

## Scope

This policy applies to the business activities undertaken by Dunhills (Pontefract) PLC at its two UK production facilities and interactions with stakeholders.

## Purpose

This policy has been established to outline the commitments to environmental protection and improvement at the company.

## Policy

At HARIBO we aim to minimise the impact we have on the environment and to operate in an environmentally responsible manner. We want sustainable development to be at the core of our operations. To achieve this aim we will:

- Fulfil our compliance obligations, protect the environment and prevent pollution.
- Consider environmental issues at every stage of our business operations where we have control or can influence, including working with our suppliers and customers.
- Monitor and target our energy, water and resource use to help improve efficiencies.
- Apply the waste hierarchy and target waste prevention.
- Work with the Food and Drink Federation and our other stakeholders to help our industry meet its environmental challenges.
- Train and encourage all employees to take their part in reducing our environmental impact.
- Communicate our performance to our employees and other stakeholders.
- Regularly review our performance and act on our findings.
- Continuously strive for improvement and update our policy to reflect our progress.

This policy forms part of all employees' terms and conditions of employment.

Signed: .....  ..... Date: 20<sup>th</sup> June 2024

On behalf of the Board of Directors

**Chief Operations Officer UK**

Dunhills (Pontefract) plc