



FOOD SAFETY & QUALITY POLICY

It is the policy of Haribo UK to integrate the long-standing Haribo philosophy, '*It's all about Quality....*' into everything that we do across both our sites in Pontefract and Castleford and is embedded in Haribo's six core values:

Independence • Focus • Trust • Pragmatism • It's all about Quality • Childlike happiness

The highest standards of food safety, quality, legality, authenticity, and integrity are an integral part of Haribo's Food Safety and Quality Policy. We are wholly and passionately committed to delivering excellent, safe products and services to customers world-wide driven by the Haribo UK Leadership Team.

We achieve this by implementing the Food Safety and Quality Management System via the commitment and engagement of all our employees.

Haribo's Food Safety and Quality Policy summarises our commitment for excellence in everything that we do, including strategic Food Safety & Quality Objectives:

- The effective implementation and the continual improvement of the Food Safety and Quality Management System, operating to the requirements of FSSC 22000 v6; Codex Alimentarius HACCP principles; legislation and Government guidance. We promote Food loss and waste reduction to support the Scheme's objective.
- Continuously challenging the Food Safety and Quality Management System to achieve the highest standards of product safety, product quality, innovation, customer satisfaction and protection of the Haribo brand.
- Providing the necessary resources and investment across the Haribo plants in order that we identify the risks and opportunities to remain at the forefront of innovative technological and food safety advancement.
- Deploying stringent controls across our entire food value chain by working in partnership with our interested parties that include customers, employees, suppliers, sub-contractors and service providers to deliver safe, high-quality products enjoyed by customers worldwide. We also have an on-going commitment to determining the relevance of climate change issues as they evolve and any associated requirements of our interested parties.
- Encouraging the open dialogue, participation and promotion of uncompromising quality practices and food safety amongst all our employees via training, education, coaching, teamwork, communications, and supervision. We value the importance of nurturing and sustaining our food safety and quality culture through action-based food safety systems across Haribo UK.
- All Haribo employees are actively involved in the Food Safety and Quality Management System and are personally responsible for the compliance and future development of the quality and food safety standards within their scope of duties.

Signed:

Date: 1.4.2026

Simpson Ovans : Chief Operations Officer
On behalf of the Board of Directors
Haribo Plc.