



Environmental Policy

1. Purpose and Scope

This Environmental Policy sets out the principles and measures governing the environmental conduct of Ölz Meisterbäcker GmbH & Co KG. It applies to all sites and business divisions and forms the basis for our environmental and climate strategy, in line with a holistic understanding of sustainability.

2. Environmental Principles and Commitment

We are committed to corporate responsibility for the environment and climate and undertake to:

- Comply with all relevant environmental laws, regulations and official requirements
- Meet voluntary standards and targets – in particular within the framework of the klima:aktiv Pakt2030
- Continuously improve our environmental performance and resource efficiency
- Reducing negative environmental impacts across the entire product life cycle
- Transparent communication with stakeholders

3. Environmental objectives and areas of action

3.1. Energy and climate protection

Our ISO 50001-certified energy management system and Ölz Meisterbäcker's energy policy form the basis for the continuous improvement of our energy-related performance and the reduction of greenhouse gas emissions.

As part of the klima:aktiv Pakt2030, we have voluntarily committed to the following targets by 2030 (base year 2005):

- **39% share of renewable energy**
- **50% reduction in CO₂ emissions**
- **34% increase in energy efficiency**

Our measures in this regard include:

- Use of renewable energy sources (e.g. solar power, green electricity)
- Investment in modern, energy-efficient systems
- Optimisation of processes in production, logistics and building services
- Training and engagement of all staff to promote energy-efficient practices

3.2. Greenhouse gas emissions

We take responsibility for our contribution to climate protection and are implementing concrete measures to reduce our greenhouse gas emissions. Our approach is based on regular, standardised CO₂ accounting in accordance with the internationally recognised Greenhouse Gas Protocol (GHG Protocol). This covers both direct (Scope 1) and indirect emissions (Scope 2), as well as upstream and downstream emissions (where available) (Scope 3).



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The carbon footprint is typically assessed every three years and serves as a key management tool for monitoring and evaluating our progress in climate protection. This timeframe allows us to generate reliable data, analyse trends and make informed decisions. Between assessment cycles, we track selected environmental indicators to continuously monitor developments.

To achieve the reduction targets defined in our klima:aktiv Pakt2030, we take a holistic approach: we invest in energy-efficient technologies, optimise our processes, rely on climate-friendly logistics solutions and work with partners along the value chain to reduce avoidable emissions. We take climate-relevant criteria into account as early as the product development and procurement stages in order to influence our environmental impact at the earliest possible stage.

3.3. Waste management

- Waste prevention through process-oriented planning
- Separation and return of recyclable materials to the cycle
- Cooperation with certified waste management companies
- Analysis of waste streams for ongoing optimisation
- Prioritisation of recycled and recyclable materials in procurement
- Training of employees

3.4. Packaging materials

Packaging is a significant environmental factor in our industry and a priority issue for our consumers. We therefore adhere to the following principles:

- Use of **recyclable materials** with a high proportion of recycled content
- **Reduction of packaging material** through design optimisation
- Avoidance of complex composite materials
- Promotion of innovative packaging solutions with partners
- Facilitation of separation and return through clear labelling

4. Environmental management and system integration

This environmental policy is implemented within the framework of a structured environmental management system, which is continuously evaluated and adapted to new developments. Elements of this system include:

- Setting environmental targets and indicators
- Internal audits, effectiveness checks and management reviews
- Integration with other standards (e.g. energy or quality management)
- Regular training and awareness-raising for employees



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5. Environmental supply chain management

Environmental aspects are systematically incorporated into our procurement decisions. The aim is to assume environmental responsibility throughout the upstream and downstream value chain. Our measures in this regard cover the following aspects:

- Suppliers are required to comply with minimum environmental standards
- Environmental criteria (e.g. carbon footprint, recyclability) are incorporated into selection and evaluation systems
- Sustainable packaging solutions and transport concepts are developed jointly
- Raising awareness among suppliers through dialogue, training or audits

6. Environmental Risk Management

To prevent environmental damage and identify critical developments at an early stage, we carry out regular risk analyses. In doing so, we assess:

- Potential hazards arising from emissions, waste or energy dependency
- Risks arising from changing regulatory frameworks (e.g. plastic regulations)
- Site- and product-specific environmental risks

The results of these analyses are incorporated into our environmental strategy, emergency plans and investment decisions.

7. Responsibilities and Accountability

The **Sustainability Board (NH Board)** bears overall responsibility for compliance with this Environmental Policy and for the strategic direction of the company's environmental management system by **approving and prioritising the overarching environmental objectives**. The entire Executive Board is represented on the **Sustainability Board (NH Board)**.

Operational responsibility for implementing the Environmental Policy lies with the **managers of the sustainability action areas of Energy, Recyclables and Packaging**. They are responsible for planning, implementing and monitoring the progress of measures using relevant environmental indicators.

The **coordination and operational management** of sustainability activities is carried out via the **Sustainability Compass** – the company-wide steering group comprising all action area managers.

The **Quality Management (QM)** team supports the **integration of environmental content into existing management systems** and oversees **systematic documentation**. It **assists with internal reviews** and is responsible for auditing environmental aspects within the framework of integrated certification systems (e.g. IFS).



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8. Communication and Further Development

The Environmental Policy is publicly available to employees, business partners and external stakeholders.

Progress is documented in sustainability reports, internal reports or audits.

The Environmental Policy is reviewed **at least every two years** to ensure it remains up to date and effective. In the event of significant changes to the legal framework, corporate strategic priorities or environmental risks, an extraordinary review is carried out. All reviews are documented and serve as the basis for the continuous development of our environmental management.

For more information please contact info@oelz.com