

Corporate responsibility (CSR)

Haribo Group take its corporate responsibility very seriously. It is the belief of the company that respect for both the people and the planet plays an important role in order to develop the business successfully. The company have therefore implemented several politics for the area, which are integrated in the daily work. In 2019 the company continue the work also on a group level. In the following the main content of the politics are described including how the politics are transformed into action and results.

The main focus is Food Safety as the company's consumers at any time should be able to enjoy the company's products without any risk. The Haribo group therefore applies high food safety, quality and ethical standards to the selection of all raw material and packaging used in the production of our beloved products. Since 2017, all HARIBO groups manufacturing facilities (including the one in Denmark) have been certified according to FSSC 22000 (Food Safety System Certification), a GFSI (Global Food Safety Initiative) recognized standard with an excellent reputation in the food industry worldwide. Before 2017 the Haribo was certified according to the international food standard IFS.

Ethics

The Haribo Group have high demand to its suppliers of raw-material. It is required that the vendors secure that the raw-material are produced with respect for international conventions and standards, with a special focus on following the current Human rights conventions along with avoiding any form of bribery, corruption, forced labor and child labor. All vendors of raw material need to sign a declaration to declare that these demands are met. This declaration is a Haribo Group Standard. Haribo Produktion A/S is following the Haribo Group standards as described above. All raw material vendors used in 2018 have declared that they are following the declaration. Haribo Produktion A/S is FSSC 22000 certified. This standard ensures the consumers get the highest quality and safety product, which can be consumed. A copy of the certificate can be seen on the homepage under "Kvalitetssikring". Here the consumers are also able to get further information of the products of Haribo. However, there is always a risk ethic codes are not fulfilled outside of Haribos control.

Environmental and climate responsibility

Haribo Group is fully focused on its environmental and climate impact, and is constantly trying to optimize this area so that the company's total environmental and climate impacts remain as minimal as possible. In particular, the focus is on reducing the company's energy consumption. This is done both by investigating how to invest in more energy-efficient technology, but the company will also focus on a change of attitude among its employees so as to avoid unnecessary consumption of energy. Also handling of waste is in the companys focus and waste is sorted as an integrated part of the work in order to reduce the environmental and climate effects of production. However it is not always easy to change old habit. Therefore, the company will continue having focus on implementing good habits to the benefit of both the company and the climate.

"One of the key risks for our business is producing our products with negative impact to environment and climate. This is predominantly managed through ongoing continuous improvements on our production processes."

In 2018 Videoconference have been installed in all Nordic Haribo offices, in order to reduce CO2 by reducing the level of travelling. The goal of reducing travel and thereby the CO2 footprint have been reached.

Employee responsibility

HARIBO in Denmark is a member of the Confederation of Danish Industry ("DI - Dansk Industri") and complies with the guidelines set by Confederation of Danish Industry for its member companies. This also means that the company undertakes to treat its own employees and other stakeholders in accordance with current legislation, and in general show good morals with everything that this entails. HARIBO also participates in local board work for the Confederation of Danish Industry where education of young people and contributions to this has very high priority. HARIBO in Denmark also has a cooperation with ZBC (Zealand Business College) where HARIBO makes competent employees available for events at ZBC. The company has also opened up for students to receive support from HARIBO for their study projects. HARIBO assumes responsibility for student workers and interns under the age of 25. Currently 8 are enrolled compared to 6 in 2018.

HARIBO has a representative in the Regional Labor Market Council (RAR – De Regionale Arbejdsmarkedsråd), selected by local companies under the Confederation of Danish Industry as representative of the Danish Employers' Confederation (DA – Dansk Arbejdsgiverforening). Regional Labor Market Council for Zealand comprises 17 municipalities and carries out a wide range of labor-related tasks.

HARIBO is also represented in the committee "Arbejdets organisering og Industrioperatøruddannelsen (LLU)" where technical colleges and companies jointly work to ensure the quality of vocational education and focus on the need to attract young people into an industrial working life.

In 2018, HARIBO was the driving force in a cross cooperation between Region Zealand (Region Sjælland), the Technical College CELF and a number of other industrial companies (including HARIBO) where the result was a new education course for 18 students.

In 2018, HARIBO in Denmark, as was the case for the whole Haribo Group, made an employee engagement survey. The goal was a participation rate of 80 %. With a participation rate of 87 % this target was met. The result of the survey supports the company's continuous work towards securing and continuously improving the job-satisfaction. With the continuous changes, which are general in the Danish work market, it is likely also to affect the job-satisfaction. The company is aware of that and does its best to involve employees in the changes in a timely-manner.

One of the biggest risk in securing a good working environment is the risk of stress. In order to promote employees opportunities and good working environment, we provide various trainings with particular emphasis on developing employees skills and support work-life balance.

Human rights

It has a high priority for the company to get sick employees back to work quickly and safely. Here, the aforementioned cooperation with the local authorities is very important. In addition to this cooperation, the company pays for a private health insurance for all employees. Employees have continuously given the company the feedback that this private health insurance is a significant employee benefit.

HARIBO in Denmark has adopted a number of policies which work with continuous improvements of a safe and healthy working environment for all employees. Quit-smoking courses are provided, sports grants, and focus on healthy food in the company's canteen are just some of the initiatives. In addition, the company aims to maintain and motivate current and future employees in these areas. In order to do so, the employees' positive experience of HARIBO as a workplace is an important parameter.

Reducing work-related accidents resulting in absence has a particularly high priority which is why follow-up interviews are carried out when an accident has occurred. In 2018 4,6% of the workforce experience accident with more than 1 day of absence. Most importantly, however, is the focus on preventing an accident, which is why work environment representatives and environmental boards have been educated in

all the company's departments systematically. In 2019 there is planned education and training in improving both the physical and social working environment. It is expected that these initiatives will reduce the number of accidents. HARIBO in Denmark will continuously the work on improving the working environment and educating our employees – and thereby reducing the accident-related absence. One of the key risks for our business is health and safety incidents. This is predominantly managed through ongoing continuous improvements on the health and safety environment at the workplace.'