



# Energy Policy

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HARIBO has set itself clear targets for energy saving in addition to social, economic, and ecological obligations. Out of a shared responsibility towards people and the environment, profitable production is to be achieved by improving energy performance and avoiding or reducing energy waste where this is technically, organisationally, and economically viable. HARIBO will consider the context of the organisation, comply with legal and regulatory requirements and other binding obligations relevant to our business, and commit to continuously improve our energy performance and the Energy Management System.

Continuous improvement of our energy performance is also a prerequisite for us to effectively reduce costs in the medium and long term and an important contribution to reducing energy consumption. A trouble-free organisation, advanced management methods and the best available technology provide the necessary framework for this. Targets and programmes and their review are based on measurable characteristics.

Managers are obliged to apply the management practices applicable in their area of responsibility, to constantly monitor their effectiveness and to adapt them to the latest knowledge and requirements. Every employee is involved in our management system and has the right and duty to work towards eliminating circumstances that cause unnecessary consumption of energy. Through information and training, we promote energy-conscious behaviour among our employees and contractors. In daily practice, this has the following effects:

- The management derives concrete goals and pursues them in strategy maps.
- The management ensure the availability of information and necessary resources to achieve objectives and energy targets
- The opportunities and risks associated with our key processes are identified, evaluated, documented, and utilised as far as possible.
- The requirements and expectations of interested parties are considered and evaluated.
- The procurement of energy efficient products and services that impact energy performance is supported.
- The management supports design activities that consider energy performance improvement
- The implementation of continuous improvement processes (energy efficiency-promoting programmes) in our operations.
- Regular auditing, monitoring and measurement to identify areas for improvement
- The production of high-quality products is continuously examined for potential energy savings.
- Plant and equipment renewals utilise best available techniques
- The management is committed to clearly defining responsibilities for plant engineering issues and reserves the right to review production engineering data at regular intervals.

The listed measures and goals for reducing energy use are applied in all departments and are communicated to the other employees by the management level and all senior employees. Through this declaration, the management obliges all employees to carry out their activities in accordance with this policy to ensure that the energy-related specifications correspond to the specified and self-imposed requirements and the expectations of the company.

Signed: .....  .....

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

On behalf of the Board of Directors

**Chief Operations Officer UK**

Dunhills (Pontefract) plc

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