dashboard, allowing us to track progress against our target and benchmarks and communicate progress. This enables Valeo Foods to monitor and evaluate the effectiveness of our actions and make the relevant adjustments as necessary.

## Internal Reporting

Our expectation is that all group personnel will undertake their roles and responsibilities in accordance with the policy. Any personnel who have knowledge of, or reason to suspect, any violation of this Policy should follow local business reporting procedure or contact the Group Chief People Officer.

Alternatively, the independent whistle blowing helpline can be called to maintain anonymity if it is not appropriate to report the matter internally. The whistle-blowing helpline is private and confidential and can be reached at any time of the day or night via [www.safecall.co.uk](http://www.safecall.co.uk), via which local contact details and local language reporting options are available.

Breaches of this policy may result in disciplinary action and will be treated as gross misconduct.

### **Compliance Procedures and Training**

All personnel are responsible for adherence to this Policy and should be aware of their personal responsibility to each other, customers, contractors, suppliers and visitors.

As part of Valeo Foods Group’s ongoing commitment all Valeo Foods Group Personnel must receive, understand and confirm their agreed compliance.

Valeo Foods Group will offer periodic Environmental training programs to educate all personnel about the requirements and obligations of discrimination laws and this Policy. All Valeo Foods Group Personnel of the Group must participate in such training and the local records must be kept as evidence establishing compliance with this requirement. Any questions regarding this Policy can be addressed to the local divisional HR Lead or the Group Chief People Officer.

*Last Updated: June 2024*

Ronald Kers

Group CEO

Eveline Paternotte

Group CPO