



**DR. OETKER  
SUSTAINABILITY  
CHARTER**



### The dimensions of our Sustainability Charter

We implement a culture, where people can flourish in a diverse, safe and inspiring workspace.



We offer our consumers the best indulgent food experiences, fulfilling their desire for a healthier and more sustainable lifestyle.

We minimize our environmental footprint while improving the livelihoods in the communities we impact.

## Global challenges demand global action

The starting shot for the formulation of the Dr. Oetker Sustainability Charter took place in 2019 by a survey of Managing Directors at the national companies, the international Senior Executive Managers and of consumers in seven countries to determine the relevant fields of action for Dr. Oetker from their perspective.

“The results delivered a clear mandate for us”, summarizes Dr. Judith Güthoff, Senior Executive Manager Sustainability & Compliance. “They form the basis for the goals we set in the Sustainability Charter. It was especially important for us to not just have our own perspectives in mind. Consumers have always been at the heart of everything we do. It was therefore self-evident to us that they should be involved in the development of the new strategy.”

Following our purpose “Creating a Taste of Home”, the Dr. Oetker sustainability charter consists of three dimensions. **Our Food** seeks to enable consumers to adopt healthier and more sustainable lifestyles. **Our World** intends to positively shape the social and environmental impacts of our activities. Ultimately **Our Company** is aimed at employees’ expectations of Dr. Oetker as a social actor and employer.

The basis for implementing these ambitious objectives are the cross-functional project teams that are composed of representatives from various departments, depending on the issue in question. In this context the members of the international Executive Board function as Project Sponsors and, as such, support the success of the projects. International Senior Executive Managers assume project responsibility in their roles as Project Owners. They ensure that the different settings in the various countries are taken into consideration in the projects. The Sustainability & Compliance department is responsible for managing the project program and provides technical support to projects as needed.

# OUR FOOD



## FULL AND BEST UNDERSTANDABLE TRANSPARENCY BY 2025

- **By 2025** we will guarantee our consumers **full transparency** regarding the nutritional values and the sustainability of the ingredients in our products. In doing so, we will go beyond our previous efforts and prepare relevant information in such a way that consumers can make conscious purchasing decisions, for example with regard to the health properties of products, raw materials or environmentally friendly packaging concepts.
- In addition, we will offer **healthier alternatives** for many products and **communicate** these clearly.



## IMPROVING THE HEALTH CREDENTIALS OF OUR CURRENT PRODUCTS BY 2025

- We are **improving** the **nutritional profiles** of our products.
- In our desserts, we are **reducing** the **sugar content** by **15%**.
- In our baking mixes, we are **reducing** the **sugar content** by **10 %**.
- We are **reducing** the **salt content** of our pizza products to maximally **1g/100g**.



## INVESTING IN INNOVATIVE, HEALTHIER FOOD CHOICES BY 2022

- Since **2021**, we introduce **healthier and more sustainable ranges** in all product categories.

# OUR WORLD



## BECOMING CLIMATE NEUTRAL IN ALL DIRECT AND INDIRECT OPERATIONS BY 2050

- As early as **2022**, we will guarantee **climate neutrality** at our own locations. We will achieve this by purchasing renewable energy and offsetting unavoidable greenhouse gas emissions via carbon offset projects.
- We will reduce our **carbon footprint in all direct and indirect areas of influence** (scopes 1, 2 and 3 according to the Greenhouse Gas Protocol) **by 35% by 2030**.
- We will achieve **complete climate neutrality** in all direct and indirect areas of influence **by 2050**.



## BECOMING PLASTIC WASTE FREE UNTIL 2030

- By **2025** we will achieve **recyclability for 100% of our packagings**.
- As far as sensible and possible, we will **remove plastic** as a packaging material.



## REDUCTION OF FOOD WASTE

- By **2025** we will **reduce the food waste** generated in our **warehouses** and **production** by **25%**.
- We want to contribute to **avoiding food waste** that arises beyond our direct control, for example through **cooperation** with our **suppliers** and **retailers**.



## SUSTAINABLE SOURCING STANDARDS IN OUR SUPPLY CHAIN BY 2030

- We continuously monitor and evaluate **social and ecological aspects** associated with our raw materials.
- We will establish **deforestation-free supply chains by 2025**; e.g. for paper, soy, sugar, palm oil and cocoa.
- We already purchase **sustainably certified raw materials** when procuring **palm oil** and **cocoa**; **by 2023**, **20%** of the **vanilla** we use will be sustainably certified, by **2025** we want to buy **100% chicken meat** according to criteria of European Chicken Commitment Moreover. Also, we are working on the **sustainable sourcing of further raw materials**.

# OUR COMPANY



## PROVIDE A SAFE WORKING ENVIRONMENT

- We want to **avoid occupational accidents completely**.
- **By 2025** we will implement an **occupational health and safety management system** at all production sites that complies with the internationally recognized certification standard **ISO 45001**.



## ENSURE THE RIGHT OF FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

- We work closely with **employee representatives**.
- We ensure that employees **can form and join organizations** of their choice for this purpose.



## WARRANT EQUALITY AND VALUE DIVERSITY

- We continuously **strengthen** our **culture of diversity, inclusion, and equality**.
- We **ensure equality** for all **people** regardless of gender, sexual orientation, age, religion, culture and nationality, physical and mental ability, academic background or other characteristics and **promote diversity** in the recruitment and development of staff.



## ZERO TOLERANCE OF ANY KIND OF DISCRIMINATION OR HARASSMENT

- To guarantee this, we expand existing or establish easily accessible and strictly monitored **grievance mechanisms** for all employees.



## PAY EVERY EMPLOYEE A LIVING WAGE

- We **ensure living wages** that enable all of our employees to meet the basic needs of their families.
- Every two years, **country-specific comparisons** are made based on international organizations' guidelines at all Dr. Oetker locations. If necessary, we then adjust the wages accordingly.





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