

Environmental and Sustainability Policy

1 Purpose

This Policy outlines the commitment to Sustainable and Environmentally sensitive practices across all Nobisco Ltd's areas of operation or influence, with the intention of ensuring a positive impact on the environment, society, and economy.

2 Scope

This policy applies to all employees, contractors, suppliers, and stakeholders involved in Nobisco Ltd's operations.

3 Environmental Commitment

As an indication of our concern and commitment to appropriate care and stewardship of the environment, Nobisco Ltd engaged with, and gained certification to ISO 14001, the Internationally agreed standard for Environmental Management in the early part of this century. We have maintained, extended and seek to continuously improve this system, which now covers:

- **Climate Change Mitigation:** We actively work to reduce all greenhouse gas emissions over which we have influence in line with a documented Carbon Reduction Plan which is regularly updated and published on our company web site.
- **Pollution Reduction:** We minimise pollution by minimising emissions from our site, giving precedence to cost effective recycling, prioritising use of eco-friendly products and materials, and strict adherence to waste management practices and regulatory compliance.
- **Resource Conservation:** We are committed to responsible resource management, aiming to reduce water and energy consumption in line with our published carbon reduction plan.
- **Waste Management:** We promote recycling, use only professional and correctly registered waste processors and take a circular economy approach in our operations.
- **Biodiversity Preservation:** Where applicable and appropriate we will implement best practices to protect ecosystems and promote biodiversity in all our areas of influence.

4 Economic Sustainability

- **Sustainable Development:** Where we have influence, we will balance economic growth with environmental stewardship, ensuring long-term benefits for all stakeholders.
- **Corporate Social Responsibility (CSR):** We will integrate CSR into our business strategy, focusing on ethical practices and community contributions.
- **Supply Chain Sustainability:** We will work with suppliers who share our commitment to sustainability and ensure responsible sourcing of materials.
- **Investment in Green Technologies:** As opportunities arise, we will invest in innovative technologies to promote sustainability and reduce our environmental impact.

5 Technological Innovation

- **Renewable Energy:** We are committed to transitioning to renewable energy sources as they become available and economically viable.
- **Green Building:** We will take advantage of energy-efficient design in any selection of additional premises or new construction and renovation projects.

6 Social Responsibility

- **Social Equity:** Where under our influence, we will encourage fair treatment and equal opportunities for all employees, suppliers, and communities.
- **Working Practices:** Where under our influence, we will encourage ethical working conditions and standards, providing fair wages and safe working conditions across our supply chain.
- **Community Engagement:** We will actively engage with local communities where possible to support sustainable initiatives and encourage community involvement.
- **Health and Wellbeing:** We will encourage the health and wellbeing of our employees, and the communities under our influence, by promoting a healthy work-life balance and supporting wellness programs.

7 Governance and Compliance

- **Regulatory Compliance:** We will comply with all applicable environmental laws and regulations and strive to exceed minimum standards.
- **Transparency and Reporting:** We will report on our sustainability practices, progress, and impacts to interested parties through sustainability reports and communications.
- **Stakeholder Engagement:** We will involve our interested parties in our sustainability initiatives and encourage feedback to assist continual improvement of our practices.

8 Cultural Awareness

- **Consumer Behaviour:** We will promote sustainable consumption habits among our employees and customers through offering more environmentally sensitive product alternatives and running relevant marketing to improve awareness and understanding.
- **Education and Awareness:** We will brief and train those we can influence to foster a culture of sustainability within the organization.

9 Ethics and Intergenerational Responsibility

- **Intergenerational Equity:** We recognize our responsibility to future generations and will implement practices that encourage sustainable practices to preserve resources and conditions.
- **Animal Welfare:** Where relevant to our supply chain we will insist on the ethical treatment of animals in all business practices, ensuring humane conditions and sustainable sourcing.

10 Implementation and Review

This policy will be reviewed annually and updated as necessary to reflect changes in regulations, stakeholder expectations, and company objectives. The policy will be used as a framework to build valid and relevant objectives and targets within the business to drive performance and improvement in line with strategic management decisions. All employees are encouraged to participate actively in achieving our sustainability goals.

Nobisco Ltd is dedicated to making sustainability a core aspect of our business strategy and operations, contributing to a healthier planet and thriving communities.