

A close-up photograph of a hand holding a single green leaf. The background is a bright, sunlit field with a bokeh effect, suggesting a natural, agricultural setting. The lighting is warm and golden, creating a sense of freshness and sustainability.

# **GREENFOOD**

## SUSTAINABILITY POLICY

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## INTRODUCTION

Today, Greenfood is one of northern Europe's leading company groups in the healthy food sector, employing approximately 1 400 people and operating in eight countries across two continents. Thanks to our strong position and extensive value chain, even small changes can have a big impact that can make a difference. Our agenda is ambitious and sustainability is to be included in everything we do. Because we want to be part of shaping a better world.

## PURPOSE

This Sustainability Policy outlines our approach regarding sustainability and points the direction for how it shall be handled and considered within the Greenfood Group. This policy serves as both our Environmental Policy and Social Responsibility Policy.

## DEFINITION OF SUSTAINABILITY

Our definition of sustainable development is, according to the Brundtland definition: *“meeting the needs of the present without compromising the ability of future generations to meet their own needs”*.

Our view on sustainability is also in line with the United Nation sustainable development goals (SDGs) and the Paris Agreement. Together with the definition these are used as guidance to set our targets and strategy

## SCOPE

This Sustainability Policy applies to all activities of fully and majority owned companies (subsidiaries) of the Greenfood Group. It is applicable for all employees and temporary staff.

## OUR SUSTAINABILITY PRINCIPLES

We have made up our minds. Our sustainability agenda shall be ambitious, which means sustainability shall be a integrated part of everything we do. As our vision states – green convenience today for a greener tomorrow.

At Greenfood we see sustainability as a prerequisite to create long-term growth and profitability. A sustainable business is an opportunity to create value for our company, employees, partners, customers, and shareholders.

Below are our principles regarding sustainability, structured into how we work and according to our focus areas Food, Environment and People.

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## THE WAY WE WORK:

- **Transparency and traceability** – We are open about what we do well and where we can improve. Our customers, partners and other stakeholders shall always feel confident that there is nothing we hide. For this, transparency and traceability are key elements.
- **Everyone's responsibility** – It is everyone's responsibility to act for sustainable solutions within his or hers sphere of influence. To enable this, we continuously develop the skills and knowledge of the organization and all employees.
- **Business ethics and anti-corruption** – Our business is characterized by high business ethics and systematic efforts regarding anti-corruption.
- **Systematic** – We systematically monitor our performance, evaluate risks and improve our sustainability efforts to reach our targets and create business success.

## FOOD:

- **Healthy food** – Food is the core of everything we do. By making healthy and sustainable food accessible for everyone we make it possible for people to adopt a sustainable lifestyle. Our food makes a positive impact!
- **Safe food** – It goes without saying, food safety is the basis in our business. All customers and consumers shall feel confident that food delivered by Greenfood is safe. To achieve this, we work proactively and strive to be ahead of prevailing food safety regulations.
- **No food waste** - Food shall be eaten, not thrown away. Food that is wasted both take up unnecessary resources and reduce the cost-efficiency of our operations and supply-chain. Therefore, food waste in our organization and supply-chain shall be avoided as much as possible.

## ENVIRONMENT:

- **Climate** – Our products are solutions in the battle against climate change. But everyone can do more. Therefore, we seek opportunities to reduce the climate impact even further, both in our own organization and our supply-chain. By doing so, we will provide the market with climate friendly products to make climate friendly food the new normal.
- **Water** – Water is a valuable resource and shall be used wisely. We consider water scarcity in the regions from where we purchase and operate and work actively to create a long-term sustainable water use.
- **Resources & packaging** – The Earth's resources are limited and for a long-term growth we need to decouple our profit from the resources we use. Delivering more while consuming less. To do so, we optimize and create circular flows for our use of energy, packaging, and other materials. That is good for both the planet and the profit.

## PEOPLE:

- **Diversity** – We see diversity as an enabler for innovation and business success. Differences in e.g. experiences, backgrounds, origin, age and genders give different perspectives. This develops our organization and creates innovation and new opportunities.
  - **Safe, healthy and including working environment** – Our organization is as good
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as the people it consists of. Therefore safety, well-being, continuous development, and inclusion make the foundation of our organization.

- **Responsibility in supply chain** – We are highly aware of reported human rights violations in global food supply chains, such as forced labor, child labor, discrimination and violations of labor rights. We actively follow-up on our Supplier Code of Conduct to address any possible violations.

## RESPONSIBILITY

The responsibility for integrating sustainability into the business is aligned with how the group is operated.

### **BOARD**

The Board of Greenfood Group is responsible for determining the sustainability policy.

### **STRATEGIC RESPONSIBILITY**

The CEO of Greenfood is responsible that Greenfood activities is conducted in line with the sustainability policy.

The Greenfood Head of Communication & Sustainability is responsible for outlining the Group's strategic development within sustainability.

### **OPERATIONAL ORGANIZATION**

Each company managing director is responsible for ensuring that the company's operational activities are conducted to enable fulfilment of group sustainability objectives and to achieve business success through sustainability. This responsibility includes assurance that there is adequate competence and resources available.

### **EMPLOYEES**

Every employee is responsible for following this sustainability policy and incorporating it into the daily business. Each employee is responsible to actively search for opportunities and improvements within their sphere of influence.

## RELATED DOCUMENTS

This policy sets our overarching position on sustainability. This policy is closely connected to our Code-of-Conduct where the way we act is described more in detail. In addition, we have several other supporting, guiding and regulating documents, for example our Equal Treatment Policy and Packaging Policy.

## POLICY OWNER AND REVIEW

This policy is owned by the Group Head of Communication and Sustainability. The policy is to be reviewed annually in the fourth quarter and approved by the Board.