

## Jordanes AS

### ESG CHARTER

*Approved by the Jordanes Board November 2023.*

#### Purpose

This document serves as a vital resource, aimed at bolstering and directing our business operations' unwavering dedication to environmental stewardship, social responsibility throughout our value chain, and the effective governance of our sustainability endeavors.

#### Our ambition – *Proud to Serve Our Kids*

At Jordanes ("Jordanes" or the "Company"), we aspire to be at the forefront of our industry by integrating environmental, social, and governance (ESG) standards and practices into every facet of our business operations. We are committed to surpassing legal requirements and regulations whenever doing so enhances the long-term sustainability of our company.

Embedded in our company's DNA is our unwavering purpose, encapsulated by the phrase "Proud to Serve Our Kids" (PTSK). This ethos reflects our profound dedication to sustainability, extending beyond the mere development of brands and product enhancements. Jordanes endeavors to make a meaningful impact on the environment and communities where we operate, instilling pride in our employees as they carry our legacy forward for future generations.

Jordanes is dedicated to responsible sourcing and production practices, working tirelessly to enhance sustainability throughout all aspects of our business, including sourcing practices that support our suppliers' ability to meet our demands. We strive to efficiently manage environmental, social, and governance (ESG) risks and seize opportunities that arise along the way.

#### Our beliefs

At Jordanes, we firmly believe in the following principles:

- Leadership in ESG and Wholehearted Commitment to Sustainability:  
Taking a leadership role in ESG practices and making a holistic commitment to sustainability, as embodied in our PTSK philosophy, is not only compatible but also directly aligned with our goal of maximizing long-term shareholder value.
- Accurate Measurements and Transparent Reporting:  
We recognize that accurate measurements and transparent reporting of our progress towards ESG targets are essential. By consistently monitoring and openly sharing our performance, we can accelerate our journey towards achieving our ambitious sustainability objectives.
- Positive Impact on Consumers' Health and the Planet:  
We firmly believe that our actions have the power to make a positive impact on consumers. By

prioritizing sustainability, we not only promote the personal health and well-being of individuals but also contribute to the overall health of the planet, fostering a better future for all.

### Adoption of guidelines and standards

We wholeheartedly embrace and pledge our commitment to the following guidelines and standards:

- the United Nations sustainability goals
- the OECD Guidelines for Multinational Enterprises
- the UN Guiding principles on business and human rights guide.
- the EU Green Deal
- Jordanes Principles for Responsible Business Conduct

### Our contribution to the UN Sustainable Development Goals

We acknowledge our distinct responsibility to fulfill and make a substantial contribution towards the UN Sustainable Development Goals. Additionally, we acknowledge the potential environmental, climate, and health implications associated with the use and consumption of our products and services. Consequently, we proactively manage our business operations to generate a positive impact in these domains.

### Our key sustainability goals

Through a comprehensive assessment aimed at identifying areas where our actions can generate the greatest impact, we have determined our focus on the following four Sustainable Development Goals:

#### 8. Decent work and economic growth

- Job creation through organic growth across segments
- Taking responsibility for our value chains' economic opportunities to secure living wages

#### 12. Responsible consumption and production

- Enhance resource efficiency and waste management to reduce energy consumption, food waste, and packaging across the value chain.
- Raise consumer awareness about sustainability.

#### 13. Climate action

- Opportunity to reduce climate impact by providing tools and resources to report and reduce GHG emissions.
- Increase climate awareness through strategy development and clear goal setting across segments.

#### 15. Life on land

- Strive for sustainability sourced commodities, reducing dependency on key nature-related resources.
- Improve sustainable practices for commodities by promoting dialogue between production and connected value chain.

## Our prioritised sustainability programs

In accordance with our four key UN Sustainable Development Goals, and guided by the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, the EU Green Deal, and the specific industries in which we operate, we have established the following four internal sustainability programs as our top priorities:

1. Sustainable production:

We are dedicated to addressing the impact of our operations on climate change and biodiversity, seeking innovative solutions to mitigate and adapt to these challenges.

2. Sustainable sourcing:

We prioritize resource efficiency throughout our value chains, promoting the principles of the circular economy to minimize waste and maximize the reuse and recycling of materials.

3. Healthier and more sustainable consumers:

We strive to develop and provide sustainable products that meet the needs of our customers while minimizing their environmental footprint throughout their lifecycle.

4. Own employees:

We value and empower our employees, fostering an entrepreneurial spirit and providing them with the necessary support and opportunities to contribute to our sustainability initiatives.

Continuously seeking improvement, we actively explore and implement innovative and sustainable solutions across all aspects of our business operations.

## Environment

At Jordanes, we strongly believe that environmental consciousness is an essential prerequisite for the achievement of our business objectives. We are dedicated to actively supporting the realization of the EU Green Deal, which encompasses vital improvements to the food system, including areas such as biodiversity preservation, emissions reduction, sustainable transportation, circular economy practices, and agricultural advancements.

Moreover, as part of our commitment to responsible practices, Jordanes is fully devoted to promoting animal welfare. We advocate for a ban on animal testing and actively work towards establishing a comprehensive animal welfare policy that upholds the highest standards of ethical treatment.

By aligning our efforts with these principles, we strive to create a sustainable and compassionate future while simultaneously pursuing our business goals.

## Social

At Jordanes, we firmly believe that our commitment to diversity and inclusion not only serves as a competitive advantage but also represents a strategic approach to establishing meaningful connections between our brands and consumers across diverse markets and segments. We uphold a zero-tolerance policy towards harassment, bullying, and discrimination, adhering to the regulations set forth by the International Labor Organization (ILO) and the OECD guidelines. In addition, we have implemented supplementary standards to safeguard the rights of women, children, persons with disabilities, minorities, and other vulnerable groups from any form of discrimination.

To ensure compliance with applicable health and safety regulations and to prevent any instances of human rights abuse or modern slavery, Jordanes conducts regular supplier audits. In the event that

investigations, due diligence studies, or audits reveal information that indicate systemic discrimination or abuse, immediate and decisive action will be taken.

We remain dedicated to upholding the highest ethical standards and fostering an inclusive environment where diversity is celebrated, and all individuals are treated with respect and dignity.

### **Governance**

Jordanes recognizes the pivotal role of transparent and efficient governance in aligning with the standards, guidelines, and practices we have adopted, which are essential for realizing our business ambitions. We believe that good governance extends beyond our immediate business operations and encompasses leaving a lasting legacy that we can be proud of for future generations. In line with this commitment, we strongly support the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights.

To ensure responsible business conduct, we have established a robust due diligence and governance practice that encompasses the following steps:

- The Jordanes Board holds overall responsibility for the organization's business conduct. It ensures that the necessary guidelines are in place and reviews performance, impacts, risks, and opportunities across all segments. Each subsidiary's Chief Executive Officer (CEO) reports directly to the Board. In addition, Jordanes has a Director of Sustainability who reports to the Executive Committee quarterly and to both the Audit Committee and the Board twice a year. We maintain policy and governance documents that are regularly updated based on our double materiality assessment, securing our approach, and sustaining our level of sustainability performance.
- Impact, risk, and opportunity assessments are conducted through stakeholder dialogues and continuous information gathering, forming the foundation of our double materiality assessment.
- Prioritized impacts, risks, and opportunities guide the establishment of targets and key performance indicators (KPIs), supported by an action plan. We implement these actions, track the results, and report on them accordingly.

ESG is fully integrated into our strategy and business objectives. As such, we diligently follow up on our ESG performance with the same level of scrutiny as our financial reporting, providing biannual reports to the board.

We strive to develop and maintain best practice compliance programs across all our brands. At Jordanes, we maintain a zero-tolerance policy towards corruption, encompassing employees, suppliers, and other stakeholders.

In our portfolio companies, we endeavor to implement relevant recognized operational industry quality, health, and safety standards. For instance, we adopt standards such as BRC food safety standards (or similar) in accordance with the specific requirements of each brand.

Furthermore, we actively promote adherence to relevant national recommended practices for good governance, ensuring their implementation across our brands where they are deemed relevant.

## Version control

Valid from	Revision category (new/updated/wording)	Description important changes
November 2023	New	
December 2024	Updated	Changes in wording
December 2025	Updated	Reflection changes in the organisation of Jordanes