



Food Safety and Quality Policy

Paulig Group is a leading Northern European food and beverage company noted for its high-quality brands and services, and truly dedicated to excellence in food safety and quality.

At Paulig, food safety and quality are top priorities and are the central building blocks of customer and consumer trust. Our work to secure product integrity, quality and safety throughout the supply chain from raw material farming and sourcing to consumption by our consumers.

We are committed to never compromise on safety, compliance, authenticity and quality of our products and services and proactively work with food defence and food fraud to achieve our goal of being recognised as a trusted and preferred partner.

This requires everybody to be engaged, to understand their responsibility and to be empowered to take action in order to protect individuals and families, our customers and consumers and our brands. We strive to create a climate where everyone thinks and acts in order to promote a true "Food Safety Culture".

Knowledge of consumer taste preferences, legal and customers' requirements and standards, continuous product development, food safety, authenticity and quality assurance are all important cornerstones in our business.

To be able to meet our goals and objectives we work proactively as follows:

- Product safety based on HACCP principles is observed in all areas of our organisation.
- We comply with current food legislation in the countries where our products are produced and sold, we meet the mutually agreed customer requirements and conform to food safety and quality standards.
- We strive to minimise waste and non-value adding activities in our operations by producing in the most efficient ways and applying a continuous improvement approach.
- We provide sufficient training to our staff so that everybody can take their responsibility in providing the safety and quality of our products and services.
- Our aim is to increase the quality and food safety awareness of our customers, consumers and suppliers through close cooperation and exchange of information.
- Both customers and consumers shall have easy access to information about our products. Anyone who expresses an interest in our organisation shall always be met in an informative and pleasant manner.
- Our ethical principles (we avoid conflicts of interest, we exceed consumers expectations, we foster a responsible way of sourcing, we care for the environment, we respect people and we build trust) and values(grow together, strive for excellence and stay curious) shall permeate the whole business and guide us in our relationships with the surrounding world and with the commitment at all levels of our organisation.
- Our commitment to Food safety and Quality Assurance means that we are continuously striving to find possibilities to improve our products and ways of working.

Our quality and food safety policy is continually assessed through management review and communicated to employees, customers and other stakeholders.

A handwritten signature in blue ink, appearing to read "R. Ladau".

Rolf Ladau

CEO

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