

Good for people – Good for planet®

Döhler Sustainability
Brochure

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WE BRING
IDEAS TO LIFE. | NATURAL INGREDIENTS
INGREDIENT SYSTEMS
INTEGRATED SOLUTIONS

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Introduction

“ We responsibly source natural raw materials from around the world, transforming them into prime products and innovative food and beverage solutions for better human nutrition. We actively embed sustainability in all parts of our organisation and processes and understand it as part of our daily operations. “Good for people – Good for planet®” serves as a daily reminder that we, as a natural ingredient company, must act sustainably in all we do. ”

Michael Merget,
COO (Chief Operating Officer)



At Döhler, we help to nourish the world better through innovative, healthy products based on natural ingredients. Taking care of people and the planet is part of our DNA. Thinking and acting long-term, we recognise our responsibility towards the environment and society. Sustainable by nature, we are committed to acting responsibly within our entire value chain to create positive environmental and social impact, and we strive to address challenges as outlined in the **UN Sustainable Development Goals** (UN SDGs).

The purpose of this brochure is to provide an overview of Döhler's sustainability approach and ambition, as well as highlighting some examples of our sustainability projects and activities.

We will continue to focus our efforts on sustainability in line with our strategy, focusing on positively impacting human rights, environmental protection and responsible sourcing to set our pathway for a sustainable future.

Döhler's Sustainability Strategy

Good for people – Good for planet® is Döhler's sustainability strategy which sets out the framework and goals towards a more sustainable business and supply chain.

Our strategy comprises three key dimensions: **Prosperous Society, Efficient Transformation and Impactful Partnerships**, each with ambitious goals and KPIs to increase our positive impact on society and the environment.



Prosperous Society

We provide plant-based nutrition for all and contribute to a sustainable lifestyle.

Sustainability Focus

- Respecting human rights
- Conducting business fairly and transparently
- Fostering a diverse and inclusive workplace
- Creating an attractive working culture
- Positively contributing to society

Key Objectives

- 100 % of direct suppliers and own operations risk assessed and action plan created for high risk suppliers from 2024
- 100 % of own sites SMETA-certified and non-compliances closed



Efficient Transformation

We pave the way for smart ideas to become great products – with maximum efficiency and the lowest environmental impact.

Sustainability Focus

- Reducing GHG emissions
- Promoting renewable energy / energy efficiency
- Contributing to a circular economy
- Practicing good water stewardship

Key Objectives

- 50 % reduction of greenhouse gas (GHG) emissions (scope 1&2) by 2030
- Achieve Scope 3 target
- Improve water efficiency
- Implement water reduction measures



Impactful Partnerships

We work together closely with our partners to protect and regenerate the planet with its valuable resources.

Sustainability Focus

- Promoting regenerative agriculture and climate change adaptation
- Protecting the environment
- Fostering mutually beneficial supplier relationships
- Investing in innovative sustainable solutions
- Increasing biodiversity

Key Objectives

- Regenerative agriculture programmes for all priority crops
- Engage growers in sustainability programmes
- 80 % of products sold with sustainability attributes by 2030





Projects and Activities

Döhler aims to create, deliver and share value with all partners across the entire food and agricultural value chain from farmers to consumers to build up, maintain and extend economic viability. We respect and promote fair trading practices at each stage of the value chain.

We aim to promote access to information, knowledge and skills for more sustainable food and agricultural systems along the entire value chain. We work on investments in developing capacities of smallholders and small and medium-sized enterprises, as well as more effective practices and new technologies.

We support selected supply chain partners to achieve sustainable certification standards, facilitating sharing of knowledge and best practices to support farmers to produce, sell and source sustainably grown agricultural products. We initiate and participate in multiple sustainability projects across the globe, with a focus on reducing social and environmental risks and improving conditions for workers in our supply chain.

The following are some examples of our projects:

Promoting a fair and equal society

As a company, we are people-minded and value all lives as equal. We strive to inspire and empower our employees in everything they do. The combination of the individual differences, life experience, knowledge, innovation and unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievements.

Döhler has established a Diversity, Equity and Inclusion (DE&I) Committee to further a culture of diversity, equity and inclusion and champion positive change within the organisation.

In addition, our colleagues in Brazil have set up specific diversity and inclusion affinity groups, carrying out activities such as hosting conversation circles, leaders' workshops on unconscious biases and awareness-raising of dares such as Black Consciousness Week and the National Day for Persons with Disabilities.

In our Oosterhout location in the Netherlands, we have set up a quiet space in our production area which is intended for colleagues who wish to pray or who simply need relaxation or silence based on their religious beliefs or spirituality. We think it is important to offer such a space as we are a multicultural organisation which respects all faiths and beliefs.



Ensuring a safe and healthy workplace

At Döhler, we prioritize preventing workplace accidents and occupational diseases. Our Health & Safety Policy ensures that the well-being of all individuals in our company is our top priority. We design working conditions to meet the highest safety standards and continuously review them.

Our zero-accident strategy underscores our commitment to minimizing occupational risks, and we encourage everyone to contribute to maintaining safe working environments.

The 11 Döhler Safety Goals are fundamental to this mission

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|----|--|----|---|
| 01 | Everyone shall return home safely – every day. | 07 | We only use appropriate equipment. |
| 02 | We assure safe conditions before we act. | 08 | We treat our equipment with care. |
| 03 | Safe working practices protect ourselves and others. | 09 | We wear adequate personal protective equipment. |
| 04 | We encourage each other to work safely. | 10 | We keep our work environment clear and tidy. |
| 05 | We do not overestimate our capabilities. | 11 | We report incidents, analyse and improve them. |
| 06 | We continuously train safe working habits. | | |

Comprehensive training and engagement of employees

We are committed to fostering a culture of sustainability across our organisation. As part of this commitment, we provide comprehensive internal sustainability training through our global Learning Management Platform. This e-learning course delivers essential insights into our sustainability initiatives, with a special focus on our collaboration with the Rainforest Alliance and our adherence to the Round Table on Sustainable Palm Oil (RSPO) standards. In addition, Döhler requires employees to participate in training on the Döhler Code of Conduct, our standards for behaviour towards colleagues, business partners and society, ensuring continuously high levels of awareness of ethical and social topics.

All employees at our Darmstadt site complete this training annually, ensuring they are well-informed about our sustainable practices and

goals. We are actively working to extend this training to our other sites worldwide, reinforcing our dedication to sustainability throughout our global operations.

In addition to the e-learning course, we offer virtual training sessions for all employees, as listed in our training catalogue. These sessions provide an opportunity to discuss our general sustainability strategy, current projects and future actions. Through these initiatives, we aim to engage our entire workforce in our sustainability journey and ensure that every team member is equipped with the knowledge to contribute to our collective efforts.

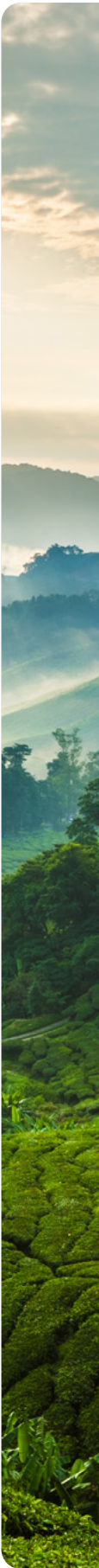
Improving livelihoods of smallholder strawberry farmers in Türkiye

With support from IDH, the Sustainable Trade Initiative, Döhler and our partner Konfrut AG have set up a project which aims to improve livelihoods of smallholder farmers of strawberries in Türkiye (with a focus on the areas Çanakkale, Balıkesir, Manisa and Konya) by providing knowledge and tools to facilitate increased yields, and to remove barriers to entry for the implementation of regenerative agriculture practices.

The project focuses on activities such as deploying agricultural engineers at field level to provide technical knowledge and training on regenerative agriculture practices, providing high quality inputs (e.g., seedlings, organic inputs), upgrading field machinery and driving a cultural

shift towards information-based farming through digital tools such as farm management software, quality control, traceability, weather and climate.

By deploying these activities in addition to guaranteed crop purchasing, farmers will be educated and empowered to utilise and invest in regenerative agriculture practices which will reduce harm to workers, reduce their costs, improve crop yields and result in crops which can potentially be marketed at a premium due to their sustainability credentials. In addition, the welfare of workers will be improved due to a specific focus on improved working conditions, sanitation as well as health and safety.





Supporting better living standards for Ghanaian women through baobab cultivation

A secure income for women in rural areas of Africa and permanently improved living conditions is the goal of an initiative by Döhler South Africa in cooperation with a social business. A project has been set up to promote the cultivation of organic baobab. In rural regions, many people earn their living from the fruits of the baobab tree. More than 900 women from 30 Ghanaian communities are already involved in the project.

All baobab trees in the project are growing wild and belong to certain farmers or communities. Once the fruits are ripe, they fall to the ground and are collected by the women involved in the project. After harvesting, another 200 women from the region clean the fruits and separate them from unwanted components such as seeds and fibres. This is required to facilitate the conversion of the fruits into a high-quality baobab powder.

Also involved in the baobab supply chain are local representatives of Non-Governmental Organisations (NGOs) who guide and assist the women and agree fair payment with the 30 communities. The total income from the harvest belongs to the women and supports local families. In addition, the entire value chain of baobab remains in the region and creates new jobs, since the initial processing also takes place directly on-site.

“The project generates new jobs and guarantees fair payments for the African population. This results in more rights for the involved women, too. For this reason, we work together on expanding the supply chain of baobab to other producers from across Africa, including Ghana, Malawi, Burkina Faso and Uganda, with the aim to improve the living standards within different regions,” explains Suzette Trevor, Lead Buyer, Döhler South Africa.

Monitoring and mitigating risks along our supply chains

Döhler is a member of the Supplier Ethical Data Exchange (Sedex). 100 % of our production sites are independently verified via Sedex Member Ethical Trade Audits (SMETA) to ensure that company operations take place in an ethical manner. By reviewing the findings of each audit and working with our sites to resolve any non-compliances, Döhler can continuously improve the performance in social, ethical and environmental aspects throughout the entire group. We also introduced a new requirement for all our direct suppliers producing in risk countries to have a SMETA social audit at production facilities producing for Döhler. We have chosen Sedex as our trusted audit platform

as it is a well-established industry platform, offers comprehensive on-site audits in line with the Ethical Trading Initiative (ETI) Base Code and local laws, and provides members with additional knowledge and training.

We recently carried out a first risk assessment to identify human rights and environmental risks and identify potential mitigation measures for the most salient risks. We will continue to carry out risk assessments and build on their results to help us prioritise based on highest risk potential and take action to mitigate risks accordingly.

Improved process monitoring for energy efficiency

Döhler is committed to reducing its environmental footprint. We are aware that our daily decisions and actions have a significant impact on our planet. We place great emphasis on the careful selection of our raw materials, the use of environmentally-friendly energy sources and the development of sustainable supply chains.

As part of this commitment, we are tracking our site-related carbon footprint with all Döhler plants worldwide in a regularly updated report. This transparency – as well as continuously monitoring and assessing the footprint – enables us to drive forward improvement projects and make targeted

investments for significant, rapid and effective progress. A new dashboard for energy and GHG (greenhouse gas) emissions has been developed to better monitor progress towards the goal of reducing GHG emissions. Managers at group, cluster and plant level can track their energy efficiency and GHG emissions on a monthly and annual basis and compare them to defined targets or the baseline.

Our overall target is to reduce our greenhouse gas emissions in Scope 1 & 2 by 50 % (baseline 2019) by the end of 2030. We committed to be carbon neutral in our own operations (Scope 1 & 2) by 2035.





Energy saving project example Dahlenburg site

In March 2023, Döhler's Dahlenburg site bid farewell to its coal-fired power plant. With a mobile gas boiler in an XXL format and a mobile gas pipeline constructed at record speed, the location can now generate the necessary steam for production processes in a much more efficient and climate-friendly manner. By the end of May 2023, approximately 12,000 tons of CO₂ equivalents had already been saved.

Moving away from coal is only an intermediate step for the Dahlenburg site on the path to climate neutrality. A new energy centre supplies the location with steam, heat, cooling and in some parts electricity. This will significantly save additional greenhouse gas emissions.

The long-term goal at the Dahlenburg site is to achieve "climate neutrality". As envisaged in the original concept for the new energy centre, this will be achieved through green electricity and the successive purchase of local biogas quotas.

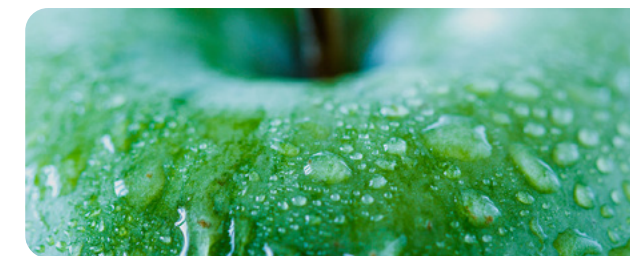
Extracting the most value from our raw materials

At Döhler, we ensure the most sustainable use of raw materials. We have several products in our portfolio that contribute to a reduction in food waste, improved cost-in-use and clean labelling, for example:

Citrus fibre – obtained during production of juice concentrate, citrus fibre can be used as a texturizer and nutritional fibre source in juice drinks, to avoid syneresis in spreads, to reduce fat in cookies and as a pectin replacer in jams.



Apple fibre – co-product from juice concentrate production. High content of antioxidant compounds and low in sugar, adds dietary fibre to bakery products.



Pea protein – co-product from yellow and green split peas. Vegan source of protein and used as a thickener, foaming agent or emulsifier. Pea syrup is an excellent source for producing plant-based ice cream.



Sunflower protein – co-product from sunflower oil production: as a vegan, non-allergen protein source, to replace meat in meatballs, as a natural/vegan emulsifier in mayonnaise and other sauces, a protein booster in vegan ice cream and to reduce sugar in chocolate.



Upscaling sustainable apple sourcing through the Sandomierz Apple Project

With two major apple producing regions, Sandomierz and Grójec, Poland is a large producer of apple juice. With only a low percentage of the produced volumes being certified as sustainable, Döhler initiated a project to upscale sustainably certified apple volumes in the region and to guide farmers on their way to implementing sustainable agricultural practices. The project is implemented with the support of the Sustainable Juice Covenant (SJC), the Sustainable Juice Platform (SJP), Keurig Dr Pepper, Eckes-Granini and Riedel. The purpose of the project is to support and provide information to Polish apple farmers and build a coalition of farmers to change the current applied agriculture principles towards more robust and sustainable cropping technology.

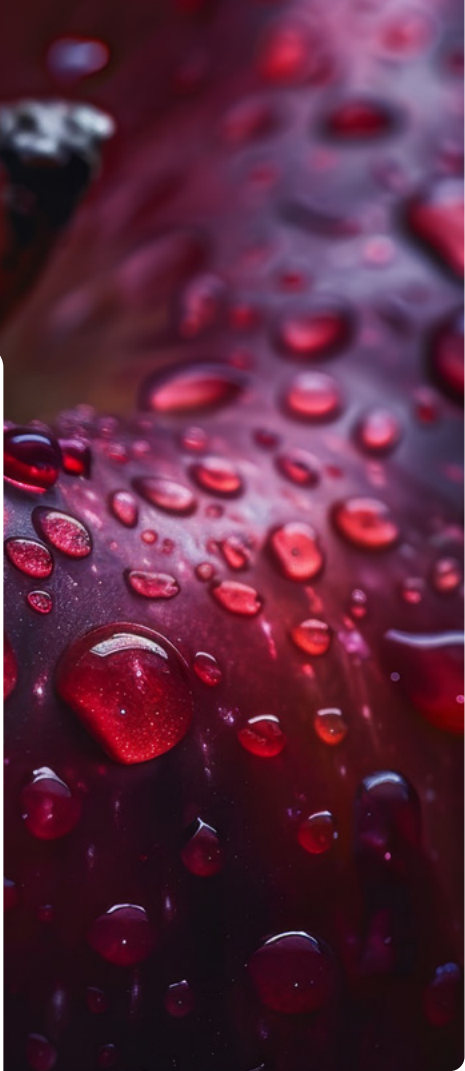
A group of 94 farmers in the Vistula valley of the Sandomierz region in Poland is taking part in the project. Their farms are mostly small-scale and family-owned, which is typical

for the Polish apple sector. Based on assessment results, tailor-made recommendation plans are prepared for each farm and farmers are guided in implementing changes.

Considerable progress has been achieved since the start of the project. All farmers involved assessed their biodiversity level, obtained the FSA 3.0 silver certificate for their apple production and started assessing their soil health and greenhouse gas emissions. As the project progresses, the focus is on implementing tailored biodiversity recommendations, improving soil health and reducing GHG emissions.

“Farmers are eager to adopt sustainable practices and we're proud to having achieved our sustainable apple volume target in the first year. Seeing positive results, including certification, knowledge gains and financial benefits, more farmers are interested in joining, allowing us to expand the project's impact.”

Karolina Sluzek,
Sustainability Manager



Low-emission apple and mango sourcing

Döhler pursues a combination of tactics to work on climate action, including organizational and product level carbon accounting. In 2023, Döhler with the support of Innocent Drinks carried out a study regarding low-emission apple and mango sourcing, in Poland and India. The study did not focus on establishing the product carbon footprint per se, but rather on the realistic options for reduction in the short and longer term.

In the study, we established the options that farmers currently

have to reduce their footprint, and what is needed to scale those solutions across hundreds to thousands of farmers. We didn't stop there however, but also looked at the more long term options that will only become available to farmers when systemic changes happen. This includes for instance the availability of tractors running on renewable energy, including the accompanying systems for energy supply and maintenance, or the availability of low-emission fertilizer.



Study: Low-Emission Apple and Mango Growing

Current growing practices	Phase 1 Carbon-optimized growing	Phase 2 Low-emission growing
Input application	Conduct soil & leaf testing; Use more organic fertilizer; Focus on fertilizer use efficiency	Adopt green fertilizer
Organic matter	Improve residue management; Mulching, composting (individual / community); Test biochar	Large-scale adoption of biochar
Post-harvest	Reduce post-harvest loss; Avoid rotting	
Transport & Machinery	Increase efficient use of machinery (individual / community); Purchase fuel-efficient machines and trucks	Change to zero-emission vehicles
Macro / Landscape level	Evaluate carbon-neutral landscapes: high-density planting + landscape-level insetting in terms of carbon footprint	Large-scale adoption of carbon-neutral landscapes

Driving sustainable production of elderflower in Hungary

In 2023, Döhler Hungary completed the Wild Harvest Sustainability Assessment (WHSA) for elderflower initiated by the Sustainable Agriculture Initiative Platform (SAI). Wild harvest includes ingredients gathered from unmanaged or minimally managed areas such as forests, roadsides, along waterways and the backyards of local community members. Wild harvested ingredients make up smaller portions of the supply chain but are often vital to the end product for their unique flavours and aromas. In addition, these ingredients are often highlighted on product labels.

“WHSA” is a new assessment which provides an industry aligned reference for wild harvesting supply chains and their social, economic and environmental risks and challenges for sustainable production. The WHSA emphasises reducing risks of human activity to harvested species, other species in harvesting areas and the ecosystems in which wild harvesting occurs, as well as protecting harvesters and ensuring fair working conditions. It also aims to bring transparency and verifiability to wild harvesting operations. Döhler Hungary was the first company to trial the assessment. Colleagues from

Döhler Poland actively contributed to the development of the standard over several years based on our experience with wild harvest supply chains. During the assessment, no non-compliances were identified, and Döhler Hungary received the status of “engaged”, a recognition of the structure in place being competent and a commitment to making improvements.

With the release of the WHSA, we are now able to verify the on-site practices of segments of our supply chain where we have not otherwise been able to ensure transparency. Learnings from the assessment will be used to help improve other wild harvest supply chains in future. Thanks to the efforts of all colleagues involved, we will now highlight to our customers that we use the WHSA to assess the sustainability of our elderflower products to promote sustainable collection practices.

Partnerships and Memberships



SAI Farm Sustainability Assessment (SAI FSA)

SAI Platform brings together over 170 member companies and organisations leading the way in sustainable agriculture worldwide. Döhler is a founding member and sits on the Steering Committee of the SAI Farm Sustainability Assessment (SAI FSA) to help it become an industry-wide reference.



Sustainable Juice Covenant (SJC)

A frontrunner network of juice companies with joint sustainability commitments, facilitated by IDH. Döhler is a committed founding member of the Sustainable Juice Covenant (SJC).



International Fruit and Vegetable Juice Association (IFU) Sustainability Working Group

The global representative of the fruit and vegetable juice industry. Döhler is closely engaged with IFU leadership and actively participates in various working groups.



AIJN European Fruit Juice Association

The representative association of the fruit juice industry in the EU. Döhler actively participates in multiple working groups of the AIJN.



Sustainable Juice Platform (SJP)

A multi-stakeholder initiative that brings together companies and civil society. Döhler is a committed member and co-chair of the Sustainable Juice Platform / Juice CSR.



Sustainable Vanilla Initiative (SVI)

Döhler is a member of the Sustainable Vanilla Initiative (SVI) to progress issues of governance, traceability, labour rights and technical assistance to grower groups in the vanilla industry.



Sedex

Döhler is a member of the Supplier Ethical Data Exchange (Sedex). Independent verifications via Sedex Member Ethical Trade Audits (SMETA) ensure that company operations take place in an ethical manner.

Policies and Documents

For more information on Döhler's sustainability activities, please refer to the following documents:

- Döhler Sustainability Policy
- Döhler Sustainability Website
- Döhler Code of Conduct
- Döhler Compliance Hotline
- Döhler Health & Safety



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