



# Guidelines for Climate, Energy, Environment, Occupational Safety, Health, Quality and Corporate Protection

## Our Guidelines set the course for our day-to-day activities

Griesson - de Beukelaer (GdB) and Wurzener Dauerbackwaren GmbH make superior-quality products for customers across Europe. At GdB we all work together on the basis of trust, responsibility, communication, mutual respect and self-discipline. Sustainability in our day-to-day work is the cornerstone of our success. It is our strategic goal to be the preferred partner of our customers at optimal costs and to provide exceptional service while at the same time fully satisfying the expectations of those who consume our products. We see compliance with all the statutory regulations, customer-specific requirements and in-house benchmarks as perfectly standard practice.

## Climate, energy and environmental aspects

We have committed to reducing our greenhouse gas emissions, to lowering our consumption of fresh water and to decreasing the amount of waste we generate. Our medium- and long-term CO<sub>2</sub> reduction goals are based on the criteria formulated by the Science Based Targets initiative (SBTi). To achieve these goals, we will improve our energy efficiency and increase the use of renewable energies at our sites, and we will work together with our suppliers and partners to reduce CO<sub>2</sub> emissions along the value-added chain.

Against the backdrop of the three global challenges of climate change, conserving resources and the shortage of water, we thus want to make our contribution to mitigating climate change and protecting the environment as well as to acting sustainably.

Our Energy Management System set up under the DIN EN ISO 50001:2018 standard is designed to help to establish a continuous improvement process, to achieve the goals we have set ourselves and to fulfil the internal and external expectations of stakeholders.



For the manufacture of our products, we will regularly review the use of energy and water and further develop our production processes with the best possible, economically justifiable technologies. We will provide the financial, manpower and structural resources which this will necessitate. We will ensure that our planning processes take full account of the procurement and use of products and services which are as energy-efficient and environmentally friendly as possible.

We require from our employees that they are committed and act responsibly. Each employee will be integrated into the management system to the fullest extent possible and will be sensitised to energy- and environmentally conscious behaviour through information, training courses and showing them round workplaces. The potentials for improvement will be regularly evaluated in team meetings and implemented as and where required.

Internal and external audits will be regularly carried out to check the as per DIN EN ISO 50001 management system for compliance with the specified requirements and standards, and goal achievement and improvement of the energy-related performance. Energy performance at all sites will be evaluated once a year in a management review.

### **Occupational safety, health, quality and corporate protection aspects**

In all our activities we have a responsibility towards our staff, suppliers, customers and neighbours to ensure that everything we do centres on safety, health and quality. We provide open and clear information to our customers, consumers, authorities and the public at large.

We employ tried-and-tested ISO-based management systems (IFS, BRCGS) so as to coordinate all measures relating to health & safety at work, quality assurance and corporate protection, and to clearly assign responsibilities and make them transparent within the company.

By means of constructional, technical and organisational safety measures we protect our employees, assets and IT systems against criminal and terrorist attacks. Our crisis management system reacts immediately to sabotage, theft, damage or harm.



## Concluding remarks

We set ourselves ambitious improvement goals each year and with the help of a continuous improvement scheme we optimise our processes and procedures so as to ensure the best possible quality of our products and services, to protect employees and neighbours, to use natural resources efficiently, to protect material assets and to prevent any and all types of loss. Checks as to their effectiveness are carried out on a regular basis.

We require all our superiors and other members of staff to implement these guidelines and instructions and we support and encourage them in this with recurrent, needs-based further training and instruction. Ultimate responsibility for mitigating climate change and protecting the environment, and for occupational safety, health, quality and corporate protection lies with the Board of Management. Each manager is responsible for his or her particular area. All other members of staff assume responsibility in their field of work, thereby contributing to the overall success of the company.

GdB has evaluated all emergencies and crisis situations relating to our occupational safety, health, quality and corporate protection as well as the issues of energy and the environment, and has taken the appropriate preventive measures. What to do in the event of emergencies and crisis situations is set out in contingency plans and a crisis manual. Their timeliness are regularly reviewed and effectiveness ensured through exercises

These guidelines/instructions are based on all the legal requirements or recognised standards placed on the company and are revised on a regular basis.

Dany Schmidt

Bruno Kulmus

Pascal Haegel

Board of Management Griesson - de Beukelaer