



Mibelle Group sustainability policy

THE MIBELLE GROUP HAS ALWAYS BEEN CHARACTERISED BY RESPONSIBLE PRODUCTION, RESEARCH AND MANAGEMENT. WE HAVE THUS COMMITTED OURSELVES TO A COMPREHENSIVE SUSTAINABILITY VISION AND A CORRESPONDING COMMITMENT. WE HELP OUR CUSTOMERS NOT ONLY TO OBTAIN FULL SERVICES THAT ARE SUPERBLY TAILORED TO THEIR REQUIREMENTS – SUSTAINABILITY IS ALSO PART OF THIS PACKAGE AND OFFERS OUR CUSTOMERS EXPEDIENT ADDED VALUE.

WE ARE PART OF A COMPREHENSIVE COMMITMENT

You could say that our commitment to sustainability is part of the DNA of the Mibelle Group and is derived from the ambitious sustainability programme of our parent group Migros (Generation M) and from the strategic sustainability goals of our parent company M-Industrie.

As part of M-Industrie, Mibelle Group pursues the objectives set by the sustainability development strategy and make a significant contribution to the commitments and goals within the 2020 and 2040 timeframes.

CONSIDERING ECOLOGICAL, SOCIAL AND ECONOMIC ASPECTS

As part of our commitment to sustainable development, we are careful to strike a balance between the economy, the ecology and society. We therefore want to ensure long-term economic success, encourage our staff globally and protect the ecosystem for years to come.

TURNING VALUES INTO DEEDS

The close coordination between our commitment and the sustainability strategy of M-Industrie and Migros ensures that we commit ourselves to ambitious sustainability goals across the entire value creation chain – and continually check them: From the cultivation and procurement of the raw materials to production at our facilities and logistics, to consumption and recycling.

OUR ACTION

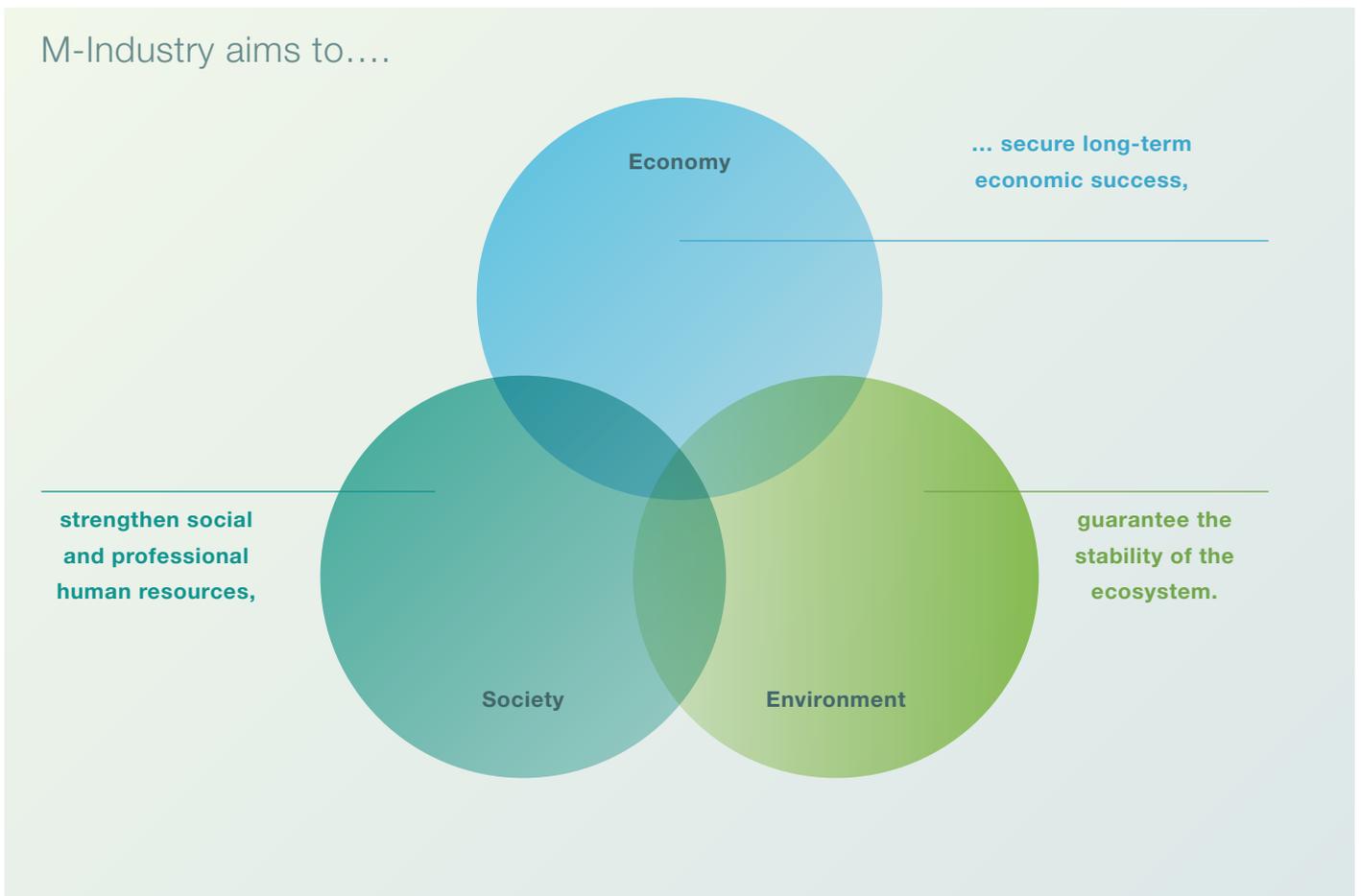
In the production, the efficient and careful handling of resources goes without saying. In the research and development of new products, the Mibelle Group is characterised by innovative strength, enabling it to constantly reconcile sustainability and demand. The requirements for the attainment of these goals are good working conditions that we strives to create as a progressive employer. Social fairness and qualified employees are the direct positive consequence of this.

More about the Mibelle Group sustainability commitment:
www.mibellegroup.com/en/content/sustainability





For M-Industry, sustainability means that environmental, social and economic aspects are given equal importance in everyday business. M-Industry bases this understanding on the classic 3-dimension model.





M-Industry's sustainability policy

General principles

- **In the day-to-day management of our business, we create and direct social systems to convert resources into benefits for customers.**
- **To do so, we do not strive to achieve the short-term maximum, but focus on the long-term optimum.**
- **We set ourselves appropriately ambitious longer-term targets which we achieve gradually and consistently. We are happy to be judged by our targets and we encourage dialogue.**
- **We strive for continuous improvement in the area of sustainability.**
- **We follow a systematic sustainability management system in compliance with ISO 14001.**
- **Every employee can make a contribution to the impact of our management system within their own work environment.**
- **We comply with the legal environmental requirements and fulfill our environmental commitments to our stakeholders.**

Specific principles for the three dimensions of sustainability

Economy

M-Industry aims for long-term corporate success. It is only commercial success that enables the continual renewal of an enterprise, financing for innovations and hence ensuring competitiveness. It is only an enterprise which is successful in business that can pay fair wages and offer career prospects. And it is only a successful enterprise that can reliably create benefits and added value for customers. Safeguarding profitability is thus not an end in itself, but a means to an end.

Society

M-Industry offers employees jobs which develop their personalities and are beneficial to their health. We remunerate on the basis of performance, fairly and reasonably. We promote and support basic and continuing training. We strengthen social development and promote the team spirit. The raw materials for our products are manufactured with respect for the environment and animal welfare. We want the working conditions among our sub-suppliers to be correct and fair. We are committed to ensuring that consumers can enjoy our products with a good conscience. The quality of our products should guarantee enjoyment and promote good health. We promote public values such as fairness, integration and equality. In short, we are passionately committed to improving quality of life for our consumers, our employees and suppliers – farmers in particular.

Environment

M-Industry wants to guarantee the quality of life for the present and future generations. We therefore focus our activities on renewable resources, in a way that will maintain and conserve them for the long term. Non-renewable resources are avoided, but if their use is unavoidable they are treated with care and recycled. We regard resource efficiency as an obligation; we are frugal in our use of soil, water and energy. Closed material cycles, which means full recycling, are important to us. Emissions (greenhouse gases, noise, smells, etc.) are avoided, or at least reduced to such an extent that the natural load capacity of the environment is not exceeded. We promote biodiversity and take care of the landscape. For us, commitment to the quality of life of the generations of tomorrow means that we want to ensure that the regenerative capacity of the earth's ecosystem is also safeguarded in the future.