

Concerning the EU Code of Conduct for responsible food business and marketing practices

With this pledge, Paulig endorses the EU Code of Conduct for responsible food business and marketing practices.

Paulig is an international, family-owned food & beverage company providing high-quality products such as coffee, texmex and world food concepts, spices, plant-based protein alternatives and snacks. We want to show leadership being a sustainable frontrunner in the food & beverage industry with an ambitious sustainability approach towards 2030. Our ambitions are tangible, quantitative and measurable, and well in line with the Code's focus areas of environmental, social and health dimension of sustainability. Through these ambitions, Paulig wants to contribute to the aspirations of the Code.

Paulig Sustainability Approach 2030 was launched in 2020 and is based on the UN sustainability development goals. The three focus areas and ambitions of the approach were chosen based on where our actions would create the biggest beneficial impact. Sustainability is incorporated in the highest-level leadership team and key sustainability initiatives from the approach have been integrated into the company business strategy and business operations. We are keeping a close eye on the UN human rights framework, the EU Green Deal and the Farm2Fork strategy, to ensure alignment and set directions beyond compliance.

Our sustainability ambitions reach until 2030, in line with the UN sustainability development goals. Our ambitions to be showcased and publicly monitored in relation to the Code are the following:

- 70% of our net sales come from products and services which enables health and wellbeing of people and planet.
- 80% less GHG emissions from own operations and 50% less GHG emissions in our value chain from 2018 baseline.
- All our packages will be recyclable and made from renewable or recycled materials.
- 100% of raw materials from high-risk areas come from sustainable sources verified by external parties.

The quantitative targets have been chosen based on a review of our current status and/or an ambition of driving a change towards a sustainable food system. For our climate targets we wanted to align with the Paris agreement of 1.5 degrees scenario, and they have been approved by the Science Based Targets Initiative.

Indicators and KPI's used to measure progress on the commitments are

- Share of "products enabling health"
- GHG emission reductions
- Share of sustainably sourced raw materials verified by external parties.

All based on generally accepted methodologies, where possible. Baseline for our health and sustainable sourcing targets is 2019 and baseline for our carbon emission reductions target is 2018.

Paulig welcomes the Code and is looking forward to actively support the development towards the ambitions set in the Code.

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*Paulig is a family-owned food and beverage company, growing a new, sustainable food culture – one that is good for both people and the planet. The company's brands are Paulig, Santa Maria, Risenta, Gold&Green and Poco Loco. Paulig's sales amounted to EUR 920 million in 2020. The company has over 2,000 passionate employees in 13 different countries working around the purpose For a life full of flavour.
www.pauligroup.com*