FLORA Food Group™

Environmental Policy

SUS 10

June 2026 | Version 3.0

1. Purpose

Flora Food Group's purpose is to deliver Culinary Essentials for Better Food. We focus on the everyday ingredients that help more meals turn out delicious, nourishing and made with care, from home to professional kitchens. As food habits shift and cooking occasions expand, we operate a multi-category business, offering a choice to consumers and customers, with products spanning a range of culinary needs. We believe in running our business to meet the needs of our customers and consumers in a responsible and environmentally sustainable manner.

We are committed to environmental protection. Identifying and finding effective ways to reduce or eliminate our environmental impacts, e.g., setting reduction targets for our carbon emissions and making continuous improvement of our water usage and waste management.

We integrate environmental sustainability into our organisation's activities, establishing and promoting sound environmental practices across our business and are dedicated to making continuous improvement of our environmental performance in all parts of our operations.

We work with like-minded partners to promote environmental stewardship across the value chain, increase understanding of environmental issues amongst our stakeholders and share good practices whilst also learning from other companies.

2. Definitions

Environmental Management System:	A method or tool for systematically addressing environmental issues within an organisation, which includes concrete objectives, plans of action, and responsibility for dealing with environmental matters.

3. Policy Statement

Flora Food Group's Sustainability Framework defines ten sustainability commitments; three of which are environmental:

- Drive climate action
- Protect nature and biodiversity
- Design for circularity

As part of our commitments, we are dedicated to embedding environmental sustainability at the core of our operations, emphasising both compliance and continuous improvement. We actively work to reduce our carbon footprint by adopting eco-efficient solutions, minimising waste, and embracing circular economy principles. Through responsible sourcing, water conservation initiatives, and innovative manufacturing practices, we strive to make a positive environmental impact.

To achieve these commitments at Flora Food Group we focus on the following:

Environmental Governance

- We consider environmental aspects as part of our business strategy and when we make strategic decisions with respect to supply chains, new sites, acquisitions, and product development.
- We comply with all applicable environmental legislation and regulations, applying more stringent criteria than those required by law when we believe this to be appropriate.
- We have set near-term (2030) and long term (2050) net zero science-based targets to reduce GHG emissions across all three scopes. See also our Climate Policy for further detail.
- We have carried out an initial nature and biodiversity assessment to better understand the potential risks linked to our factories. We intend to expand this assessment in the future.
- We manage environmental incidents in a way that protects all stakeholders including Associates, contractors, customers, the public, and local and indigenous communities as well as assets. We take proactive measures to prevent recurrence and provide internal reports on a monthly basis.

Innovation

- We utilise life cycle assessments (LCAs) to understand the environmental impacts of our products. These LCAs are ISO-compliant, PEF-aligned, and peer reviewed. We work with external experts to help us understand the environmental impacts of our products to make product environmental claims, portfolio claims and claims regarding avoided pressures.
- We have goals to innovate better packaging solutions with less plastic, design our packaging to be recyclable, reuseable or compostable and increase recycled content. See our Better Packaging policy.

Sourcing

- We implement our commodity-specific responsible sourcing policies where applicable.
- We engage with our business partners on environmental and social issues and use our influence within our supply chain to promote sustainable practices, implementing our Responsible Sourcing policy.

Manufacturing

- We set internal annual targets or focusing on the overall reduction for site performance improvement in areas including but not limited to energy efficiency, natural resource efficiency, GHG emissions, water usage and waste management.
- We maintain a robust environmental management system at all production sites that we operate, allowing us to monitor overall progress against annual targets, where applicable.
- We review annually and as necessary, develop new site environmental management plans by implementing environmental and sustainability programmes to improve our environmental performance.

- We responsibly manage our water resources from source to disposal in all our manufacturing operations, with a particular focus on high water stress locations.
- We implement an efficient waste management system aimed to minimise waste, sustaining an eliminate waste to landfill goal for all manufacturing waste streams.

Logistics

- We focus on finding opportunities to reduce our carbon emissions from product distribution logistics activities in line with our commitment to drive climate action.

Offices & Corporate Functions

- We are ensuring that Associates are aware of our Environmental policy, their own responsibilities and available support to deliver on the requirements.
- We collaborate where practical and applicable with public and private entities, including governments, non-governmental organisations, institutions of learning and research, other businesses, and local communities to increase knowledge, learn best practices and work on practical solutions to promote environmental care.

4. Responsibilities

Flora Food Group's Chief Procurement Officer is responsible for the Environmental policy and for the spreading of awareness of this policy and its requirements to all relevant Associates. Respective Heads of Function are responsible for the implementation of the measures in their Function to meet the standards established in this Environmental policy (e.g. Heads of Factory, Head of Climate, Nature and Responsible Sourcing, Chief People and Organisation Officer).

The Compliance Committee is accountable for Flora Food Group's policy framework. The Compliance Committee includes representatives of Flora Food Group's Board and Executive Committee and is involved in the approval process for the Environmental Policy.

5. Scope / Applicability

This policy applies to all our operations, including offices, and the Associates and contractors who work in them. Where Flora Food Group does not have operating control, we encourage our partners to demonstrate the commitments reflected in this policy through the contracts we operate with them. Our Responsible Sourcing policy includes a set of mandatory requirements which all our suppliers need to meet to be able to do business with us; beyond this we encourage our suppliers to deploy continuous improvement practices towards achieving sustainable business partnerships together.

6. Related Documents

- Responsible Sourcing Policy
- Better Packaging Policy
- Product Quality Policy
- Code of Conduct
- Business Partner Code of Conduct

- Flora Food Group Non-Financial Disclosures
- Human Rights Policy
- Statement on Modern Slavery
- Climate Policy

Policy Number:	SUS 10
Policy Ratified on:	June 3, 2026
Version	3