

Griffith Foods – Global Environmental Policy

1. Commitment and Objectives

Griffith Foods is committed to the conservation of the planet's resources, the sustainable sourcing of materials and the responsible operation of our facilities. This policy sets out our approach to making continuous improvements in managing our environmental impacts.

We implement a global Environmental Management System that meets or exceeds all applicable laws and regulations in all the countries in which we operate. We are committed to managing, measuring and minimizing our environmental impacts across our operating facilities, including energy use; greenhouse gas and other air emissions; local pollution; materials use and waste; and water use and disposal.

We aim to engage with our employees, customers and suppliers to promote environmental stewardship across our value chain and address shared challenges including climate change, water scarcity and biodiversity loss. We set goals related to sourcing materials from fully traceable, certified sustainable sources, and work directly with farmers to help them meet our standards. Our expectations of suppliers are further set out in our [Supplier Code of Conduct](#). We also work with customers and other stakeholders to address lifecycle impacts such as packaging, transportation and product end-of-life.

We are further committed to meaningful dialogue and responsible policy engagement on climate and other environmental issues. As a company rooted in science, we ensure our approach is at all times aligned with scientific evidence and commit to publicly reporting on our environmental performance annually. We engage with business associations such as the World Business Council for Sustainable Development, Sustainable Spices Initiative and Sustainable Agriculture Initiative to advance our industry's approach and scale our impact.

2. Responsibilities

We expect active participation in our environmental program at all levels of the organization.

All employees, contractors and other workers are responsible for observing environmental requirements and for reporting environmental incidents, as detailed in our [Code of Ethics and Business Conduct](#). We also expect employees to look for opportunities to reduce energy usage and waste, and bring forward ideas and recommendations for improvements.

Our global Environmental Management Leadership is ultimately responsible for setting company-wide environmental objectives and targets, allocating the necessary resources to meet them and monitoring progress. Regional and facility management are responsible for the implementation of our Environmental Management System at facility level, as detailed in the following section. They are also responsible for reviewing and responding to environmental incidents, and reporting them both to any applicable government agency and to Griffith Foods corporate management.

3. Requirements

Our Environmental Management System (EMS) is based upon the structure of the international ISO 14001 standard. Certain facilities have been certified to ISO 14001 by independent accreditors, and we plan to increase the number of certified facilities.

To implement our EMS, each facility will be required to:

- Establish a facility-level environmental policy statement, which is consistent with this Global Environmental Policy and reflects local requirements and context.
- Establish an EMS team responsible for implementation and internal audit, and implement training of relevant employees and workers.
- Identify relevant environmental aspects and develop a local EMS Manual and other procedures, in line with the ISO 14001 standard.
- Implement emergency response and corrective action procedures to ensure the management of environmental incidents.
- Establish local environmental objectives/targets and report environmental KPIs to global management.
- Implement plans to enable continuous improvement in the management of environmental impacts, via process improvements, capital expenditure projects, use of renewable resources, recycling, sustainable sourcing and other relevant initiatives.

4. Compliance

Our environmental commitment starts with our Code of Ethics and Business Conduct, which includes the behaviors on environmental stewardship that are expected from each employee. Every Griffith Foods employee receives a copy of our Code of Ethics and Business Conduct and commits in writing annually to the advancement and protection of its requirements. We support this through training and support to ensure each employee's actions are in line with our company's commitment.

Facilities are required to provide further training and support to employees and workers. Records must be kept of all trainings, and completion reported to global management, subject to applicable laws and regulations and record retention policies.

5. Governance

This policy applies to Griffith Foods Worldwide Inc. and the entities in which we hold a majority interest.

It is overseen by our Board of Directors of Griffith Foods International Inc., including our Executive Chair and CEO, who are informed at least annually of our environmental progress and performance. Our VP, Global Manufacturing Services is responsible for ensuring the application and continued oversight of the policy across our business. The policy will be reviewed at least once every three years to ensure that its requirements remain relevant and implementation remains effective.