

Sustainability Policy

ARYZTA's **vision** is to be a **socially responsible organisation** and to **leverage our global resources to improve environmental, economic and social outcomes**. We aim to put Sustainability at the heart of what we do, protecting the environment and enhancing our social contribution. In so doing, we look to create internal and external value by embedding sustainability proactively and impactfully in all our business activities.



Our People and Communities



Environmental Efficiency



Inspiring Innovation

OUR COMMITMENTS

Adhere to our Global Employee Code of Conduct, acting with integrity, behaving in an ethical manner, and ensuring our employees are treated fairly and justly.



Take appropriate measures to reduce energy, GHG emissions, water, waste and plastic use, prevent pollution and protect the environment and biodiversity from harm arising from our activities.



Partner with our customers and suppliers to create product/production innovation with a focus on sustainable sourcing, improved nutritional value and environmental efficiency.



Design and operate our facilities to better protect our employees, contractors, visitors, and the public as well as the surrounding environment.



Integrate sustainable supply chain practices with our partners and ensure conformance to our Supplier Code of Conduct, focusing on social responsibility, human rights and environmental performance.



Transparently discuss and annually report on our environmental, health and safety practices and verified performance of our sustainability goals, to our stakeholders, adjusting strategy as appropriate.



Reduce health and safety risk, eliminate job hazards and environmental impacts by developing and implementing effective mitigation strategies, and ensuring consultation and participation with our employees on these matters.



Fulfil legal requirements applicable to our operations and other commitments to which ARYZTA subscribes, which includes a commitment to report on environmental issues on an annual basis



Maintain a Sustainability management system that provides the framework for driving continuous improvement and assuring performance through the setting of objectives and stakeholder collaboration.



Communicate this Sustainability Policy to employees, suppliers, and contractors, as well as to the public and other interested parties.



Contribute positively and support efforts to enhance our local communities and create long-term positive engagement.



Develop employees' knowledge and skills to support the sustainability aspects of their jobs via training or other learning processes.



Approved by the ARYZTA Board and Senior Leadership who are committed to upholding the above.

Date: 22nd Nov '23

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