

# Our Sustainability Charter

## Our Company



### 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.



### 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.



### Pay every employee a living wage

- We ensure a living wage, enabling 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.



### 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.



### 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.

## Our Food



### Full and best understandable transparency

- By 2025 we will provide our consumers with full transparency regarding the nutritional values and the sustainability of the ingredients in our products.
- In addition, we will offer more balanced alternatives for many products and communicate these clearly.



### Improving the health credentials of our current products by 2025

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

\* Sales weighted.



### Investing in innovative, healthier food choices

- Since 2021, we have introduced ranges for a more balanced and sustainable lifestyle in all product categories.

## Our World



### Becoming climate neutral in all direct and indirect operations by 2050

- Since 2022, we guarantee climate neutrality at our own locations.
- 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.



### 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.



### Becoming plastic waste-free by 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.



### Sustainable sourcing standards in our supply chain by 2030

- We continuously monitor and evaluate social and ecological aspects associated with our raw materials.
- We have been implementing a human rights due diligence in our supply chains via the Supply Chain Due Diligence Act since the beginning of 2023.
- 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 the end of 2025 we want to buy 100% of chicken meat according to the criteria of the European Chicken Commitment as well as 100% of cage-free eggs and egg products. Also, we are working on the sustainable sourcing of further raw materials.