

## **Code of Conduct for Responsible Business and Marketing Practices**

### **Jerónimo Martins' Voluntary Commitments**

Jerónimo Martins is an international Group based in Portugal with almost 230 years of activity. Leveraged on more than 4,000 stores, Food Distribution is our main activity and our Companies address the daily needs of millions of consumers in the three countries where we operate – Portugal, Poland and Colombia – through a value proposition based on quality food at competitive prices.

Our largest business – Biedronka – leads the Polish food retail market, being the biggest private employer in the country. In Portugal, Pingo Doce is the supermarket segment leader while Recheio leads the cash and carry market. In Colombia, we own the Ara chain of neighborhood discount stores. We also develop an agribusiness operation in Portugal to ensure direct access to the supply sources of strategic fresh products such as aquaculture fish, Angus beef, dairy and fruits. In addition, we operate in specialized retail: in Poland, we own the Hebe health and beauty store chain and, in Portugal, the Jeronimo coffee shops and Hussel, a chocolates and confectionery network.

As a Group, we work towards sustainable development in the short, medium and long terms. Our Corporate Responsibility strategy is based on five pillars of action which are regularly screened against a materiality matrix. Our last exercise involved over 3,400 interviews and surveys with our stakeholders, including top management. With this exercise we were able to confirm the validity of the material aspects that incorporate strategic plans, among which are, by descending order of importance: food quality and safety, reduction of packaging materials and use of sustainable materials, ethics and transparency, and fighting food waste, among others.

We are aware that the Farm to Fork Strategy is at the heart of the European Green Deal and we acknowledge the inherent challenges to a sustainable food system. Recognizing the existing interdependence between healthy people, healthy societies and a healthy planet, we are committed to positively contribute to the fulfillment of the 2030 Agenda for Sustainable Development.

By becoming a signatory of this Code of Conduct, we commit to the following:

#### **Commitment 1: Promoting Good Health through Food**

- In Portugal and in Poland, ensure that, by 2023, at least 90% of our Private Brand products do not contain, in their direct ingredients, artificial colorants / dyes;
- In Portugal and in Poland, ensure that, by 2023, at least 90% of our Private Brand products do not contain, in their direct ingredients, artificial flavor enhancers.

We are aware of the responsibility towards public health that comes with our leadership positions in the food distribution sector of the countries where we operate. Therefore, through the development and promotion of safe, healthy, nourishing and accessible food products, we help consumers make responsible decisions with a positive impact on their health and

lifestyles. By paying this special attention to nutritional formulas, we contribute to the prevention of food-related diseases. The adopted targets are already in place for the 2021-2023 period and formally published at the Groups' website and Annual Report.

## **Commitment 2: Fighting plastic pollution**

- Ensure that, by 2025, 100% of Private Brand plastic packaging is reusable or recyclable;
- By 2025, incorporate at least 25% of recycled content in Private Brand plastic packaging;
- By 2025, reduce the ratio of plastic consumption per million euros of sales by 10%.

We subscribe the Ellen MacArthur Foundation's vision of a circular economy and we joined the Foundation's New Plastic Economy Global Commitment. In 2020, Jerónimo Martins joined the Portuguese Plastics Pact, the Polish Plastics Pact and the Plastic Waste Coalition of Action of The Consumer Goods Forum. The above targets are already in place for the 2021-2023 period and formally published at the Groups' website and Annual Report. They will be measured based on the % of recyclable and reusable plastic used in Private Brand packaging; % of recycled plastic content in Private Brand packaging; tons of plastic used in packaging for every million euros of turnover, considering 2018 as the baseline year.

## **Commitment 3: Fighting Food Waste**

- By 2030, reduce by half the food waste generated by our Companies' activities in line with target 12.3 of the Sustainable Development Goals on Responsible Consumption and Production.

Besides the ethical dimension of the problem, we are aware of the deep relationship between food waste and structural challenges that humanity faces in this 21<sup>st</sup> century: climate change, natural resources depletion, deforestation, biodiversity loss and land and water pollution. Fighting food waste involves everyone along the food value chain. The above target is already in place for the 2021-2023 period and formally published at Jerónimo Martins' website and Annual Report. It will be measured based on kg of food wasted per tons of food sold, considering 2016 as the baseline year.

## **Commitment 4: Promoting Animal Welfare**

- By 2025, eliminate the sale of fresh eggs from caged hens sold under our Companies' Private Brands.

Aware of growing consumer concerns and expectations on animal welfare-related issues, our Companies are committed to promote better and more respectful farming conditions amongst our Private Brand suppliers. The defined target is already in place for the 2021-2023 period and formally published at the Groups' website and Annual Report. It will be measured based on total sales of Private Brand fresh eggs from non-caged hens per total sales of Private Brand fresh eggs.

These specific commitments are embedded in our broader sustainability strategy. More information available [here](#).