FLORA Food Group™

Responsible Pulp and Paper Sourcing Policy

SUS 5

June 2026 | Version 3.0

1. Overview

At Flora Food Group, we use pulp and paper in our food packaging, wrapping and the transportation of our products. We are a Culinary Essentials for Better Food company providing more delicious, more nutritious, more sustainable culinary solutions. As such, we have a stake in protecting the environment, and are concerned with issues of deforestation, forest degradation and protecting nature and biodiversity in the markets where we operate, or from where our pulp and paper is sourced.

This is particularly true in the context of deforestation and its impact on the sustainability of indigenous ecosystems, global warming, production of greenhouse gases, biodiversity, and the livelihoods of people who are dependent upon forests.

Our efforts are focused on eliminating deforestation from our supply chain, as well as better understanding and addressing potential issues arising out of forest degradation and the contraction of biodiversity.

2. Our Principles

- Our position on Pulp and Paper is guided by our adherence to the Forest Stewardship Council (FSC) and Programme for the Endorsement of Forest Certification (PEFC) standards.
- 100% of our total virgin pulp and paper purchased is responsibly sourced from suppliers who meet the FSC or PEFC Standards.
- We have committed to eliminating deforestation across primary deforestation-linked commodities — including pulp and paper — with a target date of no later than December 31, 2025.
- We rely on FSC and PEFC risk assessments to determine the prioritisation of supplier risk with regards to deforestation.
- 100% of our total virgin pulp and paper purchased is traceable to country of origin and mill level.

  We apply a cut-off date of 1st July 2018, which was the date Flora Food Group was created. In sourcing areas with earlier cut-off dates stipulated through regional or national legislation, certification requirements or pre-existing sector-wide alignment, these supersede Flora Food Group's cut-off date.

- Flora Food Group follows the Accountability Framework Initiative's (AFi) definitions.
- We will not contribute to conversion of natural ecosystems, nor to land clearance by burning or clearcutting.
- We will continue use recycled paper wherever possible for food grade products. Our Responsible Sourcing policy reinforces our specific commitments on the adherence to rule of law, human rights, employee working conditions, and the environmental stewardship role we aim to play directly or through our supply chains.
- We require adherence to Flora Food Group's Responsible Sourcing policy and Human Rights policy, which stipulate mandatory requirements on human rights and protection of workers, with particular attention to be paid to migrant, and other vulnerable workers on plantations, in line with the UN Guiding Principles, ILO Core Conventions, the UN Global Compact Principles, and Universal Declaration of Human Rights.

- We require our suppliers to apply the principles of Free, Prior and Informed Consent (FPIC) to ensure the protection and promotion of the rights of indigenous peoples and vulnerable communities, and to address and eliminate violence and threats against Forest, Land and Human Rights Defenders
- We require that our supply chains comply with all applicable local laws and regulations.
- We will support non-compliant companies to develop an action plan to avoid future non- compliances. We expect non-compliant companies to provide restoration and/or compensation. We monitor the progress of these action plans closely before deciding whether to continue sourcing from companies who have violated our Principles.

3. Implementation Action Plan

We aim to ensure compliance with these guidelines and will maintain transparency in our operations, by periodically publishing a full report of our direct virgin paper suppliers and the pulp mills in our supply chain.

4. Grievances

We handle grievances related to our pulp & paper supply chain via our grievance process. Grievances are logged on our Grievance Tracker (Commodities).

5. Governance

Flora Food Group's Chief Procurement Officer and Head of Climate, Nature and Responsible Sourcing are responsible for implementing our Responsible Pulp and Paper Sourcing policy.

The Compliance Committee includes representatives of Flora Food Group's Board and Executive Committee is involved in the approval process for our Responsible Sourcing of Pulp & Paper policy. The Compliance Committee is accountable for Flora Food Group's policy framework.

6. Related Documents

- Responsible Sourcing Policy
- Human Rights Policy
- Grievance Tracker (Commodities)
- Pulp and Paper Mill List
- Business Partner Code of Conduct

Policy Number:	SUS 5
Policy Ratified on:	June 3, 2026
Version	3.0